

INTERNATIONAL LABOUR  
CONFERENCE

SEVENTY-FIRST SESSION  
GENEVA, 1985

RECORD OF PROCEEDINGS

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INTERNATIONAL LABOUR OFFICE  
GENEVA

## RECORD OF PROCEEDINGS



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## INTRODUCTION

The Seventy-first Session of the General Conference of the International Labour Organisation was held at Geneva from 7 to 27 June 1985.

The agenda of the Conference was as follows:

- I. Reports of the Governing Body and the Director-General.
- II. Programme and budget proposals and other financial questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Occupational health services (*second discussion*).
- V. Revision of the Convention concerning statistics of wages and hours of work, 1938 (No. 63) (*second discussion*).
- VI. Safety in the use of asbestos (*first discussion*).
- VII. Equal opportunities and equal treatment for men and women in employment (*general discussion*).
- VIII. Structure of the ILO: Report of the Conference Delegation on Structure.

The Conference also had before it a Special Report submitted by the Director-General in application of operative paragraph 5(a) of the Declaration concerning the Policy of Apartheid in South Africa, updated in 1981.

The contents of the present volume constitute the *Record of Proceedings* of the 71st Session of the Conference in its final form. They are presented in the following order:

- a detailed table of contents of the *Provisional Record* (pp. IV-XIII);
- a list of corrigenda to the *Provisional Record*, including corrections communicated in conformity with article 23, paragraph 3, of the Standing Orders (pp. XIII-XVI);
- the authentic texts of the Conventions and Recommendation adopted by the Conference (pp. XVII-LXI);
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## CORRIGENDA

### *Provisional Record*

No.	Page	
3	1, 16	See the corrigenda printed in <i>Provisional Record</i> , No. 10.
10	3	Right-hand column, last full paragraph should end: "I would like to make some comments on this subject."
	4	Left-hand column, first full paragraph: after the colon the sentence should read: "this development has for several years been characterised by a high growth rate that has been sustained in both industry and agriculture, by a better balance between agriculture and light and heavy industry and by a more practical ratio of consumption to accumulation."; second full paragraph, from the fourth line, read: ". . . long period of time into a socialist system, Chinese-style, that is full of vigour and vitality so as to promote . . ."; third full paragraph should begin: "The key to the structural reform of our economy is to revitalise our enterprises". Right-hand column, first paragraph should end: "In a word, what we have undertaken to set up is a planned mercantile economy, based on the public ownership of the means of production; it is completely different . . ."; second full paragraph, line 21 should read: "to build a new international economic order that is just and equitable". The last sentence should read: "China will actively develop various forms of bilateral and multilateral co-operation with the Third World countries, while at the same time importing advanced technologies from developed countries in pursuance of an "open door" policy so as to . . .".
12	31	Right-hand column, second full paragraph, fourth line from the end, read "Dr. Milton Obote".
	32	Left-hand column, third full paragraph, last line should read: "other parts of Uganda".
	39	Right-hand column, fifth line, for "right to right" read "right to live"; fifth full paragraph, fourth sentence should begin: "We are moving towards practical implementation of the new economic approach".
13	4	Left-hand column, second full paragraph, sixth line should begin: "a huge food deficit"; fifth full paragraph, in the fourth line replace "question" by "guardian"; right-hand column, second full paragraph: the second sentence, beginning "The ILO's efforts..." should start a new paragraph; third full paragraph, eighth line should read: "from multi-bilateral aid donor agencies . . ."; eleventh line, after "aid" should continue "which is going to affect . . .".
	27	See the corrigendum printed in <i>Provisional Record</i> , No. 27.
40		Left-hand column, seventh paragraph, fourth line, the date should read "1976"; right-hand column, first paragraph should end "workers' and employers' representatives did not participate in the preparation of the plan.", the last sentence being deleted; in the subsequent paragraph, the second sentence should begin: "With the assistance of the ILO Regional Office for Asia and the Pacific through the Regional Adviser on employers' organisations, Mr. K. A. Menon, and the Regional Adviser on international labour standards, etc.".

No.	Page	
14	9	Right-hand column, seventh line, insert "of" between "system" and "production".
10		Left-hand column, second full paragraph, second sentence should read: "The Second World War brought disaster to the world and educated people."
19		Left-hand column, second full paragraph should end: "... an unacceptable ideology".
49		Right-hand column, fifth full paragraph, fifth line should begin: "but more importantly"; last paragraph, sixth line, the word "for" preceding "respect" should be deleted; the sentence should end: "... as demonstrated by open, fair and genuine elections"; in the penultimate line the word "rude" should be deleted.
50		Left-hand column, fourteenth line, the word "us" should be deleted; in the last paragraph the words "the quorum" should be replaced by "decorum".
15	1	See the corrigendum printed in <i>Provisional Record</i> , No. 21.
	5, 6	See the corrigenda printed in <i>Provisional Record</i> , No. 35.
16	4	See the corrigendum printed in <i>Provisional Record</i> , No. 22.
17	6	Left-hand column, second and third lines, the words "and destroyed" should be deleted.
16, 17		See the corrected version of paragraph 52 of the Report of the Committee on Apartheid, as read by Mr. Narayanan, on pp. 2-3 of <i>Provisional Record</i> , No. 24.
18	22	Left-hand column, last full paragraph, last sentence should begin: "We hope that, with the realisation of the conditions that the Islamic Republic of Iran has announced for ending the war, a real...".
19	6	Left-hand column, fifth full paragraph, last two lines should be altered to read: "social security benefits, saying that these are also contributing to inflation"; in the penultimate paragraph a new sentence should begin after "sabbatical leave", reading "Instead of retiring at a fixed age, workers would ...".
	7	Left-hand column, second full paragraph, the penultimate sentence should begin: "The minority of the population, fortunate enough to be shareholders, are able ..."; right-hand column, fourth paragraph, line 17, for "OECD" read "ILO".
21	6	See the corrigendum printed in <i>Provisional Record</i> , No. 23.
	11	See the corrigendum printed in <i>Provisional Record</i> , No. 22.
22	4	Right-hand column, third paragraph should end: "... in the past four years by some 19 per cent, going considerably beyond the objectives of the five-year plan".
	7	Left-hand column, second paragraph should read: "The essential idea in his Report is that of tripartism, which is a question of the apportionment of powers in the world of labour." The tenth paragraph should end: "... workers' representatives are fully informed in advance about the undertaking and can participate in decision-making and contribute their ideas". In the right-hand column, the last word in the second full paragraph should be "representation" and not "complaint".
	9	Left-hand column, sixth full paragraph, fifth line, for "development" read "developed"; right-hand column, third full paragraph should begin: "With these legal instruments at our disposal, we will try ..."; last paragraph: in the fifth line replace "composition" by "quality"; the last sentence should begin: "Under these circumstances, labour and management have gradually adjusted ...".
	17	Right-hand column, second full paragraph should end: "... congratulations on your election to high office at the Conference."
23	16	The Hungarian delegation should be deleted from the list of those voting <i>for</i> the resolution concerning the budget.
	27	Right-hand column, fifth line from the bottom, after "properly harmonised." add the following sentence: "However, in the event of a concrete examination of these problems due consideration should be given to the fact that technical and technological changes in various social systems take place in a distinctly different manner and have very different effects."
	28	Left-hand column, end of the third full paragraph, after "international relations" add the following sentences: "More than 50 per cent of the workers are organised in the new trade unions. By the way, in terms of percentage that is more than in many capitalist countries, particularly in the United States."
24	11	Left-hand column, 14th line, for "PSE" read "PAC". The first full paragraph should begin: "We in Africa will continue to denounce unions which go to South Africa without invita-

No.	Page	tion...”, and in the tenth line the word “try” should be replaced by “are trying”; the paragraph should end: “...and has attained nuclear capability, thanks to the assistance of Israel.”. In the 21st line from the bottom, for “PSE” read “PAC”.
25	18	The text of the resolution should be replaced by the following: <i>Resolution concerning Statistics of Productivity</i> The General Conference of the International Labour Organisation, Having adopted the report of the Committee established to examine the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63); Requests the Governing Body of the International Labour Office to give high priority in its future programme proposals to work on the problems of productivity measurement with a view to providing, by the beginning of the next decade, guide-lines concerning concepts, definitions and methodologies that can be used by Members which wish to develop statistics of productivity in pursuance of the goals set forth in Paragraph 15 of the Labour Statistics Recommendation, 1985. Such work should be undertaken in collaboration with other competent statistical agencies in the United Nations family.
26	5	Right-hand column, second paragraph, tenth line, the sentence should begin: “All reformers and all religions, including...”.
	13	Right-hand column, third full paragraph, eighth line, replace “admiration” by “appreciation”.
	14	Right-hand column, fifth paragraph, sixth line should begin: “with progressive mankind...”.
	18	Left-hand column: the name of the Government delegate of Nigeria is Mr. CHIKELU.
27	17, 23	See the corrigenda printed in <i>Provisional Record</i> , No. 35.
28	4	See the corrigendum printed in <i>Provisional Record</i> , No. 39.
29	11	Right-hand column, penultimate paragraph should begin: “To this day, no instruments...”.
	12	Left-hand column, third paragraph: the figure “3” should be deleted.
	13	Left-hand column, from the 16th line, read: “noble cause of lasting peace, social justice and co-operation on an equitable basis, will remain...”.
	17	Left-hand column, third full paragraph, fourth line from the end, for “bipartism” read “tripartism”.
30	43	See the corrigendum printed in <i>Provisional Record</i> , No. 38.
	61	Left-hand column, third paragraph, last sentence should begin: “It also hoped that solutions would be found, along the lines...”.
33	1	In paragraph 2, the name of the Chairman should read: Mr. E. Siccama. In paragraph 6, tenth line from the bottom, the word “Employment” should be preceded by the following: “list of occupational diseases as revised in 1980 appended to the”.
	2	Paragraph 12 should end: “...this Point in respect of exposure limits.”
	6-7	Paragraph 55 should be one continuous paragraph.
	7	In 27th line from the bottom, insert “other” before “products”.
	9	At the end of Point 19 insert the word “are” before “complied with”. Between paragraphs 74 and 75 the heading should read: “Proposed new Points”, etc.
	10	After paragraph 77 a new paragraph 78 should be inserted as follows: “78. The proposed new Point, as amended, was adopted.” All subsequent paragraphs are renumbered accordingly.
34	36	Left-hand column, paragraph 262, delete the second sentence.
	43	Paragraph 5 should read: “Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares that the short-, medium- and long-term programmes contained in document GB. 229/OP/3/4 (paragraphs 25 to 65) constitute the Programme of Action of the ILO for Africa and decides to append them to the present resolution.”
	50	In the last line “transportation” should be replaced by “preparation”. Back cover page: Under “Contents” the title of the first resolution submitted to the Conference should read: “Resolution concerning the most urgent problems of Africa, and particularly food security”.
35	6	Left-hand column, third paragraph should read: “The electoral college also unanimously elected the following Governing Body members after the resignation of Mr. Yllanes Ramos

No.	Page	(Mexico): Mr. W. Durling (Panama) to replace Mr. Yllanes Ramos as regular member, Mr. M. Eurnekian (Argentina) to replace Mr. Durling as deputy member and Mr. J. del Regil Gomez (Mexico) to replace Mr. Eurnekian as substitute member."
36	1	In paragraphs 2 and 3 the name of the Workers' Vice-Chairwoman is Ms Andreassen.
	5	In paragraph 34, fourth line from the bottom, for "interpretation" read "application"; in the second line from bottom the word "again" should be inserted after "considered".
	10	In the bottom line "liberal" should be replaced by "literal".
	12	The heading in bold type, half way down the page, should be deleted and replaced by the word "Conclusions".
	15	In subparagraph (k) the first word should read "special" and not "official".
	18	In paragraph 14, sixth line, the word "and" should be inserted before "underemployment".
	19	Paragraph 18 (d) should read: "to develop, implement and evaluate innovative projects for women belonging to disadvantaged groups in co-operation with any work which is already being done...". On the back cover, under "Contents", the last entry should be deleted.
37	16	Paragraph 98 should begin: " <i>The Government member of the USSR</i> (Mr. Davydov) (speaking on behalf of the group of socialist countries) said, etc."; lines 16 and 17 should read: "...the socialist countries reserved their position at the present time. Their final attitude..."; in the penultimate line of the paragraph read "their delegations" instead of "his delegation".
	20	At the end of the report the name should read: Fernando JIMENEZ DAVILA.
39	9	Right-hand column, the top lines should read: "...that the Committee of Experts on the Application of Conventions and Recommendations intends...".
	18	Left-hand column, sixth line from the bottom, for "shows" read "shown". Right-hand column, first full paragraph, the organisations referred to as from the seventh line should read "the Copperworkers' Confederation and the Confederation of Private Employees of Chile". The paragraph should end: "This again does show how difficult, etc."
40	5	Right-hand column, fourth full paragraph, as from the seventh line the sentence should read: "...not just to implement the three objectives, that is, equality, development and peace, but also as regards the subtheme: employment, health and education"; in the 13th line for "sub-item" read "subtheme"; in the fifth full paragraph, ninth line, for "Vice-Chairman" read "Vice-Presidents" and 11th line, for "resolution" read "conclusions".
	6	Left-hand column, the top lines should read: "[delegations] at the Nairobi Conference draw attention to this positive contribution which will be presented by the ILO." In the second full paragraph the first sentence should read: "Thirdly, the document requires that appropriate account should be taken of the conclusions on the action and activities of the ILO, bearing in mind - as we say in Austria - this 'century's trend' in women's employment."
	10	Right-hand column, end of fourth full paragraph, for "election" read "elections"; in the last paragraph, seventh line from the bottom, after "reproduced" add "in <i>Provisional Record</i> , No. 3"; in the fifth line from the bottom substitute "these" for "this".
	11	Left-hand column, second full paragraph, second line, for "welcome" read "welcomed"; in the fourth line from the bottom of the page, for "seem" read "seemed". Right-hand column, third full paragraph, in the seventh line, after "tripartite" insert "CMEA"; in the sixth full paragraph, fifth line, replace "Appendix III" by " <i>Provisional Record</i> , No. 3"; in the sixth line replace "the" by "their" and in the last line replace "adopt" by "to amend".

CONVENTIONS AND RECOMMENDATIONS  
ADOPTED BY THE CONFERENCE

AUTHENTIC TEXTS

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## **Convention 160**

### **CONVENTION CONCERNING LABOUR STATISTICS**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International  
Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Having decided upon the adoption of certain proposals with regard to the  
revision of the Convention concerning Statistics of Wages and Hours of  
Work, 1938 (No. 63), which is the fifth item on the agenda of the session,  
and

Considering that these proposals should take the form of an international  
Convention,

adopts this twenty-fifth day of June of the year one thousand nine hundred and  
eighty-five the following Convention, which may be cited as the Labour Statistics  
Convention, 1985:

#### **PART I. GENERAL PROVISIONS**

##### *Article 1*

Each Member which ratifies this Convention undertakes that it will regularly  
collect, compile and publish basic labour statistics, which shall be progressively  
expanded in accordance with its resources to cover the following subjects:

- (a) economically active population, employment, where relevant unemployment,  
and where possible visible underemployment;
- (b) structure and distribution of the economically active population, for detailed  
analysis and to serve as benchmark data;
- (c) average earnings and hours of work (hours actually worked or hours paid for)  
and, where appropriate, time rates of wages and normal hours of work;
- (d) wage structure and distribution;
- (e) labour cost;
- (f) consumer price indices;
- (g) household expenditure or, where appropriate, family expenditure and, where  
possible, household income or, where appropriate, family income;
- (h) occupational injuries and, as far as possible, occupational diseases; and
- (i) industrial disputes.

##### *Article 2*

In designing or revising the concepts, definitions and methodology used in the  
collection, compilation and publication of the statistics required under this  
Convention, Members shall take into consideration the latest standards and guide-  
lines established under the auspices of the International Labour Organisation.

##### *Article 3*

In designing or revising the concepts, definitions and methodology used in the  
collection, compilation and publication of the statistics required under this  
Convention, the representative organisations of employers and workers, where  
they exist, shall be consulted with a view to taking into account their needs and to  
ensuring their co-operation.

**CONVENTION CONCERNANT LES STATISTIQUES DU TRAVAIL**

La Conférence générale de l'Organisation internationale du Travail,  
Convoquée à Genève par le Conseil d'administration du Bureau international  
du Travail, et s'y étant réunie le 7 juin 1985, en sa soixante et onzième  
session;

Après avoir décidé d'adopter diverses propositions relatives à la révision de la  
convention (n° 63) concernant les statistiques des salaires et des heures de  
travail, 1938, question qui constitue le cinquième point à l'ordre du jour de  
la session;

Considérant que ces propositions devraient prendre la forme d'une convention  
internationale,

adopte, ce vingt-cinquième jour de juin mil neuf cent quatre-vingt-cinq, la con-  
vention ci-après, qui sera dénommée Convention sur les statistiques du travail, 1985.

**PARTIE I. DISPOSITIONS GÉNÉRALES**

*Article 1*

Tout Membre qui ratifie la présente convention s'engage à régulièrement  
recueillir, compiler et publier des statistiques de base du travail qui devront, en  
tenant compte de ses ressources, progressivement s'étendre aux domaines sui-  
vants:

- a) la population active, l'emploi, le chômage s'il y a lieu, et, si possible, le sous-  
emploi visible;
- b) la structure et la répartition de la population active, afin de pouvoir procéder à  
des analyses approfondies et de disposer de données de calage;
- c) les gains moyens et la durée moyenne du travail (heures réellement effectuées  
ou heures rémunérées) et, quand cela est approprié, les taux de salaire au  
temps et la durée normale du travail;
- d) la structure et la répartition des salaires;
- e) le coût de la main-d'œuvre;
- f) les indices des prix à la consommation;
- g) les dépenses des ménages ou, quand cela est approprié, les dépenses des  
familles et, si possible, les revenus des ménages ou, quand cela est approprié,  
les revenus des familles;
- h) les lésions professionnelles et, autant que possible, les maladies profession-  
nelles;
- i) les conflits du travail.

*Article 2*

Lors de l'élaboration ou de la révision des concepts, des définitions et de la  
méthodologie utilisés pour la collecte, la compilation et la publication des  
statistiques requises en vertu de la présente convention, les Membres doivent  
prendre en considération les normes et les directives les plus récentes établies sous  
les auspices de l'Organisation internationale du Travail.

*Article 3*

Lors de l'élaboration ou de la révision des concepts, des définitions et de la  
méthodologie utilisés pour la collecte, la compilation et la publication des  
statistiques requises en vertu de la présente convention, les organisations repré-  
sentatives des employeurs et des travailleurs, lorsqu'elles existent, doivent être  
consultées, pour que leurs besoins soient pris en compte et que leur collaboration  
soit assurée.



#### *Article 4*

Nothing in this Convention shall impose an obligation to publish or reveal data which could result in the disclosure in any way of information relating to an individual statistical unit, such as a person, a household, an establishment or an enterprise.

#### *Article 5*

Each Member which ratifies this Convention undertakes to communicate to the International Labour Office, as soon as practicable, the published statistics compiled in pursuance of the Convention and information concerning their publication, in particular—

- (a) the reference information appropriate to the means of dissemination used (titles and reference numbers in the case of printed publications and the equivalent descriptions in the case of data disseminated in other forms); and
- (b) the most recent dates or periods for which the different types of statistics are available, and the dates of their publication or release.

#### *Article 6*

Detailed descriptions of the sources, concepts, definitions and methodology used in collecting and compiling statistics in pursuance of this Convention shall be—

- (a) produced and updated to reflect significant changes;
- (b) communicated to the International Labour Office as soon as practicable; and
- (c) published by the competent national body.

### PART II. BASIC LABOUR STATISTICS

#### *Article 7*

Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment, shall be compiled in such a way as to be representative of the country as a whole.

#### *Article 8*

Statistics of the structure and distribution of the economically active population shall be compiled in such a way as to be representative of the country as a whole, for detailed analysis and to serve as benchmark data.

#### *Article 9*

1. Current statistics of average earnings and hours of work (hours actually worked or hours paid for) shall be compiled covering all important categories of employees and all important branches of economic activity, and in such a way as to be representative of the country as a whole.

2. Where appropriate, statistics of time rates of wages and normal hours of work shall be compiled covering important occupations or groups of occupations in important branches of economic activity, and in such a way as to be representative of the country as a whole.

#### *Article 10*

Statistics of wage structure and distribution shall be compiled covering employees in important branches of economic activity.

#### *Article 11*

Statistics of labour cost shall be compiled covering important branches of economic activity. Where possible, these statistics shall be consistent with data on

#### *Article 4*

Rien dans la présente convention n'impose l'obligation de publier ou de révéler des données qui entraîneraient, d'une quelconque façon, la divulgation de renseignements relatifs à une unité statistique individuelle telle qu'une personne, un ménage, un établissement ou une entreprise.

#### *Article 5*

Tout Membre qui ratifie la présente convention s'engage à communiquer au Bureau international du Travail, dès que cela est réalisable, les statistiques compilées et publiées en vertu de la convention, et des informations concernant leur publication, et en particulier :

- a) les renseignements appropriés aux moyens de diffusion utilisés (titres et numéros de référence dans le cas de publications imprimées ou descriptions équivalentes dans le cas de données diffusées sous toute autre forme);
- b) les dates ou les périodes les plus récentes pour lesquelles les différentes sortes de statistiques sont disponibles et les dates de leur publication ou diffusion.

#### *Article 6*

Des descriptions détaillées des sources, des concepts, des définitions et de la méthodologie utilisés lors de la collecte et de la compilation des statistiques conformément à la présente convention doivent être :

- a) produites et mises à jour pour refléter les changements significatifs;
- b) communiquées au Bureau international du Travail dès que cela est réalisable;
- c) publiées par l'organisme national compétent.

### **PARTIE II. STATISTIQUES DE BASE DU TRAVAIL**

#### *Article 7*

Des statistiques courantes sur la population active; l'emploi, le chômage s'il y a lieu, et, si possible, le sous-emploi visible doivent être compilées de manière à ce qu'elles représentent l'ensemble du pays.

#### *Article 8*

Pour pouvoir procéder à des analyses approfondies et disposer de données de calage, des statistiques sur la structure et la répartition de la population active doivent être compilées de manière à ce qu'elles représentent l'ensemble du pays.

#### *Article 9*

1. Des statistiques courantes sur les gains moyens et la durée moyenne du travail (heures réellement effectuées ou heures rémunérées) doivent être compilées pour toutes les catégories importantes de salariés et toutes les branches d'activité économique importantes, et de manière à ce qu'elles représentent l'ensemble du pays.

2. Quand cela est approprié, des statistiques sur les taux de salaire au temps et la durée normale du travail doivent être compilées pour des professions ou des groupes de professions importants dans des branches d'activité économique importantes, et de manière à ce qu'elles représentent l'ensemble du pays.

#### *Article 10*

Des statistiques sur la structure et la répartition des salaires doivent être compilées pour des branches d'activité économique importantes.

#### *Article 11*

Des statistiques sur le coût de la main-d'œuvre doivent être compilées pour des branches d'activité économique importantes. Ces statistiques doivent, si possible,

employment and hours of work (hours actually worked or hours paid for) of the same scope.

#### *Article 12*

Consumer price indices shall be computed in order to measure variations over time in the prices of items representative of the consumption patterns of significant population groups or of the total population.

#### *Article 13*

Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income shall be compiled covering all types and sizes of private households or families, and in such a way as to be representative of the country as a whole.

#### *Article 14*

1. Statistics of occupational injuries shall be compiled in such a way as to be representative of the country as a whole, covering, where possible, all branches of economic activity.

2. As far as possible, statistics of occupational diseases shall be compiled covering all branches of economic activity, and in such a way as to be representative of the country as a whole.

#### *Article 15*

Statistics of industrial disputes shall be compiled in such a way as to be representative of the country as a whole, covering, where possible, all branches of economic activity.

### **PART III. ACCEPTANCE OF OBLIGATIONS**

#### *Article 16*

1. Each Member which ratifies this Convention shall, in pursuance of the general obligations referred to in Part I, accept the obligations of the Convention in respect of one or more of the Articles of Part II.

2. Each Member shall specify in its ratification the Article or Articles of Part II in respect of which it accepts the obligations of this Convention.

3. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of one or more of the Articles of Part II which were not already specified in its ratification. These notifications shall have the force of ratification as from the date of their communication.

4. Each Member which has ratified this Convention shall state, in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the position of its law and practice on the subjects covered by the Articles of Part II in respect of which it has not accepted the obligations of the Convention and the extent to which effect is given or is proposed to be given to the Convention in respect of such subjects.

#### *Article 17*

1. A Member may limit initially the scope of the statistics referred to in the Article or Articles of Part II in respect of which it has accepted the obligations of this Convention to specified categories of workers, sectors of the economy, branches of economic activity or geographical areas.

être compatibles avec les données sur l'emploi et la durée du travail (heures réellement effectuées ou heures rémunérées) couvrant le même champ.

#### *Article 12*

Des indices des prix à la consommation doivent être calculés afin de mesurer les variations dans le temps des prix d'articles représentatifs des habitudes de consommation de groupes de population significatifs ou de l'ensemble de la population.

#### *Article 13*

Des statistiques sur les dépenses des ménages ou, quand cela est approprié, les dépenses des familles et, si possible, sur les revenus des ménages ou, quand cela est approprié, les revenus des familles doivent être compilées pour toutes les catégories et tailles de ménages privés ou de familles, et de manière à ce qu'elles représentent l'ensemble du pays.

#### *Article 14*

1. Des statistiques sur les lésions professionnelles doivent être compilées de manière à ce qu'elles représentent l'ensemble du pays et, si possible, pour toutes les branches d'activité économique.

2. Des statistiques sur les maladies professionnelles doivent, autant que possible, être compilées pour toutes les branches d'activité économique, et de manière à ce qu'elles représentent l'ensemble du pays.

#### *Article 15*

Des statistiques sur les conflits du travail doivent être compilées de manière à ce qu'elles représentent l'ensemble du pays et, si possible, pour toutes les branches d'activité économique.

### **PARTIE III. ACCEPTATION DES OBLIGATIONS**

#### *Article 16*

1. Tout Membre qui ratifie la présente convention doit accepter, en vertu des obligations générales qui font l'objet de la partie I, les obligations découlant de la convention en ce qui concerne l'un ou plusieurs des articles de la partie II.

2. Tout Membre doit spécifier, dans sa ratification, l'article ou les articles de la partie II pour lesquels il accepte les obligations découlant de la présente convention.

3. Tout Membre qui a ratifié la présente convention peut par la suite notifier au Directeur général du Bureau international du Travail qu'il accepte les obligations découlant de la convention en ce qui concerne l'un ou plusieurs des articles de la partie II qui n'ont pas déjà été spécifiés dans sa ratification. Ces notifications auront force de ratification dès la date de leur communication.

4. Tout Membre qui a ratifié la présente convention doit exposer, dans ses rapports sur l'application de la convention présentés en vertu de l'article 22 de la Constitution de l'Organisation internationale du Travail, l'état de sa législation et de sa pratique quant aux domaines couverts par les articles de la partie II pour lesquels il n'a pas accepté les obligations découlant de la convention, en précisant dans quelle mesure il a été donné effet ou il est proposé de donner effet aux dispositions de la convention en ce qui concerne ces domaines.

#### *Article 17*

1. Tout Membre peut, dans un premier temps, limiter le champ des statistiques visées par l'article ou les articles de la partie II pour lesquels il a accepté les obligations découlant de la présente convention à certaines catégories de travailleurs, certains secteurs de l'économie, certaines branches d'activité économique ou certaines régions géographiques.

2. Each Member which limits the scope of the statistics in pursuance of paragraph 1 of this Article shall indicate in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the Article or Articles of Part II to which the limitation applies, stating the nature of and reasons for such limitation, and shall state in subsequent reports the extent to which it has been possible or it is proposed to extend the scope to other categories of workers, sectors of the economy, branches of economic activity or geographical areas.

3. After consulting the representative organisations of employers and workers concerned, a Member may, by a declaration communicated to the Director-General of the International Labour Office in the month following each anniversary of the coming into force of the Convention, introduce subsequent limitations on the technical scope of the statistics covered by the Article or Articles of Part II in respect of which it has accepted the obligations of the Convention. Such declarations shall take effect one year after the date on which they are registered. Each Member which introduces such limitations shall provide in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation the particulars referred to in paragraph 2 of this Article.

#### *Article 18*

This Convention revises the Convention concerning Statistics of Wages and Hours of Work, 1938.

### PART IV. FINAL PROVISIONS

#### *Article 19*

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

#### *Article 20*

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

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

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

#### *Article 21*

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

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

3. After consulting the representative organisations of employers and workers concerned, a Member which has ratified this Convention may, after the expiration of five years from the date on which the Convention first comes into force, by a declaration communicated to the Director-General of the International Labour Office, withdraw its acceptance of the obligations of the Convention in respect of

2. Tout Membre qui limite le champ des statistiques en application du paragraphe 1 ci-dessus doit indiquer, dans son premier rapport sur l'application de la convention présenté en vertu de l'article 22 de la Constitution de l'Organisation internationale du Travail, l'article ou les articles de la partie II auxquels s'applique cette limitation, en en précisant la nature et les raisons; il doit exposer dans ses rapports ultérieurs les progrès qui ont pu être réalisés ou qu'il se propose de réaliser pour inclure d'autres catégories de travailleurs, secteurs de l'économie, branches d'activité économique et régions géographiques.

3. Après avoir consulté les organisations représentatives des employeurs et des travailleurs intéressées, tout Membre peut, chaque année, dans une déclaration communiquée au Directeur général du Bureau international du Travail dans le mois qui suit la date de la mise en vigueur initiale de la convention, apporter sur le plan technique des limitations ultérieures au champ des statistiques couvertes par l'article ou les articles de la partie II pour lesquels il a accepté les obligations découlant de la convention. Ces déclarations prendront effet une année après avoir été enregistrées. Tout Membre qui introduit de telles limitations devra fournir, dans ses rapports sur l'application de la convention présentés en vertu de l'article 22 de la Constitution de l'Organisation internationale du Travail, les détails mentionnés au paragraphe 2 du présent article.

#### *Article 18*

La présente convention révisé la convention concernant les statistiques des salaires et des heures de travail, 1938.

### **PARTIE IV. DISPOSITIONS FINALES**

#### *Article 19*

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

#### *Article 20*

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

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

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

#### *Article 21*

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

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

3. Après avoir consulté les organisations représentatives des employeurs et des travailleurs intéressées, tout Membre qui a ratifié la présente convention peut, à l'expiration d'une période de cinq ans après la date de la mise en vigueur initiale de la convention, par une déclaration communiquée au Directeur général du Bureau international du Travail, retirer son acceptation des obligations découlant de la

one or more of the Articles of Part II, provided that it maintains its acceptance of these obligations in respect of at least one of these Articles. Such withdrawal shall not take effect until one year after the date on which it was registered.

4. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in paragraph 3 of this Article, exercise the right of withdrawal provided for in that paragraph, shall be bound by the Articles of Part II in respect of which it has accepted the obligations of the Convention for another period of five years and, thereafter, may withdraw its acceptance of these obligations at the expiration of each period of five years under the terms provided for in this Article.

#### Article 22

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

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

#### Article 23

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

#### Article 24

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

#### Article 25

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

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 21 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

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

#### Article 26

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

convention en ce qui concerne l'un ou plusieurs des articles de la partie II; à condition qu'il maintienne son acceptation de ces obligations en ce qui concerne au moins l'un de ces articles. Cette déclaration ne prendra effet qu'une année après avoir été enregistrée.

4. Tout Membre ayant ratifié la présente convention qui, dans le délai d'une année après l'expiration de la période de cinq ans mentionnée au paragraphe 3 ci-dessus, ne fera pas usage de la faculté prévue dans ledit paragraphe sera lié par les articles de la partie II en vertu desquels il a accepté les obligations découlant de la convention pour une nouvelle période de cinq ans et; par la suite, peut retirer son acceptation de ces obligations à l'expiration de chaque période de cinq ans dans les conditions prévues au présent article.

#### *Article 22*

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

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

#### *Article 23*

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

#### *Article 24*

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

#### *Article 25*

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

- a) la ratification par un Membre de la nouvelle convention portant révision entraînerait de plein droit, nonobstant l'article 21 ci-dessus, dénonciation immédiate de la présente convention, sous réserve que la nouvelle convention portant révision soit entrée en vigueur;
- b) à partir de la date de l'entrée en vigueur de la nouvelle convention portant révision, la présente convention cesserait d'être ouverte à la ratification des Membres.

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

#### *Article 26*

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



## Convention 161

### CONVENTION CONCERNING OCCUPATIONAL HEALTH SERVICES

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Noting that the protection of the worker against sickness, disease and injury arising out of his employment is one of the tasks assigned to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and Recommendations, and in particular the Protection of Workers' Health Recommendation, 1953, the Occupational Health Services Recommendation, 1959, the Workers' Representatives Convention, 1971, and the Occupational Safety and Health Convention and Recommendation, 1981, which establish the principles of national policy and action at the national level,

Having decided upon the adoption of certain proposals with regard to occupational health services, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

Adopts this twenty-sixth day of June of the year one thousand nine hundred and eighty-five the following Convention, which may be cited as the Occupational Health Services Convention, 1985:

#### PART I. PRINCIPLES OF NATIONAL POLICY

##### *Article 1*

For the purpose of this Convention—

- (a) the term “occupational health services” means services entrusted with essentially preventive functions and responsible for advising the employer, the workers and their representatives in the undertaking on—
  - (i) the requirements for establishing and maintaining a safe and healthy working environment which will facilitate optimal physical and mental health in relation to work;
  - (ii) the adaptation of work to the capabilities of workers in the light of their state of physical and mental health;
- (b) the term “workers’ representatives in the undertaking” means persons who are recognised as such under national law or practice.

##### *Article 2*

In the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, each Member shall formulate, implement and periodically review a coherent national policy on occupational health services.

##### *Article 3*

1. Each Member undertakes to develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific risks of the undertakings.

**CONVENTION CONCERNANT LES SERVICES DE SANTÉ AU TRAVAIL**

La Conférence générale de l'Organisation internationale du Travail,  
Convoquée à Genève par le Conseil d'administration du Bureau international  
du Travail, et s'y étant réunie le 7 juin 1985, en sa soixante et onzième  
session;

Notant que la protection des travailleurs contre les maladies générales ou  
professionnelles et les accidents résultant du travail constitue l'une des  
tâches qui incombent à l'Organisation internationale du Travail en vertu de  
sa Constitution;

Notant les conventions et recommandations internationales du travail en la  
matière, en particulier la recommandation sur la protection de la santé des  
travailleurs, 1953; la recommandation sur les services de médecine du  
travail, 1959; la convention concernant les représentants des travailleurs,  
1971, ainsi que la convention et la recommandation sur la sécurité et la  
santé des travailleurs, 1981, qui établissent les principes d'une politique  
nationale et d'une action au niveau national;

Après avoir décidé d'adopter diverses propositions relatives aux services de  
médecine du travail, question qui constitue le quatrième point à l'ordre du  
jour de la session;

Après avoir décidé que ces propositions prendraient la forme d'une convention  
internationale,

Adopte, ce vingt-sixième jour de juin mil neuf cent quatre-vingt-cinq, la  
convention ci-après, qui sera dénommée Convention sur les services de santé au  
travail, 1985.

**PARTIE I. PRINCIPES D'UNE POLITIQUE NATIONALE**

*Article 1*

Aux fins de la présente convention:

- a) l'expression «services de santé au travail» désigne un service investi de  
fonctions essentiellement préventives et chargé de conseiller l'employeur, les  
travailleurs et leurs représentants dans l'entreprise en ce qui concerne:
  - i) les exigences requises pour établir et maintenir un milieu de travail sûr et  
salubre, propre à favoriser une santé physique et mentale optimale en  
relation avec le travail;
  - ii) l'adaptation du travail aux capacités des travailleurs compte tenu de leur  
état de santé physique et mentale;
- b) l'expression «représentants des travailleurs dans l'entreprise» désigne des  
personnes reconnues comme telles en vertu de la législation ou de la pratique  
nationales.

*Article 2*

A la lumière des conditions et de la pratique nationales et en consultation avec  
les organisations d'employeurs et de travailleurs les plus représentatives, lors-  
qu'elles existent, tout Membre doit définir, mettre en application et réexaminer  
périodiquement une politique nationale cohérente relative aux services de santé au  
travail.

*Article 3*

1. Tout Membre s'engage à instituer progressivement des services de santé au  
travail pour tous les travailleurs y compris ceux du secteur public et les  
coopérateurs des coopératives de production, dans toutes les branches d'activité  
économique et toutes les entreprises; les dispositions prises devraient être  
adéquates et appropriées aux risques spécifiques prévalant dans les entreprises.

2. If occupational health services cannot be immediately established for all undertakings, each Member concerned shall draw up plans for the establishment of such services in consultation with the most representative organisations of employers and workers, where they exist.

3. Each Member concerned shall indicate, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the plans drawn up pursuant to paragraph 2 of this Article, and indicate in subsequent reports any progress in their application.

#### *Article 4*

The competent authority shall consult the most representative organisations of employers and workers, where they exist, on the measures to be taken to give effect to the provisions of this Convention.

### PART II. FUNCTIONS

#### *Article 5*

Without prejudice to the responsibility of each employer for the health and safety of the workers in his employment, and with due regard to the necessity for the workers to participate in matters of occupational health and safety, occupational health services shall have such of the following functions as are adequate and appropriate to the occupational risks of the undertaking:

- (a) identification and assessment of the risks from health hazards in the workplace;
- (b) surveillance of the factors in the working environment and working practices which may affect workers' health, including sanitary installations, canteens and housing where these facilities are provided by the employer;
- (c) advice on planning and organisation of work, including the design of workplaces, on the choice, maintenance and condition of machinery and other equipment and on substances used in work;
- (d) participation in the development of programmes for the improvement of working practices as well as testing and evaluation of health aspects of new equipment;
- (e) advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment;
- (f) surveillance of workers' health in relation to work;
- (g) promoting the adaptation of work to the worker;
- (h) contribution to measures of vocational rehabilitation;
- (i) collaboration in providing information, training and education in the fields of occupational health and hygiene and ergonomics;
- (j) organising of first aid and emergency treatment;
- (k) participation in analysis of occupational accidents and occupational diseases.

### PART III. ORGANISATION

#### *Article 6*

Provision shall be made for the establishment of occupational health services—

- (a) by laws or regulations; or
- (b) by collective agreements or as otherwise agreed upon by the employers and workers concerned; or
- (c) in any other manner approved by the competent authority after consultation with the representative organisations of employers and workers concerned.

2. Si des services de santé au travail ne peuvent être institués immédiatement pour toutes les entreprises, tout Membre concerné doit, en consultation avec les organisations d'employeurs et de travailleurs les plus représentatives, lorsqu'elles existent, élaborer des plans en vue de leur institution.

3. Tout Membre concerné doit, dans le premier rapport sur l'application de la convention qu'il est tenu de présenter en vertu de l'article 22 de la Constitution de l'Organisation internationale du Travail, indiquer les plans qu'il a élaborés en vertu du paragraphe 2 du présent article et exposer, dans les rapports ultérieurs, tout progrès accompli sur la voie de leur application.

#### *Article 4*

L'autorité compétente doit consulter les organisations d'employeurs et de travailleurs les plus représentatives, lorsqu'elles existent, sur les mesures à prendre pour donner effet aux dispositions de la présente convention.

### PARTIE II. FONCTIONS

#### *Article 5*

Sans préjudice de la responsabilité de chaque employeur à l'égard de la santé et de la sécurité des travailleurs qu'il emploie, et en tenant dûment compte de la nécessité pour les travailleurs de participer en matière de santé et de sécurité au travail, les services de santé au travail doivent assurer celles des fonctions suivantes qui seront adéquates et appropriées aux risques de l'entreprise pour la santé au travail:

- a) identifier et évaluer les risques d'atteinte à la santé sur les lieux de travail;
- b) surveiller les facteurs du milieu de travail et les pratiques de travail susceptibles d'affecter la santé des travailleurs, y compris les installations sanitaires, les cantines et le logement, lorsque ces facilités sont fournies par l'employeur;
- c) donner des conseils sur la planification et l'organisation du travail, y compris la conception des lieux de travail, sur le choix, l'entretien et l'état des machines et des équipements ainsi que sur les substances utilisées dans le travail;
- d) participer à l'élaboration des programmes d'amélioration des pratiques de travail ainsi qu'aux essais et à l'évaluation des nouveaux équipements quant aux aspects de santé;
- e) donner des conseils dans les domaines de la santé, de la sécurité et de l'hygiène au travail, de l'ergonomie ainsi qu'en matière d'équipements de protection individuelle et collective;
- f) surveiller la santé des travailleurs en relation avec le travail;
- g) promouvoir l'adaptation du travail aux travailleurs;
- h) contribuer aux mesures de réadaptation professionnelle;
- i) collaborer à la diffusion de l'information, à la formation et à l'éducation dans les domaines de la santé et de l'hygiène au travail ainsi que de l'ergonomie;
- j) organiser les premiers secours et les soins d'urgence;
- k) participer à l'analyse des accidents du travail et des maladies professionnelles.

### PARTIE III. ORGANISATION

#### *Article 6*

Des dispositions doivent être prises en vue de l'institution de services de santé au travail:

- a) par voie de législation;
- b) par des conventions collectives ou par d'autres accords entre les employeurs et les travailleurs intéressés; ou
- c) par toute autre voie approuvée par l'autorité compétente après consultation des organisations représentatives d'employeurs et de travailleurs intéressés.

#### *Article 7*

1. Occupational health services may be organised as a service for a single undertaking or as a service common to a number of undertakings, as appropriate.

2. In accordance with national conditions and practice, occupational health services may be organised by—

- (a) the undertakings or groups of undertakings concerned;
- (b) public authorities or official services;
- (c) social security institutions;
- (d) any other bodies authorised by the competent authority;
- (e) a combination of any of the above.

#### *Article 8*

The employer, the workers and their representatives, where they exist, shall co-operate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.

### PART IV. CONDITIONS OF OPERATION

#### *Article 9*

1. In accordance with national law and practice, occupational health services should be multidisciplinary. The composition of the personnel shall be determined by the nature of the duties to be performed.

2. Occupational health services shall carry out their functions in co-operation with the other services in the undertaking.

3. Measures shall be taken, in accordance with national law and practice, to ensure adequate co-operation and co-ordination between occupational health services and, as appropriate, other bodies concerned with the provision of health services.

#### *Article 10*

The personnel providing occupational health services shall enjoy full professional independence from employers, workers, and their representatives, where they exist, in relation to the functions listed in Article 5.

#### *Article 11*

The competent authority shall determine the qualifications required for the personnel providing occupational health services, according to the nature of the duties to be performed and in accordance with national law and practice.

#### *Article 12*

The surveillance of workers' health in relation to work shall involve no loss of earnings for them, shall be free of charge and shall take place as far as possible during working hours.

#### *Article 13*

All workers shall be informed of health hazards involved in their work.

#### *Article 14*

Occupational health services shall be informed by the employer and workers of any known factors and any suspected factors in the working environment which may affect the workers' health.

#### *Article 7*

1. Les services de santé au travail peuvent être organisés, selon le cas, soit en tant que services desservant une seule entreprise, soit en tant que services desservant plusieurs entreprises.

2. Conformément aux conditions et à la pratique nationales, les services de santé au travail peuvent être organisés par :

- a) les entreprises ou groupes d'entreprises intéressées ;
- b) les pouvoirs publics ou les services officiels ;
- c) les institutions de sécurité sociale ;
- d) tout autre organisme habilité par l'autorité compétente ;
- e) toute combinaison des formules précédentes.

#### *Article 8*

L'employeur, les travailleurs et leurs représentants, lorsqu'il en existe, doivent coopérer et participer à la mise en œuvre de l'organisation des services de santé au travail et des autres mesures les concernant, sur une base équitable.

### **PARTIE IV. CONDITIONS DE FONCTIONNEMENT**

#### *Article 9*

1. Conformément à la législation et à la pratique nationales, les services de santé au travail devraient être multidisciplinaires. La composition du personnel doit être déterminée en fonction de la nature des tâches à exécuter.

2. Les services de santé au travail doivent remplir leurs fonctions en collaboration avec les autres services de l'entreprise.

3. Des mesures doivent être prises, conformément à la législation et à la pratique nationales, pour assurer une coopération et une coordination adéquates entre les services de santé au travail et, dans la mesure où cela est approprié, avec les autres services concernés par l'octroi des prestations de santé.

#### *Article 10*

Le personnel qui fournit des services en matière de santé au travail doit jouir d'une indépendance professionnelle complète à l'égard de l'employeur, des travailleurs et de leurs représentants, lorsqu'il en existe, en relation avec les fonctions stipulées à l'article 5.

#### *Article 11*

L'autorité compétente doit déterminer les qualifications requises du personnel appelé à fournir des services en matière de santé au travail en fonction de la nature des tâches à exécuter et conformément à la législation et à la pratique nationales.

#### *Article 12*

La surveillance de la santé des travailleurs en relation avec le travail ne doit entraîner pour ceux-ci aucune perte de gain ; elle doit être gratuite et avoir lieu autant que possible pendant les heures de travail.

#### *Article 13*

Tous les travailleurs doivent être informés des risques pour la santé inhérents à leur travail.

#### *Article 14*

Les services de santé au travail doivent être informés par l'employeur et les travailleurs de tout facteur connu et de tout facteur suspect du milieu de travail susceptibles d'avoir des effets sur la santé des travailleurs.

#### *Article 15*

Occupational health services shall be informed of occurrences of ill health amongst workers and absence from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services shall not be required by the employer to verify the reasons for absence from work.

### **PART V. GENERAL PROVISIONS**

#### *Article 16*

National laws or regulations shall designate the authority or authorities responsible both for supervising the operation of and for advising occupational health services once they have been established.

#### *Article 17*

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

#### *Article 18*

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

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

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

#### *Article 19*

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

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

#### *Article 20*

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

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

#### *Article 21*

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with

#### *Article 15*

Les services de santé au travail doivent être informés des cas de maladie parmi les travailleurs et des absences du travail pour des raisons de santé, afin d'être en mesure d'identifier toute relation qu'il pourrait y avoir entre les causes de cette maladie ou de cette absence et les risques pour la santé qui pourraient se présenter sur les lieux de travail. Le personnel qui fournit des services en matière de santé au travail ne doit pas être requis par les employeurs de vérifier le bien-fondé des raisons de l'absence du travail.

### **PARTIE V. DISPOSITIONS GÉNÉRALES**

#### *Article 16*

La législation nationale doit désigner l'autorité ou les autorités chargées de surveiller le fonctionnement des services de santé au travail et de les conseiller, une fois qu'ils auront été institués.

#### *Article 17*

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

#### *Article 18*

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

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

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

#### *Article 19*

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

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

#### *Article 20*

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

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

#### *Article 21*

Le Directeur général du Bureau international du Travail communiquera au Secrétaire général des Nations Unies, aux fins d'enregistrement, conformément à



Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

*Article 22*

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

*Article 23*

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

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 19 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

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

*Article 24*

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

l'article 102 de la Charte des Nations Unies, des renseignements complets au sujet de toutes ratifications et de tous actes de dénonciation qu'il aura enregistrés conformément aux articles précédents.

#### *Article 22*

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

#### *Article 23*

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

- a) la ratification par un Membre de la nouvelle convention portant révision entraînerait de plein droit, nonobstant l'article 19 ci-dessus, dénonciation immédiate de la présente convention, sous réserve que la nouvelle convention portant révision soit entrée en vigueur ;
- b) à partir de la date de l'entrée en vigueur de la nouvelle convention portant révision, la présente convention cesserait d'être ouverte à la ratification des Membres.

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

#### *Article 24*

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

## **Recommendation 170**

### **RECOMMENDATION CONCERNING LABOUR STATISTICS**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International  
Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Recognising the need for reliable labour statistics both in developed and in  
developing countries, particularly for the purposes of planning and monitor-  
ing social and economic progress, as well as for industrial relations,

Having decided upon the adoption of certain proposals with regard to the  
revision of the Convention concerning Statistics of Wages and Hours of  
Work, 1938 (No. 63), which is the fifth item on the agenda of the session,  
and

Having determined that these proposals shall take the form of a Recommenda-  
tion supplementing the Labour Statistics Convention, 1985,  
adopts this twenty-fifth day of June of the year one thousand nine hundred and  
eighty-five the following Recommendation, which may be cited as the Labour  
Statistics Recommendation, 1985:

#### **I. BASIC LABOUR STATISTICS**

##### ***Statistics of the Economically Active Population, Employment, Unemployment and Underemployment***

1. (1) Current statistics of the economically active population, employment,  
where relevant unemployment, and where possible visible underemployment  
should be compiled at least once a year.

(2) These statistics should be classified according to sex and, where possible,  
age group and branch of economic activity.

2. (1) With a view to meeting long-term needs for detailed analysis and for  
benchmark purposes, statistics of the structure and distribution of the economically  
active population should be compiled at least once every ten years.

(2) These statistics should be classified at least according to sex, age group,  
occupational group or level of qualifications, branch of economic activity,  
geographical area and status in employment (such as employer, own-account  
worker, employee, unpaid family worker, member of producers' co-operative).

##### ***Statistics of Wages and Hours of Work***

3. (1) Current statistics of average earnings and hours of work (hours actually  
worked or hours paid for) should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of  
economic activity and sex, where relevant according to size of establishment and  
geographical area and, where possible, age group and occupational group or level  
of qualifications.

4. (1) Where appropriate, current statistics of time rates of wages and normal  
hours of work should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of  
economic activity and, where relevant, according to sex, age group, occupation or  
occupational group or level of qualifications, size of establishment and geogra-  
phical area.

**RECOMMANDATION CONCERNANT LES STATISTIQUES DU TRAVAIL**

La Conférence générale de l'Organisation internationale du Travail,  
Convoquée à Genève par le Conseil d'administration du Bureau international  
du Travail, et s'y étant réunie le 7 juin 1985, en sa soixante et onzième  
session ;

Reconnaissant la nécessité d'avoir des statistiques du travail fiables, à la fois  
dans les pays développés et les pays en développement, particulièrement  
pour la planification et le contrôle du progrès économique et social ainsi que  
pour les relations professionnelles ;

Après avoir décidé d'adopter diverses propositions relatives à la révision de la  
convention (n° 63) concernant les statistiques des salaires et des heures de  
travail, 1938, question qui constitue le cinquième point à l'ordre du jour de  
la session ;

Après avoir décidé que ces propositions prendraient la forme d'une recomman-  
dation complétant la convention sur les statistiques du travail, 1985,  
adopte, ce vingt-cinquième jour de juin mil neuf cent quatre-vingt-cinq, la  
recommandation ci-après, qui sera dénommée Recommandation sur les statisti-  
ques du travail, 1985.

**I. STATISTIQUES DE BASE DU TRAVAIL**

*Statistiques de la population active, de l'emploi, du chômage et du sous-emploi*

1. (1) Des statistiques courantes sur la population active, l'emploi, le chômage  
s'il y a lieu et, si possible, le sous-emploi visible devraient être compilées au moins  
une fois par an.

(2) Lesdites statistiques devraient être réparties selon le sexe et, si possible,  
selon le groupe d'âge et la branche d'activité économique.

2. (1) En vue de satisfaire aux besoins à long terme d'analyses approfondies et  
de disposer de données de calage, des statistiques sur la structure et la répartition  
de la population active devraient être compilées au moins une fois tous les dix ans.

(2) Lesdites statistiques devraient être réparties au moins selon le sexe, le  
groupe d'âge, le groupe de professions ou le niveau de qualification, la branche  
d'activité économique, la région géographique et la situation dans la profession  
(telle qu'employeur, personne travaillant à son propre compte, salarié, travailleur  
familial non rémunéré, membre d'une coopérative de producteurs).

*Statistiques sur les salaires et la durée du travail*

3. (1) Des statistiques courantes sur les gains moyens et la durée moyenne du  
travail (heures réellement effectuées ou heures rémunérées) devraient être  
compilées au moins une fois par an.

(2) Lesdites statistiques devraient être réparties au moins selon la branche  
d'activité économique et le sexe, s'il y a lieu la taille de l'établissement et la région  
géographique et, si possible, selon le groupe d'âge et le groupe de professions ou le  
niveau de qualification.

4. (1) Quand cela est approprié, des statistiques courantes sur les taux de  
salaire au temps et la durée normale du travail devraient être compilées au moins  
une fois par an.

(2) Lesdites statistiques devraient être réparties au moins selon la branche  
d'activité économique et, s'il y a lieu, selon le sexe, le groupe d'âge, la profession  
ou le groupe de professions ou le niveau de qualification, la taille de l'établissement  
et la région géographique.

5. (1) With a view to meeting long-term needs for detailed analysis and for benchmark purposes, statistics of wage structure and distribution should be compiled at regular intervals, if possible once every five years.

(2) These statistics should provide –

- (a) data on earnings and hours of work (hours actually worked or hours paid for) classified at least according to sex, age group, occupation or occupational group or level of qualifications, branch of economic activity, size of establishment and geographical area;
- (b) detailed data on the composition of earnings (such as basic pay, premium pay for overtime, remuneration for time not worked and bonuses and gratuities) and of hours of work (hours actually worked or hours paid for); and
- (c) data on the distribution of employees according to levels of earnings and hours of work (hours actually worked or hours paid for), classified according to important characteristics of employees, such as sex and age group.

6. (1) With a view to meeting long-term needs, statistics of labour cost should be compiled at least once every five years.

(2) These statistics should provide data on the level and composition of labour cost, classified according to branch of economic activity.

#### *Consumer Price Indices*

7. (1) A general consumer price index should be computed and published for significant population groups or for the total population, covering all groups of consumption items.

(2) Consumer price indices should be published separately for important groups of consumption items, such as food, drink and tobacco; clothing and footwear; housing; fuel and lighting; and other significant categories.

8. The consumer price indices should be computed and published, if possible once a month, but at least once every three months.

9. The weights used to compute the consumer price indices should be reviewed at least once every ten years, and adjusted when significant changes in the consumption patterns are revealed.

10. The prices used to compute the consumer price indices should be representative of the respective purchasing habits (for example, regarding outlets and the nature and quality of articles) of the population groups concerned.

#### *Statistics of Household Expenditure and Household Income*

11. (1) Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income, should be compiled at least once every ten years.

(2) These statistics should provide, inter alia, in respect of households or families as the case may be –

- (a) detailed data on expenditure;
- (b) where possible, detailed data on income according to level and source of income;
- (c) detailed data on their composition, according to sex, age group and other significant characteristics of their members; and
- (d) data on expenditure and, where possible, income, classified according to their size and type, expenditure class and, where possible, income class.

5. (1) En vue de satisfaire aux besoins à long terme d'analyses approfondies et de disposer de données de calage, des statistiques sur la structure et la répartition des salaires devraient être compilées à des intervalles réguliers, si possible une fois tous les cinq ans.

(2) Lesdites statistiques devraient fournir :

- a) des données sur les gains et la durée du travail (heures réellement effectuées ou heures rémunérées) réparties au moins selon le sexe, le groupe d'âge, la profession ou le groupe de professions ou le niveau de qualification, la branche d'activité économique, la taille de l'établissement et la région géographique ;
- b) des données détaillées sur la composition des gains (telles que rémunération au taux de base, majorations pour heures supplémentaires, rémunération des heures non effectuées, primes et gratifications) et la durée du travail (heures réellement effectuées ou heures rémunérées) ;
- c) des données sur la répartition des salariés selon leurs niveaux de gains et de durée du travail (heures réellement effectuées ou heures rémunérées), ventilées selon des caractéristiques importantes des salariés, telles que le sexe et le groupe d'âge.

6. (1) En vue de satisfaire aux besoins à long terme, des statistiques sur le coût de la main-d'œuvre devraient être compilées au moins une fois tous les cinq ans.

(2) Lesdites statistiques devraient fournir des données sur le niveau et la composition du coût de la main-d'œuvre réparties selon la branche d'activité économique.

#### *Indices des prix à la consommation*

7. (1) Un indice général des prix à la consommation, couvrant tous les postes de dépenses, devrait être calculé et publié pour des groupes significatifs de la population ou pour l'ensemble de la population.

(2) Des indices des prix à la consommation devraient être publiés séparément pour des postes importants de dépenses de consommation tels qu'alimentation, boissons et tabacs, habillement et chaussures, logement, combustibles et éclairage, et autres catégories significatives.

8. Les indices des prix à la consommation devraient être calculés et publiés si possible une fois par mois, mais au moins une fois tous les trois mois.

9. Les pondérations utilisées pour calculer les indices des prix à la consommation devraient être revues au moins une fois tous les dix ans et ajustées lorsque des changements significatifs dans les habitudes de consommation sont constatés.

10. Les prix utilisés pour calculer les indices des prix à la consommation devraient être représentatifs des habitudes d'achat des groupes de population intéressés (par exemple en ce qui concerne les points de vente et la nature et la qualité des articles).

#### *Statistiques sur les dépenses et les revenus des ménages*

11. (1) Des statistiques sur les dépenses des ménages ou, quand cela est approprié, les dépenses des familles et, si possible, les revenus des ménages ou, quand cela est approprié, les revenus des familles devraient être compilées au moins une fois tous les dix ans.

(2) Lesdites statistiques devraient fournir, entre autres, pour les ménages ou les familles selon le cas :

- a) des données détaillées sur les dépenses ;
- b) si possible, des données détaillées sur les revenus répartis selon le niveau et la provenance ;
- c) des données détaillées sur leur composition selon le sexe, le groupe d'âge et d'autres caractéristiques significatives de leurs membres ;
- d) des données sur les dépenses et, si possible, sur les revenus, réparties selon la taille et la catégorie, les classes de dépenses et, si possible, les classes de revenus.

### *Statistics of Occupational Injuries and Occupational Diseases*

12. (1) Statistics of occupational injuries should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation or occupational group or level of qualifications) and of establishments.

13. (1) As far as possible, statistics of occupational diseases should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation or occupational group or level of qualifications) and of establishments.

### *Statistics of Industrial Disputes*

14. (1) Statistics of industrial disputes should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity.

### *Statistics of Productivity*

15. Statistics of productivity should be progressively developed and compiled covering important branches of economic activity.

## II. STATISTICAL INFRASTRUCTURE

16. For the purposes of collecting and compiling the labour statistics in pursuance of Part I of this Recommendation, Members should progressively develop the appropriate national statistical infrastructure. The major elements of such an infrastructure should include –

- (a) a comprehensive and up-to-date register of establishments or enterprises for the purposes of surveys or censuses; such a register should be sufficiently detailed to permit the selection of samples of establishments or enterprises;
- (b) a co-ordinated system for the implementation of surveys or censuses of establishments or enterprises;
- (c) a capability for the implementation of a continuous and co-ordinated series of national surveys of households or individuals; and
- (d) access for statistical purposes, with appropriate safeguards for their confidential use, to administrative records (such as those of employment services, social security bodies, labour inspection services).

17. Members should establish appropriate national standard classifications, and should encourage and co-ordinate the observance as far as possible of these classifications by all bodies concerned.

18. Members should take the necessary steps to harmonise the statistics compiled in pursuance of this Recommendation from different sources and by different bodies.

19. (1) In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics provided for in this Recommendation, Members should take into consideration the international recommendations on labour statistics established under the auspices of the International Labour Organisation, and relevant recommendations of other competent international organisations.

#### *Statistiques sur les lésions professionnelles et les maladies professionnelles*

12. (1) Des statistiques sur les lésions professionnelles devraient être compilées au moins une fois par an.

(2) Lesdites statistiques devraient être réparties au moins selon la branche d'activité économique et, autant que possible, selon les caractéristiques significatives des salariés (par exemple le sexe, le groupe d'âge, la profession ou le groupe de professions ou le niveau de qualification) et des établissements.

13. (1) Des statistiques sur les maladies professionnelles devraient, autant que possible, être compilées au moins une fois par an.

(2) Lesdites statistiques devraient être réparties au moins selon la branche d'activité économique et, autant que possible, selon les caractéristiques significatives des salariés (par exemple le sexe, le groupe d'âge, la profession ou le groupe de professions ou le niveau de qualification) et des établissements.

#### *Statistiques sur les conflits du travail*

14. (1) Des statistiques sur les conflits du travail devraient être compilées au moins une fois par an.

(2) Lesdites statistiques devraient être réparties au moins selon la branche d'activité économique.

#### *Statistiques sur la productivité*

15. Des statistiques sur la productivité devraient être progressivement développées et compilées pour des branches d'activité économique importantes.

### II. INFRASTRUCTURE STATISTIQUE

16. Aux fins de la collecte et de la compilation des statistiques du travail en application de la partie I de la présente recommandation, tout Membre devrait progressivement développer l'infrastructure statistique nationale appropriée. Les éléments principaux d'une telle infrastructure devraient inclure :

- a) une liste exhaustive et tenue à jour des établissements ou des entreprises, qui devrait répondre aux besoins des enquêtes ou des recensements, et être suffisamment détaillée pour permettre la sélection d'échantillons d'établissements ou d'entreprises ;
- b) un système coordonné pour la réalisation d'enquêtes ou de recensements des établissements ou des entreprises ;
- c) un dispositif permettant de réaliser, à l'échelon national, un ensemble d'enquêtes, continues et coordonnées, auprès des ménages ou des personnes ;
- d) l'accès, à des fins statistiques, aux sources administratives (telles que celles des services de l'emploi, des organisations de sécurité sociale ou des services de l'inspection du travail), sous réserve de garanties appropriées quant à leur utilisation confidentielle.

17. Tout Membre devrait établir des classifications types appropriées au niveau national et devrait encourager et coordonner l'application de ces classifications, autant que possible, par tous les organismes intéressés.

18. Tout Membre devrait prendre les mesures nécessaires afin d'harmoniser les statistiques compilées, conformément aux dispositions de la présente recommandation, à partir de différentes sources ou par divers organismes.

19. (1) Lors de l'élaboration ou de la révision des concepts, des définitions et de la méthodologie utilisés pour la collecte, la compilation et la publication des statistiques prévues par la présente recommandation, les Membres devraient prendre en considération les recommandations internationales sur les statistiques du travail établies sous les auspices de l'Organisation internationale du Travail et les recommandations pertinentes d'autres organisations internationales compétentes.



(2) Members should review and, if appropriate, revise or update the concepts, definitions and classifications used in compiling labour statistics in pursuance of this Recommendation when the relevant international standards and guide-lines are revised, or when new ones are established.

20. In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics provided for in the Labour Statistics Convention, 1985, and in this Recommendation, Members might seek assistance from the International Labour Office.

(2) Tout Membre devrait revoir et, s'il y a lieu, réviser ou mettre à jour les concepts, les définitions et les classifications utilisés lors de la compilation des statistiques du travail conformément à la présente recommandation lorsque les normes et les directives internationales pertinentes font l'objet d'une révision ou que de nouvelles normes ou directives sont établies.

20. Lors de l'élaboration ou de la révision des concepts, des définitions et de la méthodologie utilisés pour la collecte, la compilation et la publication des statistiques prévues par la convention sur les statistiques du travail, 1985, et par la présente recommandation, les Membres pourront solliciter l'aide du Bureau international du Travail.

## **Recommendation 171**

### **RECOMMENDATION CONCERNING OCCUPATIONAL HEALTH SERVICES**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Noting that the protection of the worker against sickness, disease and injury arising out of his employment is one of the tasks assigned to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and Recommendations, and in particular the Protection of Workers' Health Recommendation, 1953, the Occupational Health Services Recommendation, 1959, the Workers' Representatives Convention, 1971, and the Occupational Safety and Health Convention and Recommendation, 1981, which establish the principles of national policy and action at the national level, and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office,

Having decided upon the adoption of certain proposals with regard to occupational health services, which is the fourth item on the agenda of the session, and

Having determined that proposals shall take the form of a Recommendation supplementing the Occupational Health Services Convention, 1985,

Adopts this twenty-sixth day of June of the year one thousand nine hundred and eighty-five the following Recommendation, which may be cited as the Occupational Health Services Recommendation, 1985:

#### **I. PRINCIPLES OF NATIONAL POLICY**

1. Each Member should, in the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, formulate, implement and periodically review a coherent national policy on occupational health services, which should include general principles governing their functions, organisation and operation.

2. (1) Each Member should develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific health risks of the undertakings.

(2) Provision should also be made for such measures as may be necessary and reasonably practicable to make available to self-employed persons protection analogous to that provided for in the Occupational Health Services Convention, 1985, and in this Recommendation.

#### **II. FUNCTIONS**

3. The role of occupational health services should be essentially preventive.

4. Occupational health services should establish a programme of activity adapted to the undertaking or undertakings they serve, taking into account in particular the occupational hazards in the working environment as well as the problems specific to the branches of economic activity concerned.

**RECOMMANDATION CONCERNANT LES SERVICES DE SANTÉ  
AU TRAVAIL**

La Conférence générale de l'Organisation internationale du Travail,

Convoquée à Genève par le Conseil d'administration du Bureau international du Travail, et s'y étant réunie le 7 juin 1985, en sa soixante et onzième session;

Notant que la protection des travailleurs contre les maladies générales ou professionnelles et les accidents résultant du travail constitue l'une des tâches qui incombent à l'Organisation internationale du Travail en vertu de sa Constitution;

Notant les conventions et recommandations internationales du travail en la matière, en particulier la recommandation sur la protection de la santé des travailleurs, 1953; la recommandation sur les services de médecine du travail, 1959; la convention concernant les représentants des travailleurs, 1971, ainsi que la convention et la recommandation sur la sécurité et la santé des travailleurs, 1981, qui établissent les principes d'une politique nationale et d'une action au niveau national, et la Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale, adoptées par le Conseil d'administration du Bureau international du Travail;

Après avoir décidé d'adopter diverses propositions relatives aux services de médecine du travail, question qui constitue le quatrième point à l'ordre du jour de la session;

Après avoir décidé que ces propositions prendraient la forme d'une recommandation complétant la convention sur les services de santé au travail, 1985,

Adopte, ce vingt-sixième jour de juin mil neuf cent quatre-vingt-cinq, la recommandation ci-après, qui sera dénommée Recommandation sur les services de santé au travail, 1985.

**I. PRINCIPES D'UNE POLITIQUE NATIONALE**

1. Tout Membre devrait, à la lumière des conditions et de la pratique nationales et en consultation avec les organisations d'employeurs et de travailleurs les plus représentatives, lorsqu'elles existent, définir, mettre en application et réexaminer périodiquement une politique nationale cohérente relative aux services de santé au travail, y compris les principes généraux de leurs fonctions, de leur organisation et de leur fonctionnement.

2. (1) Tout Membre devrait établir progressivement des services de santé au travail pour tous les travailleurs, y compris ceux du secteur public et les coopérateurs des coopératives de production, dans toutes les branches d'activité économique et toutes les entreprises. Les dispositions prises devraient être adéquates et appropriées aux risques spécifiques pour la santé dans les entreprises.

(2) Pour autant que cela soit nécessaire et pratiquement réalisable, des mesures devraient également être prises pour mettre à la disposition des travailleurs indépendants une protection analogue à celle prévue dans la convention sur les services de santé au travail, 1985, et la présente recommandation.

**II. FONCTIONS**

3. Le rôle des services de santé au travail devrait être essentiellement préventif.

4. Les services de santé au travail devraient établir un programme d'activités adapté à l'entreprise ou aux entreprises qu'ils desservent en tenant compte notamment des risques professionnels qui se présentent sur les lieux de travail ainsi que des problèmes spécifiques des branches d'activité économiques intéressées.

#### A. SURVEILLANCE OF THE WORKING ENVIRONMENT

5. (1) The surveillance of the working environment should include—

- (a) identification and evaluation of the environmental factors which may affect the workers' health;
- (b) assessment of conditions of occupational hygiene and factors in the organisation of work which may give rise to risks for the health of workers;
- (c) assessment of collective and personal protective equipment;
- (d) assessment where appropriate of exposure of workers to hazardous agents by valid and generally accepted monitoring methods;
- (e) assessment of control systems designed to eliminate or reduce exposure.

(2) Such surveillance should be carried out in liaison with the other technical services of the undertaking and in co-operation with the workers concerned and their representatives in the undertaking or the safety and health committee, where they exist.

6. (1) In accordance with national law and practice, data resulting from the surveillance of the working environment should be recorded in an appropriate manner and be available to the employer, the workers and their representatives in the undertaking concerned or the safety and health committee, where they exist.

(2) These data should be used on a confidential basis and solely to provide guidance and advice on measures to improve the working environment and the health and safety of workers.

(3) The competent authority should have access to these data. They may only be communicated by the occupational health service to others with the agreement of the employer and the workers or their representatives in the undertaking or the safety and health committee, where they exist.

7. The surveillance of the working environment should entail such visits by the personnel providing occupational health services as may be necessary to examine the factors in the working environment which may affect the workers' health, the environmental health conditions at the workplace and the working conditions.

8. Occupational health services should—

- (a) carry out monitoring of workers' exposure to special health hazards, when necessary;
- (b) supervise sanitary installations and other facilities for the workers, such as drinking water, canteens and living accommodation, when provided by the employer;
- (c) advise on the possible impact on the workers' health of the use of technologies;
- (d) participate in and advise on the selection of the equipment necessary for the personal protection of the workers against occupational hazards;
- (e) collaborate in job analysis and in the study of organisation and methods of work with a view to securing a better adaptation of work to the workers;
- (f) participate in the analysis of occupational accidents and occupational diseases and in accident prevention programmes.

9. Personnel providing occupational health services should, after informing the employer, workers and their representatives, where appropriate—

- (a) have free access to all workplaces and to the installations the undertaking provides for the workers;
- (b) have access to information concerning the processes, performance standards, products, materials and substances used or whose use is envisaged, subject to their preserving the confidentiality of any secret information they may learn which does not affect the health of workers;

#### A. SURVEILLANCE DU MILIEU DU TRAVAIL

5. (1) La surveillance du milieu de travail devrait comporter :

- a) l'identification et l'évaluation des facteurs du milieu de travail qui peuvent affecter la santé des travailleurs ;
- b) l'évaluation des conditions d'hygiène du travail et des facteurs de l'organisation du travail qui peuvent entraîner des risques pour la santé des travailleurs ;
- c) l'évaluation des moyens de protection collective et individuelle ;
- d) l'évaluation, dans les cas appropriés, de l'exposition de travailleurs aux agents nocifs, par des méthodes de contrôle valables et généralement acceptées ;
- e) la vérification des systèmes de contrôle destinés à éliminer ou réduire l'exposition.

(2) Cette surveillance devrait être exercée en liaison avec les autres services techniques de l'entreprise ainsi qu'avec la coopération des travailleurs intéressés et de leurs représentants dans l'entreprise ou du comité de sécurité et d'hygiène, lorsqu'ils existent.

6. (1) Conformément à la législation et à la pratique nationales, les données des résultats de la surveillance du milieu de travail devraient être consignées sous une forme appropriée et tenue à la disposition de l'employeur, des travailleurs et de leurs représentants dans l'entreprise ou du comité de sécurité et d'hygiène, lorsqu'ils existent.

(2) Ces données devraient être utilisées de manière confidentielle et uniquement en vue de donner les avis et les conseils nécessaires à l'amélioration du milieu de travail, de la santé et de la sécurité des travailleurs.

(3) L'autorité compétente devrait avoir accès à ces données. Elles ne devraient être communiquées par les services de santé au travail à d'autres qu'avec l'accord de l'employeur, des travailleurs ou de leurs représentants dans l'entreprise ou avec celui du comité de sécurité et d'hygiène, lorsqu'ils existent.

7. Dans le cadre de la surveillance du milieu de travail, le personnel qui fournit des services de santé au travail devrait effectuer les visites nécessaires pour examiner les facteurs du milieu de travail qui sont susceptibles d'affecter la santé des travailleurs, la salubrité du milieu de travail et les conditions de travail.

8. Les services de santé au travail devraient :

- a) procéder, si nécessaire, à la surveillance de l'exposition des travailleurs à des risques particuliers pour la santé ;
- b) surveiller les installations sanitaires et autres facilités mises à la disposition des travailleurs par l'employeur, telles que l'approvisionnement en eau potable, les cantines et les logements ;
- c) donner des conseils concernant les incidences possibles de l'utilisation de technologies sur la santé des travailleurs ;
- d) participer au choix des équipements nécessaires à la protection individuelle des travailleurs contre les risques professionnels et donner des conseils à ce sujet ;
- e) collaborer à l'analyse des postes ainsi qu'à l'étude de l'organisation du travail et à celle des méthodes de travail en vue d'assurer une meilleure adaptation du travail aux travailleurs ;
- f) participer aux analyses des accidents du travail et des maladies professionnelles et aux programmes de prévention des accidents.

9. Le personnel qui fournit des services de santé au travail devrait, après avoir informé l'employeur, les travailleurs et leurs représentants, lorsque cela est approprié :

- a) avoir libre accès à tous les lieux de travail et aux installations fournies par l'entreprise aux travailleurs ;
- b) avoir accès aux informations relatives aux procédés, normes de travail, produits, matières et substances qui sont utilisés ou que l'on envisage d'utiliser, sous réserve que soit préservé le secret de toute information confidentielle qu'ils pourraient recueillir et qui ne concerne pas la santé des travailleurs ;

- (c) be able to take for the purpose of analysis samples of products, materials and substances used or handled.

10. Occupational health services should be consulted concerning proposed modifications in the work processes or in the conditions of work liable to have an effect on the health or safety of workers.

#### B. SURVEILLANCE OF THE WORKERS' HEALTH

11. (1) Surveillance of the workers' health should include, in the cases and under the conditions specified by the competent authority, all assessments necessary to protect the health of the workers, which may include—

- (a) health assessment of workers before their assignment to specific tasks which may involve a danger to their health or that of others;
- (b) health assessment at periodic intervals during employment which involves exposure to a particular hazard to health;
- (c) health assessment on resumption of work after a prolonged absence for health reasons for the purpose of determining its possible occupational causes, of recommending appropriate action to protect the workers and of determining the worker's suitability for the job and needs for reassignment and rehabilitation;
- (d) health assessment on and after the termination of assignments involving hazards which might cause or contribute to future health impairment.

(2) Provisions should be adopted to protect the privacy of the workers and to ensure that health surveillance is not used for discriminatory purposes or in any other manner prejudicial to their interests.

12. (1) In the case of exposure of workers to specific occupational hazards, in addition to the health assessments provided for in Paragraph 11 of this Recommendation, the surveillance of the workers' health should include, where appropriate, any examinations and investigations which may be necessary to detect exposure levels and early biological effects and responses.

(2) When a valid and generally accepted method of biological monitoring of the workers' health for the early detection of the effects on health of exposure to specific occupational hazards exists, it may be used to identify workers who need a detailed medical examination, subject to the individual worker's consent.

13. Occupational health services should be informed of occurrences of ill health amongst workers and absences from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services should not be required by the employer to verify the reasons for absence from work.

14. (1) Occupational health services should record data on workers' health in personal confidential health files. These files should also contain information on jobs held by the workers, on exposure to occupational hazards involved in their work, and on the results of any assessments of workers' exposure to these hazards.

(2) The personnel providing occupational health services should have access to personal health files only to the extent that the information contained in the files is relevant to the performance of their duties. Where the files contain personal information covered by medical confidentiality this access should be restricted to medical personnel.

- c) pouvoir prélever, aux fins d'analyse, des échantillons des produits, des matières ou des substances qui sont utilisés ou manipulés.

10. Les services de santé au travail devraient être consultés sur tout changement envisagé quant aux procédés ou aux conditions de travail susceptible d'avoir des répercussions sur la santé ou la sécurité des travailleurs.

#### B. SURVEILLANCE DE LA SANTÉ DES TRAVAILLEURS

11. (1) La surveillance de la santé des travailleurs devrait comporter, dans les cas et selon les conditions déterminés par l'autorité compétente, toutes les évaluations nécessaires pour protéger la santé des travailleurs qui pourraient inclure :

- a) une évaluation de la santé des travailleurs avant leur affectation à des postes spécifiques qui peuvent comporter un danger pour leur santé ou celle des autres ;
- b) des évaluations de la santé, à des intervalles réguliers, durant tout emploi impliquant une exposition à des risques particuliers pour la santé ;
- c) une évaluation de la santé lors de la reprise du travail après une absence prolongée pour raison de santé, en vue de déterminer ses origines professionnelles éventuelles, de recommander l'action appropriée pour protéger les travailleurs et de déterminer si le travail leur convient, les besoins d'un reclassement et d'une réadaptation ;
- d) des évaluations de santé à la cessation et après la cessation d'affectation à des postes qui comportent des risques susceptibles d'entraîner ou de contribuer à une atteinte ultérieure à la santé.

(2) Des dispositions devraient être prises pour protéger la vie privée des travailleurs et faire en sorte que la surveillance de leur santé ne soit pas utilisée à des fins discriminatoires ou de toute autre manière préjudiciable à leurs intérêts.

12. (1) Lorsque les travailleurs sont exposés à des risques professionnels spécifiques, la surveillance de leur santé devrait comporter, le cas échéant, outre les évaluations de santé prévues au paragraphe 11 de la présente recommandation, tous examens et investigations permettant de détecter les niveaux d'exposition ainsi que les effets et les réponses biologiques précoces.

(2) Lorsqu'il existe une méthode valable et généralement acceptée de surveillance biologique de la santé des travailleurs pour le dépistage précoce des effets sur la santé de l'exposition à des risques professionnels spécifiques, elle peut être utilisée pour identifier les travailleurs qui ont besoin d'un examen médical approfondi, sous réserve du consentement individuel du travailleur.

13. Les services de santé au travail devraient être informés des cas de maladie parmi les travailleurs et des absences du travail pour des raisons de santé, afin d'être en mesure d'identifier toute relation qu'il pourrait y avoir entre les causes de cette maladie ou de cette absence et les risques pour la santé qui pourraient se présenter sur les lieux de travail. Le personnel qui fournit des services en matière de santé au travail ne devrait pas être requis par les employeurs de vérifier le bien-fondé des raisons de l'absence du travail.

14. (1) Les services de santé au travail devraient consigner les données relatives à la santé des travailleurs dans des dossiers personnels et confidentiels de santé. Ces dossiers devraient comprendre, en outre, des informations sur les emplois tenus par les travailleurs, sur leur exposition aux risques professionnels inhérents à leur travail et sur les résultats de toute évaluation de leur exposition à ces risques.

(2) Le personnel qui fournit des services de santé au travail ne devrait avoir accès aux dossiers personnels de santé que dans la mesure où ceux-ci contiennent des informations en rapport avec l'exercice de leurs fonctions. Lorsque les dossiers contiennent des informations personnelles ayant un caractère médical confidentiel, l'accès à ces dossiers devrait être limité au personnel médical.



(3) Personal data relating to health assessments may be communicated to others only with the informed consent of the worker concerned.

15. The conditions under which, and time during which, personal health files should be kept, the conditions under which they may be communicated or transferred and the measures necessary to keep them confidential, in particular when the information they contain is placed on computer, should be prescribed by national laws or regulations or by the competent authority or, in accordance with national practice, governed by recognised ethical guide-lines.

16. (1) On completing a prescribed medical examination for the purpose of determining fitness for work involving exposure to a particular hazard, the physician who has carried out the examination should communicate his conclusions in writing to both the worker and the employer.

(2) These conclusions should contain no information of a medical nature; they might, as appropriate, indicate fitness for the proposed assignment or specify the kinds of jobs and the conditions of work which are medically contra-indicated, either temporarily or permanently.

17. Where the continued employment of a worker in a particular job is contra-indicated for health reasons, the occupational health service should collaborate in efforts to find alternative employment for him in the undertaking, or another appropriate solution.

18. Where an occupational disease has been detected through the surveillance of the worker's health, it should be notified to the competent authority in accordance with national law and practice. The employer, workers and workers' representatives should be informed that this notification has been carried out.

#### C. INFORMATION, EDUCATION, TRAINING, ADVICE

19. Occupational health services should participate in designing and implementing programmes of information, education and training on health and hygiene in relation to work for the personnel of the undertaking.

20. Occupational health services should participate in the training and regular retraining of first-aid personnel and in the progressive and continuing training of all workers in the undertaking who contribute to occupational safety and health.

21. With a view to promoting the adaptation of work to the workers and improving the working conditions and environment, occupational health services should act as advisers on occupational health and hygiene and ergonomics to the employer, the workers and their representatives in the undertaking and the safety and health committee, where they exist, and should collaborate with bodies already operating as advisers in this field.

22. (1) Each worker should be informed in an adequate and appropriate manner of the health hazards involved in his work, of the results of the health examinations he has undergone and of the assessment of his health.

(2) Each worker should have the right to have corrected any data which are erroneous or which might lead to error.

(3) In addition, occupational health services should provide workers with personal advice concerning their health in relation to their work.

#### D. FIRST AID, TREATMENT AND HEALTH PROGRAMMES

23. Taking into account national law and practice, occupational health services in undertakings should provide first-aid and emergency treatment in cases of accident or indisposition of workers at the workplace and should collaborate in the organisation of first aid.

(3) Les données personnelles relatives aux évaluations de la santé ne devraient être communiquées à des tiers que si le travailleur intéressé y consent en toute connaissance de cause.

15. Les conditions et la durée de conservation des dossiers personnels de santé, les conditions de leur transfert et de leur communication ainsi que les mesures requises pour préserver leur caractère confidentiel, en particulier lorsque les informations qu'ils contiennent sont mises sur ordinateur, devraient être prescrites par la législation nationale ou par l'autorité compétente, ou, conformément à la pratique nationale, régie par des directives d'éthique reconnues.

16. (1) Lorsqu'un examen médical prescrit a été effectué pour déterminer l'aptitude d'un travailleur à un travail comportant une exposition à un risque particulier, le médecin qui l'a pratiqué devrait en communiquer les conclusions par écrit au travailleur et à l'employeur.

(2) Ces conclusions ne devraient comporter aucune donnée de nature médicale; elles pourraient, selon le cas, soit indiquer que le travailleur est apte à l'affectation prévue, soit spécifier les types de travaux et les conditions de travail qui, de manière temporaire ou permanente, lui sont médicalement contre-indiqués.

17. Lorsqu'il est contre-indiqué, pour des raisons de santé, de maintenir un travailleur à un poste particulier, les services de santé au travail devraient contribuer aux efforts destinés à lui trouver un autre emploi dans l'entreprise ou toute autre solution appropriée.

18. Lorsque la surveillance de la santé a permis de déceler une maladie professionnelle, celle-ci devrait être notifiée à l'autorité compétente, conformément à la législation et à la pratique nationales. L'employeur, les travailleurs et leurs représentants devraient être informés que cette notification a été faite.

#### C. INFORMATION, ÉDUCATION, FORMATION, CONSEILS

19. Les services de santé au travail devraient participer à l'élaboration et à la mise en œuvre de programmes d'information, d'éducation et de formation, destinés au personnel de l'entreprise, concernant la santé et l'hygiène en relation avec le travail.

20. Les services de santé au travail devraient participer à la formation et au perfectionnement régulier des secouristes et à la formation progressive et continue de tous les travailleurs qui, dans l'entreprise, contribuent à la sécurité et à la santé au travail.

21. En vue de promouvoir l'adaptation du travail aux travailleurs et d'améliorer les conditions et le milieu de travail, les services de santé au travail devraient opérer en qualité de conseiller pour la santé et l'hygiène au travail et l'ergonomie auprès de l'employeur, des travailleurs et de leurs représentants dans l'entreprise ainsi que du comité de sécurité et d'hygiène, lorsqu'ils existent et devraient collaborer avec les organismes qui opèrent déjà en cette qualité dans ce domaine.

22. (1) Chaque travailleur devrait être informé de manière adéquate et appropriée des risques pour la santé inhérents à son travail, des résultats des examens de santé qu'il a subis et de l'évaluation de sa santé.

(2) Chaque travailleur devrait avoir le droit de faire corriger toute donnée qui serait erronée ou qui pourrait entraîner une erreur.

(3) Les services de santé au travail devraient en outre donner aux travailleurs des conseils individuels concernant leur santé en relation avec leur travail.

#### D. PREMIERS SECOURS, TRAITEMENTS ET PROGRAMME DE SANTÉ

23. Compte tenu de la législation et de la pratique nationales, les services de santé au travail dans les entreprises devraient assurer les premiers secours et les soins d'urgence aux travailleurs victimes d'accidents ou de malaises sur les lieux de travail et collaborer à l'organisation des premiers secours.

24. Taking into account the organisation of preventive medicine at the national level, occupational health services might, where possible and appropriate—

- (a) carry out immunisations in respect of biological hazards in the working environment;
- (b) take part in campaigns for the protection of health;
- (c) collaborate with the health authorities within the framework of public health programmes.

25. Taking into account national law and practice and after consultation with the most representative organisations of employers and workers, where they exist, the competent authority should, where necessary, authorise occupational health services, in agreement with all concerned, including the worker and his own doctor or a primary health care service, where applicable, to undertake or to participate in one or more of the following functions:

- (a) treatment of workers who have not stopped work or who have resumed work after an absence;
- (b) treatment of the victims of occupational accidents;
- (c) treatment of occupational diseases and of health impairment aggravated by work;
- (d) medical aspects of vocational re-education and rehabilitation.

26. Taking into account national law and practice concerning the organisation of health care, and distance from clinics, occupational health services might engage in other health activities, including curative medical care for workers and their families, as authorised by the competent authority in consultation with the most representative organisations of employers and workers, where they exist.

27. Occupational health services should co-operate with the other services concerned in the establishment of emergency plans for action in the case of major accidents.

#### E. OTHER FUNCTIONS

28. Occupational health services should analyse the results of the surveillance of the workers' health and of the working environment, as well as the results of biological monitoring and of personal monitoring of workers' exposure to occupational hazards, where they exist, with a view to assessing possible connections between exposure to occupational hazards and health impairment and to proposing measures for improving the working conditions and environment.

29. Occupational health services should draw up plans and reports at appropriate intervals concerning their activities and health conditions in the undertaking. These plans and reports should be made available to the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, and be available to the competent authority.

30. (1) Occupational health services, in consultation with the employers' and the workers' representatives, should contribute to research, within the limits of their resources, by participating in studies or inquiries in the undertaking or in the relevant branch of economic activity, for example, with a view to collecting data for epidemiological purposes and orienting their activities.

(2) The results of the measurements carried out in the working environment and of the assessments of the workers' health may be used for research purposes, subject to the provisions of Paragraphs 6(3), 11(2) and 14(3) of this Recommendation.

24. Compte tenu de l'organisation de la médecine préventive au niveau national, les services de santé au travail pourraient, lorsque cela est possible et approprié :

- a) procéder à des immunisations à l'égard de certains risques biologiques qui se présentent sur les lieux de travail ;
- b) prendre part à des campagnes pour la protection de la santé ;
- c) collaborer avec les autorités sanitaires dans le cadre de programmes de santé publique.

25. Compte tenu de la législation et de la pratique nationales et après consultation des organisations d'employeurs et de travailleurs les plus représentatives, lorsqu'elles existent, l'autorité compétente devrait, si nécessaire, autoriser les services de santé au travail, en accord avec tous les intéressés, y compris le travailleur et son médecin traitant ou un service de soins de santé primaires, lorsque cela est applicable, à assurer l'une ou plusieurs des fonctions suivantes ou à y participer :

- a) traitement des travailleurs qui n'ont pas interrompu leur travail ou qui l'ont repris après une absence ;
- b) traitement des victimes d'accidents du travail ;
- c) traitement des maladies professionnelles et des atteintes à la santé aggravées par le travail ;
- d) prise en charge des aspects médicaux de la rééducation et de la réadaptation professionnelles.

26. Compte tenu de la législation et de la pratique nationales concernant l'organisation des soins de santé ainsi que de l'éloignement des centres de soins, les services de santé au travail pourraient déployer d'autres activités de santé autorisées par l'autorité compétente en consultation avec les organisations d'employeurs et de travailleurs les plus représentatives, lorsqu'elles existent, y compris les soins de médecine curative aux travailleurs et à leur famille.

27. Les services de santé au travail devraient coopérer avec les autres services intéressés pour établir des plans d'urgence destinés à faire face à des accidents majeurs.

#### E. AUTRES FONCTIONS

28. Les services de santé au travail devraient analyser les résultats de la surveillance de la santé des travailleurs, ceux de la surveillance du milieu de travail ainsi que les résultats de la surveillance biologique et de la surveillance individuelle de l'exposition des travailleurs à certains risques professionnels, lorsqu'ils existent, afin d'évaluer les relations éventuelles entre l'exposition aux risques professionnels et les atteintes à la santé, et de proposer des mesures pour améliorer les conditions et le milieu de travail.

29. Les services de santé au travail devraient établir des plans et des rapports à des intervalles appropriés concernant leurs activités et les conditions de santé prévalant dans l'entreprise. Ces plans et ces rapports devraient être mis à la disposition de l'employeur et des représentants des travailleurs dans l'entreprise ou à celle du comité de sécurité et d'hygiène, lorsqu'ils existent, et l'autorité compétente devrait y avoir accès.

30. (1) Dans la mesure de leurs moyens, les services de santé au travail, en consultation avec les représentants des employeurs et des travailleurs, devraient contribuer à la recherche en participant à des études ou à des enquêtes conduites au niveau de l'entreprise ou au niveau de la branche d'activité, par exemple, en vue de recueillir des données à des fins épidémiologiques et d'orienter leurs activités.

(2) Les résultats des mesures effectuées dans le cadre de la surveillance du milieu de travail et les résultats des évaluations de la santé des travailleurs peuvent être utilisés à des fins de recherche, sous réserve des dispositions des paragraphes 6 (3), 11 (2) et 14 (3) de la présente recommandation.

31. Occupational health services should participate with other services in the undertaking, as appropriate, in measures to prevent its activities from having an adverse effect on the general environment.

### III. ORGANISATION

32. Occupational health services should, as far as possible, be located within or near the place of employment, or should be organised in such a way as to ensure that their functions are carried out at the place of employment.

33. (1) The employer, the workers and their representatives, where they exist, should co-operate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.

(2) In conformity with national conditions and practice, employers and workers or their representatives in the undertaking or the safety and health committee, where they exist, should participate in decisions affecting the organisation and operation of these services, including those relating to the employment of personnel and the planning of the service's programmes.

34. (1) Occupational health services may be organised as a service within a single undertaking or as a service common to a number of undertakings, as appropriate.

(2) In accordance with national conditions and practice, occupational health services may be organised by –

- (a) the undertakings or groups of undertakings concerned;
- (b) the public authorities or official services;
- (c) social security institutions;
- (d) any other bodies authorised by the competent authority;
- (e) a combination of any of the above.

(3) The competent authority should determine the circumstances in which, in the absence of an occupational health service, appropriate existing services may, as an interim measure, be recognised as authorised bodies in accordance with subparagraph 2(d) of this Paragraph.

35. In situations where the competent authority, after consulting the representative organisations of employers and workers concerned, where they exist, has determined that the establishment of an occupational health service, or access to such a service, is impracticable, undertakings should, as an interim measure, make arrangements, after consulting the workers' representatives in the undertaking or the safety and health committee, where they exist, with a local medical service for carrying out the health examinations prescribed by national laws or regulations, providing surveillance of the environmental health conditions in the undertaking and ensuring that first-aid and emergency treatment are properly organised.

### IV. CONDITIONS OF OPERATION

36. (1) In accordance with national law and practice, occupational health services should be made up of multidisciplinary teams whose composition should be determined by the nature of the duties to be performed.

(2) Occupational health services should have sufficient technical personnel with specialised training and experience in such fields as occupational medicine, occupational hygiene, ergonomics, occupational health nursing and other relevant fields. They should, as far as possible, keep themselves up to date with progress in the scientific and technical knowledge necessary to perform their duties and should be given the opportunity to do so without loss of earnings.

(3) The occupational health services should, in addition, have the necessary administrative personnel for their operation.

31. Les services de santé au travail devraient, le cas échéant, prendre part avec d'autres services de l'entreprise aux mesures visant à empêcher que les activités de celles-ci ne portent atteinte à l'environnement général.

### III. ORGANISATION

32. Les services de santé au travail devraient, dans toute la mesure possible, être situés sur les lieux de travail ou à proximité de ceux-ci, ou être organisés de manière à assurer que leurs fonctions soient exercées sur les lieux de travail.

33. (1) L'employeur, les travailleurs et leurs représentants, lorsqu'il en existe, devraient coopérer et participer à la mise en œuvre de l'organisation des services de santé au travail et des autres mesures les concernant, sur une base équitable.

(2) Conformément aux conditions et à la pratique nationales, les employeurs et les travailleurs ou leurs représentants dans l'entreprise, ou le comité de sécurité et d'hygiène, lorsqu'ils existent, devraient participer aux décisions relatives à l'organisation et au fonctionnement de ces services, y compris celles qui concernent l'emploi du personnel et la planification des programmes du service.

34. (1) Les services de santé au travail peuvent être organisés, selon le cas, en tant que services desservant une seule entreprise ou en tant que services desservant plusieurs entreprises.

(2) Conformément aux conditions et à la pratique nationales, les services de santé au travail peuvent être organisés par :

- a) les entreprises ou les groupes d'entreprises intéressées ;
- b) les pouvoirs publics ou les services officiels ;
- c) les institutions de sécurité sociale ;
- d) tout autre organisme habilité par l'autorité compétente ;
- e) toute combinaison des formules précédentes.

(3) L'autorité compétente devrait déterminer les circonstances dans lesquelles, en l'absence de services de santé au travail, des services appropriés existants pourraient, à titre transitoire, se voir reconnus en tant qu'organismes appropriés habilités au sens du sous-paragraphe (2) d) ci-dessus.

35. Dans les cas où l'autorité compétente, après consultation des organisations représentatives d'employeurs et de travailleurs intéressées, lorsqu'elles existent, détermine que l'établissement d'un service de santé au travail, ou l'accès à un tel service, est pratiquement impossible, les entreprises devraient, à titre transitoire et après consultation des représentants des travailleurs dans l'entreprise ou du comité de sécurité et d'hygiène, s'ils existent, passer un accord avec un service médical local pour procéder aux examens de santé prescrits par la législation nationale, surveiller la salubrité dans l'entreprise, et s'assurer que les premiers secours et les soins d'urgence sont organisés de façon appropriée.

### IV. CONDITIONS DE FONCTIONNEMENT

36. (1) Conformément à la législation et à la pratique nationales, le service de santé au travail devrait être formé d'une équipe multidisciplinaire constituée en fonction de la nature des tâches à exécuter.

(2) Les services de santé au travail devraient disposer d'un personnel technique suffisant en nombre et possédant une formation spécialisée et une expérience dans des domaines tels que la médecine du travail, l'hygiène du travail, l'ergonomie, les soins infirmiers au travail et d'autres domaines connexes. Ce personnel devrait, dans toute la mesure possible, se tenir au courant du progrès des connaissances scientifiques et techniques nécessaires à l'exécution de ses fonctions et avoir la possibilité de le faire sans perte de gain.

(3) Les services de santé au travail devraient en outre disposer du personnel administratif nécessaire à leur fonctionnement.

37. (1) The professional independence of the personnel providing occupational health services should be safeguarded. In accordance with national law and practice, this might be done through laws or regulations and appropriate consultations between the employer, the workers, and their representatives and the safety and health committees, where they exist.

(2) The competent authority should, where appropriate and in accordance with national law and practice, specify the conditions for the engagement and termination of employment of the personnel of occupational health services in consultation with the representative organisations of employers and workers concerned.

38. Each person who works in an occupational health service should be required to observe professional secrecy as regards both medical and technical information which may come to his knowledge in connection with his functions and the activities of the service, subject to such exceptions as may be provided for by national laws or regulations.

39. (1) The competent authority may prescribe standards for the premises and equipment necessary for occupational health services to exercise their functions.

(2) Occupational health services should have access to appropriate facilities for carrying out the analyses and tests necessary for surveillance of the workers' health and of the working environment.

40. (1) Within the framework of a multidisciplinary approach, occupational health services should collaborate with—

- (a) those services which are concerned with the safety of workers in the undertaking;
- (b) the various production units, or departments, in order to help them in formulating and implementing relevant preventive programmes;
- (c) the personnel department and other departments concerned;
- (d) the workers' representatives in the undertaking, workers' safety representatives and the safety and health committee, where they exist.

(2) Occupational health services and occupational safety services might be organised together, where appropriate.

41. Occupational health services should also, where necessary, have contacts with external services and bodies dealing with questions of health, hygiene, safety, vocational rehabilitation, retraining and reassignment, working conditions and the welfare of workers, as well as with inspection services and with the national body which has been designated to take part in the International Occupational Safety and Health Hazard Alert System set up within the framework of the International Labour Organisation.

42. The person in charge of an occupational health service should be able, in accordance with the provisions of Paragraph 38, to consult the competent authority, after informing the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, on the implementation of occupational safety and health standards in the undertaking.

43. The occupational health services of a national or multinational enterprise with more than one establishment should provide the highest standard of services, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

## V. GENERAL PROVISIONS

44. (1) Within the framework of their responsibility for their employees' health and safety, employers should take all necessary measures to facilitate the execution of the duties of occupational health services.

37. (1) L'indépendance professionnelle du personnel qui fournit des services en matière de santé au travail devrait être sauvegardée. Conformément à la législation et à la pratique nationales, cela pourrait être réalisé par voie législative et par des consultations appropriées entre l'employeur, les travailleurs et leurs représentants et les comités de sécurité et d'hygiène, lorsqu'ils existent.

(2) L'autorité compétente devrait, le cas échéant et conformément à la législation et à la pratique nationales, spécifier les conditions relatives à l'engagement et au licenciement du personnel des services de santé au travail en consultation avec les organisations représentatives des employeurs et des travailleurs intéressés.

38. Sous réserve des dérogations prévues par la législation nationale, toute personne qui travaille dans un service de santé au travail devrait être astreinte au secret professionnel en ce qui concerne les données médicales et techniques dont elle pourrait avoir connaissance du fait de ses fonctions et des activités du service.

39. (1) L'autorité compétente peut prescrire des normes en ce qui concerne les locaux et l'équipement nécessaires au fonctionnement des services de santé au travail.

(2) Les services de santé au travail devraient avoir accès aux facilités appropriées pour effectuer les analyses et les tests nécessaires pour la surveillance de la santé des travailleurs et celle du milieu de travail.

40. (1) Les services de santé au travail devraient, dans une approche multidisciplinaire, collaborer avec :

- a) les services qui s'occupent de la sécurité des travailleurs dans l'entreprise ;
- b) les différents services ou unités de production en vue de les aider à formuler et à mettre en œuvre les programmes de prévention qui conviennent ;
- c) le service du personnel et les autres services intéressés ;
- d) les représentants des travailleurs dans l'entreprise ainsi que leurs représentants à la sécurité et le comité de sécurité et d'hygiène, lorsqu'ils existent.

(2) Le cas échéant, les services de santé au travail et les services de sécurité au travail pourraient être organisés conjointement.

41. En cas de besoin, les services de santé au travail devraient, en outre, avoir des contacts avec les services et organismes extérieurs à l'entreprise qui s'occupent des questions de santé, d'hygiène, de sécurité, de réadaptation, recyclage et reclassement professionnels, des conditions de travail et du bien-être des travailleurs, ainsi qu'avec les services d'inspection et l'organisme national qui a été désigné pour faire partie du Système international d'alerte pour la sécurité et la santé des travailleurs établi dans le cadre de l'Organisation internationale du Travail.

42. La personne en charge du service de santé au travail devrait pouvoir, conformément aux dispositions du paragraphe 38, après en avoir informé l'employeur et les représentants des travailleurs dans l'entreprise, ou le comité de sécurité et d'hygiène, lorsqu'ils existent, consulter l'autorité compétente sur l'application des normes de sécurité et d'hygiène du travail dans l'entreprise.

43. Les services de santé au travail d'une entreprise nationale ou multinationale comptant plus d'un établissement devraient fournir aux travailleurs de tous ses établissements, sans discrimination, les prestations répondant aux normes les plus élevées, quel que soit le lieu ou le pays où ils sont situés.

## V. DISPOSITIONS GÉNÉRALES

44. (1) Dans le cadre de leur responsabilité à l'égard de la sécurité et de la santé des travailleurs qu'ils emploient, les employeurs devraient prendre toutes les mesures nécessaires pour faciliter l'exécution des fonctions des services de santé au travail.



(2) Workers and their organisations should provide support to the occupational health services in the execution of their duties.

45. The occupational health-related facilities provided by the occupational health services should not involve any expense to the worker.

46. In cases where occupational health services are established and their functions specified by national laws or regulations, the manner of financing these services should also be so determined.

47. For the purpose of this Recommendation the term “workers’ representatives in the undertaking” means persons who are recognised as such under national law or practice.

48. This Recommendation, which supplements the Occupational Health Services Convention, 1985, supersedes the Occupational Health Services Recommendation, 1959.

(2) Les travailleurs et leurs organisations devraient apporter leur appui aux services de santé au travail pour l'exécution de leurs fonctions.

45. Les prestations liées à la santé au travail, fournies par les services de santé au travail, ne devraient entraîner aucune dépense pour les travailleurs.

46. Lorsque les services de santé au travail sont établis et leurs fonctions fixées par la législation nationale, celle-ci devrait également déterminer le mode de financement de ces services.

47. Aux fins de la présente recommandation, l'expression «représentants des travailleurs dans l'entreprise» désigne des personnes reconnues comme tels par la législation ou la pratique nationales.

48. La présente recommandation, qui complète la convention sur les services de santé au travail, 1985, remplace la recommandation sur les services de médecine du travail, 1959.



**RESOLUTIONS  
ADOPTED BY THE CONFERENCE**

## **RESOLUTIONS**

### **I**

#### **Resolution concerning Statistics of Productivity<sup>1</sup>**

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee established to examine the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63);

Requests the Governing Body of the International Labour Office to give high priority in its future programme proposals to work on the problems of productivity measurement with a view to providing, by the beginning of the next decade, guidelines concerning concepts, definitions and methodologies that can be used by Members which wish to develop statistics of productivity in pursuance of the goals set forth in Paragraph 15 of the Labour Statistics Recommendation, 1985. Such work should be undertaken in collaboration with other competent statistical agencies in the United Nations family.

### **II**

#### **Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item entitled "Safety in the Use of Asbestos"<sup>2</sup>**

The General Conference of the International Labour Organisation,

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

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

Decides that an item entitled "Safety in the Use of Asbestos" shall be included in the agenda of its next Ordinary Session for a second discussion with a view to the adoption of a Convention and a Recommendation.

### **III**

#### **Resolution concerning the Most Urgent Problems of Africa, and Particularly Food Security<sup>2</sup>**

The General Conference of the International Labour Organisation,

Noting that in various parts of the world hunger and malnutrition are assuming alarming dimensions and that millions of human beings are dying of hunger,

Deeply moved by the situation in Africa, particularly as regards employment and the satisfaction of the food needs of its population,

Considering that the gravity of the situation in Africa calls for both emergency aid and activities to assist long-term development, and that mutual assistance is essential in Africa and makes an important contribution to the resolution of the present crisis,

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<sup>1</sup> Adopted on 24 June 1985.

<sup>2</sup> Adopted on 25 June 1985.

Recalling the obvious links between, on the one hand, underemployment, unemployment and low productivity, and on the other, hunger, malnutrition and poverty, and recalling that it is essential to increase efforts that will make it possible to regenerate the production of foodstuffs and their marketing in Africa and to improve the access of the population to basic food products,

Convinced that the factors responsible for food shortages derive not only from nature but also from technical and political issues and from world trading and economic relations,

Bearing in mind the relevant resolutions and recommendations, and in particular resolution 39/29 and the Declaration of the General Assembly of the United Nations on the critical economic situation in Africa (3 December 1984) and the resolution concerning the role of the International Labour Organisation in the International Development Strategy,

Recalling the Declaration and resolution adopted by the Assembly of Heads of State and Government of the Organisation of African Unity at its 20th (1984) Session in Addis Ababa,

Convinced that the International Labour Organisation, acting in harmony with the United Nations system, can and must expand its specific activities to assist the most underprivileged regions, and especially Africa,

Emphasising that the International Labour Organisation has a special role to play in helping African initiatives, in particular in launching a special education programme for rural development, strengthening active participation of workers and their organisations in the development process, developing the necessary know-how for development, and other activities essential for the development of the whole continent,

Concerned that the International Labour Office should effectively pursue the implementation of programmes aimed at the creation of jobs and incomes, and should create new programmes where necessary,

Recalling that international aid and co-operation must be accompanied by efforts within Africa, which is a precondition for the reinforcement of its capacity to ensure by itself its own long-term development,

Considering that those programmes should have as a priority concern the organisation and training of manpower and the improvement of productivity and incomes in sectors directly or indirectly linked to food production;

1. Calls on the international community, and particularly the developed countries and the international agencies—

- (a) to increase their assistance to the African countries affected by drought by allocating the additional resources that are essential to the continuance and strengthening of assistance and co-operation activities, both bilateral and multilateral;
- (b) to make greater efforts to meet the urgent needs of the victims of drought for food and medicines;
- (c) to gear their short-, medium- and long-term assistance activities towards the reinforcement of the capacity of African countries to ensure their own economic and social development.

2. Invites the Governing Body of the International Labour Office to continue and expand its activities in Africa so as to help States in the region to overcome the problems of employment, food and poverty that they face.

3. Calls on the International Labour Organisation—

- (a) to make full use of all opportunities for special support to development directed at the social and economic needs of the African countries;
- (b) to increase its role in its specific fields of competence under the international development strategy, especially employment and fair labour standards.

4. Invites the Governing Body of the International Labour Office to instruct the Director-General to direct these activities as a priority towards—

- (a) the promotion of employment, both agricultural and otherwise, in rural areas, so as to reduce the exodus to the cities, to provide activities and means of

subsistence for underemployed rural populations, and to integrate underprivileged groups, such as women, rural inhabitants and the poor, in the rural development process; action taken to this end could include emergency measures;

- (b) developing the local organisation of rural public works, in accordance with the principles and methods already used successfully by the International Labour Office in its special labour-intensive public works programmes, so as to create productive infrastructure and basic equipment that can contribute to food self-sufficiency and rural development, for example the development of land and the harnessing of water resources, the preservation of woodland and reafforestation, the struggle against drought and desertification, the development of access roads and the construction of facilities;
- (c) extending the International Labour Office's action in the field of training and further training to the promotion of small and medium-sized undertakings and the handicraft industries which create jobs in both urban and rural areas;
- (d) contributing, in conjunction with the other agencies concerned, to the promotion and organisation of participatory structures, of a co-operative or self-help nature, and, at the same time, to the creation of networks for cereal banks, the distribution of resources, the marketing of produce and access to credit facilities, so as to provide rural populations with a system of food security;
- (e) implementing or developing various types of vocational training, with the following aims:
  - (i) to improve the technical skills of farmers, breeders and planters;
  - (ii) to provide initial and advanced training for agricultural technicians;
  - (iii) to train skilled manpower so as to ensure that the undertakings and technical services concerned with agriculture and the marketing of its produce, such as those involved in storage, processing, packaging, transport, distribution, the provision of spare parts and the repair of vehicles, can operate adequately;
  - (iv) to train, both nationally and locally, qualified officials in public or semi-public administrative services and agencies linked with rural development;
  - (v) to train co-operative members, both men and women;
- (f) developing workers' education programmes on the reinforcement and development of rural workers' organisations and encouraging member States to mobilise such organisations with a view to their participation in national programmes aimed at increasing food production and food self-sufficiency.

5. Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares the short-, medium- and long-term programmes contained in document GB.229/OP/3/4 (paragraphs 25 to 65) the Programme of Action of the ILO for Africa and decides to append it to the present resolution.

6. Invites the Governing Body to examine the ways and means of implementing such ILO support activities to assist Africa and its inhabitants, in collaboration with the Organisation of African Unity and the competent agencies of the United Nations system.

7. Proposes that such activities should be financed—

- (a) from the ILO's regular budget and the special provision for Africa;
- (b) from any voluntary contributions the governments of member States may see fit to pay towards specific programmes.

8. Requests the Governing Body to invite the Director-General to submit concrete proposals to it concerning the activities envisaged and the manner of their execution, and to keep it regularly informed of the implementation of those activities.

## APPENDIX

### Programme of Action of the ILO for Africa

1. What role can the ILO play? To define this role a number of considerations have to be taken into account. First, the ILO must place its operational activities in Africa within the context of the concerted action to be taken by the United Nations system. This explains why the Director-General responded immediately to the request of the United Nations Secretary-General by nominating the Director of the ILO Office in Dar es Salaam as the Office's representative to the Office of the Special Representative of the Secretary-General and by appointing a focal point within the Office for all questions relating to the present situation in Africa. Within this context the ILO should, in accordance with its mandate, concentrate on the social and human resource aspects of the present difficult situation. It will have to focus its operational programmes on the immediate, medium and long-term problems of Africa on a highly selective basis and ensure effectiveness and efficiency in the use of all available resources, drawing fully on the experience and competence of both the headquarters and regional services.

2. In determining the ILO's operational activities geared to cope with the present situation in Africa, it is essential to complement action to deal with the immediate problem of food and water shortages with measures to help cope with the longer and deep-rooted problems of the region. Indeed, the immediate problem of food shortages is basically part of a long-term and much larger developmental problem having many varied aspects. The ILO has a role to play in both the immediate emergency and relief operations as well as in helping to solve the more fundamental long-term problems of Africa. While the ILO's operational programmes can play a modest role in helping to solve the immediate problems of food distribution and food transport, it is its long-term operational activities that are likely to generate more durable and lasting results and which will have a greater impact.

3. The size of the ILO's operational programmes for Africa depends on the financial resources that can be mobilised from the UNDP, development banks and multi-bilateral donors. The ILO's regular budget technical co-operation resources in 1984-85 are too modest to respond to the increasing needs of African countries, and can only serve as a stop-gap measure. The Director-General has therefore included in the 1986-87 Programme and Budget Proposals, which the Governing Body will discuss at this Session, a sum of \$500,000 as a special allocation for the ILO contribution to the system-wide effort in Africa called for by the Secretary-General of the United Nations.

4. It will be recalled that the ILO has been assisting sub-Saharan Africa countries since their independence in achieving their long-term developmental goals. More than 43 per cent of the ILO's operational programmes in 1983 were in Africa. In the first six months of 1984 the value of newly approved projects has tripled as compared with the same period in 1983. The ongoing and the newly approved projects will have to continue as long as they assist in achieving the goals set out in them and help solve some of the problems these countries are facing. However, the ILO will in future have to focus its operational programmes on activities with a direct bearing on the present difficult situation Africa is facing.

#### *A. Action in the short term*

5. As far as the emergency situation is concerned, the ILO's role is rather limited, as has been mentioned earlier, compared to that of the major relief agencies, such as UNHCR, WFP, UNDRO, UNICEF and UNSO, or specialised agencies such as FAO and WHO. It can nevertheless provide assistance and support to remove the logistical and operational bottlenecks which are preventing relief assistance from reaching those in need of it. Such assistance covers the following areas:

##### *(a) Management of ports*

6. Experience in the last few months has shown that one of the major bottlenecks in providing relief assistance in time has been congestion at the ports. Vessels have to wait several days, if not weeks, to unload. Often the equipment used for the unloading of food, medical and other supplies is out of order owing to lack of spare parts or inadequate repair and maintenance. This is a managerial and a training problem in which the ILO has accumulated some experience. In the last two years the ILO helped Mauritius, Senegal and the United Republic of Tanzania to improve their port operations. In the present circumstances the ILO will have to concentrate on short-term measures and crash programmes to improve these operations, and these will have to be followed up whenever necessary by long-term assistance with a view to promoting the viable operation of African ports.

##### *(b) Management of truck fleets*

7. The shortage of managerial capabilities to manage the fleets of trucks used for the internal transportation of food aid and other relief assistance has proved yet another



obstacle to the proper and timely distribution of food aid and other assistance. This is felt not only by relief organisations and donors, but also by the governments themselves. Indeed, unless the speedy and prompt distribution of aid is ensured by rapid transport and a reduction in port congestion, the timely arrival of aid to the needy is endangered. In this field, the ILO assisted the Government of Ethiopia from 1978 to 1982 in devising a system of proper management for truck operations, ensuring the maximum use of the transport fleet and covering the preparation of an inventory of spare parts and maintenance operations. The same type of assistance could become an important activity for the ILO in drought-stricken countries.

*(c) Repair and maintenance of trucks and vehicles*

8. Closely linked with the problem of truck fleet management is their repair and maintenance. The shortage of qualified personnel to operate modern transport vehicles and to undertake repairs and maintenance is evident. ILO-assisted vocational training projects have over the years trained African workers in these skills. The shortage of such skills is, however, still very acute. Crash courses will have to be organised to ensure that a sufficient number of trained personnel are available in a relatively short period, not only in large towns and agglomerations but also in the remote areas to which the trucks are being sent.

*(d) Construction, repair and maintenance of roads*

9. Recent experience has shown that roads, particularly in remote rural areas, are either non-existent or difficult to pass. Delays in the delivery of food aid and other relief assistance are therefore observed, endangering the lives of thousands of people. The ILO's Special Public Works Programmes (SPWP) can assist governments in constructing new roads and maintaining and repairing old ones, using labour-intensive techniques. Experience gained in countries such as Benin, Burundi, Mali, Rwanda, the United Republic of Tanzania, Togo and Uganda will have to be adapted to meet the pressing needs generated by the present emergency situation.

*(e) Human resources for water management*

10. The scarcity of water in drought-stricken areas calls for the sound management of these resources. Within the framework of the water and sanitation decade launched by the WHO, the ILO has been developing a programme aimed at improving the management of water resources. This programme, which is still in its first stage, can help member countries, particularly those with scarce water resources, to improve and/or develop their managerial capacity with a view to rationalising the use of water. Assistance, for example, has been given to the REGIDESO in Zaire and to Rwanda. The ILO also envisages organising for the members of the Union Africaine des Distributeurs d'Eau (UADE) and in collaboration with this organisation, a seminar on human resources for water management and the organisation of work within water distribution enterprises. A second seminar on the elaboration, execution and monitoring of training in water distribution enterprises is also planned.

*(f) Construction and rehabilitation of wells and the repair and maintenance of water pumps*

11. In some of the drought-stricken countries underground water is still available but is not sufficiently exploited. Existing wells need to be rehabilitated or new ones constructed. Existing water pumps need to be repaired and maintained. The ILO's role would be to provide, through its vocational training and special public works programmes, assistance to develop skills that will enable nationals of these countries to construct and rehabilitate wells or to repair and maintain water pumps. These skills can be provided through crash courses using mobile training units. Experience gained from projects executed in recent years (for example, Burkina Faso and Mali) could be of benefit to those countries which require ILO assistance.

*(g) Strengthening of co-operatives*

12. Co-operatives have an important role to play in the production and distribution of food. The strengthening of co-operatives involved in such activities can be seen from two angles. First, it will decrease reliance on food aid to the extent possible; second, it will involve people in solving their own problems and ensure that food aid reaches those who really need it. The ILO will therefore have to focus its activities on the strengthening of this type of co-operative in drought-stricken areas. It has already been assisting co-operatives through the project entitled "Co-operative support to development activities assisted by the World Food Programme (ACOPAM)" in Burkina Faso, Mali, Mauritania, Niger and Senegal. Needless to say, in the present emergency priority will be given to co-operatives involved in food storage and distribution, both in rural and urban areas.

*B. Long-term action*

13. As stated above, the ILO's operational programmes and activities in Africa have been primarily geared to supporting long-term development efforts. This will remain the

thrust of the ILO's operational programmes in the future. In this respect it will be guided by the conclusions of ILO regional meetings and the Lagos Plan of Action as a framework for long-term development policy in Africa, and also by the priorities identified in national development plans. However, in the present circumstances priority will have to be given to a number of basic issues which have a direct bearing both on food production and on overall developments in Africa. Addressing these basic issues is essential to ensuring that social and economic conditions in Africa improve and to hedge against natural catastrophes, such as the drought that has afflicted the continent. The role of the ILO's operational programmes in dealing with these long-term basic issues is discussed below.

(a) *Employment and development*

14. Redressing the economies of African countries and restoring growth requires a revision of their economic strategies. In particular, African countries will have to address themselves to the constraints which hamper the rapid growth of their economies and at the same time preserve the egalitarian and distributive effects of such growth.

15. While JASPA and SATEP will continue to assist African countries in formulating their development strategies and ensuring that new employment opportunities are created as well as satisfying the basic needs of the people, the ILO, in collaboration with these two regional projects, will have to focus on certain priority areas. These would include the following:

(i) *Rural development*

16. In most African countries four out of five people work in rural areas. It is they who are hardest hit by the present situation in the continent, for it is in rural areas that underemployment, poverty and squalor are mostly felt. On the other hand, unless major changes are introduced in rural areas, agricultural production will not increase, and little or no progress will be made towards food self-sufficiency, one of the major objectives of the Lagos Plan of Action. Nor will there be any development in other sectors, including industry, which are often dependent on agriculture.

17. While the FAO has primary responsibility for increasing and improving agricultural production, the ILO's operational programmes can support these endeavours. In the first place, the special public works programmes can assist African member States in the development and construction of irrigation schemes, land development and reforestation, using labour-intensive techniques. The ILO can also assist in introducing appropriate agricultural technology, in the development, repair and maintenance of agricultural tools and equipment, and in the training of manpower in the installation, repair and maintenance of water pumps and the construction and rehabilitation of wells.

18. In addition, the ILO can help to identify constraints affecting increased food production, and to promote institutional reforms and off-farm employment.

19. Advisory services can also be provided to enable member States to create new employment opportunities for youth in rural areas and to integrate youth and women in the development process in rural areas.

20. An essential element in the success of rural development programmes is the involvement and participation of the rural population concerned. Rural workers' organisations have proved effective in involving the rural people in the development of their communities. In this field the ILO has accumulated experience which it can transfer to African countries.

(ii) *Special Public Works Programmes (SPWP)*

21. The special public works programmes (SPWP) represent a strong social aspect of development objectives. In particular, they create a substantial number of jobs in the short, medium and long term, help impart basic skills to unskilled labour, involve local communities in the formulation of projects, foster the collaboration of social groups and promote the development of local production tools.<sup>1</sup> The contribution of such programmes to the development of a country's infrastructure is essential for its overall economic and social progress. Such programmes are also relatively cheap if compared with their capital-intensive alternatives.

22. In addition to the short-term assistance which can be provided to deal with the present emergency situation, the ILO can also assist in introducing measures which help to control or prevent natural disasters such as floods and droughts. Coherent programmes of infrastructure development, including the construction and maintenance of feeder roads, irrigation, reforestation and land reclamation, can be established to minimise the effects of

<sup>1</sup> Philippe Garnier: *Introduction to Special Public Works Programmes* (Geneva, ILO, 1982), p. 1.

such disasters and would help create employment opportunities for those left unemployed. Furthermore, assistance can be provided to governments to enable them to plan, finance, implement, monitor and evaluate special public works programmes and thus become self-reliant in this respect.

(iii) *Urban informal sector*

23. The importance of the urban informal sector and its role in employment promotion is now widely recognised by African governments. Rural-urban migration has aggravated the problems of African towns: Shanty towns are expanding quickly, putting strain on the basic infrastructure of towns and cities, and the number of unemployed persons is increasing rapidly. The ILO can be of assistance to member States in identifying constraints affecting the development of certain subsectors of the urban informal sector (e.g., manufacturing, construction, transportation, various service trades, etc.), in improving conditions of work and environment, in developing the most appropriate and effective vocational and entrepreneurial training schemes and methods, and in establishing co-operatives, in particular labour co-operatives, in this sector.

(iv) *Employment impact of investment projects*

24. One of the reasons why some of the objectives of African development plans have not been achieved were the wrong choices made by governments regarding investment and technology. In particular the employment impact of such choices was often ignored or underestimated. The ILO is prepared to collaborate with various donors, including development banks, and with the governments concerned, in assessing the employment impact of the investment and technological choices within the framework of national priorities.

(v) *Adjustment policies*

25. Although Africa's external debts are an old phenomenon with which Africa has lived for many years, the extent of indebtedness reached an unprecedented level of \$150,000 million by the end of 1983, and has been increasing ever since. This problem, coupled with the problems of high interest rates and the resulting debt servicing, increased protectionism, the collapse of commodity prices, dramatic trade deficits, high inflation rates and declining net capital flows to Africa, has brought the economies of most countries of this continent to a standstill. Restoring growth has therefore become one of the major objectives. In order to restore sustained and balanced growth, basic structural changes have to be introduced. In recent years international financial institutions have proposed a number of adjustments and stabilisation policies to African countries which are essential for the recovery of their economies.

26. While the adjustment and stabilisation policies prescribed in recent years are no doubt essential, their impact must also be considered in terms of employment, income distribution, the satisfaction of the basic needs of the majority of the people and the need to provide them with a minimum of social protection. In other words, while radical stabilisation measures might lead to a rapid improvement in the economic situation of a particular country, they might also have undesirable social and political consequences and in the long run affect the fabric of African societies. The role of the ILO within this context is to collaborate with the IMF in finding the most appropriate short and longer-term policy measures which on the one hand redress the economies of the African countries concerned, and on the other avoid measures being introduced whose burden falls heavily on the poor, who are already hard hit by the present difficulties and who are unable to absorb any further reduction in their standard of living if they are to survive.

(b) *Education and training*

27. The key role of education and training and their impact on national development is recognised by all African governments. Indeed, there is common agreement that education and training are amongst the key elements that could lead to a resolution of the present crisis, and this is an area in which African governments have made heavy investments in the last two decades. Maintaining the momentum of expansion and development of the education and training systems which characterised the 1960s and the early 1970s seems unlikely in view of the rising cost of education and training and the budgetary problems which many African countries face. These systems need to be consolidated and rationalised with a view to eliminating duplication and overlaps and in order to reduce the cost of training so as to expand the system and respond to the growing demands on education and training and the requirements of the labour market and technological developments. Such a review of the education and training policies will have to be made with a view to—

- (i) achieving equal opportunity in education and training;
- (ii) increasing education and training opportunities; and
- (iii) increasing the effectiveness and efficiency of education and training systems.

28. The ILO, in collaboration with the African Centre for the Development of Vocational Training (CIADFOR), can play a crucial role in this respect. It can intensify its assistance to African governments in conceiving and formulating sound training policies, adjusting or rationalising these policies and in implementing them. More precisely, the ILO will have to place emphasis on the following:

(i) *Matching training programmes to the requirements of the labour market*

29. Matching training programmes and activities to the requirements of the labour market and to existing or potential employment opportunities is a prerequisite for the effectiveness and efficiency of training programmes. Indeed, it is essential for information on future labour market requirements to be available at the planning stage in order to ensure that such programmes are viable and cost-effective. This is a field in which the ILO and the regional projects CIADFOR, JASPA and SATEP have been assisting member States. These activities could be intensified in those countries where the need for adequate data collection is the greatest. Assistance could also be provided to governments in undertaking manpower assessments in critical sectors, such as energy, mining and transportation.

(ii) *Sectoral training*

30. In addition to national training policies, the ILO will have to put greater emphasis on certain sectors or branches of the economies of African countries. While sectoral training policies are components of national policies, each sector or branch of the economy has its own specific training problems for which specific solutions must be found and for which specific programmes will have to be conceived. Within the context of the present economic difficulties Africa is facing, it seems that ILO assistance will have to concentrate on four main sectors.

31. The first is *rural non-farm occupations*, which are essential to progress in rural areas. The objective would be to increase income-generating activities which help, inter alia, to check rural-urban migration. Occupations such as those of blacksmith, the repair and maintenance of agricultural equipment and of vehicles, rural construction and handicrafts are some examples in which the ILO could provide assistance.

32. The second is the *food sector*. The shortage of qualified manpower at all levels, and in particular the managerial level and among skilled workers engaged in food processing, handling, storage and preservation, has been one of the major obstacles that have delayed the development and expansion of this sector. In the present circumstances, and given the vital importance of the sector, the ILO will have to respond as quickly as possible to provide the assistance required to train the manpower needed for this sector.

33. The third is the *training of workers in the urban informal sector*. As mentioned earlier, this sector has a great employment absorption capacity. Some parts of the sector are capable of establishing forward linkages with the modern sector. This in turn would require improved occupational and entrepreneurial skills among those working in the urban informal sector. This is a field where the ILO can provide assistance to African countries, in particular in identifying those subsectors which are most suited to establishing links with the modern sector, in identifying their training needs and in planning and organising training schemes and courses both at the occupational skills and entrepreneurial levels.

34. The *transport sector*, and in particular roads, railways and ports, is the fourth sector deserving special attention. The inefficiency of the sector, which is mainly due to the shortage of qualified manpower at all levels, has been a major constraint preventing the smooth and timely distribution of food aid and other relief assistance. The short-term assistance the ILO could provide to cope with the present emergency will need to be complemented by longer-term assistance to establish viable training systems that can provide the sector with qualified manpower both at the managerial and occupational skill levels on a continuous basis, thereby ensuring the smooth transport of goods both in normal and emergency circumstances.

(iii) *Training of managers in public, parastatal and private enterprises*

35. Following independence, and particularly over the last few years, there has been a rapid expansion in the number of public and parastatal enterprises in Africa, in such sectors as transport, public utilities, manufacturing, mining and commerce. In many cases these enterprises have been severely handicapped by the lack or shortage of managerial skills. At

the same time recommendations have been made to reform parastatal and public enterprises and to encourage the growth of the private sector, including small enterprises. Enhancing managerial capacity has been recommended as a basic measure to help bring about such a reform and to enhance the role of the private sector. This is an area where the ILO can intensify its assistance and transfer some of the knowledge and experience gained over more than three decades for the benefit of parastatal and public enterprises, as well as for the private sector. In addition, assistance could be provided to train the administrators responsible for direct government programmes of rural, transport and infrastructure development.

(c) *Development of institutions*

36. A major obstacle to development in Africa is the weakness of its economic and social institutions. As far as the ILO's mandate is concerned, these include co-operatives, social security institutions, small enterprises, and employers' and workers' organisations.

37. It is obvious that all these economic and social institutions need to be strengthened and assisted. While the ILO's operational programmes will continue to contribute to the promotion and strengthening of these institutions, special emphasis will have to be given to two types of institutions that are of special importance.

38. The first are *co-operatives*. Their role in both the rural and urban sectors is obvious and need not be stressed here. It suffices to state that co-operatives have long been the backbone of the development policies of many African countries, and there is hardly any economic activity in which co-operatives are not involved. However, co-operatives engaged in the production, marketing and distribution of agricultural production and fisheries will in the present circumstances have to receive special attention. Equally important are co-operatives engaged in handicrafts and small-scale production.

39. Co-operatives in Africa, including those to which special attention must be given, suffer in general from a number of problems. One major problem is that of co-operative leadership and management. Other problems relate to financial controls, the optimum size of co-operatives and government controls. These are some of the problems the ILO's operational programmes have been addressing and regarding which efforts will have to be intensified in order to promote viable co-operatives. The ILO will also have to continue helping countries to establish new co-operatives if this is required.

40. The second are *small enterprises*. They are to be found in both the modern and the informal sector in Africa, and suffer from a host of managerial, technical and financial problems that make them extremely vulnerable. In addition, in several African countries there is an acute shortage of entrepreneurial talent and tradition, which makes the establishment and survival of new small businesses very difficult. Increased attention will therefore have to be paid to schemes encouraging small enterprise development through combined packages of technical assistance, institutional measures and financial incentives.

41. The participation of strong employers' and workers' organisations in the development efforts is of crucial importance in Africa. Such organisations exist in most African countries but they still need assistance to render more comprehensive and better services to their members. Much of this assistance takes the form of training and education. The ILO has a special responsibility and technical capacity in this field and will therefore continue to give high priority to the strengthening and growth of employers' and workers' organisations in the region.

## IV

### **Resolution concerning the Promotion of Measures against Risks and Accidents Arising out of the Use of Dangerous Substances and Processes in Industry<sup>1</sup>**

The General Conference of the International Labour Organisation,

Expressing deep concern at the growing risks and the increasing number of serious accidents related to the use of hazardous substances and chemical products,

Regretting that such accidents have in the recent past caused considerable damage and have led to the death of several thousands of persons both inside and outside undertakings or serious injury to their health,

Considering that such tragedies demonstrate—

<sup>1</sup> Adopted on 26 June 1985.

- (a) the inadequacy of safety and supervisory measures and the lack of workers' information and training concerning the hazards linked to certain dangerous substances and the technical processes that are in use;
- (b) the correlation between workers' safety and that of the public and the environment,

Emphasising that in the design and implementation of their industrial development policies, competent public authorities and industry should take fully into account the possible safety and health effects of hazardous substances and processes on workers and the general public,

Noting with serious concern that in some countries, and in particular the developing countries, substances continue to be used and produced, and processes introduced, which present risks and which have been prohibited or subjected to restrictions in other countries,

Emphasising the basic responsibility of multinational companies' central management over the organisation and control of the management of all their subsidiary units,

Considering that special activities must be undertaken in order to improve the control of major hazards and safety measures, having regard to the permanent dangers arising from the widespread use of chemicals and other dangerous substances throughout the world,

Recalling the guide-lines regarding the protection of safety and health contained in the International Labour Organisation's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as the provisions contained in the relevant international labour Conventions and Recommendations and codes of practice concerning occupational safety and health and the working environment,

Stressing that international labour standards on safety and health should be universally applied and strengthened, and stressing in particular that this resolution applies to the activities of all enterprises, multinational or otherwise;

1. Calls upon the governments of all States Members of the International Labour Organisation to adopt, in full consultation with workers' and employers' organisations, integrated and comprehensive policies for hazard prevention in connection with the use of dangerous processes as well as the production, transport, storage, handling and disposal of hazardous substances. These policies should include, in particular—

- (a) safeguards to ensure that the introduction of new hazardous substances and processes are effectively monitored and covered by adequate health and safety measures;
- (b) the establishment of strict and adequate safety and health standards to govern, inter alia, the choice of substances and technologies to be used in industry; the location and design of new production processes and equipment; the setting up of safe hazard control and alarm systems in all chemical plants and facilities; detailed emergency plans for factory areas and surrounding communities; maximum permissible exposure levels for workers and local populations; the provision of adequate protective clothing and equipment at the workplace; the safe transport by air, sea and road as well as the safe storage of toxic chemicals and wastes;
- (c) the establishment of a centralised and independent national authority responsible for submitting recommendations concerning the granting of licences for industrial operations involving hazardous occupations and substances as well as for the import and introduction of new and potentially hazardous technologies and substances in industry;
- (d) the pursuit of international agreements on the export of hazardous substances and technologies, including provisions to stop importation of substances banned in other countries.

2. Further calls upon the governments of States Members of the International Labour Organisation—

- (a) to re-examine the possibilities for a wider and more effective application of the provisions contained in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as in other international instruments dealing with the economic and social responsibilities of multinational enterprises;
- (b) to encourage and stimulate effective tripartite co-operation in all bodies dealing with the safety and health of workers involved in the production, transport, storage, handling and disposal of hazardous products and substances;
- (c) to issue adequate legislation and rules for full and clear information concerning the potential dangers of products and technologies to be provided prior to their marketing or export by producing companies.

3. Calls upon employers and company managements in chemical and other hazardous industries—

- (a) to provide for the safest possible operating and control systems in their enterprises and, where transportation is involved, for the safest possible mode of transport;
- (b) to replace, whenever possible, dangerous substances and processes by safer alternatives;
- (c) to avoid or minimise the stockpiling of toxic and hazardous substances;
- (d) to ensure the exchange and dissemination of research information concerning safety and health particulars of hazardous processes and substances and their alternatives;
- (e) to ensure, as a matter of priority, that all workers, technicians and managers who play any role in the safety control system of the enterprise be given adequate specialised training for this purpose;
- (f) to provide to all workers in the enterprise, and in a language they can understand, the necessary training, information and instructions as well as equipment required for the protection of their individual and collective safety and health at the workplace.

4. Calls upon workers' organisations—

- (a) to contribute towards the improvement of safety conditions in industry by setting up health and safety departments and locating scientific, medical and legal experts for advice on matters of safety and health;
- (b) to elect safety and health representatives to monitor the workplace;
- (c) to initiate training courses for such representatives;
- (d) to establish more contacts between workers' organisations in the same national or multinational enterprises in order to acquire a better understanding of matters concerned with safety and health.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General—

- (a) to make early arrangements for ad hoc expert meetings—
  - (i) to identify and assess risks arising out of dangerous industries;
  - (ii) to advise the Office on
    - general safety measures specific to highly hazardous industries;
    - measures required to improve safety and health in the production, storage and transportation of dangerous substances;
    - the transportation of appropriate standards and a code of practice;
- (b) to make every effort, through the International Labour Office's activities in the fields of technical co-operation, promotion of standards, research and information, to provide maximum assistance to member States for the establishment and strengthening of national infrastructures and institutions conducive to ensuring high levels of safety and health standards in the production, transport, storage and handling of hazardous substances and to

strengthen the International Labour Office's ongoing programmes in the field of training in occupational safety and health;

- (c) to continue to put emphasis, in the context of Industrial Committee meetings, on safety and health aspects of the introduction of potentially hazardous substances and technologies in the relevant industrial sectors;
- (d) to devote adequate attention and resources to the International Labour Office's participation in the International Programme on Chemical Safety carried out jointly with the World Health Organisation and the United Nations Environment Programme, and to pursue maximum strengthening of co-operation with other relevant United Nations agencies for the improvement and effective application of international standards in the field of hazard control and accident prevention as well as the protection of the safety and health of workers employed in chemical and other potentially hazardous industries;
- (e) to continue to submit proposals to the Governing Body for the inclusion in the agenda of future sessions of the International Labour Conference of technical items dealing with acute safety and health problems in chemical and other hazardous industries with a view to the strengthening of international labour standards in this field and in particular to examine the possibility, as a matter of priority, of including the subject of hazard control and accident prevention related to the use of hazardous substances and processes in industry in the agenda of an early session of the International Labour Conference.

## V

### **Resolution on equal opportunities and equal treatment for men and women in employment<sup>1</sup>**

The General Conference of the International Labour Organisation,

Having taken note of the report on equal opportunities and equal treatment for men and women in employment,

Having discussed and evaluated the progress achieved and problems encountered with regard to the situation of women workers since the adoption by the International Labour Conference in 1975 of a Declaration on Equality of Opportunity and Treatment for Women Workers and a resolution concerning a Plan of Action with a view to Promoting Equality of Opportunity and Treatment for Women Workers,

Having reviewed legislative policies and measures adopted by the governments towards the implementation of the above texts, keeping in mind different economic, social and political systems and situations in various countries,

Having taken stock of the ILO's policy and action in favour of women workers during the past ten years,

Having arrived at Conclusions thereon,

Having taken note of the need in accordance with United Nations resolutions to establish a new international economic and social order with a view to ensuring better conditions of employment, work and life for women, especially in developing countries, and the need to devote particular attention to the situation of women in countries subject to the practices of apartheid;

Reaffirms the validity of the Declaration and Plan of Action adopted in 1975;

Appeals to member States to give effect to the part of the following Conclusions relating to national action; and in particular to ratify and implement ILO Conventions and Recommendations relating to equality of opportunity and treatment for men and women workers;

Invites the Governing Body to request the Director-General—

- (1) to bring the following Conclusions to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace;
- (2) to give due consideration to these Conclusions in ILO action and activities.

<sup>1</sup> Adopted on 27 June 1985.



## Conclusions

### Introduction

(a) Undeniable progress has been registered since the adoption by the International Labour Conference of the Declaration on Equality of Opportunity and Treatment for Women Workers and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, and the launching of the United Nations Decade for Women. Women in increasing numbers have joined the labour force in both developing and industrialised countries. They have entered certain sectors and occupations hitherto the domain of men, and more women are now found in highly skilled, technical, managerial and decision-making positions.

(b) There is also a much greater awareness of both the contribution of women to the economy and society and the disadvantages and discrimination suffered by them, which must be eliminated.

(c) Nevertheless, the pace of progress is uneven and the Decade has also witnessed a deterioration of the situation of women in some respects. Despite some progress, the majority of women workers continues to be concentrated in a limited range of occupations; doing work requiring low skills or earning low remuneration.

(d) Despite the growing consciousness among women of their own circumstances, in many countries they are still held back by social and economic restraints which, if anything, have increased during the last few years of world-wide recession and far-reaching changes in the organisation of production due to the introduction of new technologies.

(e) Rural women, who provide essential goods and services for their families, are severely affected by increasing poverty and deteriorating living standards.

(f) In many industrialised and developing countries, women are taking more than their share of the unemployment and of the severe economic recession which marred the later years of the Decade and which is eroding many of women's hard won gains.

(g) Political and social disturbances and natural disasters are driving growing numbers of people into refugee camps, whose population is often made up largely of women and children.

(h) Lasting peace is essential to economic progress and social justice and therefore to the full implementation of equality of opportunity and treatment for men and women workers in employment.

## I. NATIONAL ACTION

### *Equal access to employment and training*

1. In order to ensure the implementation of the principles laid down in the Declaration on Equality of Opportunity and Treatment for Women Workers (1975), and further to the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975), measures should be intensified in order to promote and achieve equality of opportunity of women and men in employment and in society as a whole. Priorities for the attainment of these objectives include, as appropriate to national circumstances—

- (a) measures to promote the employment of women which should form an integral part of national policies and national development to achieve full, productive and freely chosen employment, which should be regarded as the means of ensuring in practice the realisation of the right to work as provided for in the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169);
- (b) policies which should provide men and women with equal employment opportunities, irrespective of the rate of economic growth and conditions in

- the employment market, and benefit all workers without distinction based on sex, including on the grounds of marital status, age or family responsibilities;
- (c) further efforts by the social partners in working out and applying equal opportunity measures. The social partners should also support constructive measures to foster economic development in such a way that the situation of women will improve within a framework of general policies for achieving economic recovery and employment growth;
  - (d) the equal right of men and women to work and, by the same token, to acquire a personal income on equal terms and conditions, regardless of the economic situation;
  - (e) the promotion of individual skills and abilities of workers by making available appropriate education and training facilities relevant to national conditions, in order that more women will be amongst the most suitable individuals selected for jobs;
  - (f) measures aimed at enabling women to contribute meaningfully, through the fullest and most effective utilisation of their aptitudes and skills, to the economic and social development of their countries, whether in the formal or informal sectors in both urban and rural areas;
  - (g) policies aimed at achieving equality between men and women workers which should include the development and implementation of comprehensive programmes of positive action to end discrimination against women in employment and to counter the effects of past discrimination. These programmes should incorporate measures on education, training, vocational guidance, counselling and placement, equality legislation and the development of support services for workers with family responsibilities;
  - (h) steps which should be taken in consultation with employers' and workers' organisations, as appropriate to national circumstances, to eliminate occupational segregation in labour markets—
    - (i) by prohibiting direct and indirect discrimination based on sex in recruitment, training or promotion, and by taking positive action against both forms of discrimination in order to redress imbalance due to such discrimination;
    - (ii) by information and awareness campaigns designed to modify traditional concepts of stereotyped roles for men and women and to promote changes in attitudes towards the employment of women and by education and training programmes to overcome social bias which limits the range and level of occupations open to them;
    - (iii) by encouraging and facilitating the entry of women into all occupations, particularly in those sectors of working life where they are at present under-represented and in the sectors of the future, as well as their access to all levels of skill and responsibility, on an equal footing with men;
    - (iv) by ensuring special attention to and specific action for women in vocational guidance, counselling and placement services (for example by means of suitably qualified advisers in equal opportunity questions) in efforts to eliminate segregation in employment and to widen the occupational choices open to women;
  - (i) ensuring equal access and opportunities in education at all levels and promoting the elimination of sexism and sex stereotyping;
  - (j) measures to promote equal access of men and women to employment and training which should be continuously monitored on a tripartite basis so that programmes can be progressively improved and made more effective;
  - (k) ensuring that women can benefit on an equal footing with men in the planning of general measures in the field of employment and training, including programmes of action against unemployment;
  - (l) specific measures to meet the special needs of unemployed women when devising general, regional and local programmes of action against unemployment;

- (m) measures which should be taken to ensure that the same criteria are applied to all workers in case of redundancy or dismissal, without distinction based on sex, including on the grounds of marital status or age. Special protection against dismissal on the grounds of pregnancy and maternity leave should be applied;
- (n) programmes which should, as appropriate, be devised and implemented in order to meet the needs of, and overcome the obstacles to equal access to employment encountered by women who wish to re-enter employment after a period of absence, or who belong to disadvantaged groups such as migrants, refugees, the disabled, minority groups, single parent families and long-term unemployed. Special programmes should also be devised for women who are compelled to make a living by prostitution by offering them work opportunities and, if needed, social assistance;
- (o) measures which should be taken, as appropriate to national circumstances, to ensure that rural women have equal access with men to land, education, technology, training and extension services, credit and other resources. For those engaged in income-generating occupations, measures should be aimed at making their employment more productive and remunerative. Help should be given to rural women to enable them to take advantage of new employment opportunities created by rural development and the introduction of new technologies;
- (p) equal access by women to financial and other facilities available for the creation of business and for self-employment, particularly in the context of local initiatives to create employment, including those taken on a co-operative basis which offer women worth-while employment prospects and working conditions.

2. Further measures are required to promote equal opportunities for women and men in education and vocational training. Appropriate policy measures in this area may include the following:

- (a) steps which should be taken to implement rapidly the provisions of the Human Resources Development Convention and Recommendation, 1975 (No. 142 and No. 150), in particular Section VIII of the Recommendation, "Promotion of Equality of Women and Men in Training and Employment";
- (b) ensuring that the basis for equality at work is laid at the level of primary and secondary education;
- (c) national tripartite co-ordinating bodies for women's training and retraining which should be established, as appropriate to national conditions and circumstances, in order to ensure more effective planning and co-ordination of activities in this area and to develop and promote policies designed to widen women's access to training of all kinds and for the widest range of occupations. Such bodies should—
  - (i) keep themselves informed of changing occupational needs in the economy and make such information available to training institutions, to workers', employers' and women's organisations and to the public at large;
  - (ii) maintain inventories of training institutions and programmes, whether operated by governmental or non-governmental agencies, in order to inform women about such institutions and programmes and encourage them to seek training and retraining;
  - (iii) act as focal points for the exchange and dissemination of information on approaches used and experiences gained in integrating women into training programmes, both in their own and other countries;
- (d) adequate administrative and budgetary provision, with effective co-ordination and information services, for the education, training and retraining of women including those of disadvantaged groups;
- (e) the modernisation, diversification and reorientation of existing women's training institutions and programmes to correspond to economic opportunities and the priorities established in development plans and programmes, with the promotion of co-education wherever possible;
- (f) information should be collected and disseminated on—

- (i) non-traditional occupations and newly emerging fields so as to diversify career choices for girls and women;
- (ii) training and continuing education opportunities;
- (iii) the level of advancement of women within various sectors of employment;
- (g) training, recurrent training, education and information programmes which should be organised, particularly for women whose skills need upgrading and those who re-enter the labour force or wish to enter non-traditional occupations. In that context, new technologies and economic development should be given as much consideration as traditional employment, provided they offer women sufficient opportunities for adjusting to altered employment requirements resulting from technological change and the opportunity for employment;
- (h) the identification of training needs of women in the informal, rural and urban sectors of developing countries. Training capacities should be developed with a view to reaching them, and training programmes devised with due regard to their levels of education and need to be able to continue to earn a living while undergoing training with due regard, as appropriate to national circumstances, to the need for provision of child care. Responsible people in mainstream institutions and programmes should be specially trained to serve these groups;
- (i) in addition to the provision of occupational skills, the development by training institutions and programmes of decision-making abilities, and interest in occupational and career development and goal-setting;
- (j) realistic and effective action at grass-roots level which calls for the full participation of local community leaders, comprising adequate representation of women, in the development of training schemes from the early states of design through to implementation and evaluation. Active tripartite participation should be sought at all levels in order to take needs realistically into account and obtain support for the measures envisaged;
- (k) special programmes which should be implemented, where possible, with a view to responding to the needs of women belonging to marginalised groups, such as migrants, refugees, or minority-groups, and in order to overcome the obstacles in the way of these women due to lack of appropriate vocational training.

#### *Equality of remuneration*

3. It is essential to promote the full implementation of the principle of equal remuneration for work of equal value (Equal Remuneration Convention, 1951 (No. 100)) within the broader framework of equality of opportunity and treatment between men and women workers having regard to articles 7 (2), 7 (3) and 7 (4) of the 1975 Declaration. To achieve this goal—

- (a) where necessary national legislation or measures consistent with national law and practice should be introduced or broadened so as to ensure that all workers have the right to receive equal remuneration for work of equal value;
- (b) in addition, comprehensive implementation machinery should be created to ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value;
- (c) in accordance with national law and practice, investigation and complaint, machinery should be available for all workers who should have the opportunity of obtaining expert advice and support in presenting their case;
- (d) employers' and workers' organisations should strengthen their efforts to implement equal pay provisions and particularly to review existing wage determination practices in order to ensure that criteria for job classification and evaluation are free from sex bias, and to promote public awareness, understanding and acceptance of the principle of equal pay for work of equal value.

#### *Working conditions and environment*

4. Measures to improve working conditions and environment for all workers should be guided by the Conclusions concerning future action in the field of

working conditions and environment adopted by the International Labour Conference in 1984, and in particular taking into consideration the provisions concerning hygiene, health and safety at work for women. Due attention should be paid—

- (i) in particular to those sectors and occupations employing large numbers of women;
- (ii) to the need to ensure proper application of relevant measures to all enterprises covered;
- (iii) to the desirability of extending the scope of such measures so that working conditions in sectors or enterprises hitherto excluded, such as export-processing and free trade zones, may be appropriately regulated;
- (iv) to the need for national legislation to ensure that part-time, temporary, seasonal and casual workers as well as home-based workers, contractual workers and domestic workers suffer no discrimination as regards terms and conditions of employment and that further segregation of the labour market does not result.

5. As regards protective legislation—

- (a) women and men should be protected from risks inherent in their employment and occupation in the light of advances in scientific and technological knowledge;
- (b) measures should be taken to review all protective legislation applying to women in the light of up-to-date scientific knowledge and technological changes and to revise, supplement, extend, retain, or repeal such legislation according to national circumstances, these measures being aimed at the improvement of the quality of life and at promoting equality in employment between men and women;
- (c) measures should be taken to extend special protection to women and men for types of work proved to be harmful for them, particularly from the standpoint of their social function of reproduction, and such measures should be reviewed and brought up to date periodically in the light of advances in scientific and technological knowledge;
- (d) studies and research should be undertaken into processes which might have a harmful effect on women and men from the standpoint of their social function of reproduction, and appropriate measures, based on that research, should be taken to provide such protection as may be necessary.

6. Sexual harassment at the workplace is detrimental to employees' working conditions and to employment and promotion prospects. Policies for the advancement of equality should therefore include measures to combat and prevent sexual harassment.

*Maternity protection*

7. Consistent with the recommendations of the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers adopted in 1975, measures should be taken—

- (a) in the light of scientific knowledge and technological advance, to provide an adequate standard of maternity protection and benefits ensuring that mothers are not disadvantaged in their occupational life, it being understood that the costs should be borne by social security or other public funds or by means of collective arrangements;
- (b) to ensure that all couples and individuals have access to the necessary information, education and means to exercise their basic right to decide freely and responsibly on the number and spacing of their children.

8. Priority consideration should be given, as appropriate to national circumstances, to the gradual extension of maternity protection to women in all sectors of activity and enterprises of all sizes, including women who are casual, temporary, part-time, subcontract and home-based workers as well as self-employed and family workers; and to the strengthening of social security systems or other public or collective arrangements for the financing of maternity protection schemes.

### *Workers with family responsibilities*

9. Member States should develop suitable arrangements to assist workers with family responsibilities by measures consistent with the provisions of the Workers with Family Responsibilities Convention, 1981 (No. 156), and Recommendation, 1981 (No. 165). All measures compatible with national conditions and possibilities should be taken to develop or promote child-care, family and other community services, public or private, to respond to the needs of workers with family responsibilities.

10. The burden of household and family responsibilities, which in most cases falls mainly on women, can be an obstacle to achieving equality of opportunity and treatment in employment. Supporting measures should be encouraged such as those designed to—

- (a) make it easier for workers to combine home and work responsibilities;
- (b) engender broader understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities;
- (c) promote such education as will encourage the sharing of family responsibilities between men and women.

Therefore, all necessary steps should be taken to ratify the Workers with Family Responsibilities Convention, 1981 (No. 156), and to implement its provisions as well as those of the accompanying Recommendation (No. 165) with respect to the formulation of a national policy in this regard and to the measures required concerning the employment and training of workers concerned, including their terms and conditions of employment, the provision of child-care and family services and facilities, social security and help in the exercise of family responsibilities.

### *Social security*

11. In cases where women receive unequal social security benefits, specific measures to remedy this situation without adversely affecting existing rights may, as appropriate to national conditions and practice, include—

- (a) provision of adequate resources with a view to providing social security coverage appropriate to the needs of women workers;
- (b) development of social security systems in such a way as to ensure equal treatment for men and women by prohibiting direct or indirect discrimination regardless of marital or family status; such systems should be monitored on a tripartite basis, as appropriate, at regular intervals in this respect;
- (c) consideration being given to the gradual extension of social security coverage to workers hitherto not covered or only partly covered, including rural workers both male and female, and regardless of whether they are employed, self-employed or family workers.

### *Participation*

12. In order to ensure that women's rights and needs are taken into account—

- (a) every effort should be made to ensure full participation of women in decision-making processes at all levels;
- (b) measures should be taken to remove obstacles to freedom of association and the exercise of trade union rights by men and women workers in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Rural Workers' Organisations Convention, 1975 (No. 141);
- (c) every effort by the organisations concerned should be made to increase the number of women members and officers of trade unions and co-operatives and, through education, to make these organisations more aware of the specific problems met by women workers in achieving equality of opportunity and treatment and the measures needed to overcome them;

- (d) positive action should be taken by governments, employers' and workers' organisations to ensure that women have access to all positions and participate fully with men in social, economic and political life, as well as in public institutions and bodies, including at the national and international levels;
- (e) workers' and employers' organisations, and where appropriate women's organisations and government institutions specialising in issues of concern to women, should be consulted on issues which particularly affect women, at the decision-making and implementation stages.

*Administrative arrangements to promote equality of opportunity and treatment*

13. Measures should be taken, as appropriate to national circumstances and conditions, to establish, if necessary, national tripartite machinery on the status of women workers and to strengthen national equal opportunity bodies in order to stimulate action aimed at promoting equality of opportunity and treatment for women in economic and social life—

- (a) such bodies should also develop and co-ordinate research and statistics, planning, programming and action on equality of opportunity and treatment of women workers, disseminate knowledge and information pertaining to women's preparation for work life and their integration in the workforce, and provide a mechanism for systematic consultation with employers' and workers' organisations;
- (b) such bodies should have adequate resources and staff to enable them to carry out the above tasks;
- (c) such bodies should be placed at a level that enables them effectively to monitor achievements with respect to women workers and, where necessary, to influence or stimulate the initiation of relevant programmes in other parts of the government administration.

*Improving the data base*

14. As existing statistics often fail to reflect accurately women's participation in the labour force, efforts should be made to improve statistical data collection and their analysis so as to reflect more fully the contribution of women to productive activities and other aspects of their employment. As regards in particular the measurement of their participation in the labour force, employment, unemployment and underemployment, due regard should be had, inter alia, to the recommendations of the 13th International Conference of Labour Statisticians. Action should be taken to improve quantitative and qualitative information on the situation of women on the labour market and the assessment of the impact of policies to combat unemployment and to promote the employment of women in order to be able to monitor progress in combating segregation in employment and identify female unemployment trends more accurately.

## II. ACTION BY THE ILO

15. In the light of the conclusions emerging from the general discussion, the Committee recommends that the Conference invites the ILO Governing Body to—

- (a) consider the possible need for additional standards on equality of opportunity and treatment, with a view to incorporating, supplementing and updating, as necessary, relevant provisions in existing standards and, when elaborating new standards, bear in mind the interests of women workers, for example coverage of part-time and temporary work;
- (b) consider as a possible new item for future standard setting the situation of home-based workers and contract workers.

16. Future action by the Office should include the following—

- (a) protective instruments, for example the Night Work (Women) Convention (Revised), 1948 (No. 89), should be reviewed periodically to determine

whether their provisions are still adequate and appropriate in the light of experience acquired since their adoption and of scientific and technical information and social progress;

- (b) the ILO should continue to co-operate with the United Nations in the consideration of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1979), and taking account of the relevant parts of the Convention, should continue to submit reports on its application in areas falling within the scope of ILO activities, including those relating to ILO standards on equality of opportunity for men and women in employment;
- (c) the question of equal opportunity and treatment for men and women workers should be taken into account when preparing the agendas of regional conferences and advisory committee sessions and meeting of Industrial and analogous Committees;
- (d) continuing research designed to identify the situation and problems of women workers in all countries including—
  - (i) the specific positive or negative impact on women of major trends and developments, such as technological change;
  - (ii) the situation of women working in rural areas, in the urban informal sector of developing countries and in export-processing and free trade zones;
  - (iii) the special problems of women migrants, refugees, the disabled and other vulnerable groups;
  - (iv) the review of policies and programmes designed to overcome the difficulties met by women workers, including practical approaches to the elimination of sex-based discrimination.

17. The ILO should contribute to the collection of improved data and continue its publications concerning women workers in different parts of the world—

- (a) by reviewing and evaluating the use of new and existing concepts and definitions for measuring labour force participation, employment, unemployment and underemployment, with breakdowns according to sex. These should be supplemented by sufficiently detailed statistics on industrial and occupational characteristics, wages, conditions of work and related topics for women and men workers separately;
- (b) by surveying and disseminating information on new approaches to the measurement of women's participation in the economy and their contribution to meeting basic needs and to the economy in general.

18. Efforts should be made—

- (a) to develop technical co-operation activities in favour of women workers through the design and execution of projects and through the inclusion in other projects, wherever necessary, of components intended to serve their needs or through ensuring the full participation of women in projects of common interest to men and women including the development of crèches and child-care facilities;
- (b) to reinforce the capacity of the ILO to implement the policy aims of technical co-operation programmes in favour of women and to ensure that the needs of working women receive due attention in all aspects and all areas of work of the Office, including employment, training, industrial relations, labour legislation and administration, social security and other related problems;
- (c) to examine the possible direct and indirect impact on women and their activities of all projects, so as to avoid undesirable effects;
- (d) to develop, implement and evaluate innovative projects for women belonging to disadvantaged groups in co-operation with any work which is already being done for those groups in order to improve the possibility of their integration in the workplace;
- (e) to involve the women concerned in the selection, design, implementation and evaluation of the projects;



- (f) to strengthen the capacity of the ILO's organisational structures at headquarters and at the regional levels to deal with women workers' questions and to develop appropriate technical co-operation programmes;
- (g) to promote technical co-operation among developing countries through encouraging exchanges of experience at the regional or inter-regional levels between persons involved in programmes and projects for women workers, and enabling such persons to study those experiences at first hand;
- (h) to disseminate information in various languages. Information should be easily accessible through a variety of means, including computerised data bases, audio-visual materials, serial publications, information sheets and monographs;
- (i) to encourage a larger number of women to seek employment as technical co-operation experts;
- (j) to ensure that the ILO sets an example in all its services and structures in the implementation of equality of opportunity and treatment between men and women, in particular—
  - (i) by providing child-care facilities to ensure the widest participation of women in its conferences, meetings and other activities;
  - (ii) by bringing the terms used in its basic texts and documents into line with the principle of equal participation in order to avoid the use of terms which apply to one sex only.

## VI

### **Resolution submitted to the Conference by the Committee on Structure<sup>1</sup>**

The General Conference of the International Labour Organisation,

Having taken note of the reports of the Delegation of the Conference submitted under item VIII of its agenda, and having taken note of the report and conclusions of the Committee on Structure,

Determined to seek, in so far as possible, a general agreement on all the questions of structure still outstanding;

1. Urges all the parties concerned to contribute towards finding solutions to the questions of structure still outstanding in a spirit of co-operation, mutual respect and goodwill and in conformity with the principle of equality for all geographical, economic and social interests within the Organisation.

2. Decides to place on the agenda of its 72nd Session the questions relating to amendments to the Constitution of the ILO,<sup>2</sup> the texts of which are reproduced in the attached Appendix.

## APPENDIX

### **Questions relating to proposals for the amendment of the Constitution of the ILO to be placed on the agenda of the 72nd Session of the International Labour Conference**

#### *1. Appointment of the Director-General* (article 8 of the ILO Constitution)

“Inclusion, in paragraph 1 of article 8 of the Constitution of the International Labour Organisation, of a provision requiring the Governing Body of the International Labour Office to submit the appointment of the Director-General of the International Labour Office to the International Labour Conference for approval.”

#### *2. Quorum Rule of the International Labour Conference* (article 17 of the ILO Constitution)

“Amendment of article 17 of the ILO Constitution so as to take account of abstentions for the calculation of the quorum of the International Labour Conference, which would

<sup>1</sup> Adopted on 27 June 1985.

<sup>2</sup> The amendment to article 17 of the Standing Orders of the Conference will also be examined, it being understood that its entry into force, like that of consequential amendments, will be subject to the entry into force of the constitutional amendments referred to in this resolution.

remain fixed at half the delegates attending the session of the Conference, while also maintaining their exclusion for the calculation of majorities and, to this end, to stipulate that to obtain the required simple or special majority there must be at least half the corresponding proportion of the delegates attending the session."

### 3. *Amendment of the ILO Constitution* (article 36 of the ILO Constitution)

"Deletion in article 36 of the Constitution of the International Labour Organisation of the provisions requiring the ratification or acceptance of amendments to the Constitution by Members of the Organisation of chief industrial importance; and inclusion in the same article of provisions stating that amendments to certain specified articles and provisions of the Constitution shall not be considered as adopted by the International Labour Conference unless they receive three-fourths of the votes cast, and shall not come into force until ratified or accepted by three-quarters of the member States."

### 4. *Amendment of article 7 of the ILO Constitution—Composition of the Governing Body of the ILO*

"Amendment of article 7 of the ILO Constitution with a view to:

- (a) replacing the figures 'fifty-six', 'twenty-eight', 'fourteen' and 'fourteen' specified in paragraph 1 of this article by the figures 'one hundred and twelve', 'fifty-six', 'twenty-eight' and 'twenty-eight' respectively;
- (b) deletion of paragraphs 2 and 3 of article 7, to replace them with a series of provisions to—
  - (i) introduce a general principle aiming at ensuring that in its composition the Governing Body shall be as representative as possible, taking into account the various geographical, economic and social interests within its three constituent groups, without in any way undermining the recognised autonomy of those groups;
  - (ii) insert after this principle a provision concerning the rules to be applied with respect to the composition of the Government group, with a view to:
    - firstly, specifying certain objectives—representativity and continuity—to be met within the general framework of principles applicable to the Governing Body as a whole;
    - secondly, indicating the criteria on the basis of which, in conformity with the Compromise Text of the Government group, the distribution of 54 government seats shall be made between the four regions (Africa, America, Asia, Europe) and the five electoral colleges referred to in the above-mentioned Compromise Text, as well as the limits (upper and lower) to be applied, and specifying that for the implementation of this decision, it has been agreed to apply the following distribution of seats: 12 seats for America, 13 seats for Africa, 14 and 15 seats alternately for Asia and Europe;
    - thirdly, stipulating the principles and criteria applicable for the distribution of seats within the regions, due account being taken of their special characteristics, in conformity with the Compromise Text, and stipulating further that these principles shall be embodied in formal protocols drawn up for each region;
  - (iii) introduce a new subparagraph—the text of which should be worked out before the 72nd Session of the International Labour Conference—in order to provide, on a non-discriminatory basis, for the participation in the electoral process of all the member States and that once every two terms of office each region shall be allocated one of the additional seats, it being understood that this seat shall guarantee the possibility of election to the Governing Body of States not yet included in a regional protocol. It is also understood that such States shall not be placed in a privileged position regarding the frequency of such participation in relation to comparable States in the region. The additional seat which is not allocated to a State not yet included in a regional protocol shall be filled by the region concerned in the light of the provisions of its protocol."

## VII

### **Resolution concerning Amendments to the Financial Regulations in Respect of Audit Certificates<sup>1</sup>**

The General Conference of the International Labour Organisation,

Decides to amend paragraphs 5, 6 and 8 of the Appendix to the Financial Regulations of the ILO, entitled "Additional Terms of Reference Governing

<sup>1</sup> Adopted on 18 June 1985.

External Audit”, and to add a new paragraph 10, the respective paragraphs to read as follows:

5. The External Auditor shall express and sign an opinion in the following terms: “I have examined the financial statements numbered ... to ... and relevant schedules of the Organisation for the financial period ended 31 December ... My examination included a general review of the accounting procedures and such tests of the accounting records and other supporting evidence as I considered necessary in the circumstances.” The External Auditor’s opinion shall state, as appropriate, whether:

- (a) the financial statements present fairly the financial position as at the end of the period and the results of the operations for the period;
- (b) the financial statements were prepared in accordance with the stated accounting principles;
- (c) the accounting principles were applied on a basis consistent with that of the preceding financial period;
- (d) transactions were in accordance with the Financial Regulations and legislative authority.

6. The report of the External Auditor to the Governing Body on the financial operations of the period should mention—

- (a) the type and scope of his examination;
- (b) matters affecting the completeness or accuracy of the accounts, including where appropriate:
  - (i) information necessary to the correct interpretation of the accounts;
  - (ii) any amounts which ought to have been received but which have not been brought to account;
  - (iii) any amounts for which a legal or contingent obligation exists and which have not been recorded or reflected in the financial statements;
  - (iv) expenditures not properly substantiated;
  - (v) whether proper books of accounts have been kept;
  - (vi) any deviations of a material nature in the presentation of financial statements from generally accepted accounting principles applied on a consistent basis;
- (c) other matters which should be brought to the notice of the Governing Body and the Conference, such as—
  - (i) cases of fraud or presumptive fraud;
  - (ii) wasteful or improper expenditure of the Organisation’s money or other assets (notwithstanding that the accounting for the transaction may be correct);
  - (iii) expenditure likely to commit the Organisation to further outlay on a large scale;
  - (iv) any defect in the general system of detailed regulations governing the control of receipts and disbursements or of supplies and equipment;
  - (v) expenditure not in accordance with the intention of the Governing Body or the Conference after making allowance for duly authorised transfers within the budget;
  - (vi) expenditure in excess of appropriations as amended by duly authorised transfers within the budget;
  - (vii) expenditure not in conformity with the authority which governs it;
- (d) the accuracy or otherwise of the supplies and equipment records as determined by stock-taking and examination of the records;
- (e) where appropriate, transactions accounted for in a previous financial period concerning which further information has been obtained or transactions in a later financial period concerning which it seems desirable that the Governing Body or the Conference should have early knowledge.

8. Whenever the External Auditor’s scope of audit is restricted, or he is unable to obtain sufficient evidence, the External Auditor shall refer to the matter in his opinion and report, making clear in his report the reasons for his comments and the effect on the financial position and the financial transactions as recorded.

10. The External Auditor is not required to mention any matter referred to in the foregoing which, in his opinion, is not material.

## **VIII**

### **Resolution concerning the Composition of the Administrative Tribunal of the International Labour Organisation<sup>1</sup>**

The General Conference of the International Labour Organisation,  
In accordance with Article III of the Statute of the Administrative Tribunal;  
Extends the terms of office of the Rt. Hon. the Lord Devlin (United Kingdom)  
as judge of the Administrative Tribunal of the International Labour Organisation,  
and that of the Rt. Hon. Sir William Douglas (Barbados) and Mr. Edilbert  
Razafindralambo (Madagascar) as deputy judges of the Tribunal, for further  
periods of three years.

## **IX**

### **Resolution concerning the Adoption of the Programme and Budget for the 60th Financial Period (1986-87) and the Allocation of Expenses among Member States<sup>2</sup>**

The General Conference of the International Labour Organisation,  
In virtue of the Financial Regulations;  
Passes for the 60th financial period, ending 31 December 1987, the budget of  
expenditure of the International Labour Organisation amounting to \$253,140,000  
and the budget of income amounting to \$253,140,000 and resolves that the budget  
of income from member States shall be allocated among them in accordance with  
the scale of contributions recommended by the Finance Committee of Government  
Representatives.

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<sup>1</sup> Adopted on 18 June 1985.

<sup>2</sup> Adopted on 19 June 1985 by 388 votes to 32, with 5 abstentions.



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## PROVISIONAL RECORD





## **Resolutions**

### **Resolutions Submitted in Accordance with Article 17 of the Standing Orders of the Conference**

RESOLUTION CONCERNING EMPLOYMENT CREATION, SUBMITTED BY MR. FERRER DUFOL, EMPLOYERS' DELEGATE, SPAIN; MR. GEORGET, EMPLOYERS' DELEGATE, NIGER; MR. LINDNER, EMPLOYERS' DELEGATE, FEDERAL REPUBLIC OF GERMANY; MR. NASR, EMPLOYERS' DELEGATE, LEBANON; MR. OECHSLIN, EMPLOYERS' DELEGATE, FRANCE; MR. ROWE, EMPLOYERS' DELEGATE, NEW ZEALAND; AND MR. SMITH, EMPLOYERS' DELEGATE, UNITED STATES

The General Conference of the International Labour Organisation,

Noting with concern that unemployment has risen greatly in most countries since the early seventies, and is still rising in some,

Noting further that job creation has been stagnant in many countries, both industrialised and developing, and that this has particularly limited the employment prospects of first job seekers, especially young people,

Convinced that highest priority must be attached to national and international policies leading to sustainable, non-inflationary employment growth and to the creation of new enterprises in a competitive market,

Convinced also that in the context of a sound and stable macro-economic policy environment, it is essential to pursue policies that facilitate rather than impede adjustment to basic market changes, such as technological developments and shifts in international competitiveness, in order to employ more labour in productive activities,

Convinced further that sustainable employment creation requires conditions favourable to productive investments at home and to a flow of investment resources among countries,

Convinced finally that small and medium-sized enterprises, rural and urban, on account of their dynamism and inventiveness, are a major factor in creating new employment opportunities, both in industrialised and developing countries,

Recalling the resolution concerning small-scale industry in developing countries and the resolution concerning the contribution of small and medium undertakings to economic and social progress and to the creation of employment, in particular in developing countries, adopted respectively at the 46th (1962) and 60th (1975) Sessions of the International Labour Conference,

Recalling also the Declaration of Principles of the World Employment Conference (1976), which states that "the growth of productive employment is one of the most effective means to ensure a just and equitable distribution of income and to raise the standard of living of the majority of the population",

Stressing finally that it is important to the objective of employment creation to make the labour market more responsive to changing circumstances, consistent with the maintenance of ILO standards;

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

- (a) ensure a climate in which adjustments in response to market signals can take place smoothly and quickly;
- (b) eliminate the obstacles to the creation and functioning of enterprises viable in a competitive market, especially those of small and medium size, both rural and urban;
- (c) adapt and simplify legislation and administrative practices with a view to achieving a smoother-functioning labour market;
- (d) provide facilities for, or otherwise encourage, the appropriate vocational training of young people and the retraining of workers affected by adjustments; and
- (e) review the adequacy of employment services of all sorts with a view to improving their functioning.

2. Invites those engaged in collective bargaining —

- (a) to take into account the inter-relationship between the level of employment and total labour costs per unit;
- (b) to ensure the necessary differentiation in remuneration to facilitate geographical and occupational mobility; and
- (c) to bear in mind the need to absorb into the workforce all those seeking work, particularly young people.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General, in planning and implementing the programmes of the International Labour Office, to pay special attention to the role which a responsive labour market and new enterprises play in employment creation and in particular to—

- (a) carry out surveys of successful national experiences in both industrialised and developing countries of sustainable, productive employment creation and prepare pilot projects in



order to adapt these experiences to other countries;

- (b) strengthen the International Labour Office's training programmes with direct impact on employment creation and particularly the development of small and medium-sized enterprises, both rural and urban, in industrialised and developing countries; and
- (c) give special priority to projects of direct and practical relevance to sustainable employment creation in developing countries, especially the least developed.

RESOLUTION CONCERNING THE PROMOTION OF TRADE UNION RIGHTS AND DEMOCRACY WITHIN UNDERTAKINGS, SUBMITTED BY MR. ANDREEV, WORKERS' DELEGATE, BULGARIA; MR. BOCHOW, WORKERS' DELEGATE, GERMAN DEMOCRATIC REPUBLIC; MR. DINGLIS, WORKERS' DELEGATE, CYPRUS; MR. ESCANDELL ROMERO, WORKERS' DELEGATE, CUBA; MR. GALLAND, WORKERS' DELEGATE, FRANCE; MR. KOZIK, WORKERS' DELEGATE, CZECHOSLOVAKIA; MR. ONDONDA, WORKERS' DELEGATE, CONGO; MR. SOUBBOTINE, WORKERS' DELEGATE, USSR; AND MR. TIMMER, WORKERS' DELEGATE, HUNGARY

The General Conference of the International Labour Organisation,

Emphasising the constitutional principle of the International Labour Organisation that universal and lasting peace can be established only if it is based upon social justice, which is not conceivable without the effective exercise of the right to democratic co-determination by the workers,

Recalling the Programme of Action adopted by the World Employment Conference in 1976, which refers to the involvement of trade unions and rural workers' and producers' organisations in decision-making procedures and in the process of implementation at all levels as an essential precondition for the realisation of a successful development strategy,

Recalling the resolution concerning follow-up to the World Employment Conference adopted by the International Labour Conference at its 65th (1979) Session, which reiterated the principle of workers' participation in decisions that affect them,

Recalling the conclusions concerning future action in the field of working conditions and environment adopted by the International Labour Conference at its 70th (1984) Session stating that workers and their representatives should be enabled to participate in the definition of issues, goals and resulting actions related to working conditions and environment,

Emphasising that the promotion of democracy at the level of the undertaking is closely linked with the implementation of trade union rights and freedoms laid down in the Constitution of the International Labour Organisation and its international instruments, especially in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Workers' Representatives Convention, 1971 (No. 135), and the Collective Bargaining Convention, 1981 (No. 154),

Recognising especially that the existence in undertakings of free workers' organisations capable of

action is a necessary condition for the effective promotion of industrial democracy,

Convinced that the participation of workers and their organisations in decision-making in the undertaking is not only essential for the creation of better working conditions and environment but also constitutes an important precondition for the social progress of all States and for the goals pursued in the establishment of a just international economic order,

Aware that the International Labour Organisation must strengthen its efforts to complement the endeavours of the developing countries to promote industrial democracy by effective measures at international level,

Stressing the alarming fact that in a series of States Members of the International Labour Organisation trade union rights and freedoms are being increasingly violated and that the possibilities of democratic participation by the trade unions in decision-making within the undertaking are limited or non-existent, thereby hindering the development of democracy at the level of the undertaking consonant with the interests of the workers;

1. Appeals to the governments of member States—

- (a) to guarantee in their domestic legislation the right of the workers and their representatives to co-determination and control within the undertaking and to do their utmost to guarantee this trade union right;
- (b) to provide in their legislation and ensure in practice that the right to co-determination and control of workers and their trade unions may be exercised with respect to the following questions, in particular—
  - (i) elaboration and implementation of measures to promote employment;
  - (ii) introduction of new technologies and structural changes and their economic and social consequences;
  - (iii) prevention of dismissals;
  - (iv) the guarantee of suitable education, vocational training and further training of the workers as well as retraining and preparation for new jobs in case of need;
  - (v) regulation of working conditions, the organisation of work and working time;
  - (vi) the protection of the reproduction of labour power and the organisation of health and safety at work;
  - (vii) regulation of fair remuneration as well as the payment of wages in the event of sickness, accidents and disablement;
  - (viii) steps to ensure the special protection of women, youth, older workers, disabled persons, part-time workers and migrant workers;
  - (ix) recognition of these rights and special attention to the promotion of their exercise in multinational corporations;
  - (x) steps to ensure protection from unjustified action by employers, especially in multinational corporations, and the elimination of all social and legal differences between the parent company and subsidiaries of such corporations;

- (c) to urge employers' associations to promote in a suitable way the process of democratic participation by the workers and their trade unions within the undertaking, to eliminate existing obstacles and to ensure that workers' organisations are given timely and comprehensive information on all matters affecting the workers.

2. Calls on the Governing Body of the International Labour Office to include on the agenda of a forthcoming session of the International Labour Conference the problems of democracy within undertakings and the expansion of trade union rights in undertakings, with special reference to the developing countries, with a view to the adoption of an international labour standard on this subject.

3. Invites the Governing Body to take all appropriate steps to enable the International Labour Organisation to exert its responsibilities by using its various means of action to induce member States to promote the workers' right to co-determination and control, with due regard for countries at different stages of development, and with this aim in view to instruct the Director-General—

- (a) to encourage and support member States in their efforts to ratify and apply all relevant international labour Conventions and Recommendations;
- (b) to carry out systematic studies and analyses of democratic co-determination and control and the rights and possibilities for action enjoyed by trade unions and their representatives in the undertakings of States with different socio-economic systems and different levels of development, including companies of multinational corporations and their subsidiaries in developing countries, and to disseminate the results of these studies and analyses;
- (c) to examine the obstacles encountered by member States in their law and practice preventing the establishment of a just industrial democracy in the workers' interest and the establishment of the related right of trade unions to co-determination and control, and to submit proposals to overcome these obstacles;
- (d) in the framework of the technical co-operation activities of the International Labour Organisation, to pay special attention to the demands of the workers' representatives in the developing countries, and to take suitable measures to meet these demands;
- (e) to pay appropriate attention in the workers' education activities of the International Labour Organisation to disseminating information on trade union rights in undertakings, and to develop ILO education programmes in this field with due regard for the requirements of developing countries.

DELEGATE, AUSTRALIA; MR. KARLSSON, WORKERS' DELEGATE, SWEDEN; MR. MEHTA, WORKERS' DELEGATE, INDIA; MR. MUHR, WORKERS' DELEGATE, FEDERAL REPUBLIC OF GERMANY; MR. SÁNCHEZ MADARIAGA, WORKERS' DELEGATE, MEXICO; MR. SVENNINGSEN, WORKERS' DELEGATE, DENMARK; AND MR. WALCOTT, WORKERS' DELEGATE, BARBADOS

The General Conference of the International Labour Organisation,

Expressing deep concern over the growing risks and the considerable number of serious industrial accidents related to an ever-increasing utilisation of potentially hazardous substances and processes, particularly in the chemical industries,

Stressing the need and the primary responsibility of governments to enact and enforce more adequate legislation and provisions for the prevention of major industrial accidents and hazards involving the production, transport, storage, handling and disposal of chemicals, petro-chemicals and other dangerous substances,

Emphasising that in the design and implementation of their industrial development policies, governments and industry should take fully into account the possible safety and health effects of hazardous substances and processes on workers and the general public,

Recognising that inadequate information and training with regard to the potential dangers of hazardous substances and technologies are often the cause of the underestimation of these risks by governments, employers and workers,

Noting with serious concern the continued use and production in developing countries of potentially hazardous processes and substances which have been banned or restricted in other countries,

Emphasising the basic responsibility of multinational companies' central management over the organisation and control of the management of all their subsidiary units,

Recalling the guide-lines regarding the protection of safety and health contained in the International Labour Organisation's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as the provisions contained in the relevant international labour Conventions and Recommendations and codes of practice concerning occupational safety and health and the working environment,

Stressing that international labour standards on safety and health should be universally applied,

Underlining the urgent need for the strengthening of international standards on the prevention and control of industrial accidents involving toxic and hazardous substances;

1. Calls upon the governments of all States Members of the International Labour Organisation to adopt integrated and comprehensive policies for hazard prevention in connection with the use of dangerous processes as well as the production, transport, storage, handling and disposal of hazardous substances. These policies should include, in particular—

- (a) safeguards to ensure that the pace of industrial development and the introduction of new tech-

RESOLUTION CONCERNING HAZARD CONTROL AND ACCIDENT PREVENTION RELATED TO THE USE OF DANGEROUS SUBSTANCES AND PROCESSES IN INDUSTRY, SUBMITTED BY MR. AHMED, WORKERS' DELEGATE, PAKISTAN; MR. BENYA, WORKERS' DELEGATE, AUSTRIA; MR. BROWN, WORKERS' DELEGATE, UNITED STATES; MRS. CARR, WORKERS' DELEGATE, CANADA; MR. DOLAN, WORKERS'

nologies should take fully into account the country's capacity for the effective monitoring and enforcement of adequate safety and health requirements in potentially hazardous industries;

- (b) the establishment of strict and adequate safety and health standards to govern, inter alia, the choice of substances and technologies to be used in industry; the location and design of new production processes and equipments; the setting up of safe hazard control and alarm systems in all chemical plants and facilities; detailed emergency plans for factory areas and surrounding communities; maximum permissible exposure levels for workers and local populations; the provision of adequate protective clothing and equipment at the workplace; the safe transport by air, sea and road as well as the safe storage of toxic chemicals and wastes;
- (c) the establishment of a centralised and independent national authority responsible for submitting recommendations concerning the granting of licences for industrial operations involving hazardous occupations and substances as well as for the import and introduction of new and potentially hazardous technologies and substances in industry;
- (d) the pursuit of international agreements on the export of hazardous substances and technologies, including provisions to stop importation of substances banned in other countries.

2. Further calls upon the governments of States Members of the International Labour Organisation—

- (a) to re-examine the possibilities for a wider and more effective application of the provisions contained in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as in other international instruments dealing with the economic and social responsibilities of multinational enterprises;
- (b) to encourage and stimulate effective tripartite co-operation in all bodies dealing with the safety and health of workers involved in the production, transport, storage, handling and disposal of hazardous products and substances;
- (c) to issue adequate legislation and rules for full and clear information concerning the potential dangers of products and technologies to be provided prior to their marketing or export by producing companies.

3. Calls upon employers and company managements in chemical and other hazardous industries—

- (a) to provide for the safest possible operating and control systems in their enterprises and, where transportation is involved, for the safest possible mode of transport;
- (b) to replace, whenever possible, dangerous substances and processes by safer alternatives;
- (c) to avoid or minimise the stockpiling of toxic and hazardous substances;
- (d) to ensure the exchange and dissemination of research information concerning safety and health particulars of hazardous processes and substances and their alternatives;

- (e) to ensure, as a matter of priority, that all workers, technicians and managers who play any role in the safety control system of the enterprise be given adequate specialised training for this purpose;

- (f) to provide to all workers in the enterprise, and in their own languages, the necessary training, information and instructions as well as equipment required for the protection of their individual and collective safety and health at the workplace.

4. Calls upon workers' organisations—

- (a) to contribute towards the improvement of safety conditions in industry by setting up health and safety departments and locating scientific, medical and legal experts for advice on matters of safety and health;
- (b) to elect safety and health representatives to monitor the workplace;
- (c) to initiate training courses for such representatives;
- (d) to establish more contacts between national unions dealing with one multinational enterprise.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General—

- (a) to make every effort, through the International Labour Office's activities in the fields of technical co-operation, promotion of standards, research and information, to provide maximum assistance to member States in attaining adequate safety and health standards in the production, transport, storage and handling of hazardous substances and, in particular, by the strengthening of the International Labour Office's ongoing programmes in the field of training in occupational safety and health, legislative research and support work, and the strengthening of national safety and health institutions and inspectorates;
- (b) to continue to put emphasis, in the context of Industrial Committee meetings, on safety and health aspects of the introduction of potentially hazardous substances and technologies in the relevant industrial sectors;
- (c) to convene, as early as possible, the planned meeting of experts designated to finalise the elaboration of the ILO Code of Practice on Safety, Health and Working Conditions Specifications in the Transfer of Technology to Developing Countries and to explore the possibilities of preparing further ILO codes and guide-lines concerning safety and health issues, particularly with regard to the use of hazardous processes and substances;
- (d) to devote adequate attention and resources to the International Labour Office's participation in the International Programme on Chemical Safety carried out jointly with the World Health Organisation and the United Nations Environment Programme, and to pursue maximum co-operation with other relevant United Nations agencies for the improvement and effective application of international standards in the field of hazard control and accident prevention as well as the protection of the safety and health

of workers employed in chemical and other potentially hazardous industries;

- (e) to continue to submit proposals to the Governing Body for the inclusion in the agenda of future sessions of the International Labour Conference of technical items dealing with acute safety and health problems in chemical and other hazardous industries with a view to the strengthening of international labour standards in this field and in particular to examine the possibility, as a matter of priority, of including the subject of hazard control and accident prevention related to the use of hazardous substances and processes in industry in the agenda of an early session of the International Labour Conference.

RESOLUTION CONCERNING WORKING CONDITIONS AND OCCUPATIONAL HEALTH AND SAFETY IN THE RURAL SECTOR, SUBMITTED BY MR. AHMED, WORKERS' DELEGATE, PAKISTAN; MR. BENYA, WORKERS' DELEGATE, AUSTRIA; MR. BROWN, WORKERS' DELEGATE, UNITED STATES; MRS. CARR, WORKERS' DELEGATE, CANADA; MR. DOLAN, WORKERS' DELEGATE, AUSTRALIA; MR. KARLSSON, WORKERS' DELEGATE, SWEDEN; MR. KNOX, WORKERS' DELEGATE, NEW ZEALAND; MR. MEHTA, WORKERS' DELEGATE, INDIA; MR. MUHR, WORKERS' DELEGATE, FEDERAL REPUBLIC OF GERMANY; MR. SANCHEZ MADARIAGA, WORKERS' DELEGATE, MEXICO; MR. SVENNINGSEN, WORKERS' DELEGATE, DENMARK; AND MR. WALCOTT, WORKERS' DELEGATE, BARBADOS

The General Conference of the International Labour Organisation,

Considering that two-thirds of the world's population and more than half of the world's workforce live in rural areas and that the overwhelming majority of them subsist in extremely poor living and health conditions,

Recalling the resolution concerning ILO activities for rural development adopted by the International Labour Conference in 1980 and in particular the recommendations which it contains with regard to the improvement of working conditions and occupational health and safety in the rural sector,

Noting with deep concern that the widespread and increasing application of certain new methods of production in agriculture, in particular increased mechanisation and the excessive and improper use of chemical fertilisers and pesticides, are resulting in more serious occupational hazards in rural areas as well as in greater short- and long-term risks for the public at large and the environment in general,

Underlining the need for better controls over the use of chemicals and pesticides and for existing systems of occupational health and safety to be adapted for and extended to agriculture,

Stressing in this connection the importance of training and retraining for all those who, in the context of their work, are or will be exposed to the risks emanating from mechanisation and the use of chemicals in agricultural production,

Recognising that active participation of rural workers of both sexes constitutes an essential factor in health protection and accident prevention as well as for the improvement of working conditions in the rural sector,

Welcoming the efforts made by the International Labour Organisation to improve the working and living conditions of rural workers through its standard-setting and technical co-operation activities;

1. Calls upon member States—

- (a) to facilitate and encourage the establishment of strong and independent organisations of rural workers and to this end to ratify and effectively apply the Rural Workers' Organisations Convention, 1975 (No. 141), as well as to implement the accompanying Recommendation (No. 149);
- (b) to ratify and effectively apply the ILO instruments specifically related to safety and health regulations which are of particular interest to rural workers, namely the Plantations Convention, 1958 (No. 110); the Guarding of Machinery Convention, 1963 (No. 119); the Employment Injury Benefits Convention, 1964 (No. 121); the Labour Inspection (Agriculture) Convention, 1969 (No. 129); the Occupational Safety and Health Convention, 1981 (No. 155); as well as to implement the relevant Recommendations;
- (c) to further enact and enforce adequate legislation for the control of the manufacture, import, export, sale, handling and use of chemicals and machinery in agriculture and to ensure the active participation of workers' and employers' organisations in the drawing-up and supervision of such provisions;
- (d) to replace by safer alternatives those highly hazardous chemicals that have nefarious effects on the health of the worker using them, on the consumer or on the general environment;
- (e) to provide for training and education programmes at all levels in the field of occupational health, safety and ergonomics as a part of national development schemes, giving particular attention to the needs of rural women workers.

2. Calls on governments and employers to observe and respect the provisions included in the relevant international codes of conduct concerning the obligations of multinational companies with regard to the production, marketing and use of products which may have harmful effects on the living and working environment, and to devote particular care and attention to the growing problem of excessive and improper use of chemical fertilisers and pesticides in rural areas of the developing countries.

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

- (a) to strengthen the International Labour Office's action on the improvement of working conditions and occupational health and safety in the rural sector through its International Programme for the Improvement of Working Conditions and Environment (PIACT) and its International Occupational Safety and Health Hazard Alert System; and to reinforce the International Labour Office's co-operation with other relevant United Nations agencies, particularly the World Health Organisation, the Food and Agriculture Organisation of the United

Nations, and the United Nations Environment Programme;

- (b) to put emphasis, in the context of the International Labour Office's assistance and advisory services for training, labour inspection and workers' education, on the growing problems and requirements with regard to occupational health and safety in agriculture caused by increased mechanisation and the use of chemicals and to give particular attention to the problems of rural women workers in this respect.

4. Invites the Governing Body of the International Labour Office to include the questions of working conditions in the rural sector and of the safe use of chemical fertilisers and pesticides in agriculture in the agenda of a forthcoming session of the International Labour Conference with a view to the adoption of appropriate international labour standards.

RESOLUTION CONCERNING THE CONTINUATION OF THE IRAQ-IRAN WAR AND ITS SERIOUS SOCIAL AND ECONOMIC EFFECTS, SUBMITTED BY MR. SA'EED, GOVERNMENT DELEGATE, IRAQ; MR. TIKRITI, GOVERNMENT DELEGATE, IRAQ; MR. HUSSAIN, EMPLOYERS' DELEGATE, IRAQ; MR. ALDULAIMY, WORKERS' DELEGATE, IRAQ; MR. BARAKAT, GOVERNMENT DELEGATE, JORDAN; MR. HASSAN, GOVERNMENT DELEGATE, JORDAN; MR. AL-TIBI, EMPLOYERS' DELEGATE, JORDAN; MR. KHADDAM, WORKERS' DELEGATE, JORDAN; THE GOVERNMENT DELEGATION OF KUWAIT; THE GOVERNMENT DELEGATION OF YEMEN; AND MR. EL-BAHLOULI, WORKERS' DELEGATE, YEMEN

The General Conference of the International Labour Organisation,

Expressing its warm desire to see peace prevail among all nations, and referring to the principles of the United Nations Charter, which calls for the preservation of world peace and security, continuous good-neighbourly relations and the settlement of disputes by peaceful means and according to the principles of international law and justice, and which also calls for refraining from the use of force against the territorial safety or political independence of any State, or in any other manner contrary to United Nations objectives,

Referring to Security Council Resolutions Nos. 479 of 28 September 1980, 514 of 12 July 1981, 522 of 4 October 1982, and 540 of 31 October 1983 concerning termination of the war between Iraq and Iran,

Recalling the efforts and endeavours made by the United Nations, the Non-Aligned Movement, the Organisation of the Islamic Conference and all the organisations, governments and official and popular commissions, to end the war and achieve peace,

Reaffirming its adherence to the Constitution of the International Labour Organisation which aims at establishing permanent world peace and achieving co-operation between all countries for the sake of their welfare and progress in circumstances which provide them with freedom, dignity, economic security and equal opportunities,

Expressing deep concern as regards the tremendous dangers, damages and losses this war is causing to human resources and property, and the destruction of installations and factories, the killing and disabling

of thousands of workers, especially after the extension of the war by the Iranian Government and its insistence on continuing to fight and reject all international efforts to end the war, while the Iraqi Government has accepted all peaceful endeavours aimed at terminating the war and settling the dispute by peaceful means honourable to both countries,

Recalling Resolution No. 39 (1984) of the United Nations Commission on Human Rights, in which it called upon Iran to refrain from sending children to the fighting areas, and to the report of Mr. Alexandre Hay, President of the International Committee of the Red Cross, dated 23 November 1984, concerning the announcement issued by the delegation of the International Committee of the Red Cross which witnessed the killing of Iraqi prisoners of war by the Iranian authority, in violation of the Geneva Convention of 1949, particularly Article 3 concerning the protection of war victims,

Reaffirming the responsibility of the International Labour Organisation, which is the world social conscience, to end this war in view of its economic, social and labour consequences;

Has agreed as follows:

- (a) to call for an immediate end to the war and the withdrawal of the fighting forces to the international boundaries in order to settle the dispute by peaceful means in accordance with the principles of international law and the United Nations Charter;
- (b) to call upon Iran to accept the efforts made to end the war in order to preserve material and human resources and to achieve peace in the area;
- (c) to call upon all countries, international and regional commissions and organisations to use every means to provide full protection to the Iraqi prisoners of war in implementation of the Geneva Conventions on prisoners of war;
- (d) to call upon the Governing Body and the Director-General of the International Labour Office to follow up the matter and advise the Conference regarding the adherence of the parties concerned to the text of this resolution.

RESOLUTION CONCERNING A PROGRAMME OF SUPPORT FOR FOOD SECURITY IN AFRICA, SUBMITTED BY MR. VENTEJOL, GOVERNMENT DELEGATE, FRANCE

The General Conference of the International Labour Organisation,

Deeply moved by the situation in Africa, particularly as regards employment and the satisfaction of the food needs of its population,

Recalling the obvious links between, on the one hand, underemployment, unemployment and low productivity, and on the other, hunger, malnutrition and poverty,

Recalling that it is essential to increase efforts that will make it possible to regenerate the production of foodstuffs and their marketing in Africa and to improve the access of the population to basic food products,

Bearing in mind the relevant resolutions and recommendations, and in particular Resolution 39/29 and the Declaration of the General Assembly of

the United Nations on the critical economic situation in Africa (3 December 1984), the resolution concerning the contribution of the ILO to production and productivity improvement, with special reference to developing countries, oriented towards greater social and economic development, adopted by the International Labour Conference at its 70th Session in June 1984, and the statement concerning assistance to African countries adopted by the Governing Body of the International Labour Office at its 229th (February-March 1985) Session,

Convinced that the International Labour Organisation, acting in harmony with the United Nations system, can and must expand its specific activities to assist the most underprivileged regions, and especially Africa,

Concerned that the International Labour Office should effectively pursue the implementation of programmes aimed at the creation of jobs and incomes, and should create new programmes where necessary, according to the means available to the Organisation,

Considering that those programmes should have as a priority concern the organisation and training of manpower and the improvement of productivity and incomes in sectors directly or indirectly linked to food production;

1. Calls upon all the industrialised countries, and on those developing countries in a position to do so, to increase in various ways the bilateral and multilateral aid they grant to Africa, particularly through the International Labour Organisation.

2. Invites the Governing Body of the International Labour Office for this purpose to continue and expand its activities in Africa so as to help States in the region to overcome the problems of employment, food and poverty that they face.

3. Requests that such activities should as a priority focus on—

- (a) the promotion of employment, both agricultural and otherwise, in rural areas, so as to reduce the exodus to the cities, to provide activities and means of subsistence for underemployed rural populations, and to integrate underprivileged groups, such as women, rural inhabitants and the poor, in the rural development process; action taken to this end could include emergency measures;
- (b) developing the local organisation of rural public works, in accordance with the principles and methods already used successfully by the International Labour Office in its special labour-intensive public works programmes, so as to create productive infrastructure and basic equipment that can contribute to food self-sufficiency and rural development, for example the development of land and the harnessing of water resources, the preservation of woodland and reafforestation, the struggle against drought and desertification, the development of access roads and the construction of storage facilities;
- (c) promoting the local development of small units for the manufacture, maintenance and repair of the tools, implements and materials necessary for rural activities that are dependent on or essential for agricultural production;

(d) contributing, in conjunction with the other agencies concerned, to the promotion and organisation of participatory structures, of a co-operative or self-help nature, and, at the same time, to the creation of networks for cereal banks, the distribution of resources, the marketing of produce and access to credit facilities, so as to provide rural populations with a system of food security;

(e) to implement or develop various types of vocational training, with the following aims:

- (i) to improve the technical skills of farmers, breeders and planters;
- (ii) to provide initial and advanced training for agricultural technicians;
- (iii) to train skilled manpower so as to ensure that the undertakings and technical services concerned with agriculture and the marketing of its produce, such as those involved in storage, processing, packaging, transport, distribution, the provision of spare parts and the repair of vehicles, can operate adequately;
- (iv) to train, both nationally and locally, qualified officials in public or semi-public administrative services and agencies linked with rural development;
- (v) to train co-operative members, both men and women;
- (vi) to develop and promote appropriate teaching materials and methods.

4. Calls on the Governing Body to examine the ways and means of implementing such ILO support activities to assist Africa and its inhabitants, in close collaboration with the Food and Agriculture Organisation of the United Nations and with full respect for its field of competence.

5. Proposes that such activities should be financed—

- (a) from the regular budget for the 1986-87 biennium submitted for approval to the present session of the Conference, and in particular from the special provision for Africa;
- (b) from any voluntary contributions the governments of member States may see fit to pay towards specific programmes.

6. Requests the Governing Body to invite the Director-General to submit concrete proposals to it concerning the activities envisaged and the manner of their execution.

RESOLUTION CONCERNING WORKERS' ACCESS TO EDUCATION, SUBMITTED BY MR. AHMED, WORKERS' DELEGATE, PAKISTAN; MR. BENYA, WORKERS' DELEGATE, AUSTRIA; MRS. CARR, WORKERS' DELEGATE, CANADA; MR. DOLAN, WORKERS' DELEGATE, AUSTRALIA; MR. KARLSSON, WORKERS' DELEGATE, SWEDEN; MR. KNOX, WORKERS' DELEGATE, NEW ZEALAND; MR. MEHTA, WORKERS' DELEGATE, INDIA; MR. MUHR, WORKERS' DELEGATE, FEDERAL REPUBLIC OF GERMANY; MR. SÁNCHEZ MADARIAGA, WORKERS' DELEGATE, MEXICO; MR. SVENNINGSEN, WORKERS' DELEGATE, DENMARK; AND MR. WALCOTT, WORKERS' DELEGATE, BARBADOS

The General Conference of the International Labour Organisation,

Recalling that article 26 of the Universal Declaration of Human Rights affirms that everyone has the right to education,

Emphasising that equal access to education and equal opportunities for education are fundamental prerequisites for the exercise and enjoyment of this human right,

Stressing that prevailing disparities in formal education are frequently linked to the socio-economic situation of individuals or groups of people in society and that low-income groups, especially in the rural areas, are particularly disadvantaged in obtaining proper access to education,

Stressing the vital impact of the opportunities for and the quality of education on the chances for workers to find gainful employment and to play a better role in society in general,

Affirming the need in many countries to develop more integrated education systems comprising both a formal education component and a broad network of non-formal education and training activities involving workers and adults in general,

Welcoming the measures adopted in a number of States Members of the International Labour Organisation in order to reduce inequalities in education and, more particularly, to provide relief from social, economic and cultural handicaps in this regard,

Recognising the overall responsibility of the United Nations Educational, Scientific and Cultural Organisation in dealing with matters related to education within the United Nations system,

Recalling the ILO Declaration of Philadelphia which underlines, *inter alia*, the International Labour Organisation's obligation to further among the nations of the world programmes which will achieve the assurance of equality of educational and vocational opportunity,

Emphasising, in this connection, the importance of existing ILO instruments such as the Paid Educational Leave Convention and Recommendation, 1974 (No. 140 and No. 148), the Human Resources Development Convention and Recommendation, 1975 (No. 142 and No. 150), as well as the Reduction of Hours of Work Recommendation, 1962 (No. 116);

1. Calls upon the governments of all States Members of the International Labour Organisation to adopt measures for the progressive introduction and improvement of integrated education systems which genuinely afford workers and low-income groups access to various forms of education and training on an equal footing. Such measures should include—

- (a) the improvement and further democratisation of formal education systems through a better adaptation of curricula and programmes to the realities of working life as well as through the provision of adequate financial support and facilities to the economically and socially less privileged sections of the population;
- (b) the creation and development, by means of public funds and as an integral part of the national education systems, of additional types of non-formal education programmes and teaching methods, designed to provide recurrent education in various fields and irrespective of the individual's age. Whenever appropriate, co-

operation should be pursued and encouraged in this respect with relevant non-formal and non-governmental institutions such as workers' organisations;

- (c) national programmes, designed to offset existing inequalities in education, which may include pre-school education, compensatory education at primary level, extension of the period of schooling, and comprehensive education at secondary level;
- (d) specially adapted programmes and curricula for complementary formal and non-formal education in the rural areas involving the optimal use of resources and infrastructures provided by rural workers' organisations, workers' co-operatives and community institutions.

2. Further calls upon the governments of States Members of the International Labour Organisation—

- (a) to establish national advisory bodies, involving the participation of employers', workers' and other competent organisations for the identification and development of additional methods of non-formal education;
- (b) to examine the possibilities for a wider and more effective application of the principles and provisions contained in the Minimum Age Convention, 1973 (No. 138), the Paid Educational Leave Convention, 1974 (No. 140), the Human Resources Development Convention, 1975 (No. 142), as well as in the Reduction of Hours of Work Recommendation, 1962 (No. 116), the Paid Educational Leave Recommendation, 1974 (No. 148), and the Human Resources Development Recommendation, 1975 (No. 150).

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

- (a) to devote the necessary importance and resources to the International Labour Office's Workers' Education Programme, so as to allow an adequate development of this programme in line with its significance as a means to support workers' organisations in their efforts to enhance the individual's role and position in his working environment as well as in society in general;
- (b) to provide, in the context of the International Labour Office's technical co-operation activities, adequate direct support to national training schemes, including those initiated and carried out by workers' organisations;
- (c) to make every effort to incorporate, in a systematic manner, basic aspects of workers' education as a component in the International Labour Office's vocational training activities;
- (d) to strengthen the International Labour Office's co-operation with the United Nations Educational, Scientific and Cultural Organisation and other relevant United Nations bodies with a view to promoting workers' access to education through international standard-setting and technical assistance programmes as well as by stimulating the development of new types of educational methods and institutions for this purpose;



- (e) to devote particular attention to the problems related to workers' access to education in his report to an early session of the International Labour Conference.

4. Calls on the Governing Body of the International Labour Office to request the member States, on the basis of article 19 of the Constitution of the International Labour Organisation, to submit reports on the position of their law and practice with respect to the application of the Paid Educational Leave Convention and Recommendation, 1974 (No. 140 and 148), with a view to enabling the Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards to identify the difficulties which prevent or delay the ratification and implementation of these instruments by member States.

RESOLUTION CONCERNING COMPUTERISED PERSONNEL INFORMATION SYSTEMS AND DATA PRIVACY, SUBMITTED BY MR. AHMED, WORKERS' DELEGATE, PAKISTAN; MR. BENYA, WORKERS' DELEGATE, AUSTRIA; MRS. CARR, WORKERS' DELEGATE, CANADA; MR. DOLAN, WORKERS' DELEGATE, AUSTRALIA; MR. KARLSSON, WORKERS' DELEGATE, SWEDEN; MR. MEHTA, WORKERS' DELEGATE, INDIA; MR. MUHR, WORKERS' DELEGATE, FEDERAL REPUBLIC OF GERMANY; MR. SÁNCHEZ MADARIAGA, WORKERS' DELEGATE, MEXICO; AND MR. SVENNINGSSEN, WORKERS' DELEGATE, DENMARK

The General Conference of the International Labour Organisation,

Noting the rapid world-wide growth in the use by employers of computerised systems to store information relating to individual employees,

Noting also the increasing use of new technologies to collect data on individual performance and behaviour,

Considering the dangers to which freedom of association, freedom of expression, freedom of movement and privacy of the individual worker can be exposed by the misuse of computerised personnel information systems,

Stressing that any data on workers held by an employer should be accurate, should be collected by fair means and should be restricted entirely to those necessary for the worker/employer relationship,

Stressing also that the existence of such data should be known to the individual worker and to the worker representatives, and that such data should be freely available to the worker concerned for verification, should be protected against unauthorised access within the enterprise and should not be transferred to private organisations or public authorities without the permission of the worker concerned,

Noting the work already carried out in other international organisations in the field of data privacy, notably the Convention of the Council of Europe for the Protection of Individuals with regard to Automatic Processing of Personal Data, the Organisation for Economic Co-operation and Development's Guidelines on the Protection of Privacy and Transborder Flows of Personal Data, and similar guide-lines currently under discussion by the Sub-commission on Prevention of Discrimination and

Protection of Minorities of the United Nations Commission on Human Rights,

Considering that the protection of the rights of employees in the workplace against the misuse of personnel data collected by employers raises specific problems of importance to the International Labour Organisation,

Considering also that regulations governing the collection, use and disclosure of personnel data should be established both by law and by collective agreement;

Invites the Governing Body of the International Labour Office—

- (a) to request the Director-General to carry out studies on the problems concerning the regulation of the collection, storage and use by employers of individually identifiable data relating to their employees;
- (b) to organise as soon as possible a tripartite meeting of experts to prepare rules and guidelines governing the regulation of data privacy at the workplace;
- (c) to include the question concerning the regulation of computerised personnel information systems and data privacy in the agenda of a forthcoming session of the International Labour Conference with a view to the adoption of appropriate international labour standards.

RESOLUTION CONCERNING THE CONTRIBUTION OF THE INTERNATIONAL LABOUR ORGANISATION TO THE SOLUTION OF THE MOST URGENT ECONOMIC AND SOCIAL PROBLEMS OF AFRICA, SUBMITTED BY MR. BOCHOW, WORKERS' DELEGATE, GERMAN DEMOCRATIC REPUBLIC; MR. DINGLIS, WORKERS' DELEGATE, CYPRUS; MR. GALLAND, WORKERS' DELEGATE, FRANCE; MR. KOZIK, WORKERS' DELEGATE, CZECHOSLOVAKIA; MR. ONDONDA, WORKERS' DELEGATE, CONGO; AND MR. TIMMER, WORKERS' DELEGATE, HUNGARY

The General Conference of the International Labour Organisation,

Alarmed at the continuing deterioration of the economic and social situation in Africa, the satisfactory solution of which is evidently beyond the forces of the African countries alone, thus requiring speedy and determined international action in which both the affected countries and all respective elements of the international community must actively participate,

Aware that Africa contains three-quarters of the countries designated as "least developed" and 50 per cent of the world's landlocked nations that are heavily handicapped in not sharing an adequate proportion of consumption of the world industrial and agricultural production, while a far from negligible part of this production was made possible by using the natural resources of the African continent,

Underlining that the International Development Strategy for the Third United Nations Development Decade has given priority to agricultural and rural development and the eradication of hunger and malnutrition,

Recognising that the roots of the present critical economic and social situation in Africa as drastically manifested in actual or impending shortages of food



and water, disquieting levels of unemployment, serious losses of livestock, a rising incidence of malnutrition and health risks including consequent displacement of populations, are the consequences of the persisting policies of colonialism, neo-colonialism, apartheid, foreign domination and all forms of social injustice, inequality, exploitation and submission of nations that constitute serious obstacles to economic and social progress world-wide and in Africa in particular,

Recalling that in the Declaration of Philadelphia adopted in 1944 the International Labour Organisation stated its readiness to "promote the economic and social advancement of the less developed regions of the world", which has enabled the International Labour Organisation to perform an important function in developing technical and scientific co-operation with the African region,

Emphasising that the International Labour Organisation has a special role to play in helping African initiatives, in particular in launching a special education programme for rural development, strengthening active participation of workers and their organisations in the development process, developing the necessary know-how for development, and other activities essential for the development of the whole continent,

Welcoming the Lagos Plan of Action as a basis for co-ordination of African efforts to develop short-, medium- and long-term plans of economic and social development of the African continent,

Bearing in mind the resolution concerning the role of the International Labour Organisation in the International Development Strategy for the Third United Nations Development Decade, adopted by the 67th (1981) Session of the International Labour Conference,

Noting that the United Nations Substantial New Programme of Action for the Least Developed Countries is a manifestation of the significance accorded to these specific problems and needs,

Recalling the closing speech of the President of the Organisation of African Unity, Julius Nyerere, at the 20th Session of the African Summit Meeting held in November 1984 in Addis Ababa, stressing that the rapid increase in military expenditures is having serious adverse effects not only on the domestic economies of many countries, particularly the developed ones but, by producing distortions in the world monetary and trading systems, is severely affecting African countries which are already in the throes of an acute economic crisis,

Noting that the resources released by a reduction in military expenditure may be used for social and economic development, including special assistance for the African countries in this field,

Recognising that the present tragic economic and social situation in Africa further emphasises the necessity for acceleration of all pertinent action aimed at establishing a new international economic order based on the principles of justice and mutually advantageous international economic co-operation,

Noting with concern that the delay in the establishment of a new international economic order is also delaying the implementation of ILO standards and policies in the developing countries, especially in Africa;

1. Calls on the International Labour Organisation—

- (a) to make full use of all opportunities for special support to development directed at the social and economic needs of the African countries;
- (b) to increase its role in its specific fields of competence under the international development strategy, especially employment and fair labour standards, and in supervising the implementation of international labour Convention by the transnational corporations operating in Africa.

2. Requests the Governing Body of the International Labour Office—

- (a) to specify the active participation of the International Labour Organisation in the efforts being undertaken by the United Nations Secretary-General to support economic and social development in Africa;
- (b) to further intensify education campaigns to explain the importance of the promotion of exchanges and economic co-operation among all countries, irrespective of social system or level of development, and the need for such exchanges and co-operation to be based on full equality and equal benefits;
- (c) to organise, within the 1986-87 programme of the International Labour Office, a tripartite seminar for officials of the least developed African countries designed both to inform these countries on possible ILO assistance and to allow the International Labour Office to establish, in co-operation with the African countries concerned, appropriate programmes to spur the economic and social development of these countries, in accordance with the aims which they set themselves;
- (d) to launch a specific educational programme, within the framework of workers' education activities of the International Labour Office in 1986-87, aimed at enabling trade unions, and through them workers, to fully play their role in the realisation of the Lagos Plan of Action, special accent being put on social aspects of food self-sufficiency, technological autonomy and social progress in Africa;
- (e) to organise, in close co-operation with the Organisation of African Trade Union Unity, within the 1986-87 programme of the International Labour Office, an African regional trade union seminar designed to further strengthen the workers' involvement in the solution of the most urgent economic and social problems of Africa, and to encourage South-South exchanges;
- (f) to initiate consultations with the representatives of the African countries as to their proposals concerning themes and subjects on which new international labour Conventions and Recommendations should be adopted;
- (g) to extend the International Labour Office's action in the field of training and further training to the promotion of small- and medium-sized undertakings and the handicraft industries which create jobs in both urban and rural sectors;

- (h) to actively participate in the region's employment creation activities for the benefit of all countries in that region;
- (i) to undertake together with the International Institute for Labour Studies research studies on such topics as the economic and social aspects of the activities of multinational corporations in Africa, the economic and social consequences of disarmament and possibilities to enhance the role of trade unions in economic and social activities;
- (j) to promote by all available means technical co-operation for African countries aimed at eradicating poverty and oriented towards the social progress of African countries;
- (k) to pay special attention to the development of women's potential and to support their training in traditional midwifery and as family health workers;
- (l) to elaborate a special programme of the International Labour Office geared to catering for the needs and requirements of the least developed countries, especially in Africa;
- (m) to extend special labour-intensive public works programmes;
- (n) to consider the possibility of reducing ILO administrative costs, while maintaining the efficiency of services, in favour of African economic and social development projects.

3. Calls on the governments of African States Members of the International Labour Organisation—

- (a) to give priority in their development policies to the rural and agro-food sectors and to allocate a substantial proportion of the internal and external resources available for rural and agro-food development;
- (b) to strictly respect the international labour Conventions guaranteeing trade union rights, and to promote in every possible way the direct involvement of workers and their trade union organisations in the drafting and implementation of programmes and plans for social and economic development.

RESOLUTION ON REDUCTION OF MILITARY SPENDING AND USE OF FUNDS THUS RELEASED FOR SOCIAL DEVELOPMENT, SUBMITTED BY MR. ANDREEV, WORKERS' DELEGATE, BULGARIA; MR. BOCHOW, WORKERS' DELEGATE, GERMAN DEMOCRATIC REPUBLIC; MR. DINGLIS, WORKERS' DELEGATE, CYPRUS; MR. ESCANDELL ROMERO, WORKERS' DELEGATE, CUBA; MR. GALLAND, WORKERS' DELEGATE, FRANCE; MR. KOZIK, WORKERS' DELEGATE, CZECHOSLOVAKIA; MR. ONDONDA, WORKERS' DELEGATE, CONGO; MR. SOUBBOTINE, WORKERS' DELEGATE, USSR; AND MR. TIMMER, WORKERS' DELEGATE, HUNGARY

The General Conference of the International Labour Organisation,

Gravely concerned at the acceleration in the arms race and in military expenditure, both a heavy burden for economies of all countries and having severely damaging consequences on world peace, co-operation and security,

Convinced that economic and social progress is only possible through peace and that a reduction in military spending would slow down the arms race, and first of all the nuclear arms race, thus diminishing the danger of war,

Taking into consideration Resolution No. 39/151, adopted by the 39th Session of the United Nations General Assembly, urging the specialised agencies and other organisations and programmes of the United Nations system to broaden further their contribution, within their areas of competence, to the cause of arms limitation and disarmament,

Considering that the International Development Strategy for the Third United Nations Development Decade admitted the close interconnection between disarmament and development and noted that progress in the former would considerably promote the latter, hence the resources released by implementing measures in the field of disarmament should be used for the economic and social development of all countries, thus reducing the economic gap between developed and developing countries,

Referring also to the Declaration which proclaims the 1980s the Second United Nations Disarmament Decade and points out that during this period it is necessary to deploy additional efforts to attain an agreement on the reduction of military expenditure and on the redistribution of resources thus released towards economic and social development, especially in the interests of developing countries,

Recalling the decision of the World Trade Union Conference on Development (Belgrade, April 1980) which noted the close interconnection between the growth of arms expenditure and the reduction of aid to developing countries,

Considering that the continuing arms race is one of the main reasons for the aggravation of the employment situation and has negative economic and social repercussions on the workers,

Believing that a reduction in military expenditure is a binding condition for the conversion of war industries to solve problems of peaceful development,

Recalling, in this context, the Declaration of the World Trade Union Conference on the Economic and Social Aspects of Disarmament (Paris, December 1981),

Recalling also the resolution concerning the economic and social consequences of disarmament adopted by the 67th (1981) Session of the International Labour Conference;

1. Expresses its conviction of the possibility of reaching international agreements on the reduction of war budgets and halting the arms race.

2. Affirms that human and material resources released by a reduction in military expenditure could be redistributed for economic and social development, especially in the interests of developing countries.

3. Appeals to all member countries, in particular to the States with major war potentials, to start constructive co-operation with a view to reaching agreements on a freeze, reduction or other limitation of military expenditure.

4. Invites the Governing Body of the International Labour Office to instruct the Director General –

- (a) to include the item of “Disarmament and social policy” in his Report to the 72nd Session of the International Labour Conference;
- (b) to envisage in the programme and budget of the International Labour Office a standing subprogramme and to set up within the International Labour Office a subsection to deal with the economic and social aspects of disarmament;
- (c) to continue publishing materials and research on the negative effects of the arms race on the economic and social position of workers in the periodicals of the International Labour Office;
- (d) to bring the present resolution to the notice of the relevant United Nations bodies and specialised agencies.

RESOLUTION ON THE FIRST OF MAY CENTENARY, SUBMITTED BY MR. JUDAS, WORKERS’ DELEGATE, PORTUGAL

The General Conference of the International Labour Organisation,

Recalling that on 1 May 1986, one century will have passed since the day on which, in the United States, the Chicago textile workers started their collective action for the eight-hour working day,

Underlining the sacrifice of those worker martyrs and acknowledging the just nature of their objectives,

Considering that, given its historical significance, the First of May has ever since been a highly symbolic rallying-point for workers and their organisations, in all countries and internationally,

Having in view the improvement of living and working conditions, full recognition of trade union freedoms and the safeguarding of the workers’ human and social dignity,

Recognising that the deep significance of 1 May 1886 not only stimulated the workers’ awareness, but equally the awareness of the employers and States regarding the responsibilities they have to avoid and solve social conflicts, and that such a fact has contributed to the existence, in different countries, of labour laws, which have progressively enshrined and protected workers’ economic and social rights and trade union freedoms, as factors for progress and essential elements of social justice, democracy and peace,

Considering that the reduction in working time has been an objective aimed at with a view to ensuring a more equitable return for labour and the improvement of the workers’ living conditions and, today, the reduction of unemployment,

Noting that, in spite of the undeniable economic and social progress which has been attained in the last 100 years, the world economy is at present going through a serious, dangerous and deep crisis which is affecting all peoples, although in varying ways and degrees and springing from varying causes, depending on the level of development and on the economic and social system and political regime of each country,

Noting that a consequence of that crisis is the growing deterioration of the living and working

conditions of the population, which essentially comprises–

- (a) millions of workers unemployed or in insecure employment, especially youngsters and women, as a result of drastic cuts in productive investment, industrial restructuring or the introduction of new technology;
- (b) reduction of real wages and social expenditure, with less social assistance, and deterioration of medical and health care and of educational and cultural support facilities;
- (c) spreading of hunger, malnutrition, disease and poverty, with devastating effects in the developing countries;
- (d) the growing tendency to resort to authoritarian measures, with the perversion of the social gains as embodied in the labour laws and the system of international labour standards, with the implementation of all kinds of laws which aim at limiting or suppressing fundamental and trade union rights and freedoms,

Reaffirming that democratic and trade union freedoms are preconditions for individual freedoms and for democracy itself from both the economic and the social point of view,

Stressing that the right to work is a fundamental right which is enshrined in the Universal Declaration of Human Rights and that its exercise in a socially dignifying manner is a condition for the promotion of economic and social progress,

Emphasising the serious social consequences of unemployment and of insecure employment nowadays affecting millions of workers, as a danger to the balance of relations and to social justice, and recalling that the Constitution of the International Labour Organisation considers that only on the basis of social justice can lasting world peace be attained,

Taking into account the Preamble to the Constitution of the International Labour Organisation, the Declaration of Philadelphia, the international labour Conventions and Recommendations on employment, the Programme of Action adopted by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour and the United Nations International Covenant on Economic, Social and Cultural Rights,

Remembering that the United Nations has declared 1986 the International Year of Peace and that the growth in military expenditure has been to a great extent responsible for the diversion of resources which are badly needed for productive investment so necessary for development, for the fight against unemployment, and for the improvement in the social conditions of the population;

1. Calls on the Governing Body of the International Labour Office to take the necessary measures to promote and ensure, in the year of 1986, in the International Labour Organisation and in the international community, the suitable commemoration of the First of May Centenary, under the motto “The Right to Work—A Factor of Progress, Justice, Democracy and Peace”.

2. Calls on the governments of the member States to associate themselves with the commemoration of

the First of May Centenary, particularly through the ratification and effective implementation of international labour standards, especially those related to the safeguarding and protection of the right to work, to trade union freedoms and organisation and to collective bargaining, by reiterating the International Labour Organisation's commitment to encourage the effective application of those standards and their support of its supervisory machinery.

3. Calls on the governments of the member States to devote particular attention to the promotion and defence of productive and socially useful jobs, by having the workers' and employers' organisations participate in the search for appropriate solutions that may meet basic needs and achieve a fair distribution of income and wealth.

RESOLUTION CONCERNING THE FIGHT AGAINST HUNGER, SUBMITTED BY MR. GLESENER, WORKERS' DELEGATE, LUXEMBOURG; MR. HORDIJK, WORKERS' DELEGATE, NETHERLANDS; AND MR. MOUMOUNI, WORKERS' DELEGATE, BURKINA FASO

The General Conference of the International Labour Organisation,

Noting that in various parts of the world hunger and malnutrition are assuming alarming dimensions and that millions of human beings are dying of hunger,

Considering that the number of countries affected by food deficits is increasing from year to year and that the scourge of hunger is particularly affecting the poorest countries and the most needy sectors of populations,

Considering that the tragic extent of such problems is in some regions due to desertification, drought and the deterioration of the land,

Convinced also that the factors responsible for food shortages derive not only from nature, but also from technical and political issues and from world trading and economic relations,

Considering that the situation is aggravated by—

- (a) the existence of unsuitable methods of cultivation and ineffective policies for the economic and social promotion of rural areas;
- (b) the lack of training, appropriate techniques and infrastructures in agriculture;
- (c) the priority accorded to crops grown for export, to the detriment of food crops;
- (d) demographic growth, underemployment and unemployment,

Recalling that the interdependence between employment, incomes and food determines the health and productivity of workers and is a key element of basic-needs strategies, in which the International Labour Organisation has its part to play through its interdisciplinary activities,

Considering that food is a right, as stated in the Universal Declaration of Human Rights, and that all countries must struggle relentlessly against famine and poverty by taking urgent steps to increase their own resources and by implementing both national and international food strategies and programmes as part of an approach to integrated development,

Welcoming the bilateral and multilateral initiatives and efforts of various countries and organisations in regions affected by famine;

1. Requests member States—

- (a) to accord absolute priority to the rural sector and to food needs in their assistance and development policies;
- (b) to encourage the growth of rural workers' organisations, which have an important role to play in mobilisation and in participation in national programmes aimed at increasing production and food self-sufficiency.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General, in the light of various activities and studies already undertaken—

- (a) to increase the resources allocated to rural development and to technical co-operation so as to enable the International Labour Organisation to respond rapidly and flexibly to requests for assistance, and to reinforce and expand its activities by helping the countries concerned—
  - (i) to develop food strategies and to create the social and economic conditions that will favour the increased production of food-stuffs and promote harmonised rural development, including job creation, the improvement of living and working conditions and increased incomes;
  - (ii) to devise and apply training policies and programmes that are adapted to needs, and particularly those of rural women, the food sector and other occupations;
  - (iii) to develop co-operatives for the production, marketing and distribution of agricultural produce and fish;
  - (iv) to take measures to promote workers' education, among other things, so as to encourage food self-sufficiency;
- (b) in collaboration with the Food and Agriculture Organisation of the United Nations, the International Fund for Agricultural Development, the World Food Programme, the World Food Council and other agencies, to increase its activities concerning food production to the extent that it is related to employment, nutrition and health.

RESOLUTION CONCERNING THE EDUCATION, TRAINING AND VOCATIONAL UPGRADING OF WORKERS IN TODAY'S SOCIETY, SUBMITTED BY MR. GLESENER, WORKERS' DELEGATE, LUXEMBOURG; MR. HORDIJK, WORKERS' DELEGATE, NETHERLANDS; AND MR. MOUMOUNI, WORKERS' DELEGATE, BURKINA FASO

The General Conference of the International Labour Organisation,

Considering the extent of unemployment and underemployment in the industrialised world and its even greater extent in the developing countries,

Noting the impact of scientific and technological progress on employment from both the quantitative and qualitative points of view, and the problems arising therefrom in the field of manpower planning,

Noting that given the nature of present trends, workers have to change occupations several times during their active lives,

Convinced that the development of culture, education, vocational training and the continuing upgrading of workers' skills is a key factor in the utilisation of human resources and a condition for meeting needs, realising potentialities and solving problems in the field of employment,

Noting that the Paid Educational Leave Convention, 1974 (No. 140), has received a limited number of ratifications,

Recalling that the Paid Educational Leave Convention, 1974 (No. 140), and the Human Resources Development Convention, 1975 (No. 142), have not yet been subject to the procedures laid down in articles 19, 22 and 35 of the ILO Constitution;

Requests the Governing Body of the International Labour Office—

- (a) to decide that Conventions Nos. 140 and 142 will be the subject of examination under article 19 of the Constitution of the International Labour Organisation at the earliest possible date;
- (b) to make suitable arrangements in order to promote the ratification of these two Conventions;
- (c) to instruct the Director-General to have research undertaken and studies published concerning any action taken by the public authorities and by the social partners in both industrialised and developing countries, with a view to—
  - (i) preparing workers for technological changes while avoiding lay-offs;
  - (ii) offering unemployed workers training opportunities leading to effective employment;
  - (iii) providing young workers with the training necessary to enable them to secure their first jobs;
  - (iv) ensuring through appropriate training equality of opportunity between the various categories of male and female workers as regards access to employment and promotion in the undertaking;
- (v) promoting workers' access to culture.

RESOLUTION CONCERNING STUDIES AND PROGRAMMES OF ACTIVITIES RELATING TO THE PROMOTION OF MEASURES AGAINST MAJOR HAZARDS ARISING OUT OF THE USE OF CHEMICALS AND OTHER DANGEROUS SUBSTANCES, SUBMITTED BY MR. GLESENER, WORKERS' DELEGATE, LUXEMBOURG; MR. HORDIJK, WORKERS' DELEGATE, NETHERLANDS; AND MR. MOUMOUNI, WORKERS' DELEGATE, BURKINA FASO

The General Conference of the International Labour Organisation,

Noting that in various countries several serious industrial accidents have been caused over the past few years by chemicals and other dangerous substances,

Regretting that such accidents have caused considerable damage and have led to the death of several

thousands of persons both inside and outside undertakings or serious injury to their health,

Considering that such tragedies demonstrate—

- (a) the inadequacy of safety and supervisory measures and the lack of workers' information and training concerning the hazards linked to certain dangerous substances;
- (b) the correlation between workers' safety and that of the public and the environment,

Being of the opinion that, while development implies industrial growth and technological progress, the latter should not aim solely at production and profitability, but should, first and foremost, conform to the ethical standards of workers' safety and environmental protection,

Considering that special activities must be undertaken in order to improve the control of major hazards and safety measures, having regard to the permanent dangers arising from the widespread use of chemicals and other dangerous substances throughout the world,

Welcoming the continuation of the International Programme on Chemical Safety;

1. Invites member States, in their industrial development policies and choice of technologies, to require industries being established in their respective countries to apply—

- (a) strict standards no less severe than those existing in the home countries of such industries, as regards safety, health and environmental protection in the fields of production, storage and transportation of dangerous substances;
- (b) controls by fully qualified experts.

2. Requests the Director-General of the International Labour Office—

- (a) to make early arrangements for ad hoc expert meetings to—
  - (i) identify and assess risks arising out of dangerous industries;
  - (ii) advise the Office on—
    - general safety measures specific to highly hazardous industries;
    - measures required to improve safety and health in the production, storage and transportation of dangerous substances;
    - the preparation of appropriate standards and a code of practice;
- (iii) specify characteristic features likely to contribute to the identification and listing of hazardous plants from the point of view of production and the environment;
- (b) to undertake work for the purpose of—
  - (i) collecting and disseminating information on existing legislation and on the organisation and implementation of the control of major hazards in different countries;
  - (ii) strengthening co-operation with other agencies in the United Nations system, such as the World Health Organisation, the United Nations Environment Programme, and the Food and Agriculture Organisation of the United Nations, and the non-governmental organisations concerned with the global so-

cial and economic implications of using dangerous substances.

3. Requests the Governing Body of the International Labour Office to take any relevant measures in order to include in future ILO action technical co-operation programmes for the establishment and strengthening of national infrastructures and of institutions and systems conducive to the maintenance of high levels of safety and health in the working environment when hazardous substances are used.

RESOLUTION CONCERNING ASSISTANCE TO AFRICAN COUNTRIES AFFECTED BY DROUGHT, SUBMITTED BY MR. BENLAKHDAR, WORKERS' DELEGATE, ALGERIA

The General Conference of the International Labour Organisation,

Recalling the basic principles of the International Labour Organisation and the Declaration of Philadelphia concerning the aims and purposes of the Organisation,

Recalling the Resolution concerning the critical economic situation in Africa, adopted by the General Assembly of the United Nations at its 39th Session, and also the appeals for emergency assistance made by the Secretary-General of the United Nations,

Recalling the Declaration and resolution adopted by the Assembly of Heads of State and Government of the Organisation of African Unity at its 20th (1984) Session in Addis Ababa,

Expressing its grave concern at the present situation in Africa,

Expressing its profound sympathy and solidarity with the victims of drought and famine,

Considering that the present situation in Africa has its origins in the combined effect of natural disasters, the world economic crisis and the aftermath of the colonial period,

Considering that the gravity of the situation in Africa calls for both emergency aid and activities to assist long-term development,

Recalling that international aid and co-operation must be accompanied by efforts within Africa, which is a precondition for the reinforcement of its capacity to ensure by itself its own long-term development,

Affirming that international assistance must be implemented in a humanitarian spirit and that economic adjustment may detract from national development policies,

Considering that mutual assistance is essential in Africa and will make an important contribution to the resolution of the present crisis;

1. Calls on the international community, and particularly the developed countries and the international agencies—

- (a) to increase their assistance to the African countries affected by drought by allocating the additional resources that are essential to the continuance and strengthening of assistance and co-operation activities;
- (b) to make greater efforts to meet the urgent needs of the victims of drought for food and medicines;

- (c) to gear their short-, medium- and long-term assistance activities towards the reinforcement of the capacity of African countries to ensure their own economic and social development.

2. Invites the Director-General of the International Labour Office—

- (a) to strengthen still further the activities of the International Labour Organisation so that it can make its full contribution to efforts to cope with the situation;
- (b) to intervene with the international community in order to bring about a concerted approach to the situation, in co-operation with the African countries, and to reinforce the co-ordination of assistance at the local level;
- (c) to maintain and develop close contacts with the Secretary-General of the United Nations, the United Nations Development Programme, the World Bank and the African countries;
- (d) to strengthen the co-operation of the International Labour Organisation with the other specialised agencies and with donor countries;
- (e) to develop the activities of the International Labour Organisation through a global approach in which emergency and long-term development activities are harmonised;
- (f) to concretise the emergency activities of the International Labour Organisation by increasing its contribution to the satisfaction of the food and medical needs of the victims of drought, to training and to technical assistance, so as to promote specific skills and individual initiatives;
- (g) to gear the long-term action of the International Labour Organisation towards the establishment of the New International Economic Order;
- (h) to seek new resources to increase the budgetary allocations for Africa;
- (i) to keep the Governing Body of the International Labour Office regularly informed of the steps taken in this connection.

RESOLUTION CONCERNING THE WORKING PARTY ON INTERNATIONAL LABOUR STANDARDS, SUBMITTED BY MR. BAYART, GOVERNMENT DELEGATE, MONGOLIA; THE GOVERNMENT DELEGATION OF BULGARIA; MR. FOMITCH, GOVERNMENT DELEGATE, BYELORUSSIAN SSR; MR. KOSTINE, GOVERNMENT DELEGATE, USSR; MR. MARTON, GOVERNMENT DELEGATE, HUNGARY; MRS. MOLKOVÁ, GOVERNMENT DELEGATE, CZECHOSLOVAKIA; MR. NOACK, GOVERNMENT DELEGATE, GERMAN DEMOCRATIC REPUBLIC; AND MR. OZADOVSKI, GOVERNMENT DELEGATE, UKRAINIAN SSR

The General Conference of the International Labour Organisation,

Considering that standard-setting is one of the most important forms of action of the International Labour Organisation, which helps further the achievement of the aims and tasks involved in improving the working and living conditions of workers in accordance with its Constitution and the Declaration of Philadelphia,

Basing itself on the discussions of the problems of international labour standards and the supervision of their application that took place at the 69th and 70th

(1983 and 1984) Sessions of the General Conference, at various regional conferences and at a number of other ILO meetings, and also bearing in mind various initiatives taken at sessions of the Conference and elsewhere, which reflect the need to review the procedures for the supervision of the application of Conventions,

Noting that the International Labour Organisation's standard-setting activities and the supervision of the application of international labour standards must be carried out in such a way that account is taken of the level of development and of the social and economic realities in the member States,

Noting that the effectiveness of the Organisation's standard-setting activities depends directly on the extent to which its member States participate therein and conscientiously fulfil the obligations deriving from the ILO Constitution and ratified Conventions,

Considering it necessary to transform the Working Party on International Labour Standards, set up by the Governing Body at its 229th (February-March 1985) Session;

1. Invites the Governing Body of the International Labour Office—

- (a) to instruct the Working Party to examine also questions relating to ILO action for the supervision of the application of Conventions and to analyse the supervisory procedures in the light of the opinions expressed at meetings of various ILO bodies and to come forward with agreed recommendations on this subject;
- (b) to expand the composition of the Working Party so as to ensure within each of the three groups a balanced representation of all social, economic and geographical realities embodied in the International Labour Organisation, by including, if necessary, representatives who are not members of the Governing Body.

2. Decides to examine at its next session the Working Party's report on the outcome of its work, with a view to adopting appropriate decisions.

RESOLUTION CONCERNING MEASURES BY THE INTERNATIONAL LABOUR ORGANISATION AND ITS MEMBER STATES FOR THE FURTHER IMPLEMENTATION OF THE DECLARATION ON EQUALITY OF OPPORTUNITY AND TREATMENT FOR WOMEN WORKERS (1975) AND THE PLAN OF ACTION WITH A VIEW TO PROMOTING EQUALITY OF OPPORTUNITY AND TREATMENT FOR WOMEN WORKERS (1975), SUBMITTED BY THE GOVERNMENT DELEGATIONS OF CZECHOSLOVAKIA AND THE GERMAN DEMOCRATIC REPUBLIC

The General Conference of the International Labour Organisation,

Mindful of the fact that the Constitution of the International Labour Organisation orients the Organisation's action towards the protection of women, among other things,

Noting that the Declaration of Philadelphia affirms that all human beings, irrespective of sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Recalling the affirmation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Considering the long-standing activity of the International Labour Organisation for the protection of women, which has found expression in the adoption of Conventions Nos. 3, 4, 5, 6, 10, 33, 41, 45, 59, 60, 77, 78, 79, 89, 103, 110, 111 and 156, and Recommendations Nos. 13, 14, 79, 80, 95, 124, 125, 146 and 165, among other things, which are having a promotional effect, above all in the field of employment,

Considering also a number of significant documents of the United Nations respecting the promotion and protection of women, such as the Declaration on the Elimination of Discrimination against Women (1967), the United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979) and the United Nations Declaration on the Participation of Women in Promoting International Peace and Co-operation (1982), which have had the effect of furthering the objectives aimed at by the International Labour Organisation,

Noting that, despite the universal recognition of these documents, discrimination against women still persists in many parts of the world, above all in training and employment, and that women are particularly hard hit by the consequences of the economic recession, the negative effects of scientific and technological developments, mass unemployment and underdevelopment,

Stressing the unanimous adoption of the Declaration on equality of opportunity and treatment for women workers and the Plan of Action with a view to promoting equality of opportunity and treatment for women workers as the contribution of the International Labour Organisation to the United Nations Decade for Women: Equality, Development and Peace,

Emphasising the fundamental principle enshrined in the Plan of Action, namely that any action aimed at establishing equality of opportunity and treatment of women workers must be based on the undeniable right of all human beings (men and women) to work,

Noting with satisfaction the positive influence exerted by the ILO Declaration on equality of opportunity and treatment for women workers and the Plan of Action with a view to promoting equality of opportunity and treatment for women workers and other ILO instruments serving to promote equality of opportunity for women on the implementation of the World Plan of Action for the United Nations Decade



for Women: Equality, Development and Peace, and in particular on the subtheme "Employment, health and education" and hence on the achievement of equality of opportunity for women in the world of work,

Noting that the subsequent adoption of such important United Nations instruments as the Convention on the Elimination of All Forms of Discrimination against Women and the Declaration on the Participation of Women in Promoting International Peace and Co-operation have had a stimulating effect on the achievement of the objectives pursued by the Declaration and Plan of Action of the International Labour Organisation,

Convinced, in the light of the persistent discrimination against women in many parts of the world, of the topical interest of the Declaration and Plan of Action of the International Labour Organisation and of the need for an even more decisive commitment to the pursuit of the goals set forth in these documents in the light of the United Nations Convention on the Elimination of All Forms of Discrimination against Women and the United Nations Declaration on the Participation of Women in Promoting International Peace and Co-operation, adopted subsequently, in order to bring equality of opportunity for women in working life closer to realisation,

Recalling that Resolutions 38/105 and 39/124 of the United Nations General Assembly expressly call upon the United Nations specialised agencies to take suitable measures to implement the Declaration on the Participation of Women in Promoting International Peace and Co-operation,

Emphasising that the strengthening of world peace and international security and effective disarmament measures and the conversion of arms production for peaceful purposes would create circumstances favourable to the integration of women into the labour process on an equal footing with men and to social measures that would benefit women,

Stressing that the elimination of apartheid, racism, racial discrimination, colonialism, neo-colonialism and fascism is also a precondition for the full enjoyment by men and women of their social, economic and trade union rights,

Convinced that the effective combating of neo-colonialism and the creation of a new, just international economic order and the complete and comprehensive integration of women into the national development process would make a significant contribution to the achievement of the integration of women into training and employment on an equal footing with men,

Bearing in mind the report *Equal opportunities and equal treatment for men and women in employment*, which is before the 71st Session of the International Labour Conference and which clearly describes the unsatisfactory position of women in many parts of the world even at the end of the United Nations Decade for Women: Equality, Development and Peace,

Referring to the decision of the Governing Body of the International Labour Office at its 224th (November 1983) Session, requesting the Director-General of the International Labour Office to take further measures to strengthen the contribution of the International Labour Organisation towards the implementation of the goals of the United Nations

Decade for Women: Equality, Development and Peace;

1. Welcomes the contribution of the International Labour Organisation to the United Nations Decade for Women: Equality, Development and Peace, and to the preparation of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (Nairobi, 15-26 July 1985), and in particular the placing of the item "Equal opportunities and equal treatment for men and women in employment" on the agenda of the 71st Session of the International Labour Conference.

2. Reaffirms the principle of the undeniable right to work of all human beings (men and women) set forth in the ILO Plan of Action of 1975, on which all measures taken by the Organisation to promote equality of women and to overcome discrimination against them, where it exists, in particular technical assistance projects, must be based.

3. Calls on all States Members of the International Labour Organisation to take even more decisive measures at national level and to engage in broad international co-operation with the aim of promoting the further realisation of the goals set forth in the Declaration and Plan of Action of the International Labour Organisation by overcoming any remaining discrimination against women, promoting equality of opportunity between men and women, and creating conditions enabling women better to reconcile maternal and professional responsibilities, and with this in view—

(a) to ratify the relevant Conventions of the International Labour Organisation and the United Nations, if they have not yet done so, and to apply the relevant Recommendations of the International Labour Organisation and the Declarations of the United Nations, in particular those aimed at safeguarding the social, economic and trade union rights of working women;

(b) to make a resolute stand against the threat to peace and the squandering of vast material and financial resources constituted by the arms race and the policy of aggression, and to combat the policy of apartheid, racism, racial discrimination, colonialism, neo-colonialism and fascism in order to promote the equality of women in society and in the exercise of their economic, social and trade union rights;

(c) to support the creation of a new, just international economic order and the full integration of women into the development process, and to support the developing countries in overcoming their serious economic and social problems, with special regard for the needs of women in the implementation of technical co-operation projects.

4. Requests the Director-General of the International Labour Office—

(a) to analyse the deliberations on the agenda item "Equal opportunities and equal treatment for men and women in employment" at the 71st Session of the International Labour Conference with a view to presenting proposals to the 73rd Session of the International Labour Conference for amendments or additions to the Decla-



ration and Plan of Action of the International Labour Organisation;

- (b) to ensure that the International Labour Organisation plays an active part in bringing the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women to a successful conclusion, in particular as regards the evaluation of the extent to which the goals of the United Nations Decade for Women have been attained with respect to the world of work and the resulting tasks for the International Labour Organisation in relation to the further promotion of the economic, social and trade union rights of working women;
- (c) in future programmes of the International Labour Organisation to give constant high priority to measures to promote equality of opportunity for women, above all in training and employment, but also in order to establish priorities for standard-setting activity and technical assistance policies;
- (d) to analyse the results of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women with a view to determining the contribution of the International Labour Organisation to the implementation of the conclusions of this Conference.

RESOLUTION CONCERNING MEASURES AGAINST DRUG AND ALCOHOL ABUSE, SUBMITTED BY MR. HELDAL, GOVERNMENT DELEGATE, NORWAY; AND MR. ISACSSON, GOVERNMENT DELEGATE, SWEDEN

The General Conference of the International Labour Organisation,

Recalling that the United Nations General Assembly in Resolution 38/93 of 16 December 1983 has urged the specialised agencies and other organisations and programmes of the United Nations system to identify special drug control activities in their programme budgets,

Bearing in mind that in Resolution 39/142 of 14 December 1984, the United Nations General Assembly has declared that the illegal production of, illicit demand for, abuse of and illicit trafficking in drugs impede economic and social progress, constitute a grave threat to the security and development of many countries and peoples and should be combated by all moral, legal and institutional means, at the national, regional and international levels,

Considering that alcohol consumption and alcohol-related problems are increasing in all regions of the world,

Considering that alcohol and drug abuse and their related problems continue to rise in the work setting and undermine the health of individuals, pose a threat to the working environment, decrease productivity and result in mounting costs to the economy and society at large,

Emphasising that alcohol and drug dependency can be treated and the afflicted persons rehabilitated,

Recognising that constraints of an economic and methodological nature present obstacles to many developing countries in their fight against drug and alcohol abuse,

Aware of the importance of mobilising the whole society and utilising community resources in the struggle against alcohol and drug abuse,

Considering that governments must initiate and support treatment, rehabilitation and social reintegration programmes,

Aware that workers' and employers' organisations have an important role to play in order to make these programmes efficient,

Considering that the International Labour Organisation can make an important contribution to formulating and executing programmes to help member States to develop effective countermeasures against drug and alcohol abuse in the field of vocational rehabilitation and social reintegration;

1. Invites governments, and employers' and workers' organisations—

- (a) to promote the development of effective consultation mechanisms whereby employers' and workers' organisations can take an active part in the formulation of national strategies against alcohol and drug abuse and the implementation of demand reduction programmes;
- (b) to integrate measures against alcohol abuse in the work setting with measures against drug abuse through the development of a comprehensive approach.

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

- (a) to accord higher priority to drug abuse control activities in the regular budget;
- (b) to expand existing programmes relating to the vocational rehabilitation and social reintegration of drug-dependent persons, to intensify recent activities focusing on the problems of drug and alcohol abuse in the work setting and to identify other activities within the ILO mandate that would help in the reduction of drug and alcohol abuse;
- (c) to increase collaboration and co-ordination with other specialised agencies and other organisations and programmes of the United Nations system and other international and regional organisations to identify and execute programmes which will help countries to further develop measures and their own programmes against alcohol and drug abuse.

RESOLUTION CONCERNING THE GROSS VIOLATIONS OF THE BASIC PRINCIPLES AND RULES OF INTERNATIONAL HUMANITARIAN LAW BY IRAQ AND ITS ADVERSE EFFECTS ON CIVILIANS AND WORKERS, SUBMITTED BY MR. SARMADI, GOVERNMENT DELEGATE, ISLAMIC REPUBLIC OF IRAN; AND MR. YAZDLI, WORKERS' DELEGATE, ISLAMIC REPUBLIC OF IRAN

The General Conference of the International Labour Organisation,

Considering that "universal and lasting peace can be established only if it is based upon social justice", as is proclaimed in the Constitution of the International Labour Organisation,

Recalling United Nations General Assembly Resolution 3314 (XXIX) of 14 December 1974, in which

the Assembly defined an act of aggression, inter alia, as "the invasion or attack by the armed forces of a State of the territory of another State, or any military occupation, however temporary, resulting from such invasion or attack, or any annexation by the use of force of the territory of another State or part thereof" and provided that "no consideration of whatever nature, whether political, economic, military or otherwise, may serve as a justification for aggression",

Noting with deep concern that as a result of the war imposed on the Islamic Republic of Iran, already thousands of people, including many workers in both countries, have been killed and crippled and that the situation of the workers in both countries has been seriously affected,

Considering that according to the Declaration of Philadelphia it is the responsibility of the International Labour Organisation to examine and consider the compulsory recruitment of workers in armed conflict from the point of view of its fundamental objectives,

Considering further the report and recommendation of the Committee on Freedom of Association submitted to and adopted by the Governing Body at its 224th (November 1983) Session regarding the use of trade unions to facilitate the compulsory recruitment of workers for the war, physical liquidation of Mohammad Ayesh and Badan Fadal, respectively President and General Secretary of the Federation of Trade Unions, and torture and execution of many other workers in the aggressor country,

Expressing its deep concern at the gravity of the situation in the territory of the aggressor country as regards the arrest and execution of trade unionists, the deportation of 150,000 workers of its own nationals together with their families during the course of the years 1971-72 and 1979-82,

Recalling the United Nations Security Council statement of 30 March 1984 and its declaration of 25 April 1985 in which it expressed its grave concern about the violation in the conflict of the rules of international law and of the principles and rules of international conduct accepted by the world community to prevent or alleviate the human suffering caused by warfare,

Taking note of the dismay expressed by the Secretary-General of the United Nations in respect of the recent development in the conflict, "that the moratorium on attacks on purely civilian areas has not been observed, that attacks on unarmed merchant shipping persist and that international civil aviation in the area is under threat",

Recalling the resolution of 12 August 1984 of the Ad Hoc Committee on Conventional Weapons which considers weapons of mass destruction, including nuclear weapons, radiological weapons, lethal biological and chemical weapons and any other weapon with similar effects invented in the future to be as dangerous as the atomic bomb, thus prohibiting their use,

Taking note of the recent declaration of the Security Council in which it "strongly [condemned] renewed use of chemical weapons in the conflict and any possible future use of such weapons" and expressed itself "appalled that chemical weapons

have been used against Iranian soldiers during the month of March 1985",

Also recalling that "chemical and biological weapons pose a special threat to civilians and that large-scale use of chemical and biological weapons could also cause lasting changes of an unpredictable nature in man's environment" as reflected in the 1970 report of the World Health Organisation entitled *Health aspects of chemical and biological weapons*,

Acknowledging the serious occupational hazards posed for the workers, civilians and military personnel working in the production, storage, transfer and use of chemical weapons, as reflected in relevant documentation and reports,

Expressing deep concern and regret at the continuation of the indiscriminate bombardment of Iranian residential areas which has caused heavy loss of life among the civilian population and material damage, the most recent cases of which are reflected in the report of the United Nations team registered as Security Council document No. S/16897, and in Press Release SG/SM/576 of 6 March 1985,

Stressing the need for all countries to observe complete neutrality in the Iran-Iraq war and to refrain from supporting either of the belligerents, and declaring that any financial, military or political support for either belligerent could lead to more disastrous consequences in the war,

Fully aware of the fact that escalation of tension in various parts of the world is the consequence of the Superpowers' flagrant interference in the internal affairs of other countries,

Considering that the right to work, the right to freedom of movement and the right of association are inalienable rights recognised by the Universal Declaration of Human Rights and by the international community,

Considering that it is incumbent upon the International Labour Organisation to safeguard these rights and to seek to strengthen them;

1. Expresses its grave concern at the violation in the conflict of the rules of international law and of the principles and rules of international conduct accepted by the world community to prevent or alleviate the human suffering caused by warfare.

2. Supports endeavours to take positive steps towards international peace and security through the replacement of force and oppressive approaches in international relations by respect for the sovereignty and territorial integrity of all countries.

3. Reaffirms that any violation of the generally recognised principles and rules of international humanitarian law which are applicable to armed conflicts is seriously detrimental to basic human rights, social rights and in particular the welfare of the workers in the warring countries.

4. Strongly condemns all acts of aggression and violations of international humanitarian laws such as—

- (a) the military invasion of the Islamic Republic of Iran;
- (b) involuntary displacement of 10,000 Iranian civilians, including many workers, from the occupied lands;

- (c) expulsion of nearly 120,000 Iraqi nationals into Iran under the most inhuman conditions;
- (d) indiscriminate and systematic bombardment of civilian areas with the intention of inflicting the highest possible losses on civilians;
- (e) the razing to the ground of several Iranian cities by the occupying forces;
- (f) attacks and threats against civil aviation and commercial shipping in the Persian Gulf;
- (g) attacks against peaceful nuclear facilities in southern Iran;
- (h) massive use of chemical weapons against civilians and military personnel of the Islamic Republic of Iran;
- (i) gross violation of the basic rights of the Iranian prisoners of war.

5. Requests the Government of Iraq to observe all the provisions of international law.

6. Invites the Governing Body and the Director-General of the International Labour Office to use all the means at the disposal of the International Labour Organisation to put an immediate end to these violations, thereby guaranteeing the safety, freedom and dignity of the workers in both countries.

7. Requests the Director-General of the International Labour Office to submit to an early session of the General Conference a special report on the implementation of this resolution.

RESOLUTION CONCERNING A TRIPARTITE DECLARATION ON WORKERS' RIGHTS TO INFORMATION AND CONSULTATION REGARDING THE INTRODUCTION OF NEW TECHNOLOGY, SUBMITTED BY THE GOVERNMENT DELEGATION OF ITALY

The General Conference of the International Labour Organisation,

Recognising that at the international level the International Labour Organisation has for many years now been considering the complex problem of the introduction of new technology in various sectors of production, conducting studies and research in a number of regions,

Recalling the Employment Policy (Supplementary Provisions) Recommendation (No. 169), adopted by the International Labour Conference at its 70th (1984) Session, which was aimed in particular at the involvement of workers in the decision-making process with respect to the introduction of new technology,

Recalling the facts that emerged during the First Session of the Advisory Committee on Technology (Geneva, 15-19 April 1985) concerning the fall in levels of employment resulting from the application of microelectronics-based technology,

Bearing in mind the studies and research covering in particular the effects of technological change in that sector and the consultation, participation and negotiation machinery introduced in various countries to resolve problems deriving from the introduction of new technology, which were examined during the Ninth Session of the Advisory Committee on Salaried Employees and Professional Workers (Geneva, April 1985),

Noting the conclusions of the Inter-governmental Conference of the Organisation for Economic Co-operation and Development on Employment Growth in the Context of Structural Change (Paris, February 1984), particularly as regards the possibility of intervention offered by the process of involving social and professional groups in matters related to technological innovation, an issue also raised by organisations representing the social partners, such as the Trade Union Advisory Committee and the Business and Industry Advisory Committee of the Organisation for Economic Co-operation and Development, in which emphasis has been placed on the importance of involving workers in the process of technological evolution,

Noting that, among regional organisations, these same issues are covered by a number of instruments, such as resolution 717/80 of the Parliamentary Assembly of the Council of Europe concerning the effects on employment of the intensive use of microprocessors, the preliminary draft Additional Protocol to the European Social Charter (Article 2), the resolution of the Council of the European Communities of 11 July 1983 concerning vocational training policies of the European Communities in the 1980s, the amendment to the proposed Council Directive on procedures for informing and consulting employees, as well as the amended proposal for a Fifth Directive founded on Article 54 (3) (g) of the EEC Treaty concerning the structure of public limited companies and the powers and obligations of their organs,

Considering that during the International Conference on Technological Development and Employment (Venice, 10-11 April 1985) a proposal was made, supported by a number of representatives of participant countries, that a joint international declaration should be made concerning efforts to evaluate the social consequences of technological advances and recognition for the principle of informing and consulting the workforce in decision-making processes in undertakings,

Noting that the International Labour Organisation is the only international organisation with a tripartite structure, and that by its nature it can make a decisive contribution to the development of suitable principles to guide the actions of governments and the social partners,

Taking account of the need to promote the process of technological evolution, which is aimed at achieving a return to competitiveness of undertakings on domestic and international markets, and of the social and employment problems linked to the introduction of new technology;

1. Invites the International Labour Office to prepare a draft tripartite declaration on the social and employment effects of technological innovation, which should—

- (a) define the manner, in accordance with national legislation and practice, in which governments and employers' and workers' organisations should take suitable measures to promote recognition at all levels of workers' rights to information and consultation in cases where new technology is introduced, and also in relation to the restructuring, conversion or modernisation of production processes, so as to reduce to the

greatest extent possible the impact on society and on levels of employment;

- (b) concern in particular the action to be taken in the fields of training and vocational rehabilitation, taking into consideration the consequences of such action for initial training and for ongoing or continuous training.

2. Invites the International Labour Office in addition to draw the attention of governments to the importance of support policies which make it possible to modernise production while at the same time adapting dynamically to labour supply and demand, and to rehabilitate and retrain workers.





# **Provisional Record**

Seventy-first Session, Geneva, 1985

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## **Standing Orders Questions**

### **Note concerning Standing Orders Questions Placed by the Governing Body of the International Labour Office before the Conference at Its 71st Session**

The Governing Body has referred to the Conference a proposed amendment to the Standing Orders of the Conference arising from the change of the start of the Conference from a Wednesday to a Friday.

The amendment in question relates to article 17, paragraph 6, of the Standing Orders, which fixes the end of the work of the Resolutions Committee at 6 p.m. on the Saturday preceding the end of the session. This wording was drawn up on the basis that the Conference would end on a Wednesday and does not correspond to the needs of a session which ends on a different day of the week. The proposed wording is designed to identify the day on which the Resolutions Committee must finish its work without referring to a named day of the week, and to ensure that, whatever the Conference timetable, the Resolutions Committee would finish its work on the day equivalent to the last Saturday under the timetable of recent years.

This proposed amendment received unanimous support from the Governing Body. The Government representative of Hungary emphasised that, even if it was adopted, the report of the Resolutions Committee should always be adopted by the Committee in plenary sitting and not be left to be finalised by the Chairman and the two Vice-Chairmen.

The Governing Body accordingly submits for the consideration of the Conference the following amendment to article 17, paragraph 6, of the Standing Orders of the Conference:

The Resolutions Committee shall begin its work as soon as possible after the opening of the session of the Conference, in order to enable it to complete its agenda, and shall terminate its work not later than 6 p.m. on the [Saturday] *third working day* preceding the *date fixed* for the closing of the session. ...

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No. 2 – Tuesday, 28 May 1985

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Eighth Item on the Agenda: Structure of the ILO: Reports of the Conference Delegation on Structure

### Introduction

At its 69th Session (1983) the Conference, on the recommendation of its Committee on Structure, adopted a set of conclusions<sup>1</sup> proposed by the Committee together with a resolution reading as follows:

The General Conference of the International Labour Organisation,

After taking note of the reports of the Working Party on Structure submitted as item VIII of its agenda, and having taken note of the report and conclusions of the Committee on Structure,

Being unable to adopt the Constitutional and Standing Orders amendments placed on its agenda at the present session to the conditions fixed at its 68th Session not having been met as a result of questions outstanding concerning the government protocols and the internal rules for the election of Employer members of the Governing Body;

1. Decides to place these questions, the texts of which were formulated by the Conference at its 68th Session (*Provisional Record*, No. 34, page 14, appended hereto) on the agenda of its 70th Session, it being understood that the Delegation of the Conference established in accordance with the recommendation of

the Committee on Structure would encourage, follow and co-ordinate discussions in the groups concerned, register development of the work on the protocols and internal rules still outstanding and report on them to the Conference.

2. Confirms that the conditions mentioned in the third paragraph of the resolution<sup>2</sup> adopted by the Conference at its 68th Session continue to apply *mutatis mutandis*.

The Delegation thus met on two further occasions (Geneva, 8 February and 9 March 1985).

The reports of these three meetings are reproduced below.

<sup>1</sup> International Labour Conference, 69th Session, *Record of Proceedings*, No. 38, page 38/18. The *Record* also contains, on page 38/20, the annex referred to in paragraph I of the resolution.

<sup>2</sup> This text is reproduced as follows: "It is also understood that failing agreement in the Working Party on Structure, no draft amendments will be submitted to the Conference. In that event, the Working Party shall submit a final report to the Conference indicating the various positions, and the Conference shall take the decision it considers appropriate on the whole question of the structure of the ILO."

### Report of the Fourth Meeting of the Conference Delegation on Structure

(Geneva, 8 February 1985)

1. The fourth meeting of the Conference Delegation on Structure, established by resolution of the 69th Session of the International Labour Conference, was held on 8 February 1985. A list of those attending is set out in Appendix I. Mr. Jiménez Dávila (Argentina) was Chairman and Reporter of the Delegation.

2. In his opening remarks, the Chairman reported to the Delegation that, during the period since the conclusion of the 70th Session of the International Labour Conference, the Director-General had exercised in an effective and fruitful way the "good offices" entrusted to him under the Conclusions of the Committee on Structure adopted at that Session. The Director-General had informed the Chairman of the results of his consultations with the various groups.

3. The Chairman noted that there were three outstanding questions for the Delegation to deal with: the Protocol for the American region, the internal rules of the Employers' group and the position of a Member State not yet included in any regional protocol.

### REPORTS FROM GROUPS ON OUTSTANDING QUESTIONS

#### The American region

4. Mr. Mejía-Ricart (Government, Dominican Republic), co-ordinator for the American region, reported on progress made on drafting a protocol for the region since the last session of the Conference at which, he recalled, an important meeting attended by a large number of ministers of labour had discussed future work. At this meeting it had become clear that four interest groups were present within the region: North America (the United States and Canada), Middle America (Mexico and the six countries of Central America, Cuba, Haiti and the Dominican Republic), the English-speaking countries of the Caribbean and Suriname, and the South American countries. The following requests for seats had been made by these groups: South America - 5, North America - 2, English-speaking Caribbean and Suriname - 2, Middle America - 4: a total of 13 seats when only 12 had been allocated to the region. At the same time, a number of countries had reserved their position on eligibility for re-election provided for in the "Bases" adopted in 1983 and this question had been left for later.

5. After a number of meetings the region had managed to agree to the establishment of three



subregions joining North America with the English-speaking countries of the Caribbean and Suriname. As regards the allocation of seats within these three subregions, a first proposal had been made on the basis of the three factors included in future article 7 of the Constitution, namely, number of States, economic activity and population, which would lead to the following allocation:

North America, English-speaking	
Caribbean and Suriname	3 1/2
Middle America	3 3/4
South America	4 3/4

Unfortunately, South America could not accept this arrangement and maintained its demand for five seats. After further negotiations, the South American request was accommodated through the reduction by a quarter seat of the Middle America entitlement. It was further understood that a country which at the world level was entitled to one or more seats could be elected at each period of office. In December 1984 South America increased its demand because it believed that the factor of population should be given greater weight than the other factors and maintained that it was therefore entitled to 5 1/4 seats. Subsequently, a few days before the meeting, the South American group again changed its position and asked for 5 1/2 seats. It was thus difficult now to remain optimistic that a final agreed distribution would be forthcoming in the near future.

6. An additional problem was that not all the subregions had yet been able to agree on how to distribute seats internally. Some were in favour of free elections and others felt that some clearer guidelines should be laid down. A lively debate continued on the question of eligibility for re-election, which mainly concerned Canada and Brazil. Thus, while the region had managed to draft the outline of a preliminary protocol and agree on a large part of it, there were still important questions unresolved.

7. In reply to a request from *Mr. Heldal* (Government, Norway) for his views on the prospects of a settlement being reached in the coming months, *Mr. Mejía-Ricart* stressed that it was important to acknowledge that agreement had been reached on division of the region into subregions and that this was a start. The members of the American group had to maintain their political will to arrive at a conclusion on the outstanding questions and it was therefore important for the Delegation to encourage the group to continue its deliberations. It seemed to him, however, that it would be prudent to consider that a preliminary stage in the negotiation process had been completed and to set aside a breathing space of, say, a month, before recommencing negotiations, so that all member countries of the American region could look afresh at the outstanding questions, particularly that of eligibility for re-election.

8. *Mr. Briki* (Government, Algeria) recognised the efforts that had been made by the co-ordinator of the American region to reach a settlement on the outstanding questions in that region. The Group of 77 had already made an appeal to the countries of the region to reach agreement on their protocol as soon as possible. Despite some small difficulties which had arisen, it was clear that America had managed to agree on the criteria and basic rules for the election

process. In these circumstances, he thought that the Delegation should urgently appeal to the American region to settle its outstanding questions and reach agreement on a protocol before the 71st Session of the Conference. A great deal of progress had obviously already been achieved and it would be a great disappointment if the work could not be completed before June.

9. *The Chairman*, in concluding the debate on this subject, sought guidance from the Delegation as to whether it would be appropriate for him, as Chairman of the Delegation, to approach the countries of the American region and to transmit to them the hope of the Delegation that progress might continue to be made with a view to completion of their regional protocol before the Conference in June. After an exchange of views it was agreed that, in the context of the Delegation's mandate to encourage the discussions on outstanding questions, without, of course, interfering in the internal affairs of the groups concerned, the Chairman could well transmit such a message. *Mr. Oechslin* (Employer, France), spokesman for the Employers' group, while agreeing to this course of action, pointed out that as spokesman for a non-governmental group he could not express a point of view on developments within other groups.

#### *The Employers' group*

10. *Mr. Oechslin* announced that the Employer members of the former Working Party, representative of the whole of the Employers' group, had met on 7 and 8 February. The discussions had taken place in a friendly and constructive atmosphere, but differences remained on the substantive problems. The representative from the socialist countries had again insisted on the necessity of guarantees for the representation of these Employers on the Governing Body. The other members could do no more than reiterate their position according to which, in a non-governmental group, a mandate could only be based on a relationship of trust between the electoral college and the elected candidates. It should be noted that the continuity enjoyed by the Government electoral college was not available to the Employers' electoral college. The Employer delegates only enjoyed rights following from their appointment as delegates to the Conference and these rights expired at the conclusion of each Conference. As a result, the persons who represented them in the discussions and decisions of the Governing Body could only be authorised by way of election and would have to be elected by the majority of their colleagues. The members representing Socialist enterprises had not this time presented any formal amendment to the internal rules accepted by the group and had not revealed any intention so to do in the future. Speaking for the majority of the Employers' group, he noted that the representatives of the Employers in the ILO were not professional diplomats but were specialists in collective bargaining. Collective agreements never satisfied all parties and a good agreement was considered to be one where the difference between what was sought and what was obtained was equitable for all. The set of texts to be submitted to the Conference did not fully meet all the demands originally made, especially by the countries of the Third World. They represented a compromise. On the Employers' side, what had been obtained,

that is to say future article 7(2), had to be compared with the present situation where the non-governmental electoral colleges of the Conference were entirely unrestricted in reaching a decision on the appointment of their representatives. By introducing the idea of geographical and other interests the new text was an important step, too small for some and too big for others, but one which should be accepted as a compromise. In his opinion the Conference should be able to reach a decision in June 1985 on the basis of all the present texts. If that was not possible, the time might perhaps have come for the Conference to ask itself whether it should not take a decision on the majority of the texts, which would be acceptable to the majority of the members, rather than risk having no reforms at all or extraordinary confusion.

11. *Mr. Mardoniev* (Employer, USSR) agreed with *Mr. Oechslin* about the friendly atmosphere in which the Employers' meeting had taken place. He recalled that after the important event of the creation of the ILO, major changes had taken place in the social structure of the world through the emergence of the socialist and the developing countries. It could be said that the entry of these countries into the Organisation had been welcomed. It had been admitted that the socialist systems had their governmental representation, their trade unions and their enterprises, the directors of which had a role to play in the Employers' group. The difficulties had commenced when the socialist employers had made clear their wish to co-operate within the Employers' group in order to fully play their role in all the organs of the ILO. The majority had replied that the Employers' group applied its own rules under which those persons who pleased them were freely elected to the Governing Body. For 30 years the socialist employers had made an effort to please the group without ever having been elected, while at the last election the United States employer, who was completely unknown to the group, had won the confidence of everyone in one hour and been elected.

12. According to *Mr. Mardoniev*, representatives of the socialist countries in the Employers' group worked in the Chambers of Commerce of their countries and were responsible for establishing commercial and scientific relations with other countries. They were thus fully qualified to represent the Employers in the Governing Body. *Mr. Georget* had said that he could not accept any discrimination against small countries. But all countries must have equal rights and the socialist countries were not asking for any special privileges. They were only asking that there be an end to the discrimination against them and that a normal situation of co-operation and of participation by all countries in the Governing Body be established. Moreover, the discrimination was not limited to Governing Body elections. For years directors of socialist enterprises had not been invited to meetings of the majority. The limit of two on the number of representatives of socialist countries in each Conference Committee was just one of several other instances of discrimination. Concerning the presentation of formal proposals, *Mr. Mardoniev* noted that the representatives of the socialist countries had already presented a number of proposals, none of which had ever been discussed in detail by meetings of the Employers' group. Was it really expected in these circumstances

that they should present new proposals at each meeting? The speaker said that he had not lost hope and that he was convinced that some form of compromise could be found. But in order to achieve this there had to be an effort from both sides.

13. *Mr. Briki* said that the Group of 77 had been disappointed to learn that no agreement had yet been reached in the Employers' group. The 77 were aware of the difficulties in the Employers' group but the situation, without wishing to attribute responsibility for it to one or other of the factions of the group, could only be described as regrettable. This failure of the negotiations was even more disappointing because, for the second consecutive year, the Employers had been granted the privilege of having the members of the former Working Party join the negotiations, which was expensive for the member States. He was convinced that some of the Employers recognised that it would be dangerous to leave the situation within the group unresolved. On behalf of the Group of 77, he wished to address a new appeal to the Employers that they resolve their problem before June 1985 so as to avoid a dangerous situation within the Organisation.

14. The Group of 77 had also asked him to thank the Director-General warmly for the efforts he had made over recent months in the context of his "good offices". He wondered if it would be possible for the Director-General to undertake initiatives – equally intense to those he had made with positive results in the case of a member State not yet included in a regional protocol (see later, paragraph 20) – in relation to the Employers' problem and that of the American region.

15. *Mr. Joukov* (Government, USSR) drew the attention of the Delegation to a matter which was of great concern to his Government. This was the fact that, while the problems within the Employers' group were not solved, his country was deprived of the possibility of taking part in discussions on a tripartite basis on an equal footing with other member States. Among the representatives of his country, one group was discriminated against. The credentials of the Employer representatives of his country, even though they had been appointed according to the rules, were not properly recognised and the right of election to the Governing Body was denied to them. This was because the Employers' group refused to recognise realities in the present state of the world; he would have hoped to see a greater degree of co-operation within the ILO. In reply to *Mr. Oechslin's* comparison between diplomacy and collective bargaining, he thought there was not such a big difference. What was sought was never obtained, but a positive result was not possible if one of the parties refused to budge. In conclusion, he supported the proposal of *Mr. Briki* to request the Director-General to assist in resolving these problem with the same energy he had devoted to the situation of a member State not yet included in a regional protocol.

16. *Mr. Muhr* (Worker, Federal Republic of Germany), spokesman for the Workers' group, wished to repeat what he had said in 1984, namely that the idea of group autonomy, which would not permit one group to interfere in problems which had arisen in another group, included within it also an obligation to the whole of the ILO. He therefore appealed to all

parties to bear this responsibility in mind and to propose positive solutions which would lead to the satisfactory resolution of the outstanding questions.

17. *Mr. Oechslin* noted these various statements and promised to bring them to the attention of the members of his group. Concerning the "good offices" of the Director-General, these were provided for in a decision of the Conference and the Employers, while recalling that the problem in question was one of substance, would fully welcome his assistance. *Mr. Fasanya* (Government, Nigeria) thanked *Mr. Oechslin* for his statement and expressed the hope that positive results would come out of it.

18. *Mr. Kirubanathan* (Government, Malaysia) also thanked *Mr. Oechslin* for having favourably considered the possibility of assistance from the Director-General. He thought that it was perhaps unfortunate that certain problems had arisen which somewhat obscured the very important questions which the Conference had in mind when it decided to establish the Delegation.

19. An exchange of views took place between the Chairman, *Mr. Briki*, *Mr. Joukov* and *Mr. Oechslin* concerning the proposal by *Mr. Briki* that the Director-General exercise his good offices with respect to the problems of the American region and the Employers' group. The Delegation decided to request the Director-General to exercise his good offices with respect to these two problems through contacts with the groups in question and, of course, with their full agreement.

#### *Position of a Member State Not Yet Included in a Regional Protocol*

20. The Chairman introduced a paper (Appendix II) reporting on contacts held between the interested parties under the auspices of the Director-General in accordance with the good offices entrusted to him by the Conference at its 70th Session with a view to reaching a solution to the problem caused by member States not included in regional protocols. The solution canvassed by the paper was one of adding to each of the four existing regions a seat or fraction of a seat in order to accommodate both Member States not yet included in a regional protocol as well as States which may join the ILO at a later date.

21. *Mr. Muhr* was not absolutely sure whether the mandate of the Delegation would allow it to take a concrete position on the proposals made in the paper. He thought it more appropriate for the Delegation simply to take note of the proposals and to submit them to the Conference for further consideration. A second preliminary consideration was the timeframe which governed this question.

22. Since his group had not been able to meet to consider the document, the views he would express on the document were rather personal in nature and he would give the views of the group as a whole at the May meeting of the Delegation, when a final decision could be taken on whether the document should go forward to the Conference. He could not associate himself with remarks in paragraph 7 which could be read to imply that individual regions were entitled to decide which members they were prepared to accept and which they would not accept. This seemed to him

to be contrary to the idea of regionalisation and against the principles which would apply to the new structure of the ILO. Nor could he accept the view that the Conference had made a formal decision that the regional protocols could not be reopened. While certain groups might have taken this view, there was no such decision by the Conference.<sup>1</sup>

23. *Mr. Oechslin* was in a similar position to *Mr. Muhr* in that his group had not yet had an opportunity to meet to consider the paper and that the views he was expressing were personal in nature. Like *Mr. Muhr*, he also wondered what action the Delegation should take on the paper, bearing in mind that its mandate was to encourage the resolution of problems rather than to adopt proposals. So far as he was concerned, while the Employers' group would be prepared to make a sacrifice in order to assist the Government group in solving its problems, he doubted that increasing the size of the Governing Body was necessarily the best solution to such problems. He felt that acceptance of the proposals in the paper implied that the Government group was entering into a process of distribution of seats rather than election to seats, and he would have to state that the reasoning behind this could not be applied to a non-governmental group. However, he thought that if the proposal would make it possible to solve the problems of structure more rapidly, his group would not stand in the way.

24. *Mr. Fasanya* thought that the Delegation would have to give serious consideration to the proposals made in the paper at its May meeting. He thought the paper offered a practical solution to the problems at hand. While these problems were of a political nature, it had to be borne in mind that similar problems to that faced at the present time by one region could equally apply to other regions in the future. It was therefore appropriate to propose the addition of supplementary seats for each region.

25. *Mr. Heldal* considered that the paper was very useful, particularly as it dealt with a general problem in a general way. There were in the world today a number of States which were not Members of the ILO and could become Members at any time. They had to be covered under the new system. The extra seats proposed would not, of course, be utilised at every election for non-included States, but only when it was the turn of such States to serve on the Governing Body. The solution proposed would also obviate the need to revise protocols or constitutional provisions every time a new country joined the ILO. He thought that if such an approach were adopted, there was a very good chance that this particular problem could be resolved before the forthcoming session of the Conference.

26. *Mr. Briki* also found the document "receivable", particularly since it had resulted from informal consideration of earlier drafts by members of the

<sup>1</sup> In reply it was explained by the Secretariat that it had not been intended that an implication that regions could arbitrarily accept or reject countries might be read into the paper. On the contrary, under the framework of future article 7, any departure from the geographical delimitation of the regions would have to be based on the mutual agreement of all those concerned. As to *Mr. Muhr's* second point, this was based on a misprint in the paper which had since been corrected.

Delegation and other interested parties. He hoped that the document could be studied before May and, meanwhile, draft amendments prepared to give effect to the proposed system for submission to the Conference, if acceptable. He thought that this might be done, for example, by adding a new paragraph to article 7 establishing a method of allocating the extra seats created between those States not included in a regional protocol.

27. *Mr. Mejía-Ricart* suggested a possible alternative to the proposal made in the paper before the Delegation. While he looked favourably upon this proposal and felt that it went in the right direction, he feared that there might be some difficulties due to the *de facto* reopening of the internal distribution of government seats within the regions, a question upon which agreement had only been reached with great difficulty. He would not wish to see this agreement come to nought as a consequence of the addition of two seats to the Government group. He believed that similar difficulties might also confront the non-governmental groups. He wished therefore to propose an alternative solution, one which he thought was simpler and perhaps more efficacious. He had in mind a new article which would give to any non-included State that fraction of a seat to which it would be entitled under the criteria established by future article 7. Thus, instead of creating new seats, his solution would provide for the *possibility* of establishment of a seat *whenever necessary* (perhaps every six years) to accommodate non-included States. Accordingly, while the normal number of government seats would be 54, it could on occasion be 55, or perhaps 56. The balance between the Government group and the non-Government groups could be retained through a system of weighted voting whenever the number of government seats was above 54. He noted that voting was in any case rather rare within the Governing Body.

28. The speaker suggested a text along the lines of the following:

#### *Article 7 (transitory)*

Any member State which is not included in a regional protocol shall, until such time as it is so included, be allocated that fraction of a seat to which it would be entitled under the criteria provided by article 7(3) of the Constitution (viz. number of countries, economic activity and population). Such member State shall participate in the Governing Body in periods which would correspond to the size of its seat entitlement. When, as a result of such transitory arrangements, the number of Government members in the Governing Body is greater than 54, parity between the Government group and the non-governmental groups shall be assured by weighted voting.

29. *Mr. Muhr*, speaking in reply to *Mr. Mejía-Ricart*, stated that his group would not be able to accept the proposal that had been made. His group was not prepared to apply the method of weighted voting either in the Conference or in the Governing Body, both of which contained a fixed number of seats, the number and distribution of which were based on specific criteria. He could not consider it a practicable proposal given that the periodicity of election to the Governing Body for each Member State was not constant and identical; but rather, under the new protocol system, would vary from region to region.

30. *Mr. Oechslin* agreed with *Mr. Muhr*. Additionally, apart from methodological problems, there was a point of principle: the suggested proposal would institutionalise an imbalance between the groups. This was not acceptable to the Employers' group.

31. *Mr. Joukov* described the document before the Delegation as an extremely complex one which required serious attention. While it was the result of consultations between interested parties, the amount of time spent on consultations had inevitably been somewhat limited. The group of countries which he represented had not yet had the opportunity to fully consider the document and thus his comments were of a personal nature. He thought, first of all, that while the document was designed to deal with the problem of a country which was not yet included in any regional protocol, the solution proposed dealt with a broader and more basic question. This was perhaps a logical flaw. He had also noticed that throughout the document references were made to the idea that the existing protocols should not be revised or, if they had to be revised, that they should be revised as little as possible. However, a decision to add, say, four additional seats to the Governing Body would, by its nature, affect the regional protocols, and in this respect he recalled difficulties that had arisen when the original protocols were drafted. He thought that the document should be studied carefully before any decision was taken on it.

32. *Mr. Ferrari Bravo* (Government, Italy) considered the paper an important contribution in the right direction which would have to be considered very carefully. As a preliminary reaction, he noted with approval the importance given to reaffirmation of the principle of the universality of the Organisation and the eligibility of all member States to participate in the Governing Body. He also thought it important that in practical terms the document did not seek to reopen the regional protocols already concluded. The protocols, of course, allowed for adjustments on the basis of mutual agreement but to reopen them would prolong the structure exercise intolerably. Thirdly, he considered it important that the principle of election was preserved. He thought the solution proposed was helpful even to regions which might not receive applications from non-included States. There were, however, many questions and problems remaining and these would have to be examined before May. There was especially the problem of implementation of the proposal, particularly in his own region which had more than one protocol. Of course, the proposed ingenious solution, which calls on the goodwill of all concerned, could be implemented only by consensus among all the interested parties.

33. *Mr. Briki*, now speaking on behalf of the Group of 77, said that the Group had had an opportunity to hold a short meeting to consider this question. The Group had reacted favourably to the proposal made by the Director-General and considered the Secretariat paper to be an encouraging outcome of the exercise of his good offices. The Group considered that the paper would have to be studied more thoroughly at all levels of government. The Group hoped, moreover, that the Office might submit for consideration at the Delegation's May

meeting a legal text designed to put into operation the proposed solution in the context of the constitutional amendments to be adopted by the Conference.

34. After an exchange of views between the *Chairman, Mr. Heldal, Mr. Oechslin, Mr. Joukov and Mr. Muhr*, it was agreed that such a text should be submitted by the Office before the May meeting of the Delegation without this implying that the proposal outlined in the Secretariat paper had been approved by the Delegation at this stage.

#### FUTURE MEETINGS

35. It was agreed that the next meeting of the Delegation would take place on 31 May and, if necessary, on 1 June 1985.

Geneva, 27 February 1985.

(Signed) F. JIMÉNEZ DÁVILA,  
*Chairman and Reporter.*

#### APPENDICES

##### APPENDIX I

###### LIST OF PARTICIPANTS

###### *Chairman:*

Mr. Jiménez Dávila (*Argentina*).

###### *Government members:*

Algeria (Mr. Briki, Mr. Mammeri, Miss Touati).  
Dominican Republic (Mr. Mejía-Ricart, Mr. Suazo).  
Italy (Mr. Ferrari Bravo).  
Malaysia (Mr. Kirubanathan).  
Norway (Mr. Heldal, Mr. Utheim).  
USSR (Mr. Joukov, Mr. Orlov).

###### *Advisers:*

Mr. Balakrishnan (*India*).  
Mr. Fasanya (*Nigeria*).  
Mr. Taha (*Egypt*).  
Mr. Tikriti (*Iraq*).

###### *Employer members:*

Mr. Georget (*Niger*).  
Mr. Oechslin (*France*).  
Mr. Mardoniev (*USSR*).

###### *Worker members:*

Mr. Muhr (*Federal Republic of Germany*).  
Mr. Soubotine (*USSR*).

##### APPENDIX II

###### THE POSITION OF A MEMBER STATE NOT YET INCLUDED IN A REGIONAL PROTOCOL

1. The present note has been prepared in the framework of the "good offices" entrusted to the Director-General by the Conference at its 70th Session, with a view to helping reconcile positions on the outstanding questions in the intervals between meetings of the Conference Delegation. It has been prepared after informal contacts on the basis of a preliminary outline and is submitted to the Delegation with the authorisation of its Chairman.

2. The solution of the problem of a State not yet included in a regional protocol must be found within the

limits set by a series of complex, and in some respects contradictory, constraints which must be briefly recalled.

3. *The first such constraint is the timeframe fixed by the International Labour Conference.* The conclusions of the Conference Committee on Structure, as well as the positions taken by various groups, manifest an intention to see the adoption at the 71st Session of all the amendments designed to implement the structural reforms. This timetable limits the solutions which might be considered. It should be recalled that the questions placed on the agenda of the 71st Session of the Conference concerning revision of the Constitution have been defined exactly, in accordance with article 46(2) of the Conference Standing Orders and thus specifically provide that the amendment of article 7 of the Constitution shall comprise, in particular, the replacement of "the figures 'fifty-six', 'twenty-eight', 'fourteen' and 'fourteen' specified in paragraph 1 of the article by the figures 'one hundred and eight', 'fifty-four', 'twenty-seven' and 'twenty-seven' respectively". This means that any solution resorting to additional *regular* seats would be impossible in 1985 because of the need to respect the four months' notice required by article 15 of the Constitution and article 46(1) of the Conference Standing Orders for the inclusion of an item on the agenda; or, more precisely, such a solution could only be envisaged if the Governing Body were prepared before 28 February next to place a supplementary question on the agenda of a special session which could immediately follow the 71st Session.

4. *The second constraint comes from the mandate given by the Conference.* In its Conclusions establishing the mandate of the Delegation and of the Director-General, the Conference, in addition to the outstanding problems, referred to that of "the situation of a member State which is not yet part of any regional protocol". By virtue of the generality of its terms, this wording covers both the case of the two States already Members who, for different reasons, are included neither in the protocol for their geographical region, nor in any other protocol (Israel, Solomon Islands) and also the case of future new member States.

5. Moreover, the mandate seems to be based on two further postulates.

6. The first of these is that the existing protocols should not be touched, or more precisely, that the solution to the problem should not be dependent on their revision. The Conference has implicitly treated the protocols already concluded as settled, while at the same time recognising the absolute need to safeguard the inherent rights of any member State not included. This approach derives from political—rather than legal or constitutional—considerations flowing from the very great difficulties involved in drafting these protocols. It seems in any case to be shared by all the interested parties. It makes it difficult to avoid, in one form or another, the addition of supplementary seats; it is scarcely possible to see how it would otherwise be possible to provide in every case an effective guarantee of eligibility for participation in the work of the Governing Body to States not yet included or who join the Organisation in the future, without touching the existing protocols or the internal distribution of seats provided for by the protocols. In order to reconcile this necessity, so far as possible, with respect for the timetable referred to in paragraph 3, and with the principle of the "package", it has been suggested that the Conference might in 1985 adopt the amendments already on the agenda and, at the same time, a resolution placing on the agenda of the 72nd Session a complementary amendment on additional seats, it being understood that the pace of ratification would be likely to quicken after the adoption of the latter amendment.

7. The second does not perhaps flow directly from the wording, but seems to be inherent in both the status of Member and the system arrived at by the Working Party and approved by the Conference. According to this system, each Member has an entitlement to be eligible to participate in the Governing Body and, to that end, to be covered

by a protocol. This protocol is normally that of the region to which the Member belongs geographically, subject only, no doubt, to the consent of the State concerned which might, for a number of reasons, request to be associated either temporarily or permanently with another region for the purpose of the composition of the Governing Body, and to wishes—which may be incompatible—of the region of origin or of the proposed receiving region. If adjustments to the principle of geographical delimitation are to be available so as to take such special cases into account, they may be made only with the agreement of all interested parties. This is precisely the principle incorporated by the Working Party into future article 7(3)(a) of the Constitution, according to which the distribution of seats between the four geographical regions will “be adjusted, if necessary, by mutual agreement”.

8. The entitlement of a State already a Member of the ILO to be included in a protocol may, however, be negated by difficulties in reaching “mutual agreement”. For new member States their entitlement might be temporarily blocked by the difficulty of revising the protocols. It is therefore difficult to reconcile perfectly respect for the entitlement of a State to be party to a protocol and the wish expressed at the Conference that the existing protocols not be touched and that the adoption of the constitutional amendments not be indefinitely postponed. Moreover, even if such an absolute reconciliation could be attained, this would only be precarious given the predictable admission of new States. In the absence of an ideal solution—which would in fact mean that the problem was solved, either by mutual agreement on adjustments or by revision of the protocol, according to the case—it is necessary to seek a solution which safeguards the entitlement of each State to be eligible to be part of the Governing Body, even if it is not yet included in a protocol, without, however, perpetuating its state of non-inclusion.

9. Without necessarily excluding other possibilities, it would appear at this stage of the consultation process that a solution which may satisfy the various constraints is a variation of one of the formulas previously considered. This would consist of adding directly to each of the existing four regions a supplementary seat or fraction of seat, so as to allow each region to make place for new States or to accommodate requests from States belonging to another region who would wish to be associated with it temporarily or otherwise, for the purposes of composition of the Government group of the Governing Body, while modifying as little as possible, or not at all, the existing protocol of the receiving region. This solution needs to be elaborated in two respects.

10. The first concerns the *nature and number of these additional seats*. If the choice were to fall on additional regular seats it would clearly be necessary, so as to maintain the balance between the three groups, to increase the number of Employer and Worker seats by a corresponding proportion, in accordance with the classical formula. Such a solution would obviously mean that the number of additional governmental seats would be at least *two*, that is half a seat for each of the four regions.

11. The second point concerns the *method of allocating these seats*.

12. Two opposing considerations must be reconciled in this connection. On the one hand, the attribution of these seats should not be the subject of an additional protocol, first because this would again give rise to the difficulties which it is the aim to avoid, and secondly because the maximum of discretion should be left to each region. On the other hand, there is the need to guarantee that the additional seat, whenever it falls to a particular region, will be utilised in the first place for non-included States at intervals which will not give them an advantage over comparable States included in the regional protocol. It is doubtless neither necessary nor desirable to deal with the methods of this attribution in the Constitution (assuming

that these additional seats are regular ones). The Constitution might be limited to the general principles, leaving the details possibly to the Standing Orders.

13. Of course, if this solution may *facilitate* acceptance by the receiving region of the request of a State which wishes to be associated with it temporarily for the purpose of the composition of the Governing Body, it does not *guarantee* as much. Such acceptance would depend in the last resort on the willingness of the receiving region, for even if such acceptance does not imply the revision of the existing protocol, it might appear as a sacrifice indirectly accepted to the advantage of the region of origin. It should be recalled in this connection that the four regions are not all in the same position in relation to the number of new States which they might expect to have to accommodate in the future.

6 February 1985.

#### Report of the Fifth Meeting of the Conference Delegation on Structure

(Geneva, 31 May 1985)

1. The fifth meeting of the Conference Delegation on Structure, established by resolution of the 69th Session of the International Labour Conference, was held in Geneva on 31 May 1985. A list of those attending is set out in Appendix I. *Mr. Jiménez Dávila* (Argentina) was Chairman and Reporter of the Delegation. The draft report of the fourth meeting, as amended, was adopted.

#### REPORT OF THE DIRECTOR-GENERAL

2. *The Chairman* informed the Delegation that the Director-General was present at the meeting in order to report on the good offices he had undertaken in connection with the three outstanding problems, viz.: the position of a member State not yet included in a regional protocol, conclusion of an American regional protocol, and the composition of the Employers' group in the Governing Body. At the request of the Delegation, the statement of the Director-General has been reproduced in Appendix II.

3. After the Chairman had thanked the Director-General very warmly for his report, he paid tribute to the impressive work done by the American region, under the leadership of its co-ordinator, Ambassador Crespo, towards reaching agreement on a regional protocol. He addressed an appeal to the members of the region, through the co-ordinator, to continue their efforts to reach agreement on a regional protocol. The Chairman hoped that work could be finalised, in respect of all three outstanding questions, at the forthcoming session of the Conference.

4. *Mr. Oechslin* (Employer, France), spokesman for the Employers' group, said that the employers had listened carefully to the statement of the Director-General and that they wished to meet together to discuss it.

5. *Mr. Muhr* (Worker, Federal Republic of Germany), spokesman for the Workers' group, noted that since the Workers' group had solved its own problem some years ago, it had simply been an



interested observer at these meetings. The group had hoped that other groups might be able to follow its example. He thought that through the good offices of the Director-General following the last Conference, solutions were closer to being reached, for which the Workers' group was grateful. He hoped that the Director-General could continue his efforts so that the 71st Session of the Conference could finalise the amendments; confidence in the Organisation depended to a great extent upon the solution to the problems of structure. He appealed once again for all groups to be ready to reach agreement through compromise, if necessary, as the Workers' group had done, without having views imposed upon them. This was the only way in which problems could be satisfactorily solved.

6. *Mr. Crespo* (Bolivia, co-ordinator for the American region) wished to thank the Director-General on behalf of the American region for the ceaseless efforts he had made over the recent months towards reaching agreement on the distribution of seats in the Governing Body. The American region was close to agreement and needed only clarification from the CARICOM countries which had reserved their position *ad interim*. He hoped that a compromise solution would soon be forthcoming; the group would meet during the day to continue its work. He added that the additional half seat proposed for the region in connection with the solution to a different question had a direct bearing on the problem of the American region. If a reasonable guarantee were forthcoming that this half seat would actually come to pass under the new Constitution, it would help the region solve the "arithmetical" problem with which it was faced. He promised to transmit to the region the appeal made earlier by the Chairman.

7. *Mr. Yahia Briki* (Government, Algeria) was pleased by the statement of the Director-General who, after placing before the Delegation proposals on the position of a State not covered by a protocol, had exercised his good offices in relation to the two other problems. He has done so not only through consultations but also through personal reflection, and the ideas he put forward would help in the search for solutions. The definition of the function of employer was useful; in fact without such a definition the Briki formula would be somewhat lame. The efforts made by the Director-General in relation to the American region were also remarkable. It would be helpful for the Director-General's statement to be distributed as a working paper. The employers had not yet made known their views but the question of a definition would certainly interest them.

#### REPORTS FROM GROUPS

8. After meetings were held by the various groups, the following reports were made.

##### *Protocol for the American region*

9. *Mr. Crespo* regretted that, owing to lack of time, the American region had not been able to take its discussions further. Additionally, certain delegations needed to consult their capitals. Accordingly, further meetings would be held, some at the level of Labour Ministers, during the forthcoming Confer-

ence in the hope that the protocol would then be finalised.

##### *The Employers' group*

10. *Mr. Oechslin* stated that the meeting of the Employers which had taken place that morning was the latest in a series of internal contacts and consultations which had taken place since the end of the last meeting of the Delegation. Thus every effort had been made towards reaching agreement within the group. But the differences in positions remained. He requested that (a) the text, with its preamble, of the Principles concerning the Mandate of the Employer Members of the Governing Body, approved by the majority of the group, (b) the proposal of *Mr. Sarecz* (Employer, Hungary), (c) the note by the Employers' group on this proposal be reproduced for ease of reference as an annex to this report so that the situation in the group was described more clearly.<sup>1</sup>

11. He felt compelled to recall in a somewhat detailed way the fundamental differences within the group. Some Employers (the socialist Employers of the East European countries) believed that it was necessary to guarantee the employers of certain countries a right of representation in all ILO organs. This was a condition precedent to any improvement in the relationship between employers at the Conference and elsewhere. The other Employers maintained a rather different viewpoint. The position of a non-governmental group in an international institution like the ILO could not be compared with the position in an intergovernmental organisation. What the majority wanted, in the tripartite structure of the ILO, was to establish a group which would function as a counterbalance to the workers. But the roots of such a group could only come from a real election and not a fictional one. It required an element of choice. Of course the Employers recognised, and perhaps this had not been sufficiently taken into account, that the element of choice had certain limits, especially as a result of the new drafting of article 7 of the Constitution (the Briki formula). This element therefore had a definite legal scope. But the other consideration, equally acknowledged in this text—the autonomy of the groups—also had a precise legal ambit. This led to reflection on the definition of the term "employer". In this connection, the group had carefully studied the statement of the Director-General. It contained some interesting elements but there were certain gaps. One interesting element was the idea of solidarity necessary within the group. In the statement this solidarity was presented as a consequence of the specific function of employer. It was also suggested that it would not be consistent to make preferences alien to that function a predominant element in elections. The Employers shared this view, and in the Principles concerning the Mandate of the Employer Members of the Governing Body it was made clear that the electoral considerations "apply irrespective of the type of enterprises represented by the employers' organisations of the various countries". Thus the Employers had never suggested that it would be proper for elements alien to the function of employer, considered not as a philosophical concept or in general terms, but rather

<sup>1</sup> These texts are to be found in Appendices III, IV and V.

from the practical point of view, to be taken into account within organs of the ILO and especially at the Conference. An element which was missing from the statement of the Director-General, on the other hand, was that of the independence of expression of the Employer representatives vis-à-vis the other constituents of the Organisation: Governments and Workers. This notion of independence was a corollary to those of solidarity and specificity. All these considerations, which might appear abstract, had to be applied in concrete cases. But the basic element was the attitude of delegates at the Conference. It was in this context that the various considerations had to be weighed up and only the Employers' electoral college of the Conference was in a position to do this. The statement of the Director-General was aimed at facilitating this work within the Employers' group. But it should be said that if the Employers were ready to join discussions which might clarify the situation, decisions and choices could only be made within the group: there was no question of elaborating a concept of employer on a tripartite basis.

12. This was, then, the position of the majority of the Employers' group, based on an appraisal of the facts. This position excluded nothing because nothing prevented any group of employers from satisfying the criteria. It was of course clear that these criteria related to questions which were in the ILO's field of competence. But, like all large organisations, the Conference sometimes, too often perhaps, dealt with questions which did not concern relations between employers and workers with regard to which these criteria would not apply. But they had to be respected at least in relation to labour questions. Therefore, the Employers would seek to improve the functioning of the group in order to encourage the practical application of this "independent solidarity", which found its *raison d'être* in the tripartite structure of the ILO.

13. Moreover, it would seem that the first approach in the Director-General's paper need not be pursued. It presupposed the germ of an agreement on principles which unfortunately did not exist. And, while the employers had not had time to study it in depth, the paper would seem to imply a certain right of control by the Conference over the groups, which he could not accept.

14. In concluding, he stated that despite the differences, the discussions had taken place in a good atmosphere and that progress was still possible.

15. Mr. Mardoniev (Employer, USSR) agreed with Mr. Oechslin's report concerning the thorough meetings which the Employers' group had held. The group had made a full examination of all positions. He recalled that the positions examined were not new. Unfortunately no progress had been made by the group towards eliminating the obstacles which stood in the way of meaningful co-operation. The main reason for divergencies in the Employer's group was not so much the failure to find a common definition of the term "employer" as different approaches to what an international organisation should be. His understanding was that an international organisation presumed and provided for the equal rights of all its Members, that was to say, equitable participation in seeking solutions to prob-

lems through fair representation of all Members in the principal organs of the organisation. On account of this, the directors of undertakings in socialist countries had consistently stated that until the principle of equitable participation for all directors of undertakings in the principal organs of the ILO was applied, co-operation within the Employers' group would continue to be difficult. The underlying problem was the need to ensure fair representation for all countries—capitalist, socialist and developing—in the principal organs of the ILO.

16. Unfortunately, he continued, the consultations which had taken place within the Employers' group had not given any cause for optimism. The position in the group remained as it had been before the last Conference. As a representative of the directors of undertakings of the CMEA countries, he would continue to insist upon guarantees to ensure that their interests were taken account of in elections to the Governing Body. He recalled that in the last ten years his colleagues from socialist countries members of CMEA had repeatedly made specific and concrete proposals aimed at breaking the impasse. These proposals had taken into account the interests of all members of the Employers' group. However, having agreed to the inclusion of the Briki formula in the internal rules of the group, the majority had refused to work out a practical system that would permit full implementation of it. Instead they wished to impose an approach whereby in order to be elected to the Governing Body representatives of the directors of socialist undertakings had to agree with them (i.e. the majority) on so-called technical questions. The right of the directors of undertakings in socialist countries to be duly represented on the Governing Body could not be subject to any conditions. The quickest way to create trust and normal co-operation in the Employers' group would be to cease the discrimination and prejudice that currently existed against certain Members. The representatives of the directors of undertakings in socialist countries intended to defend their position at the forthcoming Conference. Without a satisfactory solution to the problems that concern the socialist countries, the ILO structure would continue to be unsatisfactory. They would be prepared to examine seriously any constructive proposals aimed at ensuring that the composition of the Employer's group of the Governing Body corresponded to the realities of the present world.

17. Mr. Fasanya (Government, Nigeria) had listened carefully to the report of the Employers' group, which appeared to be unconcerned about the passage of time. Abstract rules of the ILO could not be seized upon to justify inflexible positions. The procedural and structural rules applying in the ILO had been bent in the past, as for example in the case of the appointment of States of chief industrial importance. However, while the Workers' group had co-operated in the structure exercise, the Employers' group had not made progress and continued to consider itself as a waterlight compartment, citing the rule of autonomy of groups. There must be co-operation between the groups. The wisdom set down in the Director-General's report should prevail. He asked what were the intentions of the Employers' group in relation to the extra seat it would receive if the possible solution to the problem of member



States not yet included in a regional protocol were adopted.

18. *Mr. Georget* (Employer, Niger), replying to Mr. Fasanya, thought that some sort of attempt was being made to put the Employers' group on trial. He wondered whether the preceding speaker had properly read the Sarecz proposal under which account should be taken of economically active population, type of management and GNP. On such a basis, it would always be the large countries which would decide on the membership of the Governing Body. The developing countries could not accept such a formula and had asked for counterproposals. Moreover, how could anyone vote for someone who could state that "in the technical committees I would always vote with the Workers"? It was not democratic for speakers to make threats at a time when reconciliation was being sought. The Employers had their own role in the framework of tripartism and group autonomy. They would report to the Conference as Employers and would continue to seek solutions within the group. They had no objection to a definition of the concept of employer and to its application within the Briki formula, but the real problem was one of attitude. A rapprochement had to be found in the context of the technical committees. Good faith was not lacking but it was essential for Governments to give encouragement to the Employers rather than put them in the dock.

19. *Mr. Fasanya* wished to make it clear that that he was not an "enemy" of the Employers' group: his only interest was to see progress recorded on this subject. He had simply wished to state that in order for there to be progress, concessions had to be made by all sides. It was not enough to refer to abstract rules—rules were bent all the time in the interest of accommodation. It was essential to face realities and take account of them.

20. *Mr. Joukov* (Government, USSR) had listened with interest to the information given by Ambassador Crespo concerning the efforts made by the countries belonging to the American region to conclude their protocol. His impression was that considerable work had been made with a view to solving the problem satisfactorily. He had also listened to the Director-General's statement, although he had not yet been able to study its contents properly. Since the last meeting of the Delegation various contacts had been made, including during the course of that morning, concerned with working out a definition of the concept of employer. Although it was apparent that such a definition was of interest, in his opinion it was principally academic. The problems the Delegation faced were of a practical nature and the document (i.e. the Director-General's statement) was not clear as to how the practical problem of representation of the Employers' group in the Governing Body would be resolved. Without any change in the internal rules of the Employers' group, it would scarcely be possible to proceed from "dynamic guarantees" to normal guarantees which would ensure the solution of the group's problems, taking into account the interests of all parties. On the basis of the statements of the Employers' group, his understanding was, as previously, that the proposals by representatives of directors of socialist undertakings had not been taken into account. He had again

read the Sarecz proposal carefully and had not found anything in it that would prevent the Employers of small countries from being elected to the Governing Body. The proposal had unequivocally spoken of a certain number of criteria which candidates of countries or groups of countries would satisfy. His position on the problem was sufficiently well known and he would not repeat it. He wished, however, to remind the Delegation that in the absence of an acceptable solution to the problem, he would not be able to support the structure package. A successful solution to the question of structure would considerably help create a healthy atmosphere in the organisation.

21. As for countries not covered by any regional protocol, he thought the question was very complex. Further careful study and discussion by all parties was needed. Such discussion would not be possible in the course of the current meeting and consequently it would be better to postpone consideration of the question. In conclusion, he said that he did not object to the proposals made to the effect that the Director-General continue his good offices during the Conference. It was his understanding that specific and concrete proposals would be made in order to try to resolve the remaining problems. In his opinion, the Director-General's report on the American region was a good example of a useful approach.

22. *Mr. Muhr*, referring to the request made earlier by Mr. Oechslin, asked if the internal rules approved by the Workers' group in 1983 could also be annexed to the report for ease of reference (see Appendix VI).

#### THE POSITION OF A MEMBER STATE NOT YET INCLUDED IN A REGIONAL PROTOCOL<sup>1</sup>

23. *Mr. Yahia Briki* considered that this question should be taken up by the Conference. No delegate nor regional group within the Group of 77 had rejected the proposed amendments, but some members of the Group had asked for time for reflection and consultation. Moreover, there appeared to be insufficient time for the Delegation to discuss the texts of the amendments. At the Conference, it would be possible to discuss them and to establish, perhaps, a restricted group to finalise them. He said that while his Government would propose amendments to the texts, once there was agreement on the general principle, a drafting committee would doubtlessly be able to reach a satisfactory solution.

24. *Mr. Oechslin* noted that while the problem related to one group, the proposed solution, i.e. an increase in the number of members of the Governing Body, concerned all groups. The Employers therefore wished to be involved in the further examination of this question at the Conference.

25. *Mr. Muhr* said that while the Workers' group had not yet discussed this question, he had no doubt that the group would accept the proposal. He suggested making the title of the question more general, i.e. "The position of member States, etc."

<sup>1</sup> See Appendix 7.

26. In reply to a request from *Mr. Konate* (Government, Senegal) for clarification on the position of a member State not yet included in a protocol, a representative of the *Director-General* thought that two possible situations could be envisaged: on the one hand, that of a State which was geographically part of a region, but which, for one reason or another, was not included in its protocol and, on the other, that of a State which did not exist or was not a Member of the ILO when the protocol came into force. *Mr. Konate* believed the second possible situation should be excluded because a new State had perforce to be "born" in one or other of the regions. In fact, the document was directed at the first possible situation, which concerned one State, or, at the most, two. It could be asked, then, if it was really necessary to devise an amendment of universal scope to deal with one special case. The representative of the *Director-General* replied that *Mr. Konate* was assuming that every State which was part of a region was directly or indirectly covered by a protocol. The problem was, however, that the protocols were concluded between the governments of States, designated by name, who were already Members of the ILO. It was therefore not enough for a State to be "born" in a region, it also had to be a member of the region in its capacity as a State Member of the Organisation.

27. *Mr. Hødal* (Government, Norway) wished to stress, as he had at the last meeting, that the document dealt with a general matter in a general way and was important and useful for governments in more than one respect, as the American regional co-ordinator had already mentioned. There were a number of advantages in the document and his belief in it had been strengthened since the last meeting. It had been discussed that very day within the IMEC group of countries and had received a favourable reception. He appealed for all concerned to reach a conclusion on the document, so that work on it could be completed at the forthcoming session of the Conference. He hoped that all the work on the structure question could be completed at this session of the Conference and he reminded the meeting that the structure "package" contained something for every group in the ILO. While it was in the nature of a compromise, its advantages outweighed its "problems". If the package were handed from one session of the Conference to the next, it would collapse. The outstanding questions should be dealt with now.

28. *Mr. Kirubanathan* (Government, Malaysia), in response to the remarks of *Mr. Konate*, said that he was under the impression that the African region had not rejected the proposed solution on the position of member States not yet included in a regional protocol. More generally, he thought that the extremely lengthy and slow negotiations on structure had left many observers angry, frustrated and disappointed. These were fundamental aspects of the Organisation's life and the lack of progress on these questions was a negative element in the debate in many capitals, particularly in the developing countries, about the future direction of the ILO, the benefits States received from its programmes and so on. The situation should not be allowed to drag on in this inconclusive way. The credibility of the Organisation was at stake.

29. *Mr. Konate* replied that Africa had perhaps not objected to the proposed amendments, but that the region had promised only to study them, which for the time being excluded any conclusion. If the proposal was limited along the lines of the explanation provided, that was one thing. But if there was another purpose, a different instrument would be needed: a sort of "gentlemen's agreement" to deal with a particular political situation. The Conference would provide the opportunity to look again at these aspects. The Government of Senegal was not against a consensus solution and was in favour of dialogue, but it wished to ensure that privileged positions were not established or particular situations formalised. Therefore, he would reserve his right to request further clarification, without taking a position either for or against.

30. *Mr. Fasanya*, agreeing with the logic of the previous speaker, noted, however, that all groups, including the African region, would benefit from the extra seats proposed, as the American co-ordinator had pointed out. This was so even if the original problem had concerned certain States only.

31. *Mr. Yahia Briki*, speaking on behalf of the Group of 77, had to recall that already at last year's Conference the Group had thought that the discussion had dragged on for too long and the possibility of finding other ways of dealing with the question of structure had been raised. A majority of members had not wished to embark immediately into a period of violent confrontation and the Group had decided in favour of the extension of the mandate of the Delegation, and of maintaining the principles of consensus and "package". But it had been made clear that this year it would have to be decided if those principles of negotiations would remain. It would thus be a new situation; the Group of 77 would no longer be bound by these principles of negotiation and could then choose any means appropriate to deal with the question.

32. This change of attitude did not mean that the Group of 77 had lost patience, but it did mean that the structure package could not be totally blocked because some constituents refused to make changes. The great majority of Members wanted to see changes made and they had the right to see their wishes realised for the good of the ILO. The Group of 77 would seek dialogue and consensus up to the last minute, but at a certain point would have to decide what action to take.

33. This was not to be construed as a threat. It was simply a logical démarche. Group autonomy existed and must go on existing, but not so as to injure the Organisation and make it lag behind because of the attitude of a few. The 77 were not naughty children pursuing at any price a goal the rest of the world did not yet desire. They would do all they could to encourage the parties involved to reach agreement. But it was not impossible that, after a thorough examination of the situation, they would join together to take decisions which would not be to everyone's liking.

Geneva, 4 June 1985.

(Signed) F. JIMÉNEZ DÁVILA,  
Chairman and Reporter.

## APPENDICES

### APPENDIX I

#### LIST OF PARTICIPANTS

##### *Chairman:*

Mr. Jiménez Dávila (*Argentina*).

##### *Government members:*

Algeria (Mr. Yahia Briki, Ms. Touati).  
Dominican Republic (Mr. Mejía Ricart, Mr. Suazo,  
Mrs. Alfonseca Burzstein, Mrs. Bonetti Herrera).  
Italy (Mr. Ferrari Bravo).  
Malaysia (Mr. Kirubanathan).  
Norway (Mr. Heldal, Mr. Utheim).  
USSR (Mr. Joukov, Mr. Davydov).

##### *Advisers:*

Mr. Balakrishnan (*India*).  
Mr. Danielsson (*Sweden*).  
Mr. Fasanya (*Nigeria*).  
Mr. Konate (*Senegal*).  
Mr. Lashley (*Trinidad and Tobago*).  
Mr. Salmón de la Jara (*Peru*).  
Mr. Taha (*Egypt*).  
Mr. Tikriti (*Iraq*).

##### *Employer members:*

Mr. Georget (*Niger*).  
Mr. Oechslin (*France*).  
Mr. Mardoniev (*USSR*).

##### *Worker members:*

Mr. Muhr (*Federal Republic of Germany*).  
Mr. Youcef Briki (*Algeria*).  
Mr. Soubotine (*USSR*).

### APPENDIX II

#### REPORT BY THE DIRECTOR-GENERAL TO THE FIFTH MEETING OF THE DELEGATION ON STRUCTURE ON THE EXERCISE OF HIS GOOD OFFICES

(Friday, 3 May 1985)

I am very grateful to the Chairman and Officers of the Delegation for allowing me to give to the last meeting of the Delegation the following account of the "good offices" which, in accordance with the wishes of the Conference, I have been called upon to exercise so that through you and the report of the meeting the Conference might be informed of them.

As you all know, at the 70th Session of the Conference the Committee on Structure identified three outstanding problems: a member State not yet included in a regional protocol, the composition of the Employers' group of the Governing Body, and, finally, the American protocol. I will attempt to report briefly to you the contacts and discussions which I have had, as well as their results, on each of the three questions.

I will not linger on the question of member States not yet included in a protocol since the Delegation had before it at its fourth meeting the results of the many lengthy discussions and contacts which I had with all the interested parties in the form of a document entitled "The position of a member State not yet included in a regional protocol". In this document a possible solution was proposed in the light of the points of view put to me. Since this document was found to be a "receivable" basis for a solution by very many of you, there is before you at this meeting, as you requested, a new document setting out preliminary drafts of texts to transcribe this proposed solution in the Constitution and Standing Orders.

To these brief remarks I would simply add that my later discussions on the other two outstanding problems have

convinced me that the proposed solution evokes an interest and contains advantages which go far beyond the particular problem which gave rise to it. I wish, therefore, to express very strongly the hope that this solution will be accepted today in your debate on the texts of Constitutional and Standing Orders amendments.

I have had a series of consultations with the interested parties, either separately or together, on the question of the composition of the Employers' group in the Governing Body.

In the first stage of these consultations, I tried to get the discussion out of the impasse which seemed to have been reached between apparently irreconcilable positions of principle. On one side, the demand in the name of universality for concrete guarantees of representation for the employers from the socialist countries and, on the other, the reminder by the majority in the Employers' group of the intrinsically uncertain character of any democratic electoral process. We first set out to devise what I would call a system of dynamic guarantees. These guarantees would not involve allocating a predetermined number of seats to the socialist employers in disregard of the elective nature of the Governing Body, but would instead progressively draw out all the consequences of the Briki formula, acknowledging that it should have a real and concrete effect and recognising that the Conference should have the possibility of satisfying itself as to its implementation. These dynamic guarantees would perhaps allow the Conference to avoid having to await the drafting of internal rules before adopting the amendments.

It appeared, however, that this search for dynamic guarantees assumed the existence of a real "meeting of minds" on certain fundamental concepts. Only by starting from such an accord might the majority and minority be able fully to unravel all the implications of the Briki formula. For this reason, as a second stage, I proposed that the two parties together reflect on the notion and function of employer. Without at this stage going into detail, I would simply say that such a reflection must be based on a number of observations in law and fact. The principal one is that the notion of employer is not defined in the Constitution, and that this notion relates to a universal function independent of any particular system of ownership of the means of production. Of course the function has its own characteristics, distinct from those of workers and governments. It is thus proper for the employers in the Governing Body to be selected on the basis of their aptitude for expressing and defending the particular characteristics and interests of employers. On the other hand, it would not appear consistent for a majority to attempt, under the guise of freedom of electoral choice, to make preferences alien to the function a predominant element and exclude those who do not subscribe to them. This is the sense of the balance that the Briki formula, in its perspicacity, sought to achieve between the affirmation of the autonomy of the groups and the recognition of the legitimacy of the aspirations of all directors of undertakings, whatever the system to which they belong.

My objective was to encourage the employers and the other interested parties to return to and develop their discussion in a positive way. I remain at the disposal of everyone to carry on these contacts and discussions both now and during the Conference.

The last outstanding problem was that of the American protocol. I had the privilege to have numerous contacts with the regional co-ordinator, Ambassador Crespo, and several meetings with representatives of the subregions. I should like once again to express here my very sincere gratitude for the welcome which I received and for the concern which I observed among all the members of the region to arrive rapidly at a result which will assist in bringing to a final end the discussions on structure. The initial demands of the different subregions, the delimitation of which now seems to be settled, are clear. North America and Central America, which cover a large number of countries including three very large ones (United States,

Canada, Mexico), were demanding 5½ seats. South America, which also includes a number of large countries, was asking for the same number of seats, namely 5½. The Caribbean countries members of CARICOM, comprising 11 countries, were demanding 2 seats. These total demands exceed the 12 seats assigned to the American region even if one takes account of the additional half-seat for States not included in the protocol, and it is thus necessary for the different parties concerned to make some mutual concessions. I understand that North America and South America may be prepared to reduce their demands from 5½ to 5.25 seats. If, as seems to be the case, the Caribbean maintains its demand for 2 seats, it remains to be explored whether, as a minimum, in the same spirit of mutual concessions, they would accept that their demand should be met by making use of the extra half-seat which should be assigned to the American region for States not included in a protocol in accordance with the formula which is before you in another context. I should like to state on this point that this solution should not be considered as having the hypothetical character which is attributed to it. It does correspond to a perceived need and it is logical. In this case, the assigning of this half-seat to the Caribbean is all the more justified in that, in all likelihood, an appreciable number of new States will emerge in this subregion.

Whatever the fate of this formula I would wish, in concluding, to emphasise—as I have had occasion to do during the discussion I have held—that, while the American protocol like the other protocols is very important, sight should not be lost of the fact that it is designed simply to spell out the manner in which the principles and guarantees contained in the new Constitution will be applied. These provisions already represent progress for America as compared with the present position, since the number of seats assigned to it will in the future be guaranteed by the Constitution and the sort of misadventure which befell it in 1984 will not occur again. Moreover, America has achieved a degree of subregional balance within the framework of the 11 seats currently available to it, and this balance does not seem to be questioned. Would it not then be possible, at least on an interim basis, simply to agree on the principle that the future distribution should be based as far as possible on the present subregional balance? Obviously, it would not be sufficient to state this general principle. It would be necessary, in addition, in accordance with the requirements of the Constitution, to provide for certain guarantees as regards the global representativeness of the States called on to represent this region in the Governing Body, especially in relation to their population. An intermediate solution of this kind might perhaps make it possible to arrive at a concrete result at the Conference and, who knows, to adopt the amendments to the Constitution, leaving the details of the protocol to be drawn up subsequently.

In conclusion, Mr. Chairman, I can only repeat here what I had the occasion to say to all those with whom I spoke during the exercise of the good offices entrusted to me, namely the extreme importance for the future of the Organisation of bringing the discussions on structure to a rapid conclusion. Without being guilty of an excess of optimism, I have the impression that my concern is widely shared, and I have the hope that the work done today and that which is going to follow during the Conference will confirm the will to complete the task that I have perceived.

APPENDIX III

COMPOSITION OF THE EMPLOYERS' GROUP OF THE GOVERNING BODY

The present document was adopted by the Employers' Electoral College at the ... (198.) Session of the International Labour Conference in order to give effect to paragraph 2 of article 7 of the Constitution of the ILO, which reads as follows:

"The composition of the Governing Body shall be as representative as possible, taking into account the various geographical, economic and social interests within its three constituent groups, without in any way undermining the recognised autonomy of those groups."

The document was approved by a majority of the votes cast by the members of the Employers' Electoral College on the understanding that it would be reviewed before any subsequent election with the Electoral College deciding, by the same majority, whether to confirm or to amend its contents.

1. PRINCIPLES CONCERNING THE MANDATE OF THE EMPLOYER MEMBERS OF THE GOVERNING BODY OF THE ILO

- (a) The Employer members of the Governing body are the representatives of the Employer delegates of the Conference and shall be elected freely and in full autonomy by the Employers' Electoral College by general ballot.
- (b) No person shall be considered to be elected Employer member of the Governing Body unless he/she has obtained more than half of the votes cast by the Employer delegates present at the meeting of the Electoral College.
- (c) In choosing between two or more candidates, the members of the Employers' Electoral College will be guided by two major considerations:
  - (i) that Employer members of the Governing Body must be determined and able to defend and promote the interests of the employers within the ILO without receiving instruction either from governments or elsewhere;
  - (ii) that the Employer seats on the Governing body have to be fairly distributed between the regions of the world.

These considerations apply irrespective of the type of enterprises represented by the employers' organisations of the various countries.

2. INTERNAL RULES RESPECTING THE ELECTION OF EMPLOYER MEMBERS OF THE GOVERNING BODY OF THE ILO TO BE SUBMITTED FOR APPROVAL BY THE EMPLOYERS' ELECTORAL COLLEGE AT EACH ELECTION

- (a) For the purpose of these rules, there shall be four regions, defined on a geographical basis as follows: Africa, America, Asia<sup>1</sup> and Europe.<sup>2</sup>
- (b) During pre-election consultations for the establishment of lists of candidates, care shall be taken to ensure that candidates from any given region enjoy the confidence of the employers in the region. Where a person's name has been proposed by at least 20 per cent of the Employers' delegates from within the region, his/her candidature must be included in the list. In the event that it should prove necessary, the Officers of the Employers' group will assist and encourage the proper conduct of the consultations within the regions.
- (c) The distribution of seats among the four regions will be the following:

	Regular members	Deputy members
Africa	7	3
America	6	3
Asia	7	2
Europe	7	2

- (d) The candidates of each region shall be grouped together on the voting paper and shall be broken down on the above regional basis. Each member of the Electoral College shall select on the list of candidates for each region a number of names which shall in no case exceed the numbers of seats allocated to the region. A voting paper including more names for a given region than the number allocated to it shall be considered invalid.
- (e) If after the first vote one or more seats remain to be filled, one or more further votes shall be taken as may be necessary, each member of the Electoral College being entitled to vote for a number of candidates of the region or regions concerned equal to the number of seats which still remain to be filled under the agreed regional distribution.

<sup>1</sup> Including Middle East and Pacific; excluding USSR.

<sup>2</sup> Including Cyprus, Turkey and USSR.

- (f) If a candidate is not elected after three votes, the region which nominated him/her shall have the right to propose another candidate.

21 May 1980.

#### APPENDIX IV

PROPOSAL OF MR. SARECZ, EMPLOYER MEMBER,  
HUNGARY

*"Internal Rules concerning the election of Employer members of the Governing Body of the ILO"*

The Employers' group of the Session of the International Labour Conference,

With reference to article 7 of the Constitution of the ILO, and to paragraph 4 of article 52 of the Standing Orders of the International Labour Conference,

In order to ensure the balanced representation of the regional interests of employers and the existing economic and social realities of the world, taking into consideration, among others, the different types of management,

Adopted the following internal rules to be applied during the election of the Employer members of the Governing Body of the ILO;

1. For the purpose of these internal rules there will be four regions: Africa, America, Asia<sup>1</sup> and Europe<sup>2</sup>.

2.

- (a) During pre-election consultations for the establishment of the lists of candidates, care shall be taken to ensure that candidates from any given region enjoy the confidence of the employers in the region, and that seats in the Employers' group of the Governing Body from every region should be fairly and adequately distributed taking into consideration the existing economic and social realities of each region, as well as the realities in the field of management. These realities should be determined by the following criteria:

- number of working population;
- type of management: private enterprises, state enterprises in the market economy, developing and socialist countries;
- Gross National Product.

The list of candidates will be so established that different types of management should have a balanced and adequate representation. The candidates and members of the Employers' group in the Governing Body from countries and/or groups of countries of a given region must in every case represent not less than  $\frac{3}{4}$  (three-fourths) of the working population and of the economic activities of the given region.

- (b) No one can be a candidate if his name has not been proposed by not less than 20 per cent of the employers' delegates from within the region.
- (c) In the event it should prove necessary, the office of the Employers' group will assist and encourage the proper conduct of the consultations within the regions.

3. The distribution of seats among the four regions will be the following:

	Regular members	Deputy members
Africa	7	3
America	6	3
Asia	7	2
Europe	7	2

<sup>1</sup> Including Middle East and Pacific, excluding USSR.

<sup>2</sup> Including Cyprus, Turkey and USSR.

4. The candidates of each region shall be grouped together on the same voting paper and shall be broken down on the above regional basis. Each member of the electoral college shall select on the list of candidates for each region on the basis of recognised criteria (see 2 (a)) a number of names which shall in no case exceed the numbers of seats allocated to the region. A voting paper violating this rule shall be considered as invalid.

5. If, after the first vote, one or more seats remain to be filled, one or more further votes shall be taken as may be necessary, each member of the electoral college being entitled to vote for a number of candidates of the region or regions concerned equal to the number of seats which still remain to be filled under the agreed regional distribution and the recognised criteria.

6. If a candidate is not elected after three votes, the region which nominated him/her shall have the right to propose another candidate."

#### APPENDIX V

NOTE BY THE EMPLOYERS' GROUP ON THE PROPOSAL OF  
MR. SARECZ

(November 1983)

1. We appreciate the effort implied by the submission of the proposal made by Mr. Sarecz after consultation with his colleagues from the socialist countries of Eastern Europe. This move justifies in our view a meeting of the Employer members of the old Working Party. This meeting could take place before the next session of the ILO Governing Body.

2. The proposal recognises the role of the full electoral college as the body responsible for the final decision with regard to the composition of the Employers' group of the Governing Body. This is a positive step.

3. Nevertheless, the proposal as it now stands is not likely to obtain the support of the other Employer members of the Working Party, mainly for the following reasons:

- it does not refer to Part I of the Rules (Principles concerning the Mandate of the Employer members of the GB) which enunciate the criteria established by the so-called Briki amendment and the criteria adopted by the Employers' group under their autonomy recognised by this amendment;
- it introduces new criteria (in paragraph 2 (a)) which have never been mentioned in the discussions (population and GNP) and would result in a mandatory choice of the Employers' representatives of big countries in all regions—this introduction is contradictory to the personal element of the election of non-governmental representatives based on the confidence given to individuals;
- it does not refer to organisations of employers which under article 3, paragraph 5, of the Constitution, are the only bodies responsible for the nomination of Employers' delegates to the ILO and which are very often representative of various types of "management".

4. We would very much appreciate if Mr. Sarecz could bring these remarks to his colleagues from the socialist countries of Eastern Europe and try to draft formulas which could take account of these preoccupations of the majority of the Employers' group and at the same time give some satisfaction to his friends. We are convinced that a long-term solution of the problems faced by our group depends on a great effort by our colleagues to co-operate with the rest of the group to defend the interests of employers in the ILO.

## APPENDIX VI

### INTERNAL RULES FOR THE ELECTION OF THE WORKER MEMBERS OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

The Workers' group of the 69th Session of the International Labour Conference,

Basing itself on article 7 of the Constitution of the ILO and article 52, paragraph 4, of the Standing Orders of the International Labour Conference,

Desiring to ensure that due account is taken of the regional interests of the workers and of the existing trade union realities,

Decides to establish the following rules which will apply to future elections of the Worker members of the Governing Body of the International Labour Office:

- (1) For the purpose of these rules, there shall be four regions, defined on a geographical basis as follows: Africa, America, Asia<sup>1</sup>, and Europe<sup>2</sup>.
- (2) The distribution of seats among the four regions is as follows:

	Regular members	Deputy members
Africa	7	2
America	6	3
Asia	7	2
Europe	7	3

- (3) 1. During pre-election consultations for the establishment of lists of candidates, care should be taken that candidates from any given region enjoy the confidence of the workers in their region and that a just and appropriate distribution of seats within each region, taking into account the existing trade union realities, is ensured.
2. International and regional trade union organisations having consultative status with the International Labour Organisation may take part in these consultations if at least one delegate from the region is a member of one of their affiliated organisations.
3. The Workers' delegates of future sessions of the International Labour Conference are urged to take the results of these consultations into account in their electoral decisions.
4. In any case, no person can be a candidate unless his name has been proposed by at least 20 per cent of the Workers' delegates from within his own region.
5. In the event that it should prove necessary, the Officers of the Workers' group will assist and encourage the proper conduct of the consultations within the regions.
- (4) The candidates of each region shall be grouped together on the voting paper on the above regional basis. Each member of the electoral college shall select on the list of candidates for each region a number of names which shall in no case exceed the numbers of seats allocated to the region. A voting paper including more names for a given region than the number allocated to it shall be considered invalid.
- (5) If after the first vote one or more seats remain to be filled, one or more further votes shall be taken as may be necessary, each member of the electoral college being entitled to vote for a number of candidates of the region or regions concerned equal to the number of seats which still remain to be filled under the agreed regional distribution.
- (6) If a candidate is not elected after three votes, the region which nominated him shall have the right to propose another candidate.

- (7) If a vacancy occurs among the Worker members of the Governing Body during an interval between sessions of the Conference, the Workers' group of the Governing Body shall, in accordance with Article 54, paragraph 2, of the new Standing Orders of the Conference, proceed to fill the vacancy provisionally with due respect to the regional distribution of seats provided for in paragraph 2 above without, however, being required to appoint the new member from among the deputy Worker members of the Governing Body.
- (8) These internal rules shall be adopted or modified by a three-quarters majority of the Workers' group of the Conference.

### THE POSITION OF MEMBER STATES NOT YET INCLUDED IN A REGIONAL PROTOCOL

#### *Draft Amendments to the Constitution and Standing Orders*

##### *Introduction*

1. In accordance with a decision of the fourth meeting of the Conference Delegation on Structure on 8 February 1985 (see report, paragraphs 33 and 34), the Office has prepared possible draft amendments to the Constitution and Standing Orders with a view to putting into statutory form the ideas expressed and the solution suggested in document CDS/84-85/1/Rev., discussed at the meeting. The amendment to article 7 of the Constitution is appended as Annex I and the amendments to the Standing Orders of the Conference and of the Governing Body as Annex II. Certain explanations concerning these drafts are set out below.

##### *Constitution*

2. The draft amendments seek to reconcile two objectives: the first obviously is to reflect, as faithfully as possible, the ideas put forward in the document, in that they seem to have been considered at the fourth meeting of the Delegation as providing the possible basis for a solution. In order to clarify a point on which a number of questions were raised, it has been spelled out in the draft text that any State not included in a protocol may not be placed through the creation of the additional seats, in a more advantageous position than the States covered by a protocol.

3. The second objective is to integrate the additional provision with the provisions of article 7 (on which agreement has already been reached in principle) in the most logical and coherent manner possible.

4. This second objective has had a number of consequences. First, it appeared preferable to add a new paragraph to the end of article 7 rather than to incorporate this within the existing provisions (3(c)). Such an attempt would have been likely to lead to undesirable changes in a text which is the result of lengthy negotiations and it might also have resulted in certain contradictions. Thus, the maxima and minima set forth in paragraph 3(a) would no longer have made sense after the addition of a half seat to each region and at the same time, it would be very risky to alter these figures. Moreover, the addition of a separate paragraph will make it easier to define and phrase a possible supplementary amendment on the agenda of the 1986 session of the Conference.

5. The same concern for coherence has led to the inclusion of an explicit reference, in the first sentence of the new paragraph 4, to the idea of adjustments in the composition of the regions (in other words, an increase and decrease in the number of States which belong or are attached to them), which is implicit in the document. It seems clear from the wording of paragraph 3(a) of the future article 7 that it deals essentially with prior adjustments before the distribution of seats between the regions. In theory, later adjustments, because they would affect one

<sup>1</sup> Including Middle East and Pacific; excluding USSR.

<sup>2</sup> Including Cyprus, Turkey and USSR.

of the parameters on which the distribution is based (number of States), might justify the revision of the Constitution. The text proposed for paragraph 4 is therefore designed to make it clear that certain limited adjustments are possible without modifying the distribution of seats between the regions.

#### *Standing Orders of the Conference and the Governing Body.*

1. Most of these are simple consequential amendments which—

- introduce the necessary additions to the Conference Standing Orders (addition, at the end of article 49, paragraph 3, and in article 50, which deal with the appointment of States to seats assigned to each region in accordance with the provisions of the applicable protocol, of a reference to the special case of the two additional seats for States not included in a protocol);
- change the figures where necessary to reflect the new totals (article 51, paragraph 2);
- change certain numbers in the Governing Body Standing Orders so as to maintain the same proportion of members who must request that the text of a resolution should be distributed (article 15, paragraph 2); who must request a ballot vote (article 17, paragraph 2); and who constitute the quorum (article 19).

2. The only issue of substance which appears to arise concerns the applicability of the procedure for the settlement of disputes by the Government electoral college in the case of the two additional seats which, *ex hypothesi*, are not covered by any protocol. It seems logical that the procedure which is provided for in article 49, paragraph 4, should be extended, *mutadis mutandis*, to cases relating to the two additional seats. An addition to this end is proposed to article 49, paragraph 4.

### ANNEX I

#### FUTURE ARTICLE 7 OF THE ILO CONSTITUTION (ADDITION)

1. The ILO Governing Body shall comprise 112 (108) seats:
  - 56 (54) for persons representing governments;
  - 28 (27) for persons representing the employers; and
  - 28 (27) for persons representing the workers.
2. Unchanged.
3. In order to meet the requirements of paragraph 2 of this article and to ensure continuity of work, 54 of the 56 seats assigned to representatives of governments shall be filled as follows:
  - (a) They [the 54 government seats referred to in paragraph 1 of this article] shall be distributed among ... (unchanged).
  - (b) Unchanged.
  - (c) Unchanged.
4. (New) *The two remaining government seats shall be used to permit adjustments in the composition of the regions without changing the distribution provided for in paragraph 3(a) of this article, and to guarantee the eligibility to the Governing Body of States Members of the Organisation which are not yet covered by any of the protocols referred to in paragraph 3(c) of this article. To this end, these seats shall be assigned in turn and in alphabetical order to each of the four regions referred to in paragraph 3(a) of this article and still be used by the electoral colleges concerned to appoint to the Governing Body States which geographically form part of the region or which have been attached to it by mutual agreement, but which are not yet covered by any regional protocol, provided that the same State may only be appointed to the seat in question at appropriate intervals in the light of the principles set out in paragraph 3(c) of this article [and of the provisions of the*

*protocol applicable within the region insofar as they may be relevant]. When there is no State which qualifies for the seat under the provisions of this paragraph, the electoral college may decide freely on the manner of filling it.*

### ANNEX II

#### STANDING ORDERS OF THE CONFERENCE

##### Article 49

1. Unchanged.
2. Unchanged.
3. Add at the end following:  
*or, in the case of the two seats referred to in Article 7, paragraph 4, of the Constitution, in accordance with the provisions of that paragraph.*
4. If within a region or subregion the electoral process or its results are the subject of dispute which cannot be settled at those levels, any such dispute shall be referred, in accordance with Article 7, paragraph 3 (b) (iii), of the Constitution, to the college of Government delegates to the Conference, which shall take a decision within the framework of the provisions of the relevant protocol, *or Article 7, paragraph 4, of the Constitution, as the case may be*, and in accordance with the procedure provided for in Article 50 of these Standing Orders.
5. Unchanged.

##### Article 50

1. Unchanged.
2. Unchanged.
3. If the electoral process or its results have been the subject of dispute within the meaning of Article 49, paragraph 4, above, the Chairman of the College of Government delegates shall define the question or questions to be decided by the college of Government delegates within the framework of the provisions of the relevant protocol *or of Article 7, paragraph 4, of the Constitution as the case may be*, and shall give one speaker on behalf of each of the parties concerned the opportunity to explain his position before proceeding to a vote by secret ballot on the question or questions to be decided.

##### Article 51

1. Unchanged.
2. The Employers' and Workers' electoral colleges shall each elect by name 28 (27) persons as regular members of the Governing Body and 10 persons as deputy members of the Governing Body.

#### STANDING ORDERS OF GOVERNING BODY

##### Article 15

2. The text of any resolutions, amendment or motion shall be submitted in writing and handed to the Chairman. This text shall, whenever possible, be distributed before being put to the vote. Distribution shall be compulsory if *twenty-eight* (twenty-seven) members of the Governing Body so request.

##### Article 17

3. A ballot vote is required in the case of the election of the Chairman and of the Director-General and in other case where it may be demanded by *forty-six* (forty-five) of the members present.

##### Article 19

No vote shall be valid unless at least *sixty-six* (sixty-five) members are present at the sitting.





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## Report Submitted by the Governing Body to the Conference for the Year 1984-85

1. The present report on the work of the Governing Body is submitted to the Conference in accordance with article 14(1) of the Standing Orders of the Governing Body. It covers the period since the last (June 1984) session of the Conference, i.e. the 227th, 228th and 229th Sessions of the Governing Body (June 1984, November 1984 and February-March 1985), but not the pre-Conference sittings of the 230th Session (May-June 1985). An account of those sittings will be given to the Conference by the Chairman of the Governing Body when he introduces the present report. What follows is a summarised account of the work of the Governing Body, stressing the more important decisions. Detailed information can be found in the minutes and documents relating to the various sessions.

### A. MATTERS RELATING TO THE GOVERNING BODY

2. Following the June 1984 Governing Body elections, the Governing Body at its 227th Session elected its Officers for 1984-85 as follows: Chairman: Mr. B. G. Deshmukh (India); Employer Vice-Chairman: Mr. J.-J. Oechslin (France); Worker Vice-Chairman: Mr. G. Muhr (Federal Republic of Germany). At the same session, the Governing Body appointed its standing committees and members of the Boards of the International Institute for Labour Studies and the International Centre for Advanced Technical and Vocational Training (Turin).

3. In accordance with article 22 of the Standing Orders of the Governing Body, the Chairman of the Governing Body (Mr. Deshmukh) was ex officio Chairman of the Programme, Financial and Administrative Committee. The other Governing Body committees elected their officers as follows:

#### *Allocations Committee*

*Chairman:* Mr. Haase (Federal Republic of Germany)

#### *Committee on Standing Orders and the Application of Conventions and Recommendations*

*Chairman:* Mr. Tikriti (Iraq)

*Employer Vice-Chairman:* Miss Hak (Netherlands)

*Worker Vice-Chairman:* Mr. Svenningsen (Denmark)

#### *Industrial Activities Committee*

*Chairman:* Mr. Marton (Hungary)

*Employer Vice-Chairman:* Mr. Lindner (Federal Republic of Germany)

*Worker Vice-Chairman:* Mr. Graham (United Kingdom), later replaced by Mr. Mehta (India)

#### *International Organisations Committee*

*Chairman:* Mr. Crespo Rodas (Bolivia)

*Employer Vice-Chairman:* Mr. Tata (India)

*Worker Vice-Chairman:* Mr. Brown (United States)

#### *Committee on Operational Programmes*

*Chairman:* Mr. Kebede (Ethiopia)

*Employer Vice-Chairman:* Mr. Nasr (Lebanon)

*Worker Vice-Chairman:* Mr. Mehta (India), later replaced by Mr. Mohamed (Niger)

#### *Committee on Discrimination*

*Chairman:* Mr. Heldal (Norway)

*Employer Vice-Chairman:* Mr. Chambers (Jamaica)

*Worker Vice-Chairman:* Mrs. Carr (Canada)

#### *Committee on Multinational Enterprises*

*Chairman:* Mr. López Oliver (Venezuela), later replaced by Mr. Ter Horst (Venezuela)

*Employer Vice-Chairman:* Mr. Flunder (United Kingdom)

*Worker Vice-Chairman:* Mr. Dolan (Australia)

4. The Governing Body decided at the 227th Session to extend the term of office of Professor Roberto Ago as Chairman of the Committee on Freedom of Association by a period of at least one year, and at its 229th Session, it extended this appointment until the expiry of the term of office of the present Governing Body (1987). At its 228th Session, the Governing Body discussed and took note of an Office paper providing information on the functions and procedures of the Committee on Freedom of Association, which had been submitted in response to a request made by the representative of the Government of the USSR at the 227th Session.

5. At its 229th Session, the Governing Body noted that, in accordance with article 5, paragraph 5, of the Standing Orders, the Workers' group had appointed Mr. John Morton to fill the vacancy created by the resignation of Mr. J. A. Graham, which had been announced at the end of its 228th Session. It also noted that, following the resignation of Mr. Albert Deschamps, Employer deputy member, the Employers' group had appointed Mr. H. Brillinger to replace

him. It approved various changes in the composition of its committees and the Board of the Turin Centre.

6. As a result of consultations which had taken place on the question of the Chairmanship of the Governing Body, the following text, entitled "Working paper of regional co-ordinators of the Government group of the newly elected Governing Body", was endorsed by the Governing Body at its 227th Session:

Before proceeding to the election of its Chairman, who will be chosen for the period 1984-85 from the Asian Government group in accordance with the regional rotation principle, the Governing Body notes that its European Government members have agreed to postpone until 1986-87, i.e. by one year, the election of one of their members as Chairman of the Governing Body, as will other regions successively.

The Governing Body will then proceed to choose its Chairman for the year 1985-86 from the Employers' group, which is to be the only group to present a candidate that year, as an exception as was done in 1977. This will, however, not constitute a precedent.

The Governing Body is furthermore of the opinion that it should examine problems for the group of the Americas caused by elections to deputy seats for the period 1984-87, with a view to finding a constructive solution.

The Governing Body will adopt all measures likely to strengthen the work of the Conference Delegation on Structure in order to reach final solutions as rapidly as possible and in accordance with the conclusions of the 70th Session of the International Labour Conference, which aim at resolving these problems during the year to come.

7. At its 228th Session, the Governing Body had before it a paper concerning the election of Government members of the Governing Body which had been submitted pursuant to the third paragraph of the above-mentioned working paper. It decided to postpone consideration until the 229th Session, when the legal implications of the proposals could be examined on the basis of a fresh paper. In the light of its consideration of the matter at the 229th Session, the Governing Body decided to adopt, subject to the final decision of the Conference, the proposal submitted on behalf of the Governments of the Americas, and to authorise the Government of the State in the American region which, on the occasion of the elections for deputy membership of the Governing Body in June 1984, had obtained the greatest number of votes in excess of the majority required by article 52, paragraph 4, of the Standing Orders of the Conference without being elected, namely Uruguay, to designate a representative to take part in the proceedings of the Governing Body and its committees with effect from that session; such a representative would have the right to speak but not the right to vote. The reservations expressed on behalf of the Employers' group and some members of the Workers' group are recorded in the minutes of the 229th Session.

## B. MATTERS RELATING TO THE INTERNATIONAL LABOUR CONFERENCE

### I. Ordinary sessions of the Conference

#### 1. Date, place and agenda of the 72nd (1986) Session of the Conference

8. At its 228th Session, the Governing Body had before it proposals concerning the date, place and agenda of the 72nd (1986) Session of the Conference.

#### Date

9. In view of the experimental nature of the 1985 Session of the Conference as regards the dates for its opening and closure, the Governing Body decided to postpone until its 230th Session (sitting immediately following the present session of the Conference) its decision on the dates for the 1986 Session.

#### Place

10. The Governing Body decided that the session should be held in Geneva.

#### Agenda

11. The Governing Body chose two new technical items for general discussion by the Conference in 1986. It noted that, as a result of this decision and having regard to the items which would necessarily be before the Conference, the agenda of the 72nd Session would be as follows:

- I. Reports of the Governing Body and the Director-General.
- II. Programme and budget proposals and other financial questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Safety in the use of asbestos (*second discussion*).
- V. Youth (*general discussion*).
- VI. The promotion of small and medium-sized undertakings (*general discussion*).

12. The Governing Body also noted that the Conference would, in addition, have before it a special report on the application of the Declaration concerning the policy of apartheid in South Africa, updated by the Conference at its 67th (1981) Session.

#### 2. Conference Delegation on Structure

13. In accordance with the decision taken by the Conference at its 70th (1984) Session when it adopted the conclusions of its Committee on Structure, the Governing Body, at its 228th and 229th Sessions, arranged for meetings of the Conference Delegation on Structure to be held in conjunction with the February-March (1985) and May-June (1985) Sessions of the Governing Body, as well as for meetings of the Employer members of the former Working Party on Structure if they so wished.

#### 3. Action on the resolutions adopted by the Conference at its 70th (1984) Session

14. At its 70th (1984) Session, the Conference adopted resolutions calling for action by the Governing Body on the following subjects: employment policy; standards on labour statistics; improvement of working conditions and environment; the contribution of the ILO to production and productivity

improvement, with special reference to developing countries, oriented towards greater social and economic development; and the strengthening of action for the least developed countries. At its 228th Session, the Governing Body took note of the information provided by the Office concerning ILO action in the areas concerned and endorsed the various measures proposed by the Director-General to give effect to the requests contained in the operative paragraphs of the resolutions. Information concerning further developments relating to these resolutions is contained in the Report of the Director-General which is before the present session of the Conference.<sup>1</sup>

## II. Maritime meetings

15. The Governing Body at its 229th Session agreed to make provision in the draft Programme and Budget for 1986-87 which is submitted to the present Conference session for two maritime meetings, namely the Preparatory Technical Maritime Conference, which would be held in 1986, and a maritime session of the International Labour Conference, which would be held in 1987, both in Geneva.

### *Preparatory Technical Maritime Conference*

16. At its 228th Session, the Governing Body had, subject to the approval of the draft Programme and Budget proposals for 1986-87, accepted the proposals made by the Joint Maritime Commission at its 24th Session (Geneva, 20-28 September 1984) concerning the agenda and composition of the Preparatory Technical Maritime Conference.

### *Agenda*

17. The Governing Body fixed the agenda of the Preparatory Technical Maritime Conference as follows:

- I. Seafarers' welfare at sea and in port.
- II. Social security protection for seafarers including those serving in ships flying flags other than those of their own country.
- III. Health protection and medical care for seafarers.
- IV. The Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147); mechanism for incorporating new Conventions in the Appendix.
- V. Revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27).

### *Composition*

18. The Governing Body decided—

- (a) that the countries to be invited to attend the Conference should be the 41 member States with not less than 1 million gross tons of

registered shipping as recorded by *Lloyd's Register of Shipping* in 1983—namely Algeria, Argentina, Australia, Belgium, Brazil, Bulgaria, Canada, China, Cyprus, Denmark, Finland, France, German Democratic Republic, Federal Republic of Germany, Greece, India, Indonesia, Islamic Republic of Iran, Iraq, Italy, Japan, Kuwait, Liberia, Malaysia, Mexico, Netherlands, Norway, Panama, Philippines, Poland, Portugal, Romania, Saudi Arabia, Singapore, Spain, Sweden, Turkey, USSR, United Kingdom, United States and Yugoslavia; it also concurred with the recommendation to invite a number of additional countries to ensure adequate geographical representation, and added for this purpose Israel, Pakistan, Trinidad and Tobago and Zaire (from which there are members and deputy members of the Joint Maritime Commission), bringing the total number of countries to be represented to 45;

- (b) that each country to be represented at the Conference should be invited to send a delegation consisting of one Government delegate, one Shipowners' delegate and one Seafarers' delegate, together with such advisers as might be considered necessary.

## C. INTERNATIONAL LABOUR STANDARDS

### *1. Follow-up of Conference discussion on international labour standards*

19. At the 70th (1984) Session of the Conference, the first part of the Director-General's Report was devoted to an analysis of the ILO's standard-setting activities and supervisory procedures. The purpose was to provide a basis for a discussion of the question by the Conference in plenary sitting. An analysis of that discussion and suggestions concerning further action were submitted to the Governing Body at its 228th Session.

### *Working Party on International Labour Standards*

20. At that session, the Governing Body took decisions concerning a number of measures to follow up the Conference discussion. It decided, in particular, to establish a tripartite working party to carry out a review of the 1979 classification of standards and to consider issues concerning the future orientation of standard setting, on the understanding that the working party's terms of reference, composition and membership would be determined at its next session. At its 229th Session, the Governing Body accordingly took decisions on these matters, as indicated below.

21. It fixed the terms of reference of the Working Party as follows:

- (a) to review the classification of existing Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979 and to submit a revised classification to the Governing Body for approval;
- (b) to consider and make recommendations to the Governing Body concerning future policy re-

<sup>1</sup> ILO: *Report of the Director-General*, International Labour Conference, 71st Session, 1985, Appendices.

garding the adoption of standards, including the pace of standard setting, the relative priorities to be given to the revision and consolidation of existing standards and to the formulation of standards on new topics, and priorities in dealing with the subjects listed in the revised classification for the possible adoption of new or revised standards;

- (c) to consider and make recommendations concerning subjects, among those suggested for the adoption of new or revised standards, which might be dealt with under the single-discussion procedure, preceded by a technical meeting;
- (d) to make recommendations to the Governing Body on any other aspects of the standard-setting work of the ILO which, in the view of the Working Party, it would be desirable to refer to it for consideration.

22. It decided that the Working Party should be composed of 20 Government members (five members each from Africa, from the Americas, from Asia and the Pacific and from Europe), ten Employer members and ten Worker members.

23. Having noted a statement made on behalf of the socialist countries of Eastern Europe by the representative of the Government of the Ukrainian SSR, to the effect that those countries would take no part in the Working Party, the Governing Body appointed the members as follows, it being agreed that, with respect to the Government substitutes, they would participate in the deliberations of the Working Party only in the absence of a regular member:

#### *Government members*

##### *Africa:*

Algeria  
Ethiopia  
Libyan Arab Jamahiriya  
Zimbabwe  
(one further nomination to be received)

##### *Asia:*

India  
Indonesia  
Iraq  
Japan  
(one further nomination to be received)

##### *Substitutes:*

Australia  
Islamic Republic of Iran  
Thailand

##### *Americas:*

Argentina  
Cuba  
Jamaica  
Mexico  
United States

##### *Substitute:*

Canada

##### *Europe:*

Austria  
France  
Federal Republic of Germany  
Norway  
Spain

#### *Employer members*

Miss Hak  
Mr. von Holten  
Mr. Katz  
Mr. Oechslein  
Mr. Okogwu  
Mr. Rowe  
Mr. Saïd  
Mr. Santos Neves  
Mr. Tata  
Mr. Yllanes Ramos

#### *Worker members*

Mr. Blondel  
Mr. Briki  
Mr. Dolan  
Mr. Maier  
Mr. Mehta  
Mr. Muhr  
Mr. Svenningsen  
Mr. Walcott  
Mr. Zimba  
(one further nomination to be received).

24. As regards timing, the Governing Body noted that the Working Party would hold its first meeting in May 1985, with further meetings in November 1985 and February 1986 and thereafter as required, with a view to completing its work before the expiry of the term of office of the present Governing Body.

#### *Other measures*

25. Other measures taken by the Governing Body at its 228th Session included a request to the Programme, Financial and Administrative Committee to resume the discussions which had taken place between 1974 and 1976 on the question of the financing of Conference delegations. The Programme, Financial and Administrative Committee did so at the 229th Session of the Governing Body, on the basis of an Office paper which reviewed the earlier discussions on the subject, examined possible courses of action and gave a tentative indication of their costs. After some discussion, it was agreed that the Office would submit a more detailed paper on the question for consideration at the next meeting of the Committee.

26. The Governing Body referred to the Committee on Standing Orders and the Application of Conventions and Recommendations questions relating to the procedure for fixing the Conference agenda and for the adoption of Conventions and Recommendations, as well as the question of the discontinuance of detailed reporting on certain Conventions. Papers on these matters were before the Committee at the 229th Session. As regards the procedural questions, the Committee decided to defer consideration until its next meeting (November 1985). On the question of reporting, the Governing Body approved the Committee's recommendation

that detailed reports should no longer be requested on a number of specific Conventions which appeared to have lost their relevance. The decision was taken subject to any change in the situation as regards the subject-matter or the countries concerned, to the comments of employers' and workers' organisations, and to the right to invoke the constitutional procedures relating to representations and complaints (articles 24 and 26). The Governing Body noted that the Committee would at its next meeting give further consideration to the possible discontinuance of detailed reporting on other Conventions.

27. Also at its 228th Session, the Governing Body noted that a number of measures would be taken by the Office or given consideration in the framework of future programme and budget proposals, including an analysis of flexibility clauses in Conventions, a study of the feasibility of having the meetings of the Committee of Experts on the Application of Conventions and Recommendations earlier so as to permit adequate preparation for the discussions of the Conference Committee on the Application of Conventions and Recommendations, the simplification of the chart of ratifications and of report forms, the intensification of promotional measures in the field of standards, measures to promote the implementation and acceptance of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), consideration of further measures to assist occupational organisations to deal with questions relating to ILO standards, and a study of the links between ILO standards and technical co-operation.

## 2. *Freedom of association*

28. At its 228th and 229th Sessions, the Governing Body examined the three reports submitted to it by its Committee on Freedom of Association and approved final or interim conclusions in 75 cases.

## 3. *Special constitutional procedures*

### (a) Representations made under article 24 of the Constitution

29. At its 227th Session, the Governing Body took action in respect of representations made against four countries concerning their observance of various ILO Conventions.

30. It appointed tripartite committees to examine the representations made by the Confederation of Private Employers of Bolivia alleging non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and the Minimum Wage Fixing Convention, 1970 (No. 131), and by the General Confederation of Portuguese Workers alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Holidays with Pay Convention (Revised), 1970 (No. 132). At its 228th Session, the Governing Body approved the report of the committee which had examined the representation concerning Bolivia and declared the procedure closed. It did likewise at its 229th Session in respect of the representation concerning Portugal.

31. Having declared receivable the representation made by five workers' confederations of Costa Rica alleging non-observance by Costa Rica of Conventions Nos. 11, 81, 87, 95, 98, 102, 122, 127, 130, 131, 135, 138 and 144, the Governing Body appointed a tripartite committee to examine the representation, except for the aspects relating to submission to the competent authority which were referred to the Committee of Experts on the Application of Conventions and Recommendations, and those concerning Conventions Nos. 11, 87, 98 and 135 which were referred to the Committee on Freedom of Association. On the same occasion, the Governing Body declared irreceivable the representation made against the International Monetary Fund.

32. Finally, the Governing Body declared receivable the representation made by the World Federation of Trade Unions alleging non-observance by the Federal Republic of Germany of the Discrimination (Employment and Occupation) Convention, 1958 (No. 11), and appointed a tripartite committee to examine it. The committee submitted its report at the 229th Session of the Governing Body, which postponed consideration of the question until the 230th Session.

33. At its 228th Session, the Governing Body approved the interim conclusions of the Committee on Freedom of Association in respect of the representation made by the General Confederation of Norwegian Trade Unions concerning non-observance by Turkey of the Right of Association (Agriculture) Convention, 1921 (No. 11), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). This representation is being examined by the Committee on Freedom of Association together with the complaints against Turkey relating to violation of freedom of association made by a number of international trade union organisations.

34. The Governing Body also approved the report of the tripartite committee which had been set up at its 223rd Session (May-June 1983) to examine the representation made by the National Trade Union Co-ordinating Council of Chile alleging non-observance by Chile of the Hours of Work (Industry) Convention, 1919 (No. 1), the Unemployment Convention, 1919 (No. 2), the Forced Labour Convention, 1930 (No. 29), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), and the Employment Policy Convention, 1964 (No. 122), and declared the procedure closed.

### (b) Complaints made under article 26 of the Constitution

35. As the Conference was informed in the Governing Body's last annual report, at its 223rd Session the Governing Body decided to refer all matters relating to the complaint concerning Poland to a commission of inquiry in accordance with article 26, paragraph 3, of the Constitution of the Organisation. The commission's report was communicated to the Government of Poland in June 1984. At its 228th Session, the Governing Body, by 31 votes in favour, 10 against, with 12 abstentions, decided to take note of the report of the commission of inquiry.

#### 4. *Progress of international labour legislation*

36. At its 228th and 229th Sessions, the Governing Body considered and took note of information supplied in the Director-General's regular reports on the progress of international labour legislation. It noted that, as at 15 February 1985, the total number of ratifications of international labour Conventions registered by the Director-General amounted to 5,173, and that the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and the Termination of Employment Convention, 1982 (No. 158), would respectively come into force on 20 June 1985 and 13 November 1985. At its 228th Session, it was informed that the Government of the People's Republic of China had decided to recognise 14 Conventions which had been ratified before 1 October 1949 by the then Chinese Government, and had declared null and void the ratifications of 23 Conventions which had been registered on the basis of communications from the Taiwan authorities. The Governing Body noted that the Director-General, after informing the Officers of the Governing Body of the matter, had, on 21 September 1984, deleted China from the list of States which were parties to the Conventions in question.

#### D. DISCRIMINATION

37. At its 228th Session, the Governing Body reviewed ILO action on discrimination in employment and occupation. It took note of the results of the third regional tripartite seminar on non-discriminatory employment practices, held in St. Vincent in October 1984 for the Caribbean area, and welcomed the continuation of Office activities to elaborate the text of a guide of practice for the elimination of discrimination and the promotion of equality of opportunity in employment. It took note of a paper on the question of compatibility between the United Nations Convention on the Elimination of All Forms of Discrimination against Women and certain ILO Conventions on the protection of women, which had been prepared by the Office in response to a request from the Government of the Netherlands.

38. The Governing Body examined further information on measures taken to promote the application of the Declaration concerning the Policy of Apartheid in South Africa. It requested the Director-General to submit a detailed report to serve as a basis for the in-depth evaluation of the ILO's practical programme against apartheid; to make provision for a tripartite mission to evaluate selected projects implemented under the programme, to take place in early 1986; to take all appropriate steps to improve the level of replies from governments and employers' and workers' organisations; and to submit proposals for the improvement of the procedures for requesting and examining information on action against apartheid.

#### E. EUROPEAN TRADE UNION STUDIES

39. At its 227th Session the Governing Body decided to set up a tripartite working party to discuss

the two further studies in the series on the trade union situation and industrial relations systems in European countries. These studies concern Spain and Yugoslavia, the first two having covered Hungary and Norway. As in the case of the earlier studies, the two countries concerned were invited to be represented at this working party by one person each from government, employer and worker circles. At its 228th Session, the Governing Body agreed that Spain and Yugoslavia should be invited to be represented in the same way during its discussion of the working party's report. The Governing Body examined the studies and the report of the working party at its 229th Session and authorised their publication, together with the relevant discussions.

#### F. STANDING ORDERS QUESTIONS

40. At its 228th Session, the Governing Body approved the Standing Orders for the newly established Advisory Committee on Technology.

41. At its 229th Session, the Governing Body decided to propose to the Conference that it amend article 17, paragraph 6, of its Standing Orders, as regards the provisions concerning the end of the work of the Resolutions Committee, since the present wording was drawn up on the basis that the Conference would end on a Wednesday and does not correspond to the needs of a session which ends on a different day of the week. The proposed wording is designed to identify the day on which the Resolutions Committee must finish its work without referring to a named day of the week, and to ensure that, whatever the Conference timetable, the Resolutions Committee would finish its work "not later than 6 p.m. on the third working day preceding the day fixed for the closing of the Conference", i.e. on the day equivalent to the last Saturday under the timetable of recent years. The Governing Body also decided to amend article 2, paragraph 6, of the Standing Orders of the Governing Body in order to reflect present practice concerning the periodic reports of the Director-General to the Chairman of the Governing Body.

#### G. PROGRAMME, FINANCIAL AND ADMINISTRATIVE MATTERS

##### 1. *Programme and financial matters*

42. The Governing Body's main task during the period under review was the consideration of the Director-General's Programme and Budget proposals for 1986-87. The draft Programme and Budget for 1986-87, together with details of the relevant discussions at its 229th Session, appear in Report II submitted to the present Conference session.<sup>1</sup> The Director-General's original proposals are reproduced in the Supplement to the Report.

43. At its 229th Session the Governing Body, through its Allocations Committee, was informed of the further consideration given in 1984 by the United Nations Committee on Contributions and the Fifth

<sup>1</sup> ILO: *Draft Programme and Budget 1986-87 and Other Financial Questions*, Report II, International Labour Conference, 71st Session, 1985.

Committee of the General Assembly to the question of devising alternative methods to assess the capacity to pay of member States. At the same session the Governing Body decided to propose to the Conference the adoption of a draft scale of assessment of ILO contributions for 1986. The draft scale appears in Report II.

44. The Governing Body continued to monitor the position of the regular budget accounts and the Working Capital Fund. At its 229th Session it noted that the cash position of the Organisation was satisfactory at the end of the first year (1984) of the current biennium, mainly as a result of the strength of the United States dollar on the exchange markets and also because budgetary expenditure was naturally lower in the first year of a biennium than in the second year. Concern was expressed at the increase in the number of member States falling into arrears, particularly in the number of States which had lost their voting rights on 1 January 1985 under article 13, paragraph 4, of the Constitution by being two years or more in arrears with the payment of their regular budget contributions.

45. At its 228th and 229th Sessions, the Governing Body approved supplementary expenditure totalling \$548,000 as follows: \$245,000 to meet the cost of a Meeting of Experts on Safety and Health in Construction; \$227,000 to meet the cost of the Conference Committee on Apartheid; \$35,000 to meet the cost of various benefits for Professional staff; \$11,000 to finance an increase in the number of participants in the Meeting of Experts on Model Code of Safety Regulations for Coal Mines; and \$30,000 to meet the cost in 1984-85 of decisions of the International Civil Service Commission.

46. Of the total approved supplementary expenditure, \$76,000 was to be financed in the first instance by savings within Part I of the budget, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium; and the balance of \$472,000 was to be financed in the first instance from savings in Part I, or, failing that, be charged to Part II (Unforeseen Expenditure) of the budget.

47. At its 228th Session the Governing Body approved amendments to the Financial Regulations regarding the form of Audit Certificates. It also took note of the annual report of the Joint Inspection Unit (JIU) for the period July 1983 to June 1984.

## *2. Administrative matters*

48. At its 228th Session, the Governing Body took note of the amendments to the Staff Regulations approved by the Director-General under the authority delegated to him by the Governing Body. These amendments related to the education grant; the Reports Board; special merit increments; special increment beyond the maximum salary rate; non-resident allowance; and service in designated duty stations. It also examined the tenth annual report of the International Civil Service Commission (ICSC) and more particularly the conclusions and recommendations which were of salient interest to the ILO. The Governing Body noted the decisions of the ICSC concerning the establishment of two levels of finan-

cial incentive for duty stations classified as having difficult living and working conditions and the revision in the post adjustment relativities of New York and six other headquarters duty stations. It decided to endorse the recommendations of the ICSC subject to their approval by the United Nations General Assembly and to authorise the Director-General to give effect to these recommendations, through appropriate amendments to the Staff Regulations, from the date decided by the General Assembly. Among the recommendations included in the ICSC report were the consolidation of 20 points of post adjustment into the net base salaries of the Professional and higher category staff and new rates of staff assessment. As regards the ICSC's recommendation to introduce a single step to recognise long service, the Governing Body agreed not to modify existing ILO Staff Regulations in this regard which already provided for special merit awards up to two special increments beyond the maximum salary rate.

49. As agreed at its 225th Session (February-March 1984), the Governing Body examined at its 228th Session a report of the Joint Inspection Unit on recruitment policy and its application in the ILO, together with the Director-General's comments and suggestions and statistical information on the composition of the staff for 1984. The Governing Body took note of the JIU report and requested the Director-General to take measures to achieve a fairer geographical distribution of staff, to prepare a comprehensive document on personnel policy questions and to report regularly to it on the progress achieved.

50. Subsequent to discussions at prior sessions, at its 229th Session the Governing Body decided to approve modifications to the Staff Regulations introducing language incentive provisions for Professional and higher category staff and to take note of the Director-General's decision under the authority vested in him to introduce on a two-year trial basis a personal promotion system which would offer the possibility of promotion to officials of exceptional merit and devotion, who had served during a period of 13 years in the same grade and who had not been able to obtain career advancement through other channels. This scheme would also be introduced with the assurances that the Director-General would be guided by the ICSC's criterion to limit the number of personal promotions wherever possible to either 5 per cent of the positions at a given level or to that percentage of the average vacancy rate at that level, whichever was less; and that the Director-General would submit to the Governing Body in two years' time the appropriate amendments to the Staff Regulations together with an evaluation of the results of the system. Also at its 229th Session, the Governing Body authorised the Director-General to implement as from 1 February 1985 a new salary scale for the General Service category in Geneva which would result in an increase of 3.68 per cent.

51. At both sessions the Governing Body took note of papers on the mandatory age of separation from service and matters relating to the Administrative Tribunal of the ILO, but decided to defer final consideration of these issues to its 230th Session.

52. At its 229th Session the Governing Body took note of the decision taken by the General Assembly



on pension questions, including a reduced scale of pensionable remuneration to take effect on 1 January 1985. The Governing Body approved the scale for application in the ILO from 1 April 1985. For the period 1 January to 31 March, it endorsed the application of the new scale to newly recruited officials and the freezing of pensionable remuneration for serving officials. It approved the creation of a suspense account into which would be paid a levy corresponding to the difference between contributions on the two scales of pensionable remuneration. The amounts in the suspense account are to be applied to implement such transitional measures as the General Assembly may adopt at its 40th (1985) Session. They are to be repaid if no such measures are adopted. The Governing Body authorised the Director-General to amend the Staff Regulations accordingly. These decisions were taken by vote, with 32 votes in favour, 9 against and 6 abstentions.

#### H. INDUSTRIAL ACTIVITIES

53. At its 228th Session, the Governing Body determined the agendas of five major industrial meetings selected for the 1986-87 biennium, namely the Third Tripartite Technical Meeting for the Clothing Industry, the 11th Session of the Iron and Steel Committee, the 12th Session of the Coal Mines Committee, the 11th Session of the Building, Civil Engineering and Public Works Committee and the Tenth Session of the Chemical Industries Committee (later postponed to the following biennium); and decided to convene the Committee on Conditions of Work in the Fishing Industry as a smaller meeting within the programme of industrial meetings for the same biennium. It took note of a report on effect given within the Office to the requests of the 11th Session of the Coal Mines Committee (April 1982). It agreed on a list of countries to be invited to send representatives to the Joint Meeting on Employment and Conditions of Work in Health and Medical Services (to be held in October 1985), together with a reserve list of countries to be invited in the event that one of the countries in the first list declined the invitation or failed to reply by the deadline set. It referred back to its Industrial Activities Committee for examination within the framework of the general re-examination of all joint committees to be undertaken by the Committee in the near future certain questions of principle relating to the representation of private employers in the First Session of the Joint Committee for Postal and Telecommunications Services (Geneva, 27 November-5 December 1984) and the Joint Meeting on Employment and Conditions of Work in Health and Medical Services. Finally, it took note of a discussion in the Industrial Activities Committee on the subject of strengthening the effectiveness of Industrial Committee-type meetings, noting that a new paper containing more concrete suggestions would be submitted to the Committee at its next meeting in May 1985.

#### I. MULTINATIONAL ENTERPRISES

54. Having at its 226th Session (May-June 1984) endorsed a series of promotional activities for the

Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy as recommended by its Committee on Multinational Enterprises, the Governing Body, at its 228th Session, approved the report form (questionnaire) for the next (third) government reports on the effect given to the Declaration, to cover the years 1983, 1984 and 1985. It decided that the report form for this survey should be dispatched by the first quarter of 1985 and that the deadline for the receipt of replies should be the end of February 1986 to allow their proper processing and examination by the Committee in November 1986. The Governing Body also decided that there should be a (fourth) full-scale report on the Declaration covering the years 1986, 1987 and 1988 and a specific report on particular areas in between this period, without excluding other options if recommended by the Committee on an ad hoc basis. The Governing Body agreed that the Office should prepare a draft updated list of the Conventions and Recommendations to be referred to in the Declaration.

55. It also took note of reports on completed studies and progress with current research on multinationals and on relevant developments in other organisations.

56. At its 229th Session, the Governing Body established a working group composed of the Officers of the Committee on Multinational Enterprises to analyse government reports on the Declaration prior to their examination by the Committee itself. It endorsed the first interpretation of a paragraph of the Declaration under the procedure for disputes concerning its application. The request arose from certain redundancy dismissals undertaken by the United Kingdom branch of a multinational bank. At the same time it requested the Officers of the Committee to develop as an urgent matter more specific criteria for determining the receivability of requests for interpretation of the Declaration and to report back to the Committee for approval.

#### J. RELATIONS WITH OTHER INTERNATIONAL ORGANISATIONS

57. At its 228th and 229th Sessions, the Governing Body continued to review relations with other intergovernmental organisations within and outside the United Nations system.

58. It considered and took note of recent major events in the United Nations system, including the 39th Session of the General Assembly, the activities of the Economic and Social Council, the 40th Session of the Commission on Human Rights, the FAO World Conference on Fisheries Management and Development, the United Nations Conference on Conditions for the Registration of Ships, the Fourth General Conference of UNIDO (at which the Governing Body was represented by a tripartite delegation), the International Conference on Population, the UNEP World Industry Conference on Environmental Management, and a number of other developments of a more technical nature. It also took note of the Annual Overview Report of the Administrative Committee on Co-ordination for 1983-84, and decided to postpone to a later session its consider-

ation of the Draft Protocol to the European Social Charter.

59. With respect to the International Conference on Population, the Governing Body instructed the Director-General to continue to give special attention, within the competence of the ILO, to the development of population activities in the framework of the Declaration and Plan of Action adopted by the Conference. As regards the World Industry Conference on Environmental Management, which had also been attended by a tripartite delegation appointed by the Governing Body, the latter, having considered the results of that Conference, invited the Director-General to ensure ILO participation in the follow-up activities. The Governing Body took note of developments in respect of a number of inter-agency activities, including the progress made by the Joint FAO/ILO/IMO Working Group in the preparation of a document on fishermen's training and certification; the renewal of the Memorandum of Understanding on the International Programme on Chemical Safety, an international programme co-ordinated by UNEP, the ILO and WHO; the progress made by the Advisory Group Meeting on the Revision of the IAEA/ILO Manual on Radiological Safety in Uranium and Thorium Mines and Mills; as well as that made in the preparation of the IMO/ILO Guide-lines for the Packing of Cargo in Freight Containers and Vehicles. It also took note of the Report of the Ninth Session of the Joint ILO/WHO Committee on Occupational Health (Geneva, 18-24 September 1984), which had considered the question of the identification and control of adverse psycho-social factors at work, and authorised the Director-General to communicate the report to governments and through them to employers' and workers' organisations as well as to the non-governmental organisations with consultative status and to the institutions and services concerned.

60. On two occasions the Governing Body discussed extensively the progress made in drawing up the United Nations Convention on the Protection of the Rights of All Migrant Workers and Their Families. Attention was in particular drawn to the desirability of ensuring compatibility between pertinent existing ILO instruments and the future Convention, while the hope was expressed that the ILO's role in the supervision of the application of the United Nations Convention would be determined at an early date.

61. As regards forthcoming issues of concern to the ILO and its constituents within the United Nations system, the Governing Body noted that the year 1985 marked the 40th anniversary of the United Nations and that the General Assembly would proclaim 1986 as the International Year of Peace. In that connection the Governing Body reviewed ILO activities in the field of disarmament and peace, endorsed the Director-General's proposals concerning ILO participation in the celebration of the anniversary, and adopted a message to be read out on behalf of the Governing Body at the commemorative ceremonies.

62. Finally, the Governing Body examined the preparations for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, to be held in Nairobi in July 1985. It had agreed at its 224th Session

(November 1983) that the general discussion at the present Conference session on the agenda item "Equal opportunities and equal treatment for men and women in employment", as well as its conclusions, would constitute the main ILO contribution to the World Conference.

#### K. TECHNICAL CO-OPERATION

63. At its 228th Session, the Governing Body carried out a review of operational activities in 1983, including tripartite participation. The Governing Body was apprised of the ILO's increased efforts to diversify still further its sources of funding at a time when UNDP resources were declining. Particular attention was paid to the ILO's contribution to sub-Saharan African countries currently facing serious socio-economic difficulties. The Governing Body was also advised about a number of in-house studies recently launched on various aspects of technical co-operation, in order to enhance the relevance and overall impact of the programme. The findings of these studies will be reviewed by it at a later date. Other important issues reviewed concerned operational activities in the United Nations system and recent developments affecting the Inter-African Centre for the Development of Vocational Training, in relation to which the Governing Body reiterated its concern that the structure of this regional centre should take adequate account of the requirements of tripartism.

64. At its 229th Session, the Governing Body completed the review which it had initiated at its 225th Session (February-March 1984) of ILO operational activities in the field of co-operatives, based on two additional papers prepared by the Office. The first consisted of comments received from the Workers' group on which the Office had offered some observations; the second dealt with the topic "Identity of the main beneficiaries of ILO technical co-operation projects". As part of its continuing work in the field of evaluation, it also considered a paper dealing with the assessment of selected projects, which for the first time revolved around a specific theme, namely institution building.

65. The Governing Body also devoted considerable time to a review of ILO operational activities in relation to the present situation in Africa. After a comprehensive exchange of views it adopted a series of decisions inspired by a statement prepared by the African governments and other members of the Committee on Operational Programmes. These decisions, inter alia, requested the Director-General to intensify efforts designed to secure additional resources for operational activities and to reinforce ILO activities in that continent in areas of special ILO concern. On these and related matters the Governing Body asked to be kept periodically informed of the action taken.

66. The Governing Body considered and took note of an Office paper, dealing with (a) relevant operational activities of the ACC and its Consultative Committee on Substantive Questions, (b) operational issues raised in the debate in the Second Committee of the 39th Session of the United Nations General Assembly, and (c) the 1984 UNDP Pledging Conference.

## L. STANDING BODIES AND MEETINGS

### 1. *Planning*

67. During the period under review the Governing Body fixed the composition, agenda, date and place of a number of meetings provided for in the Programme and Budget, took decisions as called for on the membership of standing bodies and appointed delegations to represent it at various meetings. It reviewed information submitted by the Director-General on symposia, seminars and similar meetings financed both under the regular budget and from extra-budgetary sources. In particular, the Governing Body decided at its 227th Session to increase the size of the Advisory Committee on Rural Development to 36 members, to be drawn in equal numbers from government, employer and worker circles, instead of 12:10:10 as hitherto. The Governing Body also approved the terms of reference and composition of the new Advisory Committee on Technology, together with the agenda for the Committee's First Session (Geneva, 15-19 April 1985). At its 229th Session, it went ahead with arrangements for holding the Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation (Geneva, 1-4 October 1985), which will provide an overview of the relation of international economic policies to employment levels, an issue addressed in the resolution concerning employment policy adopted at the 70th (1984) Session of the Conference.

### 2. *Composition of regional conferences*

68. Subject to the reservations expressed by the representatives of a number of socialist countries of Eastern Europe, the Governing Body decided at its 229th Session that Israel should be invited, as a temporary arrangement which would not affect the regional protocols concluded for the future distribution of Government seats in the Governing Body, to participate as a full member in European regional conferences.

### 3. *Invitations to the Conference and other meetings*

69. During the period under review, the Governing Body authorised the Director-General to invite various non-governmental international organisations to be represented at the present Conference session and at other ILO meetings. It also authorised him to invite the Democratic People's Republic of Korea and the Republic of Korea to be represented at the present session of the Conference, and to invite Bermuda, through the Government of the United Kingdom, to send a tripartite observer delegation.

### 4. *Follow-up of meetings*

70. At its 228th Session, the Governing Body considered the report of the 24th Session of the Joint Maritime Commission, which had met in Geneva from 20 to 28 September 1984 under the chairmanship of Mr. B. G. Deshmukh, Chairman of the Governing Body. The meeting was also attended by representatives of the Employers' and Workers' groups of the Governing Body. The Governing Body took the action required in respect of the resolutions adopted by the Commission, which dealt with the following subjects: convening a Preparatory Techni-

cal Maritime Conference and a maritime session of the International Labour Conference;<sup>1</sup> social security; health protection and medical care for seafarers; the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147); the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)—mechanism for incorporating new Conventions in the Appendix; the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109); revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27); the carrying of radioactive nuclear cargoes; the unlawful detention of seafarers abroad; occupational safety and working conditions on board maritime mobile off-shore units; war risk areas and the safety of life of seafarers; Spanish translation services for the Joint Maritime Commission.

## M. INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING

71. At its 228th Session, the Governing Body took note of the report on the 39th Session of the Board of the Centre, which had first been submitted to the Programme, Financial and Administrative Committee, in accordance with the decision taken by the Governing Body at its 222nd Session (March 1983). The main points of the report concerned the new composition of the Board, derived from a decision taken by the Governing Body in June 1984, the term of office of the members being for three years; the appointment of members of the Programme Advisory Committee of the Board of the Centre, for a term of three years; the attainment of the budgeted level of participant-days for 1984, with confirmation of the trend towards training activities for participants with a higher educational level and generally holding positions of higher responsibility in their institutions or enterprises; the improvement in co-ordination with the ILO Training Department; the increase in the volume of activities in the field of workers' education and labour administration; the improved operational efficiency gained as a result of the concentration of the Centre's activities in the campus area; the near-completion of the two new pavilions that are being built by the City of Turin; the statement by the Mayor of Turin informing the Board that the amount advanced by the Centre for this construction work would be repaid by the City of Turin before the end of 1984; the commemoration of the Centre's 20th anniversary, which would be celebrated in 1985.

## N. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

72. At its 228th Session, the Governing Body took note of a report on the 26th Session of the Board of the Institute, endorsed the Institute's programme, approved its budget for 1985 and accepted gifts and contributions towards current activities of the Institute.

73. At its 229th Session, the Governing Body was informed of the appointment of Mr. Elimane

<sup>1</sup> See also paragraphs 15-18 above.

Mamadou Kane as Director of the Institute, from 1 January 1985, with the rank of Deputy Director-General.

#### O. OTHERS MATTERS

74. During the period covered by this report, the Governing Body paid tribute to the memory of Mrs. Indira Gandhi, Prime Minister of India. It also took note of information supplied in the Director-General's regular reports on the deaths of prominent ILO figures, the composition of the Governing Body, internal Office administration and documents and publications issued by the Office.

75. At its 229th Session, the Governing Body considered and took note of a report on the activities of the International Occupational Safety and Health Information Centre in 1984 and examined issues of concern to the ILO arising out of recent industrial accidents in Bhopal and elsewhere. It noted the measures which had been worked out by the Office with a view to placing increased emphasis on major hazard control in the ILO's occupational safety and health activities, and that the Director-General was examining the possibility of convening a meeting of consultants to advise on safety measures specific to hazardous industries and to the production and storage of products in the chemical industry.

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## ***Provisional Record***

Seventy-first Session, Geneva, 1985

### **Addendum to the Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa**

#### **Report of the Committee on Discrimination to the Governing Body of the ILO at Its 230th Session (June 1985)**

1. The Committee on Discrimination met on 31 May 1985. In the absence of its Chairman, Mr. H. Heldal, the Committee was chaired by Mr. S. Chambers, Employer Vice-Chairperson; Miss C. Hak acted as Employer spokesperson and Mrs. S.G.E. Carr was Worker Vice-Chairperson. The Committee examined, in accordance with paragraph 5(b) of the updated Declaration on apartheid of 1981, information supplied by governments and employers' and workers' organisations on action against apartheid. It also considered various aspects of the procedures relating thereto.

#### **A. INFORMATION ON ACTION AGAINST APARTHEID SUPPLIED IN 1984-85**

2. The Committee had before it the *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa*, Chapter II of which contained an analysis of information supplied by governments and employers' and workers' organisations on action taken against apartheid under paragraph 5(a) of the updated Declaration concerning the Policy of Apartheid in South Africa. In addition, the Committee had before it a paper<sup>1</sup> summarising the main trends of the replies, drawing attention to certain specific actions taken since the last reporting period.

3. In introducing the item, the representative of the Director-General indicated that 11 further replies had been received from the Governments of Angola, Costa Rica, Jordan, Papua New Guinea, Togo and Zaire; from employers' organisations in India (two) and Pakistan. This brought the total of replies received to 89 from governments, 58 from employers' organisations and 88 from workers' organisations.

4. The Office paper indicated that underlying the replies as a whole were the condemnation of apartheid as a system and the demand that it should be brought to an end. As in previous years, opinions varied as to how this should be done: certain replies advocated mandatory sanctions and the withdrawal of investments from South Africa, while others preferred programmes based on persuasion and example as the best means of effecting change.

5. With regard to the replies by governments, most emphasised their support for the United Nations programme of action against apartheid and the implementation of United Nations resolutions in their countries. Several urged the imposition of mandatory sanctions and a ban on nuclear co-operation with South Africa. Many also referred to financial contributions to United Nations funds for southern Africa. The majority of replies indicated that governments maintained no relations of any kind with South Africa. Others took the view that relations with other countries should not be dependent on the approval of political systems but should provide an opportunity to influence those systems. New Zealand policy had led to the closing of the South African Consulate-General in that country. A number of governments, for example that of the USSR, condemned the reception of the South African Prime Minister by a number of European countries in 1984. Sports contacts did not exist or were actively discouraged by the majority of governments; several Commonwealth countries referred to the Gleneagles Agreement in this context. A number of governments discouraged contacts with South Africa by refusing visas to South African citizens. Most governments reported having no commercial relations with South Africa, while certain countries, for example Brazil, imposed restrictions in order to eliminate or minimise such relations. Ireland had instructed its health authorities not to purchase South African goods or to engage in commercial or other relationships with South African agencies. Norway had established an interministerial working group to consider possible measures against South Africa and the Danish Parliament had adopted a resolution on tightening the policy of sanctions against South Africa, including proposals for a repudiation of any Nordic involvement in IMF loans to South Africa. Most governments reported having no investments in South Africa and others provided no official encouragement to that effect; Sweden introduced a Bill to strengthen existing legislation limiting investment in South Africa (this Bill has reportedly since been enacted). The member States of the European Communities and the United States stressed the value of codes of conduct for companies operating in South Africa; the United States financed labour and educational activities. Certain governments reported restrictions on migration and tourism to South Africa by their nationals. Many governments reported material, moral and financial support for the front-line and neighbouring States; Nordic Foreign Ministers had met with the Foreign Ministers of those States to discuss assistance programmes. No govern-

<sup>1</sup> GB.230/CD/1/1.

ments reported having recognised the "Bantustans"; many specifically condemned that system. There was a broad expression of sympathy and support for the national liberation movements; several Eastern European countries referred to material, moral and financial assistance. Australia enabled the ANC, PAC and SWAPO to open offices to counter pro-apartheid propaganda. No governments reported impediments to trade unions in the anti-apartheid struggle, while certain governments, for example those of socialist countries of Eastern Europe and the Netherlands, reported close co-operation with their trade union movements.

6. With regard to replies by employers' organisations, the paper reported that the majority maintained no relations with South Africa; the Federation of Egyptian Industries issued a circular letter to its members in 1984, requesting them to end all relations and withdraw any investments. The Employers' Confederation of Zimbabwe encouraged local companies to sever connections with South African companies and to become Zimbabwe-based or responsible to parent companies in Europe. Certain employers' organisations, for example the Federal Union of German Employers' Associations, expressed opposition to economic sanctions, while emphasising support for policies of equality in the labour field. In this connection, the employers' organisations of the United Kingdom and the United States referred to the codes of conduct. The employers' organisation of the German Democratic Republic, while expressing support for the ILO Declaration, questioned the 'role of codes for employers in the struggle against apartheid. The majority of replies also stated that no investments had been made in South Africa; there were no reports of withdrawal of existing investments. Two organisations, those of Denmark and Zambia, referred to financial contributions they had made to ILO programmes in southern Africa; the Danish Employers' Confederation had published a guide to its international activities in which it had called for an end to apartheid.

7. With regard to replies by trade unions, the paper indicated that many had made representations to their governments on a number of issues concerning South Africa. For example, the Danish LO had requested the Government to make the Code of Conduct binding on Danish companies, while many European trade unions had protested against the reception of the South African Prime Minister in various countries in 1984. Pressure was also applied to companies by certain trade union movements: the Danish LO had requested the Government to urge a company to pay the minimum rate under the Code of Conduct; the British TUC had urged the Confederation of British Industries to ensure full observance of the Code and DGB (Federal Republic of Germany) had intervened with parent companies on behalf of trade unions in South Africa. A large number of replies described in some detail widespread solidarity action by trade unions, such as the inclusion of information on apartheid in trade union publications by the CFDT (France), the organisation of a conference on apartheid for employees of KLM by the FNV (Netherlands), the organisation by the WFTU and the OATUU of a Trade Union Conference in Solidarity with the Workers and People of Southern Africa in Harare in 1984 and a week of solidarity

with the people of southern Africa in which the trade unions of the USSR participated. In addition, many organisations had sent telegrams or letters of protest to the South African Government over detentions, ill-treatment of strikers, police brutality and forced removals. In addition to those forms of solidarity, replies showed considerable support for emerging trade unions in South Africa. The international trade secretariats mentioned large-scale provision of advice, experts, aid and solidarity measures to affiliates in South Africa. Many replies from national trade unions reported similar assistance; for example, the British TUC had provided training for trade unionists, the Canadian Labour Congress had provided finance and staff for ILO projects, and the Central Council of Czechoslovakian Trade Unions had organised courses for trade unionists from southern Africa. Many trade union replies indicated that no emigration to South Africa was possible because of government bans. But certain other replies stated that European trade unions and the ICFTU, for example, were actively attempting to dissuade potential migrants. Some replies indicated that no trade union funds were invested in South Africa; although none reported specific withdrawals, some, for example the British TUC, referred to efforts to encourage trade union trustees on pension funds to avoid investing in South Africa. In addition, the AFL-CIO (United States) reported having contributed to the enactment of legislation for the withdrawal of local authority funds from companies investing in South Africa. The application of codes to companies operating in South Africa concerned mainly the United States and certain European countries. Some replies mentioned action in this area; the AFL-CIO (United States) had discussed with the Reverend Sullivan ways of making the Sullivan principles more effective and the British TUC had drawn the Government's attention to the reservations expressed in the ILO Committee on Apartheid concerning such codes. Certain replies indicated that trade unions were involved in preparations for conferences organised by the United Nations or the specialised agencies or had been included in delegations thereto. For example, the Confederation of Yugoslav Trade Unions referred to the emphasis it placed on apartheid matters in preparation for United Nations sessions, while the ICTU (Ireland) had urged the Government to implement United Nations policy on South Africa. Several trade union organisations reported other measures aimed at isolating South Africa; for example, Irish and Netherlands (FNV) trade unions reported close collaboration with their national anti-apartheid movements and the National Confederation of Peru requested the Government to ban Peruvian sportsmen from visiting South Africa after an incident involving a Peruvian footballer. The Trade Unions International of Transport Workers reported that four of its affiliates intended to organise a conference of maritime unions to make the boycott of the supply of arms and oil to South Africa more effective. Several international trade union organisations referred to co-ordination of trade union action; for example, the ICFTU's Co-ordinating Committee on South Africa had held an international conference to evaluate and update the ICFTU Programme of Action against Apartheid. Other examples were the Japanese Confederation of Labour, which had invited an OATUU representa-

tive to participate in a seminar on apartheid and the New Zealand Federation of Labour, which had invited an ANC representative to address its annual conference.

8. The Employer spokesperson indicated that the Employer members regarded the document before them as one of a technical nature accurately reflecting the information supplied by ILO constituent members in 1984-85 in response to the ILO's questionnaire. She complimented the Office on the brevity and objectiveness of the document. The first part of the document, which summarised the replies received, satisfactorily reflected the different groups' points of view.

9. The Worker Vice-Chairperson said that the Worker members were pleased to note that the number of replies had increased and that some of the responses provided more details on actions taken than in the past. The Workers' group nevertheless continued to have problems with the presentation of joint replies by certain governments. Despite the progress made, there was still room for improvement in terms of the number of replies and their content.

10. The Government representative of Czechoslovakia expressed some doubts at the over-optimistic analysis presented in the document. This seemed to suggest that all governments, employers' and workers' organisations fully respected the ILO's Declaration and the United Nations programme against apartheid, but the United Nations had adopted a number of resolutions which showed otherwise. South Africa continued to receive important support, notably from certain governments and employers' organisations, and the ILO's document should more accurately reflect this position.

11. Following this exchange of views, it was understood that the information presented by the ILO's constituent members would be discussed in greater detail in the course of the Conference Committee on Apartheid.

#### B. IMPROVEMENT OF THE PROCEDURES FOR REQUESTING AND EXAMINING THE INFORMATION

12. At its 228th (November 1984) Session, the Governing Body decided, on the recommendation of the Committee,<sup>1</sup> to request the Director-General "to submit to the Committee, in the light of its discussions, any other proposals for the improvement of the procedures for requesting and examining information on action against apartheid for consideration at the May 1985 and November 1985 Sessions of the Governing Body". As was recalled in the Office paper, a number of suggestions for improving these procedures were made at the Tripartite Conference on Apartheid (Lusaka, May 1984). These concerned the form of the questionnaire, the intervals at which it should be sent, the possibility of selecting the issues to be dealt with in successive years and the scope of the analysis and assessment of the replies. On the latter point, the Committee's discussions in November 1984 led to a suggestion for the possible appointment of a small monitoring group of the Committee to examine the replies to the

questionnaires on action against apartheid by the ILO's constituents. As stated on behalf of the Worker members at that meeting, this kind of evaluation was not normally the responsibility of the Office, but was entrusted to bodies established by the Conference or the Governing Body or committees set up at their request; in the case of the information requested in the 1981 Declaration, the monitoring role had been entrusted under paragraph 4 of the Declaration to the Conference Committee on Apartheid, with the assistance of the Committee on Discrimination; the latter was called upon under paragraph 5(b) of the Declaration to consider such information and submit a report to the Conference Committee on Apartheid.

13. The Office paper also recalled that, at the Lusaka Conference, various suggestions were made for improvement of the questionnaire, including the possibility of focusing on particular subjects in particular years. While this matter would have to be considered also in the light of the discussions at the Conference Committee on Apartheid, it might be appropriate, for the next reporting period, to focus on questions related to various forms of support given by the ILO's constituents to programmes of educational and technical assistance for liberation movements, the front-line States and regional organisations (e.g. SADCC and SALC), as well as for Black workers and their independent trade unions in South Africa. In this connection it was recalled that as a result of one of the conclusions of the Tripartite Conference on Apartheid in Lusaka, the Governing Body in November 1984 had called for an in-depth evaluation of the ILO's programme against apartheid and a tripartite evaluation mission in early 1986 to assess selected projects implemented under the programme. It was therefore suggested that the Committee might also wish to receive information on support given by the ILO's constituents to the ILO's programme of action, so as to be able to consider possible further recommendations for the implementation of the updated Declaration.

14. The Employer spokesperson expressed satisfaction with the summary of replies as presented up to now by the Office. For practical reasons, she wondered about the wisdom of having a small group of the Committee on Discrimination to consider the replies. As the Committee was already small, there could be conflict with other meetings, and there might be duplication.

15. The Worker Vice-Chairperson stated that, while she appreciated the summary of replies made by the Office, the Committee itself had to take greater responsibility. She suggested for consideration at the Committee's next meeting that, on a trial basis, the Officers of the Committee be asked to examine the replies and to discuss the possibility of the questionnaire focusing on three or four specific issues for consideration by the Committee at its November session.

16. The Government representative of the United States recalled certain juridical misgivings he had about the monitoring and evaluation of replies. The responsibility of the Committee was not of the same nature as that of other ILO supervisory committees. He also expressed concern about the question of due process.

<sup>1</sup> GB.228/18/26, para. 31(e).



17. The Government representative of Angola stated that he had not had the opportunity to consider the practical aspects of the suggestion made. He asked that the Committee postpone its decision.

18. The Worker Vice-Chairperson was of the opinion that the monitoring role of the Committee was explicitly mentioned in the Declaration. This was in order to examine what progress had been made and not in order to sanction Members. Some replies had become automatic and needed to be more closely looked at. This could be done on a random basis or alphabetically.

19. The Employer spokesperson suggested that the Officers, with the help of the Office, should elaborate a working programme on the suggestions made in paragraphs 12 and 13.

20. The representative of the Government of Cuba expressed some doubt concerning the issues raised in paragraphs 12 and 13. She was, however, prepared to accept the suggestion of a working group to study the matter in more depth. The Government representative of Angola supported the opinion expressed that some issues in the questionnaire were more important than others.

21. The United States Government representative considered that the questionnaire was based on the Declaration, which had to be taken as a whole. The questionnaire also therefore was to be considered in its totality, and efforts to focus on specific issues would tend to concentrate in a discriminatory manner on certain questions. The ILO's most important contribution was by establishing consensus on such issues as apartheid.

22. It was agreed that, on a trial basis, the Officers would meet before reporting to the Committee at its November meeting in order to elaborate proposals on the basis of a paper prepared by the Office. The paper should contain more details concerning possible improvements in the monitoring role of the Committee as well as specific issues to be included in the questionnaire.

23. It was also agreed that certain other questions related to the tripartite evaluation mission and to the financing of projects of the ILO's anti-apartheid programme, including special measures such as the possibility of a pledging conference, would be examined at the November meeting.

24. Finally, another suggestion for improvement made at the Committee's November 1984 meeting had been the possibility of convening alternately the Conference Committee on Apartheid in Geneva and a similar meeting in a front-line State, which could place in sharper perspective the ILO's action against apartheid in the region itself. While this suggestion was commented upon favourably, it was observed that careful consideration would have to be given to its financial implications, the degree of participation, and to the agenda and questions of publicity with a view to placing maximum pressure on South Africa. The Office paper presented a number of preliminary observations that might help the Committee in further examining this suggestion. The meeting in a front-line State could possibly take the form of a tripartite group appointed on the recommendation of the Conference Committee on Apartheid, since the

latter could not meet as such independently of Conference sessions. Such a group could, for instance, have a composition and functions similar to those of the working group which the Conference Committee on Apartheid usually appoints in the course of its work. It would thus present recommendations regarding action by governments and employers' and workers' organisations as well as by the ILO itself in the light of developments in South Africa and Namibia as well as in southern Africa generally. To give such a meeting the maximum impact, the same general pattern might be followed as at earlier meetings in Livingstone and Lusaka. The costs of such a meeting could perhaps be covered wholly or largely by savings made through not holding a meeting of the Conference Committee on Apartheid in that particular year or allocating only one or two sittings to that Committee in order to examine the report of the meeting held in Africa. The examination of these suggestions might be continued at the November 1985 meeting in the light of discussions that will have taken place in the Conference Committee on Apartheid in June.

25. As regards the possibility of holding a special meeting in a front-line State in alternate years, the Employer spokesperson noted that this suggestion had been made by the Employers' group. The Employer members felt that previous meetings held in Livingstone and Lusaka had been highly successful, giving their participants a greater sense of involvement in the region's problems than the Committee on Apartheid which, it must be admitted, had become somewhat repetitive. In contrast to the Committee on Apartheid, which did not receive much publicity, meetings in the front-line States had received wide publicity, in Europe and elsewhere, and this had greatly increased their impact. The formula proposed called for a full Conference Committee meeting every other year. In alternate years, an essentially technical meeting would be held in a front-line State to focus on practical ILO activities in the area. The reports of these meetings would then be presented to the Conference Committee on Apartheid for consideration at a few sittings, the number of which would depend on the available finances. The Employer members wanted to make it clear they supported the idea of maintaining the Committee on Apartheid in these alternate years since this was mandated in the Declaration. The Director-General's Special Report would, as usual, continue to be discussed in the plenary sitting of the Conference. The Committee should, however, not be pressed for a decision on these questions, which could be further considered at its November session.

26. The Worker Vice-Chairperson stated the basic agreement of the Worker members with the proposals put forward by the Employer spokesperson, but she emphasised that their acceptance was based on maintaining the Committee on Apartheid every year. It was important that any meeting in front-line States should report back to the Conference Committee on Apartheid, which would also discuss the Director-General's Special Report, as this was part of its mandate. The number of meetings could be either two or three. The proposals might mean more money had to be committed, but the workers were of the opinion that the Governing Body had been persuaded that apartheid was a

priority matter, and if additional resources were needed, these could be found. There was no question that the Livingstone and Lusaka meetings had been positive, particularly in their concentration on specific issues, and had contributed to the pressure on South Africa, but it was essential also to recognise the importance of the Committee on Apartheid in terms of its impact on change inside South Africa. Further discussion of the proposal was in order since, in any case, it could not be implemented in 1985 or 1986, but it could be envisaged for 1987.

27. The representative of the Government of Angola feared that the proposal before the Committee would represent a diminution of the Committee on Apartheid's work by half, particularly as regards the dissemination of information and the raising of awareness, which was so important. The ILO's task was increasingly to condemn and work for the elimination of apartheid. The meetings in Geneva permitted a full discussion of this issue and reflected the collective weight of world opinion; they moreover served to disseminate information as widely as possible. As for the front-line States, they had ample opportunity to make known their position in Geneva. In conclusion, there was nothing in the present situation in southern Africa which appeared to warrant a change from the present procedures, and he emphasised that in any case, no decision should be taken now.

28. The representative of the Government of Ethiopia stated his support for the views expressed by the Government representative of Angola. The proposal to hold special meetings in front-line States should be examined in the light of the regional situation, where no doubt southern Africa was suffering more than ever. The Committee on Apartheid should continue its work; although it might be wiser to have a separate meeting in alternate years, the report of the meeting should be discussed in Geneva by the Committee on Apartheid. There were legitimate fears that an alternate meeting would reduce the opinion-forming role of the Conference Committee. The representative of the Government of Cuba supported the statements of the representatives of the Governments of Angola and Ethiopia.

29. An Employer member noted previous difficulties in holding conferences in front-line States and recalled the financial problems associated with them. While supporting the position put forward by the Employer spokesperson, he also agreed with the points raised by the Government representative of Angola. Flexibility should be maintained so that the

Conference Committee on Apartheid meets every year.

30. The United States Government representative stated that his Government had no legal objections to the proposal before the Committee, but certain practical questions would have to be addressed. These included its financing, how the meetings' reports would be dealt with by the Committee on Apartheid and the possibilities for ILO Members to participate in some way in these meetings. If such meetings could be held without additional costs to the Organisation and if they contributed to the ILO's practical programme within its mandate, then the proposal would be supported. Nevertheless, the details of this proposal would have to be clarified, as the original idea seemed to imply that such meetings would replace the Committee on Apartheid in alternate years, and not merely report to it.

31. In summarising the discussion, the Chairman affirmed that the more detailed proposals to be put before the next session of the Committee on Discrimination by its Officers and the Office would also cover this question.

32. On related matters, the Worker Vice-Chairperson noted important new developments which the Committee should carefully consider. These included the fact that conservative political leaders in Western countries had begun to change their position, to the point of considering real pressures on South Africa to eliminate apartheid. A parallel development inside South Africa was the rising importance of the independent Black trade union movement, and it was to be hoped that all ILO Members would concretely support this movement as a critical element in the peaceful transition to a genuinely democratic South Africa. The Worker members, moreover, deplored the increasing police violence in South Africa in recent months resulting from the apartheid system, and sincerely hoped this would be brought to an end.

33. Concerning other matters, the Worker Vice-Chairperson urged the Committee to consider also questions of discrimination other than apartheid at future meetings. A representative of the Director-General recalled that such questions would be dealt with at the Committee's next session, according to the usual practice.

Geneva, 3 June 1985.

(Signed) S. CHAMBERS,  
Acting Chairman.





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# **Provisional Record**

Seventy-first Session, Geneva, 1985

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

### **Further Information and Proposals Submitted by the Governing Body of the International Labour Office to the 71st Session of the Conference**

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

A. Composition of the Administrative Tribunal:  
Extension of terms of office (paragraphs 2 and 3).

B. Revised programme and budget proposals for 1986-87 (paragraphs 4-6).

Appendix I Revised summarised draft budget of expenditure and income for 1986-87.

Appendix II Draft expenditure budget for 1986-87 by major programme.

Appendix III Summary of budgetary increases and decreases.

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

The points for decision are in paragraphs 3 and 5.

### **A. COMPOSITION OF THE ADMINISTRATIVE TRIBUNAL**

2. The following is an extract from the second report of the Programme, Financial and Administrative Committee to the Governing Body at its 230th (June 1985) Session:

31. The Committee noted that the terms of office of the Rt. Hon. the Lord Devlin, judge of the Tribunal, of the Rt. Hon. Sir William Douglas, deputy judge, and of Mr. Edilbert Razafindralambo, deputy judge, would expire on 14 June 1985. The Director-General proposed<sup>1</sup> that the terms of office of each be extended for a further period of three years, in accordance with the terms of the Statute of the Tribunal.

### **FOR DECISION**

3. On the recommendation of its Programme, Financial and Administrative Committee, the Governing Body at its 230th (June 1985) Session decided to submit the following resolution for adoption by the Conference at its 71st (June 1985) Session:

The General Conference of the International Labour Organisation,  
In accordance with Article III of the Statute of the Administrative Tribunal,  
Extends the terms of office of the Rt. Hon. the Lord Devlin (United Kingdom) as judge of the Administrative Tribunal of the International Labour Organisation, and that of the Rt. Hon. Sir William Douglas (Barbados) and Mr. Edilbert Razafindralambo (Madagascar) as deputy judges of the Tribunal, for further periods of three years.

### **B. REVISED PROGRAMME AND BUDGET PROPOSALS FOR 1986-87**

4. The following is an extract from the first report of the Programme, Financial and Administrative Committee to the Governing Body at its 230th (June 1985) Session:

#### *1986-87 Programme and Budget Proposals*

69. The Committee had before it a paper<sup>2</sup> indicating that the decision of the International Civil Service Commission to freeze the New York post adjustment at the 1984 level, and to take measures to ensure equivalence of purchasing power in other duty

stations, would result in savings of about \$2.1 million in the estimates of staff costs in the 1986-87 Programme and Budget Proposals. These proposals would therefore have to be revised accordingly.

70. At this point the Staff Representative made a statement on the freezing of post adjustments dealt with under this item of the Committee's agenda. Her observations on this matter are summarised in paragraphs 2 and 3 of the Committee's Second Report.

71. The Director-General said that, without entering into the issue of what the staff might do to defend their rights, he had only done his duty in presenting the proposals before the Committee in strict application of the provisions relating to post adjustments contained in the ILO Staff Regulations, and in particular article 3.9(c), which reads as follows:

The classification of each duty station shall be determined by the Director-General on the basis of the relative cost of living, standard of living and related factors, for international officials at the duty station concerned as compared with the point of reference.

<sup>1</sup> GB.230/PFA/9/15.

<sup>2</sup> GB.230/PFA/6/12.

The point of reference in this case was New York and, in his view, he therefore had to apply the decision of the General Assembly concerning New York and the consequences which it entailed. He was aware that the staff were not in agreement with these decisions. He himself had been greatly disturbed by the circumstances in which the General Assembly had taken certain decisions on almost all personnel questions and conditions of employment, whether they related to remuneration, post adjustments or pensions. It was clearly necessary to correct this situation and restore some sort of order and consistency in the system and particularly in the conditions under which certain important decisions were taken. However, he had no choice but to apply strictly the provisions of the Staff Regulations as established by the Governing Body. He could not agree with the Staff Representative that the position taken by him in the document before the Committee was irregular.

72. Mr. Muhr observed that the Committee was not for the first time being called upon to discuss the consequences of decisions taken outside the ILO in respect of the common system. The situation in fact appeared to be worsening and the means and methods applied were becoming increasingly objectionable. The reaction of the staff was therefore understandable. As members of the Governing Body, the Worker members found themselves in the position of being employers with definite responsibilities towards the staff. They were therefore greatly concerned at finding themselves in a situation in which they were called upon merely to take note of decisions adopted elsewhere without being able to take any corrective action. The Worker members found this situation increasingly unacceptable both from the political and the legal point of view, particularly when it conflicted with some of the most important ILO standards relating to trade union rights. For the Workers the most important ILO Conventions were those dealing with the right of workers to associate and to negotiate and protect their own rights. The manner in which the ICSC functioned in fact made nonsense of the principle of negotiation. The Committee should devote a special sitting at the November session to review the problem. The Worker members would request the Director-General to examine the situation in the light of an earlier decision of the ILO Administrative Tribunal that the personnel had the right to negotiate.

73. Mr. von Holten considered that the Director-General had acted rightly. Two further points needed clarification. He presumed that savings would also accrue in 1985 and, secondly, that should the post adjustments be unfrozen, the credits would have to be restored. The personnel issue had not been adequately covered in the paper. Governments might be aware of the decisions of the ICSC, the Pension Board and the General Assembly but this was not the case with the Employer and Worker members. He was still awaiting the document relating to the evolution of the geographical distribution of the staff which had been promised at the last session. As regards the issues raised by the Staff Representative, it was of course frustrating to see the manner in which the decisions of the ICSC were treated by the General Assembly. However, the Employer members could not agree to the suggestion of the Staff Representative that the ILO should leave the common system. This system had many positive aspects, but it was very disagreeable to see the decisions of the ICSC treated in this way by the General Assembly because the organisations participating in the common system under the statutes of the Commission had delegated the power of decision in this matter to the ICSC. It was therefore not for the General Assembly to overrule that decision without first changing the delegation to the Commission; but that could be done only with the agreement of all participating organisations. The recent decisions of the General Assembly tended to erode the common system. It was possible that the common system needed to be reviewed but the system was necessary, should be correctly applied and should be made better known to the decision-making bodies in the specialised agencies of the United Nations family. The staff should have the right to negotiate but not on matters where the right of decision had been delegated to the ICSC. A review of the common system should not be undertaken by the Committee in November; it should be done in New York. It was necessary to ensure that there was adequate consultation of the staff before decisions were taken by the ICSC. The Employer members nevertheless supported the proposal in the Office paper.

74. The representative of the Government of Italy stated that while in general he supported the position of the staff, there was a need for a balanced approach. The growing level of conflict when staff questions were discussed was largely due to disorder in the common system. It was necessary, however, to take into account the advantages of belonging to the common system. He therefore supported the proposal of the Worker members that a review of

the functioning of the common system should be undertaken. National civil servants were also being made to bear the burden of sacrifices because of the economic situation, and there was a need for austerity and budgetary restraint. While his Government had the greatest sympathy for the special needs of the international civil service, its situation must be compared with that of national civil services. In spite of the special recruitment requirements of the international civil service, there was a certain comparability with national civil services which could not be ignored.

75. The representative of the Government of Canada said the thought-provoking statement of the Staff Representative raised a number of issues deserving attention. Nevertheless, the Director-General had been right in making his proposal and the Canadian Government welcomed the resulting reduction in costs. Further reductions were necessary, however, if the objective of zero real growth sought by a number of governments was to be attained.

76. The United Kingdom Government representative supported the Director-General's proposal as being timely and courageous. However, she agreed that a thorough review of all the issues involved in the common system should be undertaken.

77. The United States Government representative also supported the Director-General's proposal. The working of the common system and of the ICSC raised a number of interesting issues. However, as the Committee was aware, his Government was greatly concerned with the United Nations system salary levels. The Italian Government representative had rightly drawn attention to the question of the comparability of United Nations and national civil service salaries. These issues deserved to be examined.

78. The representative of the Government of Japan, while understanding the concern expressed by the Staff Representative, welcomed the savings proposed.

79. The representative of the Government of the Federal Republic of Germany also endorsed the proposed savings since they derived from application of the common system.

80. The representative of the Director-General (the Treasurer and Financial Comptroller), replying to questions raised by Mr. von Holten, said that if the post adjustments were unfrozen the Organisation would indeed find itself under-budgeted in 1986-87 and the Director-General would have to take recourse to the steps normally taken on such occasions. If the gap could not be covered by savings, the Committee and the Governing Body would have to be asked for supplementary credits. As regards the savings in 1985, these would amount to \$900,000, which happened to correspond to the amount of the lump-sum reduction in the provision for cost increases that the Governing Body had decided on in adopting the 1984-85 Programme and Budget.

81. The Director-General expressed his agreement with the views of those members of the Committee who had urged a comprehensive examination of the functioning of the common system. The Staff Representative had proposed that the ILO simply withdraw from the system, but such a radical step could only be taken following a systematic review of the mechanism of the system aimed at ensuring that it functioned in a correct manner. The problem was complex and he hoped to be able to present in November 1985 a paper setting out clearly how a certain number of objectives and rules could be accepted by the other international organisations and by the key bodies of the common system, such as the ICSC. The discussion of the present item had shown up the ambiguity that existed between the responsibilities of the ICSC and those of the United Nations General Assembly and its Fifth Committee. The ILO should play a leading role in restoring order to the functioning of the common system. A comprehensive document would be prepared by the Office for consideration of the Committee in November, as well as a comprehensive paper on all personnel questions.

82. *The Committee recommends the Governing Body to submit to the Conference for approval a revised resolution for the adoption of the Programme and Budget for the 60th financial period (1986-87) and for the allocation of expenses among Members in that period in the following terms:*

The General Conference of the International Labour Organisation, in virtue of the Financial Regulations, passes for the 60th financial period, ending 31 December 1987, the budget of expenditure of the International Labour Organisation amounting to \$253,140,000 and the budget of income amounting to \$253,140,000 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

## FOR DECISION

5. The Governing Body adopted the above resolution on 4 June 1985. The draft resolution for the adoption of the 1986-87 programme and budget as proposed by the Governing Body at its 229th (February-March 1985) Session appears on page 4 of Report II (Draft Programme and Budget for 1986-87 and Other Financial Questions) to the 1985 Session of the Conference. To take account of the decision now taken by the Governing Body as a result of action taken by the International Civil Service Commission to freeze the New York post adjustment at the 1984 level, and to take measures to ensure equivalence of purchasing power in other duty stations, the Governing Body submits for approval by the Conference a revised resolution for the adoption of the programme and budget for the 60th financial period (1986-87) and for the allocation of expenses among Members in that period in the following terms:

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations, passes for the 60th financial period, ending 31 December 1987, the budget of expenditure of the International Labour Organisation amounting to \$253,140,000 and the budget of income amounting to \$253,140,000 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

6. The following budget tables which have been adjusted to reflect the revised draft Conference resolution are appended:

Appendix I Revised summarised draft budget of expenditure and income for 1986-87.

Appendix II Draft expenditure budget for 1986-87 by major programme.

Appendix III Summary of budgetary increases and decreases.



## APPENDIX I

### REVISED SUMMARISED DRAFT BUDGET OF EXPENDITURE AND INCOME FOR 1986-87

	Expenditure	US dollars		Income	US dollars	
		1984-85 Budget	1986-87 Estimates		1984-85 Budget	1986-87 Estimates
Part I	Ordinary budget . . . . .	253 218 526	251 364 686	Contributions from member States . . . . .	254 744 000	253 140 000
Part II	Unforeseen expenditure . . . . .	1 500 000	1 750 000			
Part III	Working Capital Fund . .	—	—			
Part IV	Provision for effects of exchange rate adjust- ments . . . . .	—	—			
<b>EFFECTIVE WORKING BUDGET. . . . .</b>						
		254 718 526	253 114 686			
Part V	Undistributed reserve . . . . .	25 474	25 314			
<b>Totals . . . . .</b>		<b>254 744 000</b>	<b>253 140 000</b>		<b>254 744 000</b>	<b>253 140 000</b>

## APPENDIX II

### PROPOSED EXPENDITURE BUDGET FOR 1986-87 BY MAJOR PROGRAMME (in US dollars)

Item	Title	1984-85 budget <sup>1</sup>	1986-87 estimates (in constant 1984-85 dollars) <sup>1</sup>	1986-87 estimates (recosted) <sup>2</sup>
<b>Part I. Ordinary Budget</b>				
<i>Policy Making Organs:</i>				
10	International Labour Conference . . . . .	6 959 640	8 760 080	8 368 904
20	Governing Body . . . . .	1 442 400	1 446 400	1 353 800
30	Major Regional Meetings . . . . .	814 520	1 255 465	1 321 860
	<b>Total . . .</b>	<b>9 216 560</b>	<b>11 461 945</b>	<b>11 044 564</b>
<i>General Management:</i>				
40	General Management . . . . .	5 385 375	5 912 410	5 453 297
<i>Technical Programmes:</i>				
50	International Labour Standards and Human Rights . . . . .	7 890 905	8 373 511	7 935 162
55	Promotion of Equality . . . . .	3 065 312	3 095 717	2 930 466
60	Employment and Development . . . . .	9 402 090	9 675 200	9 177 813
70	Training . . . . .	7 786 100	8 406 830	8 046 879
75	International Centre for Advanced Technical and Vocational Training, Turin . . . . .	2 000 000	2 000 000	2 300 000
80	Industrial Relations and Labour Administration . . . . .	5 439 455	5 699 027	5 424 364
90	Working Conditions and Environment . . . . .	9 424 615	9 630 583	9 186 805
100	Sectoral Activities . . . . .	12 597 230	11 673 393	11 275 059
110	Social Security . . . . .	3 716 575	3 802 377	3 626 444
120	Labour Information and Statistics . . . . .	9 696 212	9 839 170	9 223 142
140	Programming and Co-ordination of Technical Co-operation . . . . .	1 292 910	1 546 435	1 597 064
150	International Institute for Labour Studies and International Social Security Association . . . . .	2 364 750	2 364 750	2 287 000
	<b>Total . . .</b>	<b>74 676 154</b>	<b>76 106 993</b>	<b>73 010 198</b>

Item	Title	1984-85 budget <sup>1</sup>	1986-87 estimates (in constant 1984-85 dollars) <sup>1</sup>	1986-87 estimates (recosted) <sup>2</sup>
<b>Service and Support Activities:</b>				
160	Personnel . . . . .	7 676 030	7 952 615	7 566 517
170	Financial and Central Administrative Services . . . . .	25 634 307	25 653 918	23 049 083
180	Editorial and Document Services . . . . .	28 092 797	27 897 265	25 083 786
190	Legal Services . . . . .	1 506 305	1 523 730	1 399 187
200	Programming and Management . . . . .	2 935 825	3 102 045	2 886 235
210	Information Systems . . . . .	5 960 065	5 954 265	5 957 635
	<b>Total . . .</b>	<b>71 805 329</b>	<b>72 083 838</b>	<b>65 942 443</b>
<b>Relations:</b>				
220	Relations and Meetings . . . . .	9 918 113	9 843 190	9 173 255
225	Employers' Activities . . . . .	2 144 025	2 246 701	2 271 321
230	Workers' Activities . . . . .	6 840 050	6 892 040	7 058 807
235	Public Information . . . . .	2 929 253	2 980 441	2 818 122
240	Liaison with the United Nations, New York . . . . .	1 270 945	1 300 345	1 418 612
	<b>Total . . .</b>	<b>23 102 386</b>	<b>23 262 717</b>	<b>22 740 117</b>
<b>Regional Services:</b>				
250	Field Programmes in Africa . . . . .	17 658 565	19 073 220	19 973 752
260	Field Programmes in the Americas . . . . .	17 500 702	17 678 392	18 364 176
270	Field Programmes in Asia and the Pacific . . . . .	15 551 197	16 148 208	17 301 180
280	Field Programmes in Europe . . . . .	4 362 070	4 248 825	4 391 536
285	Field Programmes in Arab States . . . . .	3 600 665	3 482 500	3 574 480
	<b>Total . . .</b>	<b>58 673 199</b>	<b>60 631 145</b>	<b>63 605 124</b>
<b>Other Budgetary Provisions:</b>				
290	Other Budgetary Provisions . . . . .	12 427 804	11 722 618	10 643 378
	<b>Sub-Total . . .</b>	<b>255 286 807</b>	<b>261 181 666</b>	<b>252 439 121</b>
	Adjustment for Staff Turnover . . . . .	(1 168 281)	(1 168 281)	(1 074 435)
	Lump Sum Reductions in Cost Increases . . . . .	(900 000)	(900 000)	-
	<b>Total of Part I . . .</b>	<b>253 218 526</b>	<b>259 113 385</b>	<b>251 364 686</b>
<b>Part II. Unforeseen Expenditure</b>				
295	Unforeseen Expenditure . . . . .	1 500 000	1 750 000	1 750 000
<b>Part III. Working Capital Fund</b>				
296	Working Capital Fund . . . . .	-	-	-
<b>Part IV. Effects of Exchange Rate Adjustments</b>				
297	Effects of Exchange Rate Adjustments . . . . .	-	-	-
	<b>Effective Working Budget (Parts I-IV) . . . . .</b>	<b>254 718 526</b>	<b>260 863 385</b>	<b>253 114 686</b>
<b>Part V. Undistributed reserve</b>				
298	Undistributed reserve . . . . .	25 474	26 089	25 314
	<b>Total (Parts I-V) . . .</b>	<b>254 744 000</b>	<b>260 889 474</b>	<b>253 140 000</b>

<sup>1</sup> Costed at the exchange rate of 2.00 Swiss francs to the dollar. <sup>2</sup> Costed at the exchange rate of 2.50 Swiss francs to the dollar.

# APPENDIX III

## SUMMARY OF BUDGETARY INCREASES AND DECREASES

(In US dollars)

Budget items	Increase (decrease) of 1986-87 draft budget (\$253,140,000) over 1984-85 budget (\$254,744,000)	Percentage of 1984-85 programmes of activity (\$253,218,526)	Percentage of 1984-85 total budget level (\$254,744,000)
<i>Programmes of activity (Part I):</i>			
Extraordinary items	4 918 730	1.9	1.9
Programme increases in real terms	976 129	0.4	0.4
Subtotal	5 894 859	2.3	2.3
Cost increases	18 651 301	7.4	7.4
Adjustment of budgetary exchange rate from 2.00 to 2.50 Sw. francs to 1 US dollar	(26 400 000)	(10.4)	(10.4)
Total programmes of activity	(1 853 840)	(0.7)	(0.7)
<i>Financial factors (Parts II to V):</i>	249 840		0.1
Total net decrease	(1 604 000)		(0.6)

## APPENDIX IV

### STATEMENTS SHOWING THE STATUS OF COLLECTION OF ANNUAL CONTRIBUTIONS

## I. STATUS OF COLLECTION AS AT 24 MAY 1985 OF CONTRIBUTIONS ASSESSED FOR 1985

*(In US dollars)*

#### A. STATES HAVING PAID THEIR CONTRIBUTION IN FULL

State (French alphabetical order)	Percentage of 1985 budgeted income	Amount paid by 24 May 1985 <sup>1</sup>	State (French alphabetical order)	Percentage of 1985 budgeted income	Amount paid by 24 May 1985 <sup>1</sup>
1. Afghanistan . . . . .	0.01	12 422	20. Kuwait . . . . .	0.25	312 131
2. Angola . . . . .	0.01	12 737	21. Lesotho . . . . .	0.01	12 422
3. Saudi Arabia . . . . .	0.85	1 064 708	22. Malaysia . . . . .	0.09	111 800
4. Australia . . . . .	1.56	1 929 677	23. Malawi . . . . .	0.01	12 422
5. Barbados . . . . .	0.01	12 422	24. Malta . . . . .	0.01	12 422
6. Belgium . . . . .	1.27	1 579 513	25. Mauritius . . . . .	0.01	12 422
7. Burma . . . . .	0.01	12 422	26. Mauritania . . . . .	0.01	12 737
8. Canada . . . . .	3.05	3 782 479	27. Nepal . . . . .	0.01	12 422
9. Central African Republic . . . . .	0.01	12 422	28. Norway . . . . .	0.50	621 426
10. Chile . . . . .	0.07	86 955	29. United Kingdom . . . . .	4.63	5 757 789
11. China . . . . .	0.87	1 093 358	30. Sudan . . . . .	0.01	12 422
12. Cyprus . . . . .	0.01	12 422	31. Sri Lanka . . . . .	0.01	12 107
13. Djibouti . . . . .	0.01	12 422	32. Sweden . . . . .	1.31	1 627 626
14. Ethiopia . . . . .	0.01	12 422	33. Switzerland . . . . .	1.09	1 355 598
15. France . . . . .	6.46	8 032 631	34. Thailand . . . . .	0.08	98 748
16. Honduras . . . . .	0.01	12 422	35. Tunisia . . . . .	0.03	38 212
17. India . . . . .	0.36	439 956			
18. Indonesia . . . . .	0.13	160 544			
19. Ireland . . . . .	0.18	224 230			
			Total . . .	22.95	28 528 870

<sup>1</sup> The amounts paid are the net amounts due for 1985 after deducting, where appropriate, the respective shares in the 1982-83 cash surplus.

#### B. STATES HAVING PAID PART OF THEIR 1985 CONTRIBUTION

State (French alphabetical order)	Percentage of 1985 budgeted income	Amount payable for 1985 <sup>1</sup>	Amount paid in 1985	Balance due on 24 May 1985
1. Germany (Fed. Rep. of) . . . . .	8.47	10 528 553	4 000 000	6 528 553
2. Austria . . . . .	0.74	920 505	407 430	513 075
3. Cameroon . . . . .	0.01	12 422	10 882	1 540
4. Costa Rica . . . . .	0.02	25 475	20 822	4 653
5. Ecuador. . . . .	0.02	25 475	241	25 234
6. Fiji . . . . .	0.01	12 422	10 780	1 642
7. Gabon . . . . .	0.02	24 845	24 211	634
8. Kenya . . . . .	0.01	12 422	6 854	5 568
9. Netherlands . . . . .	1.76	2 190 721	1 095 360	1 095 361
10. Swaziland . . . . .	0.01	12 422	12 315	107
11. Turkey . . . . .	0.32	398 141	169 608	228 533
12. Zimbabwe . . . . .	0.02	25 160	13 318	11 842
<b>Total . . .</b>	<b>11.41</b>	<b>14 188 563</b>	<b>5 771 821</b>	<b>8 416 742</b>

<sup>1</sup> The amounts due are the net amounts due for 1985 after deducting, where appropriate, the respective shares in the 1982-83 cash surplus.

## C. STATES HAVING MADE NO PAYMENT TOWARD THEIR 1985 CONTRIBUTION

State (French alphabetical order)	Percentage of 1985 budgeted income	Amount due on 24 May 1985 <sup>1</sup>	State (French alphabetical order)	Percentage of 1985 budgeted income	Amount due on 24 May 1985 <sup>1</sup>
1. Algeria . . . . .	0.13	161 804	54. Luxembourg . . . . .	0.06	74 848
2. Antigua and Barbuda . . . . .	0.01	12 737	55. Madagascar . . . . .	0.01	12 737
3. Argentina . . . . .	0.70	891 604	56. Mali . . . . .	0.01	12 737
4. Bahamas . . . . .	0.01	12 422	57. Morocco . . . . .	0.05	63 686
5. Bahrain . . . . .	0.01	12 422	58. Mexico . . . . .	0.87	1 084 514
6. Bangladesh . . . . .	0.03	36 952	59. Mongolia . . . . .	0.01	12 422
7. Belize . . . . .	0.01	12 737	60. Mozambique . . . . .	0.01	12 737
8. Benin . . . . .	0.01	12 737	61. Namibia . . . . .	0.01	12 422
9. Byelorussian SSR . . . . .	0.36	458 539	62. Nicaragua . . . . .	0.01	12 422
10. Bolivia . . . . .	0.01	12 737	63. Niger . . . . .	0.01	12 737
11. Botswana . . . . .	0.01	12 422	64. Nigeria . . . . .	0.19	242 007
12. Brazil . . . . .	1.38	1 757 734	65. New Zealand . . . . .	0.26	322 663
13. Bulgaria . . . . .	0.18	224 230	66. Uganda . . . . .	0.01	12 422
14. Burkina Faso . . . . .	0.01	12 737	67. Pakistan . . . . .	0.06	74 218
15. Burundi . . . . .	0.01	12 737	68. Panama . . . . .	0.02	24 845
16. Cape Verde . . . . .	0.01	12 737	69. Papua New Guinea . . . . .	0.01	12 422
17. Colombia . . . . .	0.11	140 109	70. Paraguay . . . . .	0.01	12 737
18. Comoros . . . . .	0.01	12 737	71. Peru . . . . .	0.07	89 160
19. Congo . . . . .	0.01	12 422	72. Philippines . . . . .	0.09	111 485
20. Ivory Coast . . . . .	0.03	38 212	73. Poland . . . . .	0.71	904 341
21. Cuba . . . . .	0.09	114 635	74. Portugal . . . . .	0.18	223 286
22. Denmark . . . . .	0.74	919 560	75. Qatar . . . . .	0.03	37 267
23. Dominican Republic . . . . .	0.03	37 267	76. German Democratic Republic . . . . .	1.38	1 714 267
24. Dominica . . . . .	0.01	12 494	77. Romania . . . . .	0.19	242 007
25. Egypt . . . . .	0.07	86 955	78. Rwanda . . . . .	0.01	12 737
26. El Salvador . . . . .	0.01	12 737	79. Saint Lucia . . . . .	0.01	12 737
27. United Arab Emirates . . . . .	0.16	203 795	80. San Marino . . . . .	0.01	12 737
28. Spain . . . . .	1.91	2 432 805	81. Sao Tome and Principe . . . . .	0.01	12 487
29. United States . . . . .	25.00	31 055 558	82. Senegal . . . . .	0.01	12 737
30. Finland . . . . .	0.48	596 582	83. Seychelles . . . . .	0.01	12 737
31. Ghana . . . . .	0.02	25 475	84. Sierra Leone . . . . .	0.01	12 737
32. Greece . . . . .	0.40	509 488	85. Singapore . . . . .	0.09	112 115
33. Grenada . . . . .	0.01	12 737	86. Somalia . . . . .	0.01	12 737
34. Guatemala . . . . .	0.02	25 475	87. Suriname . . . . .	0.01	12 422
35. Guinea . . . . .	0.01	12 737	88. Syrian Arab Republic . . . . .	0.03	38 212
36. Guinea-Bissau . . . . .	0.01	12 737	89. Tanzania, United Republic of . . . . .	0.01	12 737
37. Equatorial Guinea . . . . .	0.01	12 737	90. Chad . . . . .	0.01	12 737
38. Guyana . . . . .	0.01	12 737	91. Czechoslovakia . . . . .	0.75	955 290
39. Haiti . . . . .	0.01	12 422	92. Togo . . . . .	0.01	12 737
40. Hungary . . . . .	0.23	292 956	93. Trinidad and Tobago . . . . .	0.03	37 267
41. Iran, Islamic Republic of . . . . .	0.57	726 021	94. Ukrainian SSR . . . . .	1.31	1 668 573
42. Iraq . . . . .	0.12	152 846	95. USSR . . . . .	10.45	13 310 374
43. Iceland . . . . .	0.03	37 267	96. Uruguay . . . . .	0.04	50 949
44. Israel . . . . .	0.23	292 956	97. Venezuela . . . . .	0.54	687 809
45. Italy . . . . .	3.71	4 617 779	98. Viet Nam . . . . .	0.02	25 475
46. Jamaica . . . . .	0.02	24 845	99. Yemen . . . . .	0.01	12 737
47. Japan . . . . .	10.23	12 730 613	100. Democratic Yemen . . . . .	0.01	12 737
48. Jordan . . . . .	0.01	12 422	101. Yugoslavia . . . . .	0.46	585 911
49. Democratic Kampuchea . . . . .	0.01	12 737	102. Zaire . . . . .	0.01	12 737
50. Lao, People's Democratic Rep. of . . . . .	0.01	12 737	103. Zambia . . . . .	0.01	12 107
51. Lebanon . . . . .	0.02	25 475			
52. Liberia . . . . .	0.01	12 737			
53. Libyan Arab Jamahiriya . . . . .	0.26	323 923			
				Total . . .	65.64 82 253 976

<sup>1</sup> The amounts due are the net amounts due for 1985 after deducting, where appropriate, the respective shares in the 1982-83 cash surplus.

## II. ARREARS OF CONTRIBUTIONS OUTSTANDING ON 24 MAY 1985

(In US dollars)

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

State (French alphabetical order)	Calendar year of assessment	Total arrears due
Argentina . . . . .	1983-84	1 747 458
Bangladesh . . . . .	1984	38 212
Belize . . . . .	1984	12 737
Benin . . . . .	1983-84	18 379
Byelorussian SSR . . . . .	1984	21 589
Brazil . . . . .	1983-84	3 156 382
Bulgaria . . . . .	1984	615
Burkina Faso . . . . .	1983-84	18 492
Burundi . . . . .	1983-84	23 792
Colombia . . . . .	1984	5
Congo . . . . .	1984	4 379
Ivory Coast . . . . .	1984	20 275
Cuba . . . . .	1984	105 897
Dominica . . . . .	1984	1 465
El Salvador . . . . .	1983-84	25 065
United Arab Emirates . . . . .	1984	203 795
Ghana . . . . .	1984	25 475
Greece . . . . .	1984	45 314
Grenada . . . . .	1984	12 737
Guatemala . . . . .	1984	24 677
Guinea . . . . .	1983-84	14 338
Hungary . . . . .	1984	1 000
Iran, Islamic Republic of . . . . .	1983-84	1 120 852
Iraq . . . . .	1984	152 846
Israel . . . . .	1984	7
Lao People's Democratic Republic . . . . .	1984	9 338
Lebanon . . . . .	1983-84	29 681
Libyan Arab Jamahiriya . . . . .	1984	331 167
Madagascar . . . . .	1984	6 170
Mali . . . . .	1983-84	18 793
Morocco . . . . .	1984	8 389
Namibia . . . . .	1984	12 737
Nicaragua . . . . .	1984	12 737
Niger . . . . .	1984	2 263
Nigeria . . . . .	1984	205 883
Pakistan . . . . .	1984	76 423
Peru . . . . .	1983-84	163 179
Philippines . . . . .	1984	46 773
German Democratic Republic . . . . .	1984	4 700
Rwanda . . . . .	1984	12 737
Senegal . . . . .	1984	12 627
Somalia . . . . .	1983-84	17 255
Syrian Arab Republic . . . . .	1984	59
Czechoslovakia . . . . .	1983-84	975 770
Togo . . . . .	1984	8 725
Ukrainian SSR . . . . .	1984	75 110
USSR . . . . .	1984	512 755
Uruguay . . . . .	1984	50 949
Yemen . . . . .	1983-84	13 173
Yugoslavia . . . . .	1984	497 423
Total . . . . .		9 900 599

### B. SMALL BALANCES DUE ON 1 JANUARY 1985 IN RESPECT OF 1984 CONTRIBUTION

State	Calendar year of assessment	Amount due on 24 May 1985
Jordan . . . . .	1984	336

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

State (French alphabetical order)	Calendar year of assessment		Total arrears due	Contributions 1983-84
Antigua and Barbuda <sup>2</sup>	1982-84		35 477	25 075
Bolivia <sup>3</sup>	1969, 1983-84		26 758	25 075
Cape Verde	1983-84		25 075	25 075
Comoros <sup>2,4</sup>	1980-84		56 739	25 075
Dominican Republic <sup>5</sup>	1970-76		159 774	75 228
Guinea-Bissau	1980-84		60 158	25 075
Equatorial Guinea	1983-84		25 075	25 075
Guyana	1983-84		25 075	25 075
Haiti <sup>6</sup>	1972-78		138 279	25 075
Democratic Kampuchea	1974-84		151 968	25 075
Liberia	1983-84		25 075	25 075
Paraguay <sup>7</sup>	1920-37 1956-84	140 038 499 608	639 646	25 075
Poland	1980-84		6 426 300	2 421 973
Romania	1981-84		796 646	501 115
Saint Lucia <sup>2</sup>	1980-84		56 484	25 075
Sierra Leone	1978-84		78 249	25 075
Chad <sup>8</sup>	1975-82		113 601	25 075
Viet Nam	1982-84		94 010	62 491
Total . . .			8 934 389	

\* For footnotes, see p. 11.

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

State (French alphabetical order)	Calendar year of assessment	Total arrears due	
Albania <sup>9*</sup> . . . . .	1964	14 667	
	1965	22 421	
	1966	24 405	
	1967	15 731	77 224
Republic of South Africa <sup>9</sup> . . . .	1964	126 193	
	1965	142 001	
	1966	30 507	298 701
Total . . . . .			375 925

\* For footnotes, see below.

<sup>1</sup> The member States included in this table are subject to the provisions of article 13, paragraph 4, of the Constitution of the International Labour Organisation, which reads as follows:

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

<sup>2</sup> Dates of admission:

Antigua and Barbuda . . . . .	16 February 1982
Comoros . . . . .	23 October 1978
Saint Lucia . . . . .	9 April 1980

<sup>3</sup> *Bolivia*: In accordance with the arrangement approved by the Conference at its 54th Session (1970) Bolivia is called upon: (a) to pay in 1970 its contribution for the year 1970 in full; (b) in subsequent years to pay each current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1969, amounting in total to \$159,597, by the payment of 19 equal annual instalments of \$7,980 beginning in 1970 and a final instalment of \$7,977. Bolivia has paid its annuities for 1970 to 1987 inclusive and has made a payment (\$2,372) on account of its 1988 annuity. Bolivia has also paid its contributions for 1970 to 1982 in full and has made a payment (\$11,902) on account of its 1983 contribution.

<sup>4</sup> *Comoros*: In accordance with the arrangement approved by the Conference at its 70th Session (1984), the Comoros are called upon: (a) to pay in 1985 their 1985 contribution (\$12,737) in full; (b) in subsequent years to pay their current contribution in full in the year for which it is due; (c) to settle the arrears that will have accumulated up to and including 31 December 1984, amounting to \$56,739, by the payment of nine equal annual instalments of \$5,674 beginning in 1985 and a final instalment of \$5,673.

<sup>5</sup> *Dominican Republic*: In accordance with the arrangement approved by the Conference at its 63rd Session (1977) the Dominican Republic was called upon: (a) to pay its current contribution for the year 1977 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1976, amounting to \$266,286, by the payment of 19 equal annual instalments of \$13,314 beginning in 1977 and a final instalment of \$13,320. The Dominican Republic has paid its annuities and contributions for 1977 to 1984 inclusive. The Conference at its 65th Session (June 1979) decided, under paragraph 4 of article 13 of the ILO Constitution, that the Dominican Republic should be permitted to vote. The Dominican Republic, which has complied with the terms of its arrangement, continues to be entitled to vote, in accordance with article 32 of the Standing Orders of the Conference.

<sup>6</sup> *Haiti*: In accordance with the arrangement approved by the Conference at its 65th Session (1979) Haiti is called upon: (a) to pay in 1979 its contribution for the year 1979 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1978, amounting to \$304,215, by the payment of ten equal annual instalments of \$27,656 beginning in 1979 and a final instalment of \$27,655. Haiti has paid its annuities and contributions for 1979 to 1984 inclusive. The Conference at its 65th Session (June 1979) decided, under paragraph 4 of article 13 of the Constitution, that Haiti should be permitted to vote. Haiti, which has complied with the terms of its arrangement, continues to be entitled to vote, in accordance with article 32 of the Standing Orders of the Conference.

<sup>7</sup> *Paraguay*: The Conference decided at its 45th Session (1961) that the arrears of contributions due from Paraguay in respect of the ILO and other League of Nations organisations for the period prior to 1939, amounting to \$140,038, should be cancelled, such cancellation to become effective on the payment by Paraguay of all its arrears of contributions in respect of the period since 5 September 1956, the date when Paraguay joined the Organisation.

<sup>8</sup> *Chad*: In accordance with the arrangement approved by the Conference at its 69th Session (1983), Chad is called upon: (a) to pay in 1983 its contribution for the year 1983 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1982, amounting to \$122,107, by the payment of 19 equal annual instalments of \$6,105 beginning in 1984 and a final instalment of \$6,112. Chad has paid its annuities for 1983 and 1984 and has made a payment (\$2,401) on account of its 1985 annuity. Chad has also paid its contributions for 1983 and 1984 in full and thus continues to be entitled to vote in accordance with article 32 of the Standing Orders of the Conference.

<sup>9</sup> Dates of withdrawal:

Albania . . . . .	5 August 1967
Republic of South Africa . . . . .	11 March 1966



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No. 6 – Friday, 7 June 1985

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PRINTED IN SWITZERLAND



First sitting

Friday, 7 June 1985, 10.15 a.m.

*Presidents: Mr. Deshmukh Chairman of the Governing Body of the International Labour Office, and Mr. Ennaceur*

OPENING OF THE SESSION

Mr. DESHMUKH (*Chairman of the Governing Body of the International Labour Office*)—As Chairman of the Governing Body of the International Labour Office, I have the honour to declare open the 71st Session of the International Labour Conference. I should like to welcome most cordially all the delegations present here of member States of this Organisation. I should also like to extend a warm welcome to observers of States which are not members of the ILO, and to the representatives of international governmental and non-governmental organisations. May I, at the same time, greet the representatives of the Republic and Canton of Geneva and of the Swiss Confederation, as well as the members of the press, television and radio.

Apart from these words of welcome and greetings, I should also like to say what a profound personal satisfaction it has been for me to have had the opportunity of serving our Organisation as Chairman of the Governing Body. My election to that office not only did honour to me and to my country, but bore eloquent testimony to the fairness, understanding and statesmanship which characterise relations between the three groups represented on the Governing Body. It was, in fact, a vindication of the principles of tripartism and universality on which this Organisation is founded.

It is also a particular pleasure for me to observe that this Conference will be receiving the visit of a very eminent personality from my country, Prime Minister Rajiv Gandhi of India. On that occasion he will address a special sitting of the Conference.

This session of the Conference has many claims to represent a new milestone in the history of the ILO. The issues before you are clearly of great concern to our Organisation. To begin with, the Report of the Director-General, which you will discuss here over the next fortnight, deals with a general theme of the utmost significance for the ILO—that of tripartism and industrial relations. Tripartism has been the essence of the ILO's approach and has become increasingly relevant to many countries, struggling with the problem of slow-down in economic growth, external debt, unemployment and technological change. The discussion in the plenary of this Conference on this important subject will enable member States to better incorporate the spirit of tripartism. Whether it is developed countries or the developing countries, whether it is the industrialised organised workforce or the less organised workforce in the rural and informal sector, there is no doubt that a strong tripartite approach leads to a constructive

involvement of all social partners in dealing with problems and adjusting to change. It is the solemn responsibility of this Conference to give imaginative guidance to the ILO for its future work in that field.

A more realistic and down-to-earth approach will be in order when you come to consider the complex issues connected with the ILO's programme and budget for the next biennium. That again is a heavy responsibility which this Conference will have to shoulder.

The technical items before you, on which you are expected to frame instruments, or otherwise take appropriate action, are closely inter-related—occupational health services, statistics of wages and hours of work, and safety in the use of asbestos. From many a point of view, they involve matters of life and death, not only for the working population but, as some recent dramatic incidents have shown, even for the public at large.

It must be recognised that the attainment of the objectives and the principles on which the ILO is based has become far more difficult in recent years due to the deteriorating economic situation. Economic growth has dropped sharply, while unemployment has reached extremely high levels in many countries. The developing countries are especially faced with problems, which cannot be resolved unless an interdependent long-term rationalisation of the world economy takes place. Faced with harsh choices, often dictated by circumstances beyond their control, many countries find that the possibilities for taking into account the needs and realities of the social sector have become much more restricted. Where the essential aspects of the social sector have not been sufficiently taken into account in economic adjustment policies and reforms, this has resulted in reactions, which range from unrest to political instability, which defeat the very purpose of stabilisation measures. It is, therefore, appropriate for this Conference to focus attention on the need for a balanced approach to adjustment policies, and it is here again that tripartism becomes especially important.

Equally important will be the question of the equality of working men and women, on which you will be holding a general discussion. The Conference will review the developments that have taken place in the last ten years since it adopted a Declaration and Plan of Action to promote equality of opportunity and treatment of women workers. This review is of particular importance in that it will also provide the principal contribution of the ILO to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, to be held in Nairobi in July 1985. This Conference will

have ample opportunity to debate the complex range of issues involved which concern all people, and which inevitably will have to take into account the framework of economic instability, unemployment, recession, restructuring and technological change. I have no doubt that the deliberations of the Conference in this regard will provide valuable guide-lines and programmes for action in future years.

Two other items on the agenda will also deserve your close attention: the Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa; and the report of the Conference Delegation on Structure, on which, I hope, and I'm sure you also share my hope, some agreement will be reached at this session.

This will also be an experimental session of the Conference in that we have a shorter Conference this year, and the task awaiting us will no doubt be all the more arduous. We have, therefore, all the more reason to let ourselves be guided in our work by no other considerations but the achievement of the aims and objectives of the Constitution of the ILO, and in particular the Declaration of Philadelphia. In spite of the tremendous changes we have been witnessing in the world today, these ideals still retain their full validity and relevance.

My colleagues in the Governing Body join me in expressing the utmost confidence in the outcome of your deliberations. I wish you every success in your work.

At a later sitting, I shall myself submit to you, on behalf of the Governing Body, the report which it puts every year before the Conference.

#### ELECTION OF THE PRESIDENT

Mr. DESHMUKH (*Chairman of the Governing Body of the International Labour Office*)—The next item of business on our agenda this morning is the election of the President of the Conference. I call upon Mr. Logul Butele, Government delegate Uganda, to take the floor on behalf of the African group.

Mr. LOGUL BUTELE (*Government delegate, Uganda*)—On behalf of the African group, I have the honour and the pleasure of proposing the candidature of Mr. Mohamed Ennaceur, Minister of Social Affairs of the Republic of Tunisia, for the Presidency of the 71st Session of the International Labour Conference.

The candidate we are proposing, on behalf of the African group, is a man of experience, a promoter of social dialogue and has a great knowledge and experience of the ILO.

Mr. Ennaceur has in fact a long experience of labour problems. For 25 years he has held responsibility for labour services in his country; for the past ten, as Head of the Ministry of Social Affairs.

Having begun his career in 1957 with the Ministry of Social Affairs, Mr. Ennaceur soon came to occupy positions of senior responsibility, including those of the Head of the Cabinet (1961-64), Director of Labour and Manpower (1964-67) and President Director-General of the Agency of Employment and Vocational Training, an organisation which he

helped initiate and which he left to become Governor in 1972-73 and Minister of Social Affairs since 1974.

From that date onwards his country, Tunisia, has undertaken to promote collective bargaining as a basis for industrial relations and thanks to his commitment and perseverance, Mr. Ennaceur has helped to develop social dialogue between trade unions and employers; this has led to the conclusion of collective agreements covering various sectors of the economy and the extension of social security to workers in agriculture, rural workers, fishermen, artisans and small traders. He has also played a leading role in various social reforms of importance in areas that are of concern to the ILO and involve its objectives.

Mr. Ennaceur knows the ILO not only through 25 years of participation in various bodies, but also because he has studied its activities and programmes, and has analysed and evaluated its influence on the evolution of labour law in two African countries, Tunisia and the Libyan Arab Jamahiriya, in a doctoral thesis which he defended at the Faculty of Law and Economic Science of the University of the Sorbonne.

The high positions which Mr. Ennaceur has held have acquainted him with the ILO and its structures and have involved his attendance on a number of its bodies since 1960; he has participated actively and regularly in the work of the Conference as a Government delegate and subsequently as the Minister attending the conference and Head of his Delegation.

His long experience in the field of social and labour affairs, the friendship and co-operation of his country at the regional and international level, and the confidence and esteem he enjoys personally among his colleagues have resulted in Mr. Ennaceur acting as the Chairman of a number of regional and international conferences of the OAU, the League of Arab States, the non-aligned States, the United Nations and the ILO.

He chaired the Social Committee of the United Nations in 1966. As Chairman of the Conference of Arab Ministers of Labour and Vice-Chairman of the OAU Labour Commission in 1977, he was spokesman of the African and Arab group at the International Labour Conference.

Since 1980 he has been Chairman of the Coordinating Group of the Non-Aligned Countries for Labour and Employment Questions and Chairman of the Executive Bureau of the Council of Arab Ministers of Social Affairs.

In 1976, Mr. Ennaceur was elected President of the World Employment Conference, and those of you who participated in that Conference will recall the positive contributions he made as Chairman to the progress of discussions and the successful outcome of its work.

More recently, in 1983, Mr. Ennaceur was Chairman of the Sixth African Regional Conference of the ILO held in Tunis in October 1983, and contributed to the successful outcome of its work.

This is the candidate who enjoys the unanimous support of the African delegations and who, I am sure, will receive your full support in presiding over the work of the International Labour Conference during the present session.

*Interpretation from Arabic:* Mr. RASOUL (*Minister of Labour and Social Affairs, Iraq*)—It is a source of pride and pleasure for me, on behalf of the Asian

and Pacific groups as well as on my own behalf to second the nomination of my friend and colleague, Mr. Ennaceur, Minister of Social Affairs of the Republic of Tunisia, to preside over the 71st Session of the International Labour Conference.

Mr. Ennaceur has occupied the post of Minister in his own country for over ten years and our nomination of him is based on our knowledge of his wisdom, experience and efficiency, as well as his wide experience in the field of labour and issues that concern the workers.

I personally have had the honour of knowing Mr. Ennaceur for many years in which he presided over numerous Arab regional and international conferences, always giving proof of his efficiency and ability. Thanks to his wise leadership of these conferences they were always crowned with success and produced positive results, despite the fact that many of these conferences dealt with social and economic issues of great delicacy and importance. These successful outcomes were all attributable to his wisdom, ability, wide knowledge and keen foresight. Mr. Ennaceur is indeed among those personalities who always participate in the activities and conferences of the International Labour Organisation. He has become an expert, well versed in its Constitution, internal regulations and statutes. Furthermore, he is one of those who impose confidence and work with devotion and sincerity in order to uphold and realise the objectives and principles of this Organisation.

If the 71st Session of the International Labour Conference is indeed to be a prominent one in the life of the International Labour Organisation sessions, then given the delicate and serious issues to be dealt with, the nomination of Mr. Ennaceur as president is indeed in keeping with the gravity and importance of this session.

I am fully confident and certain that Mr. Ennaceur will lead the deliberations of this session with complete capability and steer it to success, thus positively and effectively contributing to the promotion of this Organisation's ideals and upholding its principles.

The Asian and Pacific group, in seconding this nomination, sincerely wishes Mr. Ennaceur all success in presiding over the activities of this Conference.

*Interpretation from Arabic:* Mr. HASSAN (Minister of Labour and Social Development, Jordan)—It is a source of pleasure and honour to me, on behalf of the Arab group, to second the nomination of Mr. Ennaceur, Minister of Social Affairs of the Republic of Tunisia, to preside over the 71st Session of the International Labour Conference. I feel great pride in seconding this nomination and am confident that Mr. Ennaceur is fully qualified to shoulder this great and serious responsibility. This selection is also an Arab selection based on a resolution adopted by the Governing Body of the Arab League at its last session. This Arab unanimity was not the result of chance but of the wide experience and expertise of Mr. Ennaceur. His wisdom and foresight have come to be recognised through his participation in regional and international conferences.

Mr. Ennaceur is well acquainted with the International Labour Organisation through his participation for over 25 years in the activities of its different bodies. Since 1960, he has actively and efficiently participated in the work of the International Labour

Conference as a Government delegate and, more recently, as a Minister and head of the Tunisian delegation. This long experience in the field of labour and social affairs, the relations of friendship and co-operation which his country, Tunisia, has established at both the regional and international levels and the vast credibility and experience which he enjoys are all qualities which have led him to preside over numerous regional and international conferences within the framework of the Organisation of African Unity, the League of Arab States, as well as the non-aligned countries, the United Nations and the International Labour Organisation.

This is Mr. Mohamed Ennaceur, the candidate who enjoys the unanimous support of all the Arab delegations participating in this Conference.

*Interpretation from French:* Mr. OECHSLIN (Employers' delegate, France)—On behalf of a large number of Employers' delegates whom I was able to meet before the opening Session of this Conference and on my own behalf, I have the pleasure of supporting the nomination of Mr. Ennaceur, Minister of Social Affairs of Tunisia, to the presidency of this Conference.

Mr. Ennaceur is a very well-known and highly appreciated figure in the International Labour Organisation and he possesses considerable experience of our Organisation. He has been associated with its work ever since 1960 and has participated in one form or another at all subsequent sessions of the Conference.

We appreciated the skill with which he chaired the World Employment Conference in this hall and, more recently, the African Regional Conference held in Tunis.

But, above and beyond this experience in the ILO, we also recognise in the person of Mr. Ennaceur the representative of a country where tripartism, as practised in the ILO, is the prolongation of a national tripartism. Socially, Tunisia benefits from the existence of a contractual policy, that is a system based on the responsibility of the social partners, which presupposes that employers and workers, the social partners, are independent representatives and able to participate in the development of their country. We know the importance of the role played by the organisation of Tunisian employers, UTICA, and its influence on employers throughout Africa and the world.

Tunisia is also pursuing its economic development by endeavouring to implement an active employment policy, in particular by developing training and promotion programmes in which the social partners are also closely involved. For all these reasons, we are particularly happy to see Mr. Ennaceur preside over this important session of the International Labour Conference.

*Interpretation from German:* Mr. MUHR (Workers' delegate, Federal Republic of Germany)—It is my honour to support the candidature of the Tunisian Minister of Social Affairs, Mr. Ennaceur, as President of the 71st Session of the International Labour Conference.

As the speaker before me has already said, Mr. Ennaceur is well known in the International Labour Organisation. He is a minister in a country

which was one of the first African States to join the ILO, after declaring its independence in 1956.

The Tunisian trade union movement represented by the UGTT played a leading role in the struggle for Tunisia's independence and the economic and social progress of the country. For us, Tunisia has always been an example of the fact that even the most difficult problems in the social field can, in the final analysis, be resolved by dialogue between the parties concerned. Therefore, we are convinced that a solution to the difficulties that Tunisia is currently experiencing will be found by the resumption of discussions between the Government and the UGTT, in full respect of the international labour Conventions on freedom of association and the guarantees that are laid down in the collective agreements and the legislation of Tunisia.

With this hope, and on behalf of the Workers' group, I should like to support the candidature of Mr. Ennaceur as President of this Conference.

Mrs. MOLKOVÁ (*Government delegate, Czechoslovakia*)—It is a great pleasure to support, on behalf of the socialist countries, the candidature of Mr. Ennaceur, the Minister of Social Affairs of Tunisia, for the post of President of the 71st Session of the International Labour Conference. His qualifications for the presidency are outstanding. This has already been emphasised by the distinguished delegate of Uganda, Mr. Logul Butele, who proposed Mr. Ennaceur for election. Mr. Ennaceur's qualifications have been demonstrated on various occasions, and especially in 1976 when he chaired the ILO World Employment Conference. Many of us remember that he conducted important and difficult meetings with great skill, very objectively, and in a spirit of mutual understanding. We also welcome Mr. Ennaceur to the presidency as a representative of the African continent which exercises a dynamic influence on the development of the ILO. For all these reasons I am very happy to give full support to his candidature and, at the same time, I would like to assure him that the delegations of the socialist countries are prepared to co-operate with him to ensure that the work of the forthcoming Conference proceeds smoothly and achieves good results.

*Interpretation from Spanish:* Mr. DIMASE (*Government delegate, Argentina*)—On behalf of the American group I have the great honour to support the nomination of Mr. Ennaceur, Minister of Social Affairs of Tunisia, to the post of President of the 71st Session of the International Labour Conference. Mr. Ennaceur has all the qualities and qualifications needed of a President to bring this important Session of the Conference to a successful conclusion. Indeed, Mr. Ennaceur has carried out a great number of activities in fields that are of concern to our Organisation and has participated actively in many international conferences on labour matters not only of the ILO but also of the Organisation of African Unity, the League of Arab States and the non-aligned countries. For these reasons we are convinced that Mr. Ennaceur's leadership will allow us to achieve the results expected of this Conference, which will have very delicate questions to discuss and, in particular, social and labour issues which are of greatest concern to the developing countries and peoples.

*Interpretation from German:* Mr. ROSENMÖLLER (*Government delegate, Federal Republic of Germany*)—On behalf of the Western European countries I should like to state expressly that we unanimously support the candidature of Mr. Ennaceur as President of the 71st Session of the International Labour Conference. On different levels in the international field we have come to know Mr. Ennaceur as a person who inspires confidence, who is excellent at running conferences and bringing them to a successful conclusion. Nine years ago I was able to see for myself the way in which Mr. Ennaceur was able to direct the work of the World Employment Conference, which was a difficult one and achieved successful results, thanks to his skill. Bilaterally, as well, we have had excellent contacts with Mr. Ennaceur and are familiar with the great sense of responsibility that he demonstrates and that virtue of character that means one can rely on what he says. I am sure that in Mr. Ennaceur we will indeed have a good President.

Mr. DESHMUKH (*Chairman of the Governing Body of the International Labour Office*)—The name of Mr. Mohamed Ennaceur, Minister of Social Affairs of Tunisia, has been proposed and duly seconded. In the absence of any other nominations I have great pleasure in declaring Mr. Ennaceur unanimously elected President of the 71st Session of the International Labour Conference and will request him to come and take the chair.

(*Mr. Mohamed Ennaceur, Minister of Social Affairs, Tunisia, is elected President and takes the chair.*)

#### PRESIDENTIAL ADDRESS

*Interpretation from Arabic:* The PRESIDENT—In the name of God, the beneficent, the merciful! I am very proud and pleased at the unanimous confidence you have shown in electing me as President of this 71st Session of the International Labour Conference.

I am grateful for the confidence shown in me by my African brothers who nominated me for the Presidency and whom I greet fraternally, appreciating their unanimity and thanking them for their efforts to ensure the success of my candidacy. I am also grateful for the support given to me by all the groups: the Arab, Asian, European, American and socialist groups, as well as by the Workers' and Employers' groups, all of whom I would like to thank sincerely.

The unanimity of my African brothers in presenting the candidature of Tunisia for the Presidency and your full support for my candidature is an honour not only to me personally but also, of course, to my country, Tunisia, and to its President Habib Bourguiba, as stated by the representatives of the groups when they kindly seconded my nomination. Tunisia is a country which believes wholeheartedly in the principles of the Organisation and is entirely dedicated to the pursuit of its objectives. Tunisia gives concrete expression to these principles and objectives in its pioneering social policy and has centred its development efforts on human beings, believing that they should take precedence over all else. President Bourguiba, its leader and the pioneer of its social awakening, addressed your Conference from this rostrum in June 1973, with the following words:

"There is a close affinity, it is true, between your efforts and mine, between the standards you have set and those which I have respected, between the ideas you have fostered and the ideas for which I have fought, the duration of your efforts and the duration of mine. But there is also an indefinable and timeless quality of nobility about them."

In the name of Tunisia, in the name of its President Habib Bourguiba, and in my own name, I again express my profound gratitude to you for your appreciation and the great honour you have bestowed on me.

I have been deeply touched by the very kind words of appreciation spoken by my brothers and friends, Mr. Logul Butele, Minister of Labour of Uganda, on behalf of the African group; Mr. Hassan, Minister of Labour and Social Development of Jordan, on behalf of the Arab group; Mr. Rasoul, Minister of Labour and Social Affairs, Iraq, on behalf of the Asian group; Mr. Dimase, Government delegate, Argentina, on behalf of the American group; Mr. Rosenmöller, Government delegate, Federal Republic of Germany, on behalf of the European group; Mrs. Molková, Government delegate, Czechoslovakia, on behalf of the socialist group; Mr. Muhr, Workers' delegate, Federal Republic of Germany, on behalf of the Workers' group; and Mr. Oechslin, Employers' delegate, France, on behalf of the Employers' group.

I would like to express gratitude to them all and my congratulations for the confidence accorded to them by the groups which they represent and on behalf of which they speak. I wish them every success in their task.

Now, I would ask you kindly to allow me to continue my speech in French.

*(The speaker continues in French)*—The challenge of our times, to which President Bourguiba referred from this rostrum in 1973, has been taken up by the ILO, thanks to its structure, thanks to its activities, thanks to the faith and perseverance of all those who from near and from far have contributed towards ensuring its durability. Each day the ILO is winning the struggle, thanks to its universality, which is a veritable embodiment of its universal social conscience, oriented towards social justice, progress and peace, in which are placed the aspirations of the majority, if not all of the world's population, who aspire to better living conditions, improved working conditions and greater equality of opportunity and treatment, ever-growing employment opportunities, and a greater respect for human rights. Because of all this, the ILO has withstood the test of time and conflicts of interests, race, ideology and religion, by encouraging the establishing of a calm and fruitful dialogue between delegations of governments, employers and workers. It is this prestigious institution which is the depositary for a universal social conscience and which has shown over the years that wide-ranging reflections on the future of the human race can be usefully and successfully pursued despite divergencies and antagonisms. It is to the ILO as the symbol of the attachment of men to peace and freedom that I would like to pay a tribute from this rostrum today. This tribute is addressed to the Organisation, to the memory of those who have created and directed and to those who still lead it today, and of course I am addressing myself particu-

larly to Mr. Francis Blanchard who is present here and whom I greet most cordially, together with his colleagues. I address myself to all of you, and through you to all those who have preceded you in representing their governments or their organisations, at the Conference, the Governing Body or in the committees. For it must be said that if the ILO is what it is, if the work of the ILO has been carried on and developed over the years, if its moral authority has increased and been strengthened, the credit for this is mainly due to its leaders and its senior staff, but also to some extent to all men and women of good will who, throughout its existence, have succeeded one another in its different bodies, structures, and committees and who have, through their faith, ideas, experience and their personal contributions and the constant dialogue in which they have engaged in this institution, been so many bricks in the construction of this edifice and have little by little helped to retain its grandeur and magnificence.

The ILO is a human creation, of course, but essentially it is the result of a common political will which has inspired all those who have contributed towards its creation and development.

It is this common political will, at the level of its member States, and the workers' and employers' organisations which constitutes the bedrock of this important institution. It is this common political will which gives the ILO its credibility and its moral authority. It is this common political will which is at the root of this universal social contract which binds us all together in the world of labour and it is because the ILO is above all the expression of a consensus, of a common political will and a worldwide social contract that its universality constitutes at one and the same time its strength and its fragility.

In consequence it is by endeavouring to maintain and strengthen this universality that we shall enable the ILO to retain its marked influence on social progress and its moral weight throughout the world.

However, once differences emerge and become crystallised, once national, regional and group interests are allowed to gain ground, the universality of the Organisation and hence its influence, efficiency and durability will suffer accordingly.

I should like to conclude these few remarks by saying that the permanent nature of the work of this institution depends on the collective effort of all its participants who will benefit if they can overcome their divergencies and work together to preserve this incomparable instrument for social progress which the ILO is.

This 71st Session of the International Labour Conference is being held at a time when the international community is confronted with the consequences of a continuing and disastrous international crisis. As hunger and unemployment spread and wages fall, the slowing down in economic growth irrevocably leads to a decline in social progress. This relationship would be a lesser evil if there were not on the horizon the increasing risk of a calling in question of the basic concepts of social progress on which your Organisation has based its programme of action and of which it is the most ardent champion.

There was a time when social progress was bidimensional. Thanks to the action, influence and standards of the ILO and, I have to say, also because of the fact that political and economic circumstances were favourable, social progress was oriented

towards a continuous improvement in the standard and conditions of life and a gradual extension of social protection to an increasingly large number of workers.

Ten years or so ago, anticipating the deterioration of the social situation of the world, the World Employment Conference stressed the need for developing new approaches and embarking upon a strategy to reconcile national prosperity with individual expectations and aspirations.

At that time we hoped that jobs would multiply, unemployment would be reduced, poverty eradicated and that incomes would be distributed more fairly.

Today, unfortunately, the situation is even worse than it was ten years ago. It is now more a question of maintaining incomes, rather than raising them—preserving jobs, rather than increasing their number, more flexibility rather than severity in the application of labour legislation.

This situation, which is a source of constant social tension almost everywhere in the world, makes the task of the Organisation increasingly difficult and if this continues there is a risk that the efforts being made for—by the Organisation for social progress—will be counter-productive. This should encourage us to think for a moment in this hall deeply and at length on these matters and discuss in depth the consequences that the persistence of such a situation will

have for the world, with a view to working out an appropriate strategy.

While it is true that our Organisation does not and cannot claim to provide definitive answers, let alone drastic solutions to all the problems that have arisen out of the crisis, it nevertheless constitutes in these difficult times in which we live a forum, an adequate framework where the social partners can reach agreement on ways to preserve what is essential and build the future, in full acceptance of what ever constraints and sacrifices may be called for.

I should not like to conclude without expressing the hope that our discussions, our work, and our future action may bring forth a message of hope for all those who are looking to us and waiting—those who suffer—those who are still living under conditions which the human conscience cannot tolerate. Our thoughts are with them and with all those who are fighting for dignity and freedom.

In reiterating my thanks to you for the honour you have conferred upon me by electing me to the Presidency of this Session. I can assure you that I am well aware of the heavy responsibility involved in this honour. I intend to shoulder this responsibility with your support and shall be counting heavily on you for your co-operation and your understanding.

*(The Conference adjourned at 11.15 a.m.)*

## Second Sitting

Friday, 7 June 1985, 5.30 p.m.

*President: Mr. Ennaceur*

### ELECTION OF THE VICE-PRESIDENTS

*Interpretation from French:* The PRESIDENT – This afternoon's agenda contains the following items: election of the Vice-Presidents of the Conference, appointment of the members of the Selection Committee, and appointment of officers of groups.

I give the floor to the Clerk of the Conference to present the proposals that were made by the groups for the Vice-Presidents of the Conference.

*Interpretation from French:* The CLERK OF THE CONFERENCE – The candidates for the posts of Vice-Presidents of the Conference are the following:

*Government group:* Mr. GREKOV (*Byelorussian SSR*).

*Employers' group:* Mr. SMITH (*United States*).

*Workers' group:* Ms. CARR (*Canada*).

*Interpretation from French:* The PRESIDENT – If there are no objections, I declare Mr. Grekov, Mr. Smith and Ms. Carr elected as Vice-Presidents of the Conference.

On your behalf I would like to congratulate them and assure them of the confidence that we place in them.

I am certain that, with their experience, the reputation they enjoy at the Conference and their knowledge of the dossiers, structures and workings of this Organisation, we shall work together as a team and try to manage this Conference as efficiently as possible.

*(The proposals are adopted.)*

### APPOINTMENT OF THE MEMBERS OF THE SELECTION COMMITTEE

*Interpretation from French:* The PRESIDENT – The next item is the appointment of the members of the Selection Committee. I call upon the Clerk of the Conference to read out the proposals made by the groups.

*Interpretation from French:* The CLERK OF THE CONFERENCE – The proposals for the composition of the Selection Committee are as follows:

*Government members:*

*Algeria.*

*Angola.*

*Argentina.*

*Brazil.*

*Burkina Faso.*

*Canada.*

*China.*

*Ethiopia.*

*Finland.*

*France.*

*Federal Republic of Germany.*

*Ghana.*

*Hungary.*

*India.*

*Indonesia.*

*Iraq.*

*Italy.*

*Jamaica.*

*Japan.*

*Mongolia.*

*Nicaragua.*

*Pakistan.*

*Ukrainian SSR.*

*USSR.*

*United Kingdom.*

*United States.*

*Venezuela.*

*Zimbabwe.*

*Deputy members:*

*Australia.*

*Austria.*

*Benin.*

*Bolivia.*

*Botswana.*

*Burundi.*

*Cuba.*

*Cyprus.*

*Czechoslovakia.*

*Djibouti.*

*Islamic Republic of Iran.*

*Libyan Arab Jamahiriya.*

*Mexico.*

*Norway.*

*Sao Tome and Principe.*

*Spain.*

*Thailand.*

*Yugoslavia.*

*Employers' members:*

*Mr. Eurnekian (Argentina).*

*Mr. Flunder (United Kingdom).*

*Mr. Georget (Niger).*

*Miss Hak (Netherlands).*

*Mr. Lindner (Federal Republic of Germany).*

*Mr. Nasr (Lebanon).*

*Mr. Noakes (Australia).*

*Mr. Oechslein (France).*



Mr. Saïd (*Tunisia*).  
Mrs. Sasso-Mazzufferi (*Italy*).  
Mr. Smith (*United States*).  
Mr. Sumbwe (*Zambia*).  
Mr. Villalobos (*Venezuela*).  
Mr. Yoshino (*Japan*).

*Deputy members:*

Mr. Al-Jassem (*Kuwait*).  
Mr. Brillinger (*Canada*).  
Mr. España Smith (*Bolivia*).  
Mr. Grell (*Jamaica*).  
Mr. von Holten (*Sweden*).  
Mr. Kouadio (*Ivory Coast*).  
Mr. Lacasa Aso (*Spain*).  
Mr. Manuel Marcos (*Mexico*).  
Mr. Mustafa (*Sudan*).  
Mr. Namata (*United Republic of Tanzania*).  
Mr. Narayanan (*Malaysia*).  
Mr. Probert (*Fiji*).  
Mr. Rowe (*New Zealand*).  
Mr. Verschueren (*Belgium*).

*Workers' members:*

Mr. Abondo (*Cameroon*).  
Mr. Ahmed (*Pakistan*).  
Mr. Brown (*United States*).  
Ms. Carr (*Canada*).  
Mr. Dolan (*Australia*).  
Mr. Mehta (*India*).  
Mr. Mohamed (*Niger*).  
Mr. Morton (*United Kingdom*).  
Mr. Muhr (*Federal Republic of Germany*).  
Mr. Saleshando (*Botswana*).  
Mr. Sánchez Madariaga (*Mexico*).  
Mr. Soubbotine (*USSR*).  
Mr. Tan (*Philippines*).  
Mr. Timmer (*Hungary*).

*Deputy members:*

Mrs. Andreasson (*Norway*).  
Mr. Chiluba (*Zambia*).  
Mr. Escandell Romero (*Cuba*).  
Mr. Houthuys (*Belgium*).  
Mrs. Serrano Acedo (*Spain*).  
Mr. Stagg (*United Kingdom*).  
Mr. Svenningsen (*Denmark*).  
Mr. Westerholm (*Sweden*).

*Interpretation from French:* The PRESIDENT—If there are no objections, I consider that these proposals are adopted.

*(The proposals are adopted.)*

NOMINATION OF THE OFFICERS OF THE GROUPS

*Interpretation from French:* The PRESIDENT—We can now go on to the third item on the agenda—nomination of the Officers of the groups. The Conference does not decide but takes note of the appointments made by the groups. I call upon the Clerk of the Conference to read the names of the persons nominated by the various groups.

*Interpretation from French:* The CLERK OF THE CONFERENCE—The groups have elected their Officers as follows:

*Government group:*

*Chairman:* Mr. Aitken (*Jamaica*).

*Employers' group:*

*Chairman:* Mr. Oechsli (*France*).  
*Vice-Chairmen:* Mr. Saïd (*Tunisia*).  
Mr. Halliwell (*Canada*).  
Mr. Nasr (*Lebanon*).  
Mr. Leiva Pérez (*Nicaragua*).

*Secretary:* Mr. Lagasse (*International Organisation of Employers*).

*Workers' group:*

*Chairman:* Mr. Muhr (*Federal Republic of Germany*).  
*Vice-Chairmen:* Mr. Abondo (*Cameroon*).  
Mr. Sánchez Madariaga (*Mexico*).  
Mr. Soubbotine (*USSR*).  
Mr. Tan (*Philippines*).

*Members of the Bureau:*

Mr. Ahmed (*Pakistan*).  
Mr. Brown (*United States*).  
Mrs. Carr (*Canada*).  
Mr. Dolan (*Australia*).  
Mr. Mehta (*India*).  
Mr. Mohamed (*Niger*).  
Mr. Morton (*United Kingdom*).  
Mr. Saleshando (*Botswana*).  
Mr. Timmer (*Hungary*).

*Secretary:* Mr. de Vries Reilingh (*International Confederation of Free Trade Unions*).

*Interpretation from French:* The PRESIDENT—The Conference takes note of those appointments.

*(The Conference adjourned at 5.45 p.m.)*

## Credentials

### **Brief Report by Mr. B.G. Deshmukh, Chairman of the Governing Body of the International Labour Office, on the Credentials of Delegates and Advisers Appointed to the 71st Session of the International Labour Conference, Geneva 6 June 1985**

The Chairman of the Governing Body of the International Labour Office has the honour to present the customary report prescribed by article 26 of the Standing Orders of the International Labour Conference.

The composition of each delegation and the method of appointment of delegates and advisers to the sessions of the International Labour Conference are governed by article 3 of the Constitution of the International Labour Organisation.

In accordance with paragraphs 8 and 9 of the article, it is for the governments to communicate to the International Labour Office the nominations made. The Conference examines these nominations and decides, in the case of dispute, whether delegates and advisers have been nominated in accordance with article 3 of the Constitution.

The Conference exercises this power according to the procedure provided for in articles 5 and 26 of its Standing Orders.

In particular, paragraph 2 of article 26 of the Standing Orders of the Conference provides that "A brief report upon these credentials, drawn up by the Chairman of the Governing Body, shall, with the credentials, be open to inspection by the delegates on the day before the opening of the session of the Conference and shall be published as an appendix to the record for the first sitting."

The present report is submitted in compliance with this provision. The list given in the table below was closed on 6 June at 10 a.m. in order that it might be available for inspection by the members of the delegations on this same day, the day before the opening of the Conference.

In addition, the present report serves for fixing provisionally, in accordance with paragraph 1(2) of article 20 of the Standing Orders of the Conference, the quorum necessary to give validity to the votes taken.

The table below, based on the files containing the names of the delegates and advisers and the credentials with which they have been provided or the official communications transmitted to the International Labour Office, shows the numerical composition of the Conference. It is to be noted in this regard that persons who have been nominated both as substitute delegates and as advisers, in the letters

communicating the nominations, have been included among the advisers.

To date, 128 States have notified the names of the members of the delegations. Although the Conference and the Credentials Committee have emphasised on previous occasions that article 3 of the Constitution lays an obligation on each government to send a complete delegation to the Conference, five countries have so far nominated Government delegates only, and three have nominated a Workers' delegate but not an Employers' delegate.

It should be noted, finally, that in the letters or telegrams communicating their nominations various governments have mentioned the employers' and workers' organisations which they have consulted and in agreement with which they have appointed Employers' and Workers' delegates in accordance with paragraph 5 of article 3 of the Constitution of the Organisation.

### *Composition of the Conference, and Quorum*

At present 252 Government delegates, 120 Employers' delegates and 123 Workers' delegates – a total of 495 delegates – are accredited to the Conference.

There are, in addition, 597 Government advisers, 245 Employers' advisers and 348 Workers' advisers – a total of 1,190 advisers.

The total number of delegates and advisers who have been nominated in conformity with the provisions of the Constitution of the Organisation to take part in the work of the Conference is 1,685.

Since three States have nominated a Workers' but not an Employers' delegate, three non-Government delegates are left out of account in the calculation of the quorum.

Since five of the States now represented are in arrears in the payment of their contributions to the Organisation, those States, under the terms of paragraph 4 of article 13 of the Constitution may not at present participate in the voting in the Conference or any of its committees. Account is thus not taken of 11 delegates.

In conformity with article 17 of the Constitution of the Organisation and with article 20 of the Standing Orders of the Conference, the necessary quorum to give a vote validity will provisionally be 241.

### *Observers*

On the invitation of the Governing Body of the International Labour Office, Bermuda and the Republic of Korea have appointed tripartite observer delegations and the Democratic People's Republic of

Korea as well as the Holy See have appointed observers to the Conference.

*Organisations and Liberation Movements Invited*

The Conference is also being attended by:

- representatives of the United Nations and some of its organs, invited by virtue of article II, paragraph (1)—relating to reciprocal representation—of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;
- representatives of specialised agencies and other official international organisations, invited in conformity with article 2, paragraph 3(b), of the Standing Orders of the Conference;
- representatives of non-governmental international organisations with which consultative

relations have been established, invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference;

- representatives of other non-governmental international organisations also invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with article 2, paragraph 3(k), of the Standing Orders of the Conference.

A list of these representatives is appended to the List of Delegations published as a Supplement to the *Provisional Record* of the Conference.

Geneva, 6 June 1985.

(Signed): B. G. DESHMUKH.

## LIST OF ACCREDITED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers	Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Afghanistan . . . . .	2	2	1	—	1	—	Liberia . . . . .	2	6	1	—	1	3
Algeria . . . . .	2	5	1	1	1	3	Libyan Arab Jamahiriya . . . . .	2	4	1	2	1	4
Angola . . . . .	2	5	1	—	1	4	Luxembourg . . . . .	2	6	1	4	1	8
Argentina . . . . .	2	12	—	—	1	9	Madagascar . . . . .	2	—	1	2	1	—
Australia . . . . .	2	6	1	3	1	3	Malawi . . . . .	2	1	1	—	1	—
Austria . . . . .	2	8	1	4	1	6	Malaysia . . . . .	2	5	1	1	1	9
Bahrain . . . . .	2	5	1	2	1	1	Malta . . . . .	2	—	1	—	1	—
Bangladesh . . . . .	2	3	1	1	1	1	Mauritania . . . . .	2	1	1	—	1	1
Barbados . . . . .	2	—	1	—	1	1	Mauritius . . . . .	2	—	1	—	1	—
Belgium . . . . .	2	14	1	8	1	8	Mexico . . . . .	2	8	1	3	1	4
Benin . . . . .	2	—	1	—	1	—	Mongolia . . . . .	2	2	1	—	1	1
Bolivia . . . . .	2	—	—	—	—	—	Morocco . . . . .	2	3	1	2	1	3
Botswana . . . . .	2	2	1	—	1	—	Namibia . . . . .	1	2	1	—	1	—
Bulgaria . . . . .	2	5	1	2	1	2	Nepal . . . . .	2	1	1	—	1	1
Burkina Faso . . . . .	2	4	1	—	1	2	Netherlands . . . . .	2	9	1	4	1	4
Burma . . . . .	2	7	1	—	1	—	New Zealand . . . . .	2	4	1	1	1	1
Byelorussian SSR . . . . .	2	2	1	—	1	—	Nicaragua . . . . .	2	3	1	7	1	3
Cameroon . . . . .	2	3	1	1	1	1	Niger . . . . .	2	1	1	1	1	1
Canada . . . . .	2	13	1	6	1	6	Nigeria . . . . .	2	5	1	3	1	6
Cape Verde . . . . .	2	1	—	—	1	1	Norway . . . . .	2	11	1	7	1	7
Central African Republic . . . . .	2	4	1	—	1	—	Pakistan . . . . .	2	5	1	2	1	2
Chad . . . . .	2	—	1	—	1	—	Panama . . . . .	2	5	1	1	1	3
Chile . . . . .	2	8	1	3	1	6	Papua New Guinea . . . . .	2	2	1	—	1	1
China . . . . .	2	16	1	3	1	4	Paraguay . . . . .	1	—	—	—	—	—
Colombia . . . . .	2	9	1	4	1	3	Peru . . . . .	2	1	1	—	1	4
Comoros . . . . .	2	—	1	—	1	—	Philippines . . . . .	2	12	1	4	1	4
Congo . . . . .	2	1	1	—	1	1	Portugal . . . . .	2	11	1	5	1	8
Costa Rica . . . . .	2	—	1	—	1	—	Qatar . . . . .	2	3	1	—	1	—
Cuba . . . . .	2	5	1	1	1	3	Rwanda . . . . .	2	—	1	—	1	—
Cyprus . . . . .	2	3	1	3	1	2	San Marino . . . . .	2	2	1	3	1	3
Czechoslovakia . . . . .	2	5	1	1	1	3	Saudi Arabia . . . . .	2	4	1	—	1	—
Denmark . . . . .	2	9	1	5	1	8	Senegal . . . . .	2	5	1	3	1	1
Djibouti . . . . .	1	—	1	—	1	—	Sierra Leone . . . . .	2	1	—	—	1	—
Dominica . . . . .	1	—	—	—	—	—	Singapore . . . . .	2	—	—	—	—	—
Dominican Rep. . . . .	2	—	1	—	1	—	Solomon Islands . . . . .	2	—	—	—	—	—
Ecuador . . . . .	2	2	1	2	1	2	Somalia . . . . .	2	4	1	—	1	2
Egypt . . . . .	2	7	1	4	1	2	Spain . . . . .	2	13	1	11	1	7
Fiji . . . . .	2	—	1	—	1	—	Sri Lanka . . . . .	2	1	1	—	1	5
Finland . . . . .	2	13	1	6	1	6	Sudan . . . . .	2	5	1	1	1	1
France . . . . .	2	15	1	8	1	9	Suriname . . . . .	2	—	1	—	1	—
Gabon . . . . .	2	7	1	—	1	3	Swaziland . . . . .	2	—	1	—	1	—
German Democratic Rep. . . . .	2	8	1	—	1	5	Sweden . . . . .	2	7	1	7	1	8
Germany (Federal Rep. of) . . . . .	2	10	1	8	1	9	Switzerland . . . . .	2	7	1	6	1	6
Greece . . . . .	2	12	1	4	1	5	Syrian Arab Republic . . . . .	2	5	1	2	1	1
Grenada . . . . .	2	—	1	—	1	—	Tanzania, United Rep. of . . . . .	2	2	1	—	1	1
Guatemala . . . . .	2	2	1	—	1	—	Thailand . . . . .	2	2	1	2	1	3
Haiti . . . . .	2	1	1	—	1	1	Togo . . . . .	2	1	1	—	1	1
Honduras . . . . .	2	1	1	—	1	—	Trinidad and Tobago . . . . .	2	2	1	1	1	1
Hungary . . . . .	2	5	1	1	1	3	Tunisia . . . . .	2	8	1	4	1	4
Iceland . . . . .	2	1	1	—	1	—	Turkey . . . . .	2	10	1	8	1	8
India . . . . .	2	12	1	5	1	5	Uganda . . . . .	2	7	1	—	1	—
Indonesia . . . . .	2	5	1	—	1	—	Ukrainian SSR . . . . .	2	2	1	—	1	—
Iran, Islamic Rep. of . . . . .	2	7	1	1	1	6	USSR . . . . .	2	12	1	1	1	4
Iraq . . . . .	2	7	1	1	1	3	United Arab Emirates . . . . .	2	5	1	1	1	—
Ireland . . . . .	2	3	1	1	1	1	United Kingdom . . . . .	2	18	1	7	1	7
Israel . . . . .	2	7	1	1	1	5	United States . . . . .	2	14	1	8	1	10
Italy . . . . .	2	12	1	5	1	6	Uruguay . . . . .	2	3	1	3	1	3
Ivory Coast . . . . .	2	2	1	1	1	1	Venezuela . . . . .	2	6	1	6	1	6
Jamaica . . . . .	2	5	1	—	1	1	Yemen . . . . .	2	3	1	1	1	1
Japan . . . . .	2	21	1	6	1	12	Yugoslavia . . . . .	2	2	1	—	1	2
Jordan . . . . .	2	1	1	4	1	2	Zaire . . . . .	2	3	1	3	1	3
Kenya . . . . .	2	2	1	4	1	4	Zambia . . . . .	2	—	1	3	1	2
Kuwait . . . . .	2	2	1	1	1	1	Zimbabwe . . . . .	2	3	1	3	1	1
Lebanon . . . . .	2	1	1	1	1	9							
Lesotho . . . . .	2	1	1	—	1	—							
							Totals . . . . .	252	597	120	245	123	348

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# ***Provisional Record***

Seventy-first Session, Geneva, 1985

## REPORTS OF THE SELECTION COMMITTEE

### FIRST REPORT

#### Election of the Officers of the Committee

The Officers of the Selection Committee were elected as follows:

Chairman: Mr. Vargas Escobar (Government member, Nicaragua).

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

Workers' Vice-Chairman: Mr. Dolan (Workers' member, Australia).

#### Setting up of Conference Committees

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

Finance Committee.  
Committee on the Application of Standards.  
Committee on Occupational Health Services.  
Committee on Convention No. 63 (Statistics).  
Committee on Asbestos.  
Committee on Equality in Employment.  
Committee on Structure.  
Resolutions Committee.  
Standing Orders Committee.  
Committee on Apartheid.

#### Composition of Conference Committees

The Selection Committee proposes that the Conference Committees should be composed as follows:

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

Committee on the Application of Standards: 208 members (101 Government members, 37 Employers' members and 70 Workers' members);

Committee on Occupational Health Services: 153 members (68 Government members, 34 Employers' members and 51 Workers' members);

Committee on Convention No. 63 (Statistics): 99 members (47 Government members, 25 Employers' members and 27 Workers' members);

Committee on Asbestos: 100 members (43 Government members, 26 Employers' members and 31 Workers' members);

Committee on Equality in Employment: 180 members (74 Government members, 45 Employers' members and 61 Workers' members);

Committee on Structure: 149 members (85 Government members, 19 Employers' members and 45 Workers' members);

Resolutions Committee: 199 members (80 Government members, 42 Employers' members and 77 Workers' members);

Standing Orders Committee: 46 members (33 Government members, 5 Employers' members and 8 Workers' members).

In accordance with the usual practice a system of weighting will be applied in each Committee so that there will be equality of voting strength between the three groups.

#### Committee on Apartheid

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

#### Composition of the Credentials Committee

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

Government member: Mr. Reantragoon (Thailand).

Employers' member: Mr. Hoff (Norway).

Workers' member: Mr. Svenningsen (Denmark).

#### Appointment of the Conference Drafting Committee

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

The President of the Conference.

The Secretary-General of the Conference.

Mr. Wolf, Legal Adviser of the Conference.

Mr. Sidibé, Chief, International Labour Standards Department.

Mr. Maupain, Assistant Legal Adviser of the Conference.

Mrs. Kellerson, substitute for the Legal Adviser and the Assistant Legal Adviser.

It is important to note that the members of a drafting committee set up by a committee of the Conference under article 59 of the Standing Orders form part of the Conference Drafting Committee when a proposed Convention or Recommendation is submitted to the Conference by the committee concerned.

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

- (a) The Selection Committee has fixed the opening date for the discussion of the Reports of the Governing Body and the Director-General at Saturday, 8 June 1985 and decided that the list of speakers will be closed on Friday, 14 June at 12 noon, under the usual conditions.
- (b) The Selection Committee proposes that the Conference should remind speakers taking part in the discussion that (i) they must abide strictly by the provisions of the Conference Standing Orders concerning the duration of speeches (maximum 15 minutes), drawing their attention to the arrangements foreseen to ensure that this time-limit is respected and

which are described in the "Guide for Delegates" and the "Note for Delegates"; and (ii) they are requested to concentrate their remarks on the Reports of the Governing Body and the Director-General and on the activities of the International Labour Organisation.

#### Preliminary debate on programme and budget proposals

In accordance with article 11 bis of the Standing Orders of the Conference, the Selection Committee has decided that the Conference should hold a brief debate in plenary sitting on Monday morning, 10 June, to examine the draft programme and budget for 1986-87, prior to its approval by the Finance Committee of Government representatives and adoption by the Conference.

#### Suggestions to facilitate the work of the Conference

##### (i) Quorum

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

The Selection Committee invites the Conference to confirm the following principles, which contain the substance of recommendations made at various times by the Governing Body to improve the working of the quorum rule:

- (a) Delegates should register immediately on arrival, since the quorum is calculated on the basis of the number of delegates registered.
- (b) Acceptance of appointment as a delegate implies an obligation to be available in Geneva personally or through an adviser authorised to act as his substitute for the work of the Conference until the end, since important votes often take place on the last day.
- (c) Delegates who are nevertheless obliged to leave the Conference before it finishes should give notice of their forthcoming departure to the Secretariat of the Conference. (The form provided for indicating their date of departure also enables them to authorise an adviser to act and to vote in their place.) At group meetings held during the second half of the Conference the attention of members of the groups will be drawn to the importance of completing and handing in this form.
- (d) In addition, one Government delegate of a country may report the departure of the other Government delegate and the Secretaries of the Employers' and Workers' groups may also give notice of the final departure of members of their groups who have not authorised advisers to act in their place.
- (e) When a record vote is taken in plenary while committees are sitting, delegates are both entitled and expected to leave committees to vote unless they are replaced by a substitute in plenary. Announcements are made in the committees to ensure that all delegates are aware that a record vote is about to take place. (Appropriate arrangements will be made for committees meeting at the ILO building.)

In arranging the programme of work of the Conference the Selection Committee will try to see to it that matters which require the holding of votes come before the Conference at the earliest possible moment. The Plan of Work for Committees endorsed by the Selection Committee takes this requirement into account.



(ii) Punctuality

As in previous years, the Selection Committee recommends to the Conference to ask committee chairmen to start proceedings very punctually - except where a technical section has not yet completed its preliminary discussions - irrespective of the number of persons present, but subject to no votes being taken until a quorum is clearly present.

(iii) Negotiations

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

The Selection Committee recommends to the officers of the Conference Committees to continue the above-mentioned practice.

Plan of work for Conference Committees

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

Appointment of members of the Appeals Board panel

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

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

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

to appoint Mr. Paul GOTTRET (Switzerland) for a period of three years, expiring on 30 June 1988, as a member of the panel from which the members of the Conference Appeals Board are selected.

The Employers' members asked that it should be placed on record that they took no part in the decision on this matter.

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

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the following non-governmental international organisations be invited to be represented at the 71st Session of the Conference:

Arab Federation of Construction and Woodworkers  
General Union of Chambers of Commerce, Industry and Agriculture for  
Arab countries  
International Confederation of Professional and Intellectual Workers  
International Federation of Air Line Pilots' Associations  
International Federation of Employees in Public Services  
International Union of Food and Allied Workers' Associations  
World Confederation of Teachers  
World Peace Council.

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

Committee on the Application of Standards

Amnesty International  
Caritas Internationalis  
Federation of Associations and Unions of the International Civil Service  
International Alliance of Women - Equal Rights - Equal Responsibilities  
International Association for Social Progress  
International Association of Labour Inspection  
International Catholic Migration Commission  
International Commission of Jurists  
International Confederation of Temporary Work Organisations  
International Council for Adult Education  
International Council of Nurses  
International Federation of Building and Woodworkers  
International Federation of Commercial, Clerical, Professional and  
Technical Employees  
International Federation of Employees in Public Services  
International Federation of Plantation, Agricultural and Allied Workers  
International Metalworkers' Federation  
International Society for Labour Law and Social Security  
International Transport Workers' Federation  
Postal, Telegraph and Telephone International  
Public Services International  
Trade Unions International of Workers in Commerce  
Women's International League for Peace and Freedom  
World Confederation of Organisations of the Teaching Profession  
World Confederation of Teachers  
World Jewish Congress  
World ORT Union.

Committee on Occupational Health Services

Caritas Internationalis  
Federation of Associations and Unions of the International Civil Service  
International Alliance of Women - Equal Rights - Equal Responsibilities

International Association for Social Progress  
 International Association of Labour Inspection  
 International Commission on Occupational Health  
 International Confederation of Executive Staff  
 International Council for Adult Education  
 International Council of Nurses  
 International Council of Women  
 International Council on Social Welfare  
 International Federation of Building and Woodworkers  
 International Federation of Chemical, Energy and General Workers' Union  
 International Federation of Commercial, Clerical, Professional and  
 Technical Employees  
 International Federation of Employees in Public Services  
 International Federation of Plantation, Agricultural and Allied Workers  
 International Federation of University Women  
 International Federation of Women Lawyers  
 International Metalworkers' Federation  
 International Radiation Protection Association  
 International Round Table for the Advancement of Counselling  
 International Society for Labour Law and Social Security  
 International Textile, Garment and Leather Workers' Federation  
 International Transport Workers' Federation  
 League of Red Cross and Red Crescent Societies  
 Liaison Committee of Engineers, Supervisory and Managerial Staffs and  
 Technicians  
 Nordic Confederation of Supervisors, Technicians and other Managers  
 Public Services International  
 Soroptimist International  
 Trade Unions International of Public and Allied Employees  
 Trade Unions International of Workers in Commerce  
 Women's International League for Peace and Freedom  
 World Confederation of Organisations of the Teaching Profession  
 World Union of Catholic Women's Organisations.

Committee on Convention No. 63 (Statistics)

International Alliance of Women - Equal Rights - Equal Responsibilities  
 International Catholic Migration Commission  
 International Confederation of Executive Staff  
 International Council on Social Welfare  
 International Federation of Building and Woodworkers  
 International Federation of Plantation, Agricultural and Allied Workers  
 International Federation of Women Lawyers  
 International Metalworkers' Federation  
 International Textile, Garment and Leather Workers' Federation  
 International Transport Workers' Federation

Nordic Confederation of Supervisors, Technicians and other Managers  
Soroptimist International  
Trade Unions International of Workers in Commerce  
World Union of Catholic Women's Organisations.

#### Committee on Asbestos

Asbestos International Association  
Collegium Ramazzini  
International Association of Labour Inspection  
International Commission on Occupational Health  
International Confederation of Executive Staff  
International Federation of Building and Woodworkers  
International Federation of Chemical, Energy and General Workers' Unions  
International Federation of Plantation, Agricultural and Allied Workers  
International Metalworkers' Federation  
International Radiation Protection Association  
International Textile, Garment and Leather Workers' Federation  
International Transport Workers' Federation  
Liaison Committee of Engineers, Supervisory and Managerial Staffs and Technicians  
Nordic Confederation of Supervisors, Technicians and other Managers  
Trade Unions International of Workers of the Building, Wood and Building Materials Industries.

#### Committee on Equality in Employment

Anti-Slavery Society for the Protection of Human Rights  
European Confederation of Agriculture  
Federation of Associations and Unions of the International Civil Service  
International Alliance of Women - Equal Rights - Equal Responsibilities  
International Association for Social Progress  
International Association of Educational and Vocational Guidance  
International Association of Labour Inspection  
International Catholic Migration Commission  
International Confederation of Executive Staff  
International Confederation of Temporary Work Organisations  
International Council for Adult Education  
International Council of Nurses  
International Council of Women  
International Council on Social Welfare  
International Federation of Building and Woodworkers  
International Federation of Business and Professional Women  
International Federation of Chemical, Energy and General Workers' Unions  
International Federation of Commercial, Clerical, Professional and Technical Employees

International Federation of Employees in Public Services  
 International Federation of Plantation, Agricultural and Allied Workers  
 International Federation of University Women  
 International Metalworkers' Federation  
 International Round Table for the Advancement of Counselling  
 International Society for Labour Law and Social Security  
 International Textile, Garment and Leather Workers' Federation  
 International Transport Workers' Federation  
 International Union of Family Organisations  
 League of Red Cross and Red Crescent Societies  
 Liaison Committee of Engineers, Supervisory and Managerial Staffs  
 and Technicians  
 Postal, Telegraph and Telephone International  
 Public Services International  
 Socialist International Women  
 Soroptimist International  
 Standing Committee of Trade Unions of the Graphic Industries  
 Trade Unions International of Public and Allied Employees  
 Trade Unions International of Textile, Clothing, Leather and Fur Workers  
 Trade Unions International of Workers in Commerce  
 Women's International Democratic Federation  
 Women's International League for Peace and Freedom  
 World Association of Girl Guides and Girl Scouts  
 World Confederation of Organisations of the Teaching Profession  
 World Confederation of Teachers  
 World Jewish Congress  
 World ORT Union  
 World Union of Catholic Women's Organisations  
 World Young Women's Christian Association  
 Zonta International

#### Committee on Apartheid

African Committee for Trade Union Co-ordination and Action against  
 Apartheid and Colonialism  
 Federation of Associations and Unions of the International Civil Service  
 International Council for Adult Education  
 International Federation of Commercial, Clerical, Professional and  
 Technical Employees  
 International Federation of Employees in Public Services  
 International Federation of Plantation, Agricultural and Allied Workers  
 Women's International League for Peace and Freedom  
 World Confederation of Teachers

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

Election of Government members of the Governing Body

At its 229th Session (February-March 1985) the Governing Body decided, on the proposal of the governments of the American region and subject to the final decision of the Conference, to authorise the Government of the State in the American region which, on the occasion of the elections for deputy membership of the Governing Body in June 1984, had obtained the greatest number of votes in excess of the majority required by article 52, paragraph 4, of the Standing Orders of the Conference without being elected, namely Uruguay, to designate a representative to take part with immediate effect in the proceedings of the Governing Body and its committees, Such a representative shall have the right to speak, but shall not have the right to vote.

The Selection Committee recommends to the Conference that it endorse the above decision of the Governing Body.

Geneva, 7 June 1985.

71ST SESSION OF THE CONFERENCE (JUNE 1985)  
PLAN OF WORK FOR COMMITTEES

COMMITTEE	Satur- day 8	Mon- day 10	Tues- day 11	Wednes- day 12	Thurs- day 13	Fri- day 14	Satur- day 15	Mon- day 17	Tues- day 18	Wednes- day 19	Thurs- day 20	Fri- day 21	Satur- day 22	Mon- day 24	Tues- day 25	
Finance Committee (Government representatives)	—————								<u>A</u>							
Committee on the Application of Standards	—————												<u>A</u>			
Committee on Occupational Health Services	—————												<u>A</u>			
Committee on Convention No. 63 (Statistics)	—————										<u>A</u>					
Committee on Asbestos	—————													<u>A</u>		
Committee on Equality in Employment	—————														<u>A</u>	
Committee on Structure	—————														<u>A</u>	
Committee on Apartheid*		—————							<u>A</u>							
Resolutions Committee	—————													<u>A</u>		
Standing Orders Committee	—————				<u>A</u>											

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

\* Subject to the decision of the Selection Committee concerning the number of sittings.

Annexe au Premier rapport de la Commission de proposition  
Annex to the First Report of the Selection Committee  
Anexo al primer informe de la Comisión de Proposiciones

COMPOSITION DES COMMISSIONS  
COMPOSITION OF COMMITTEES  
COMPOSICIÓN DE LAS COMISIONES

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

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

Membres gouvernementaux:  
Government members:  
Miembros gubernamentales:

Afghanistan  
Algérie  
Allemagne, République  
fédérale d'  
Arabie saoudite  
Argentine  
Australie  
Autriche  
Bahreïn  
Bangladesh  
Belgique  
République socialiste  
soviétique de  
Biélorussie  
Birmanie  
Botswana  
Brésil  
Bulgarie  
Burkina Faso  
Burundi  
Cameroun  
Canada  
Chili  
Chine  
Congo  
Côte-d'Ivoire  
Cuba  
Danemark  
Djibouti  
République dominicaine  
Egypte  
Emirats arabes unis  
Equateur  
Espagne  
Etats-Unis  
Ethiopie  
Finlande  
France

Gabon  
Grèce  
Guinée  
Honduras  
Hongrie  
Inde  
Indonésie  
Iran, République  
islamique d'  
Iraq  
Irlande  
Israël  
Italie  
Jamaïque  
Japon  
Jordanie  
Kenya  
Koweït  
Libéria  
Jamahiriya arabe  
libyenne  
Luxembourg  
Madagascar  
Malaisie  
Malte  
Maroc  
Mauritanie  
Mexique  
Mongolie  
Nicaragua  
Niger  
Norvège  
Nouvelle-Zélande  
Ouganda  
Pakistan  
Panama  
Papouasie-  
Nouvelle-Guinée

Paraguay  
Pays-Bas  
Philippines  
Portugal  
Qatar  
République  
démocratique  
allemande  
Royaume-Uni  
Sénégal  
Sierra Leone  
Somalie  
Soudan  
Sri Lanka  
Suède  
Suisse  
Suriname  
Swaziland  
République arabe  
syrienne  
Tanzanie,  
République-Unie de  
Tchécoslovaquie  
Togo  
Trinité-et-Tobago  
Tunisie  
Turquie  
République socialiste  
soviétique d'Ukraine  
Union des Républiques  
socialistes  
soviétiques  
Uruguay  
Venezuela  
Yémen démocratique  
Yougoslavie  
Zambie  
Zimbabwe



Membres adjoints:

Deputy members:

Miembros adjuntos:

Angola	Guinée-Bissau
Bénin	Mali
Bolivie	Nigéria
République centrafricaine	Pérou

Observateur:

République de Corée

Membres employeurs:

Employers' members:

Miembros empleadores:

ANDRIANTSITOHAINA, M. (Madagascar).  
 AL-TIBI, Mr.; s: AL-HOSSEINY, Mr. (Jordanie).  
 CHADZAMIRA, Mr.; s: KUIPA, Mr. (Zimbabwe).  
 EL-HARRAWI, Mr.; s: EZZAT, Mr. (Egypte).  
 FERRER DUFOLL, Sr.; s: SANCHEZ FIERRO, Julio, Sr.; PEDROSO y PROST, Sr. (Espagne).  
 FLUNDER, Mr.; s: ROBBINS, Mr. (Royaume-Uni).  
 GALLIANI WINDER, Sr. (Pérou).  
 HAK, Miss; s: NOLEN, Mr. (Pays-Bas).  
 HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.; PAQUIN, M.; RICHAN, Keith, Mr.; SINCLAIR, Ms. (Canada).  
 HOFF, Mr.; s: KAADA, Mr.; MAGNUSSEN, Mr. (Norvège).  
 HOLTEN, Mr. von; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.; WALLSTEN, Ms.; YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède).  
 HOWELL, Mrs. (Libéria).  
 HUSSAIN, Mr.; s: ASWAD, Mr. (Iraq).  
 INOCENTES, Mr.; s: HERNANDEZ, Mr.; DRILON, Mr. (Philippines).  
 KHAYAT, M.; s: MALAKANY, M. (République arabe syrienne).  
 KWAIRY, Abdullah Muftah, Mr. s: SWEIHLI, Fouad, Mr. (Jamahiriya arabe libyenne).  
 LINDNER, Mr.; s: WISSKIRCHEN, Mr. (Allemagne, Rép. féd. d').  
 MARDONIEV, M.; s: KOKHLOV, Mr. (URSS).  
 MARTINEZ, Sr. (Honduras).  
 MOAHLI, Mr. (Lesotho).  
 MORGADO PINTO CARDOSO, M.; s: SA E MELO, M.; BLANCO DE MORAIS, M. (Portugal).  
 NOAKES, Mr.; s: BROWN, Mr. (Australie).  
 LEIVA PEREZ, Sr.; s: CASTILLO RAMIREZ, Sr.; GARACHE CASTELLON, Sr.; AVILES, Sr. (Nicaragua).  
 OECHSLIN, M.; s: PARION, M.; RETOURNARD, M.; ROILAND, Mme; TASSIN, M. (France).  
 PURI, Mr.; s: VISWANATHAN, Mr. (Inde).  
 SALEH, M. (Tchad).  
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.; CATTANEO, M.; CECI, M.; COSTA, M.; VALERIANI, M.; MORSELLI, M. (Italie).  
 SILVA, Mr. de (Sri Lanka).  
 SMITH Jr., Mr.; s: COXSON, Mr.; MOORHEAD, Mr. (Etats-Unis).  
 SUMBWE, Mr. (Zambie).  
 TESAR, Mr.; s: VITEK, Mr. (Tchécoslovaquie).  
 VALDES SAENZ, Sr.; s: PRIETO CONCHA, Sr. (Chili).  
 VERSCHUEREN, M.; s: ARETS, M.; STORM, Mme; VAN DEN BERGH, M. (Belgique).  
 VILLAR, Sr.; s: BARREIRO ZORILLA, Sr.; GILS MARCO, Sr. (Uruguay).  
 VILLALOBOS, Sr.; s: VERA, Sr. (Venezuela).  
 BIJNOE, M. (Suriname).  
 FAVELEVIC, Sr.; s: FUNES DE RIOJA, Sr. (Argentine).

s = suppléant; substitute; suplente.

Observer:

WHANG, Mr. (Rép. de Corée).

Membres adjoints:

Deputy members:

Miembros adjuntos:

BARAJAS FERNANDEZ, Sr.; s: MARCOS, Sr.; REHL, Sr. (Mexique).  
 BEL HADJ AMMAR, M.; s: SAID, M. (Tunisie).  
 BLONDIAUX, M. (Rép. centrafricaine).  
 BOEDJOSASTRO, Mr. (Indonésie).  
 COSTARANGOS, Sr.; s: ROUX, Sr. (Panama).  
 DECOSTERD, M.; s: DUC, M. (Suisse).  
 ERI, Mr. (Papouasie-Nouvelle-Guinée).  
 FRANCIS de los REYES, Sr. (Cuba).  
 GEORGET, M.; s: BOLHO, M.; DJIBRILLA, M. (Niger).  
 JOHANSEN, Mrs.; s: SPRINGBORG, Mr. (Danemark).  
 KOSKIMIES, Mr.; s: RAUTIAINEN, Mr. (Finlande).  
 MARTOS, M.; s: SARECZ, M. (Hongrie).  
 MASWIBILILI, Mr. (Botswana).  
 MITSOS, M.; s: HARAKAS, M.; LEVENTIS, M.; ANGHELOU, M.;  
 TSOUMANI-SPENTZA, Mme (Grèce).  
 OWUOR, Mr.; s: EKIRAPA, Mr. (Kenya).  
 ROWE, Mr. (Nouvelle-Zélande).  
 SHA YE, Mr.; s: SONG XIAOWU, Mr. (Chine).  
 SOW, Amadou Mactar, M.; s: SOW, Abdourahmane, M. (Sénégal).  
 TABANI, Mr.; s: SETHI, Mr. (Pakistan).  
 THORBERGSSON, Mr. (Islande).  
 YOSHINO, Mr.; s: OKAMOTO, Mr.; SUZUKI, Mr.; YOKODATE, Mr. (Japon).  
 ILLANES DE LA RIVA, Sr.; s: ESPANA-SMITH, Sr. (Bolivie).

Membres travailleurs:

Workers' members:

Miembros trabajadores:

ABID, M. (Tunisie).  
 AHMAD NOR, Mr. (Malaisie).  
 AHMED, Mr. (Pakistan).  
 AL-SAMMAK, Mr. (Bahreïn).  
 ANDREINI, M. (Saint-Marin).  
 BARNABO, M. (Togo).  
 BARROS DE MOURA, M. (Portugal).  
 BENABDELLAH, M. (Maroc).  
 BHAGIRUTTY, Mr. (Maurice).  
 BLONDEL, M. (France).  
 BRAJIC, Mr. (Yougoslavie).  
 BUTTERWORTH, Mr. (Nouvelle-Zélande).  
 CAL, M. (Italie).  
 CANO TORRES, Sr. (Nicaragua).  
 DAHL, Mr. (Norvège).  
 DASSIS, M. (Grèce).  
 DETCHEV, M. (Bulgarie).  
 DIOP, M. (Sénégal).  
 ETTY, Mr. (Pays-Bas).  
 FALCON, Sr. (Panama).  
 FIRA, M. (Congo).  
 FU XUSHAN, Mr. (Chine).  
 GLEAN, Mr. (Trinité-et-Tobago).  
 GOPESHWAR, Mr. (Inde).  
 GUSTAFSSON, Ms. (Suède).  
 HALL, Mr. (Irlande).  
 HANTSCHKE, Mr. (Rép. dém. allemande).

HASHIM, Mr. (Nigéria).  
 HERTZ, Mr. (Israël).  
 HICKEY Jr., Mr. (Etats-Unis).  
 HOUTHUYS, M. (Belgique).  
 HUSSAIN, Mr. (Iraq).  
 IDRIS EL ASSI, Mr. (Jamahiriya arabe libyenne).  
 KALUBI, M. (Zaïre).  
 KANAËV, Mr. (URSS).  
 KARAMBÉ, M. (Mali).  
 KEHRMANN, Mr. (Allemagne, Rép. féd. d').  
 KEKI, M. (Hongrie).  
 KHAN, Mr. (Bangladesh).  
 MAIER, Mr. (Autriche).  
 MALLON, Mr. (Canada).  
 MARRERO AISPURUA, Sr. (Cuba).  
 MARTENS, Mr. (Danemark).  
 MARUYAMA, Mr. (Japon).  
 MASSON, M. (Luxembourg).  
 MEDINA GALVEZ, Sr. (Chili).  
 MELLO, Mr. (Brésil).  
 MHUNGU, Mr. (Zimbabwe).  
 MONTEIRO PIRES, Sr. (Guinée-Bissau).  
 MUSTAFA, Mr. (Egypte).  
 N'SINGUI MASSALA, M. (Angola).  
 NATSAGDORJ, Mr. (Mongolie).  
 NAVRATIL, Mr. (Tchécoslovaquie).  
 NSENGIYUMVA, M. (Rwanda).  
 PACHO, Sr. (Pérou).  
 PARE, M. (Burkina Faso).  
 PASQUIER, M. (Suisse).  
 PUTHIRASIGAMONEY, Mr. (Sri Lanka).  
 RAMIREZ LEON, Sr. (Venezuela).  
 RAMIREZ PINILLA, Sr. (Colombie).  
 REED, Sr. (Uruguay).  
 RUSANEN, Mr. (Finlande).  
 SAKHAROV, Mr. (RSS de Biélorussie).  
 SALESHANDO, Mr. (Botswana).  
 SIMON VELASCO, Sr. (Espagne).  
 TEFERI, M. (Ethiopie).  
 TENESACA TRUJILLO, Sr. (Equateur).  
 THOMAS, Mr. (Royaume-Uni).  
 VELE, Mr. (Kenya).  
 VENTURINI, Ms. (Argentine).

Membres adjoints:

Deputy members:

Miembros adjuntos:

ADIKO, M. (Côte-d'Ivoire).  
 AGUERO PEREZ, Sr. (Cuba).  
 AL-JIBORI, Mr. (Iraq).  
 AWAB, M. (Maroc).  
 AZZABI, Mr. (Jamahiriya arabe libyenne).  
 BALDASSARI, Sr. (Uruguay).  
 BARANYAI, Mme (Hongrie).  
 BARBON, M. (Italie).  
 BARKA, M. (Tchad).  
 BRIESCH, M. (France).  
 DIZ REY, M. (Argentine).  
 DOUSSO, Mr. (Jordanie).  
 DREIFUSS, Mme (Suisse).  
 ESPOSITO, Mr. (Malte).

ESTIVALES SANCHEZ, Sr. (Chili).  
FARUQUI, Mr. (Bangladesh).  
FRANKE, Mr. (Rép. dém. allemande).  
GASHAN, Mr. (Somalie).  
GIARDI, M. (Saint-Marin).  
GOLD, Mr. (Etats-Unis).  
HAAS, M. (Luxembourg).  
HASSAN, Mr. (Egypte).  
HATSUOKA, Mr. (Japon).  
HORDIJK, Mr. (Pays-Bas).  
HOUYENGH, M. (Togo).  
ISHIKURA, Mr. (Japon).  
ISSIAKOU, Mme (Gabon).  
IVANITSKY, M. (URSS).  
JOHNSTON, Mrs. (Canada).  
KARLSSON, Mr. (Suède).  
KOUZMANOVA, Mme (Bulgarie).  
LAIFA, M. (Algérie).  
LOPEZ, Sr. (Panama).  
MALLA, Mr. (Népal).  
MEHTA, Mr. (Inde).  
MONTERO GARCIA, Sr. (Espagne).  
MORTON, Mr. (Royaume-Uni).  
NWANGI, Mr. (Kenya).  
NACHMANI, Mr. (Israël).  
PAPAMIHAIL, M. (Grèce).  
PEREZ ROSQUETE, Sr. (Cuba).  
RAHMATULLAH, Mr. (Pakistan).  
RYCHLY, Mr. (Tchécoslovaquie).  
RURAHENYE, Mr. (Burundi).  
SAAD, M. (Tunisie).  
STALPORT, M. (Belgique).  
SVENNINGSSEN, Mr. (Danemark).  
TABLADA MOLINA, Sr. (Nicaragua).  
TAMERAT, Mr. (Éthiopie).  
TRUJILLO, Sr. (Venezuela).  
VEWESSEE NGANTEH COLLINS, M. (Cameroun).  
VEYSSIERE, M. (France).  
WEE NAH SIN, Mr. (Malaisie).

Observateur:

Observer:

Observador:

Phee, Mr. (République de Corée).

Commission des services de médecine du travail  
Committee on Occupational Health Services  
Comisión de Servicios de Medicina del Trabajo

Membres gouvernementaux:Government members:Miembros gubernamentales:

Allemagne, République fédérale d'	Finlande	Norvège
Angola	France	Nouvelle-Zélande
Arabie saoudite	Gabon	Ouganda
Argentine	Grèce	Pakistan
Australie	Grenade	Papouasie-Nouvelle- Guinée
Autriche	Iles Salomon	Pays-Bas
Belgique	Inde	Philippines
Birmanie	Indonésie	Portugal
Botswana	Iran, République islamique d'	République démocratique allemande
Brésil	Iraq	Royaume-Uni
Bulgarie	Irlande	Rwanda
Burkina Faso	Italie	Suède
Cameroun	Jamaïque	Suisse
Canada	Japon	Swaziland
République centrafricaine	Kenya	République arabe syrienne
Chine	Libéria	Tunisie
Chypre	Jamahiriya arabe libyenne	Turquie
Congo	Luxembourg	Union des Républiques socialistes soviétiques
Côte-d'Ivoire	Malaisie	Yémen
Danemark	Malawi	Zimbabwe
Egypte	Mali	
Emirats arabes unis	Maroc	
Espagne	Mexique	
Etats-Unis	Niger	

Membres adjoints:Deputy members:Miembros adjuntos:

Bangladesh	Madagascar	Sénégal
Burundi	Nigéria	Somalie
Hongrie	Panama	Trinité-et-Tobago
Israël	Pérou	Uruguay
Koweït	Qatar	Venezuela

Membres employeurs:Employers' members:Miembros empleadores:

ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr. (Autriche).  
 CHADZAMIRA, Mr.; s: O'NEIL, J.A., Mr. (Zimbabwe).  
 DECOSTERD, M.; s: KUNG, M. (Suisse).  
 EL AZMANI, M.; s: RAGY, M. (Maroc).  
 FERRER-DUFOLL, Sr.; s: RODRIGUEZ DELGADO, Dr.; GARCIA MARTIN, Sr.  
 (Espagne).  
 FLUNDER, Mr.; s: RUGMAN, Mr. (Royaume-Uni).  
 GRENADE, Mr.; s: HILTON-CLARKE, Mr. (Trinité-et-Tobago).  
 HAK, Miss; s: MEESTER, Miss (Pays-Bas).  
 HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.; PAQUIN, M.;  
 RICHAN, Mr.; SINCLAIR, Ms. (Canada).

s = suppléant; substitute; suplente.

HOFF, Mr.; s: STRAND, Dr.; RYSST, Mr. (Norvège)  
 HOLTEN, von, Mr.; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.; WALLSTEN, Ms.;  
 YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède)  
 INOCENTES, Mr. (Philippines).  
 JOHANSEN, Mrs.; s: LINIUS, Mr. (Danemark).  
 KHAN, Mr.; s: MORTUZA, Mr. (Bangladesh).  
 KOSKIMIES, Mr.; s: SUUTARINEN, Dr. (Finlande).  
 LINDNER, Mr.; s: MULLER, Mr. (Allemagne, Rép. féd. d').  
 MARTOS, M.; s: SARECZ, M. (Hongrie).  
 MORGADO PINTO CARDOSO, M.; s: DE OLIVEIRA COSTA, M. (Portugal).  
 NAKORNSRI, Mr.; s: JOUNGTRAKUL, Mr.; BHIMOLRATANÀ, Mr. (Thaïlande).  
 NGAHA, M. (Cameroun).  
 NOAKES, Mr.; s: BROWN, Mr. (Australie).  
 OECHSLIN, M.; s: BOUIGE, M.; GIVELET, M.; PARION, M.; RETOURNARD, M. (France).  
 OKOGWU, Mr.; s: ADEAGA, Mr. (Nigéria).  
 OWUOR, Mr.; s: WEJULI, Mr. (Kenya).  
 PIERIDES, Mr.; s: PILIKOS, Mr.; ALEXANDROU, Mr. (Chypre).  
 PURI, Mr. (Inde).  
 ROWE, Mr.; s: JARVIE, Mr. (Nouvelle-Zélande).  
 SHA YE, Mr.; s: DAI FUHAI, Mr. (Chine).  
 SMITH Jr., Mr.; s: DINMAN, Mr. (Etats-Unis).  
 SUMBWE, Mr.; s: BWALYA, Mr. (Zambie).  
 VERSCHUEREN, M.; s: KOHNENMERGEN, Mlle; CHIMKOVITCH, M.; LEPOUTRE, Dr.;  
 CORDY, M. (Belgique)  
 YOSHINO, Mr.; s: OKAMOTO, Mr. (Japon).  
 FAVELEVIC, Sr.; s: CERETTI, Sr. (Argentine).  
 TOURE, M. (Mali)

Membres adjoints:

Deputy members:

Miembros adjuntos:

AL-JASSEM, Mr.; s: AL-SHALFAN, Mr. (Koweït).  
 BLONDIAUX, M. (République centrafricaine).  
 ERI, Mr. (Papouasie-Nouvelle-Guinée).  
 GEORGET, M.; s: BOLHO, M.; DJIBRILLA, M. (Niger).  
 HUSSAIN, Mr. (Iraq).  
 JUNG, M.; s: WAGENER, Dr. (Luxembourg).  
 TADI LEWA, M.; s: MUKADI, M. (Zaïre).  
 PROBERT, Mr. (Fidji).  
 RAGE, Mr. (Somalie).  
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.; CATTANEO, M.;  
 CECI, M.; COSTA, M.; VALERIANI, M.; MORSELLI, M. (Italie).  
 SOW, M.; s: WADE, M. (Sénégal).  
 TABANI, Mr.; s: HAMID, Mr. (Pakistan).  
 THAN, U (Birmanie).  
 VALDES SAENZ, Sr.; s: ANABALON ABURTO, Dr.; OYANGUREN MOYA, Dr. (Chili).  
 YOLUT, M.; s: KURDOGLU, M.; EGEMEN, M. (Turquie).  
 AMAKAK AKAL, M. (Djibouti).  
 DELLA MANNA, M.; s: MORITZ, M.; MARTINS, M.; COLOMBEK, M. (Brésil).

Membres travailleurs:

Workers' members:

Miembros trabajadores:

AL-JADARI, Mr. (Yémen).  
 AL-JOBOURI, Mr. (Iraq).  
 AZZABI, Mr. (Jamahiriya arabe libyenne).  
 BALSTAD, Mr. (Norvège).  
 BOGH, Mr. (Danemark).

BOLINDER, Mr. (Suède).  
 CAILLAT, M. (France).  
 CHANG CRESPO, Sr. (Equateur).  
 COBO JASPE, Sr. (Venezuela).  
 COCHET, M. (Suisse).  
 DI MEOLA, M. (Italie).  
 DIOP, M. (Sénégal).  
 DOUSSO, Mr. (Jordanie).  
 GIRI, Mr. (Népal).  
 JACOB, Mr. (Indonésie).  
 JONATHAN, Mr. (Lesotho).  
 KALALA, M. (Zaïre).  
 KULKARNI, Mr. (Inde).  
 LEDGER, Mrs. (Canada).  
 LIAKOPOULOS, M. (Grèce).  
 LOPEZ, Sr. (Panama).  
 MACGOUGAN, Mr. (Royaume-Uni).  
 MANYOMA, Sr. (Colombie).  
 MATSUMOTO, Mr. (Japon).  
 MEECHAM, Mr. (Australie).  
 MWANGI, Mr. (Kenya).  
 NELSON, Mr. (Jamaïque).  
 OZIGI, Mr. (Nigéria).  
 PARTIKEL, Mr. (Allemagne, Rép. féd. d').  
 PERERA, Mr. (Sri Lanka).  
 PEREZ GARCIA, Sr. (Bolivie).  
 PIZZAFERRI, M. (Luxembourg).  
 REINO, Sr. (Brésil).  
 RURAHENYE, M. (Burundi).  
 SAN ROMAN ARREAGA, Sr. (Mexique).  
 SANCHEZ ZAPATA, Sr. (Pérou).  
 SANTHANASAMY, Mr. (Malaisie).  
 SCHMITZ, Mr. (Pays-Bas).  
 SERRANO ACEDO, Sra. (Espagne).  
 SOBERANO, Sr. (Argentine).  
 STOECKEL, Mr. (République démocratique allemande).  
 SWEENEY, Mr. (Etats-Unis).  
 THAWATCHAINAN, Mr. (Thaïlande).  
 THYRE, M. (Belgique).  
 TORO CASTRO, Sr. (Chili).  
 TOROPAINEN, Dr. (Finlande).  
 TRAORE, M. (Mali).  
 VANEZOS, Mr. (Chypre).  
 VEWESSEE NGANTEH COLLINS, M. (Cameroun).  
 XU XIAOQIAN, Mr. (Chine).  
 ZUNDER, Mr. (Suriname).

Membres adjoints:

Deputy members:

Miembros adjuntos:

AL AOUD, Mr. (Emirats arabes unis).  
 AL-OTAIBI, Mr. (Qatar).  
 ALBAYRAK, M. (Turquie).  
 ANDERSEN, Mr. (Danemark).  
 ASCENCAO SILVA (Cap-Vert).  
 BENAÏSSA, M. (Algérie).  
 BROKHANK, Ms. (Norvège).  
 CARCOVA ALONSO, Sr. (Espagne).  
 CARLSSON, Ms. (Suède).  
 CHAIKATISHA, Mr. (Zambie).  
 CHIROMA, Mr. (Nigéria).

COULIBALY, M. (Côte-d'Ivoire).  
 DOLAN, Mr. (Australie).  
 ETCHEZAR, Sr. (Argentine).  
 FARUQUI, Mr. (Bangladesh).  
 FAVRE, M. (Suisse).  
 FERNANDES, Mme (Angola).  
 GASPER LIM, Mrs. (Malaisie).  
 GODBOUT, M. (Canada).  
 GROWITSCH, Mr. (Allemagne, Rép. féd. d').  
 HALL, Mr. (Irlande).  
 HANSEN, Mr. (Norvège).  
 HUSSAIN, Mr. (Iraq).  
 HUSSEIN, Mr. (Bahreïn).  
 ISSAKA, M. (Niger).  
 JONES, Mr. (Jamaïque).  
 JUNAIDI, Mr. (Pakistan).  
 KABORE, M. (Burkina Faso).  
 KANGASPERKO, Mrs. (Finlande).  
 KOSKINEN, Dr. (Finlande).  
 MADDOCKS, Mr. (Royaume-Uni).  
 MALLA, Mr. (Népal).  
 MALY, Mr. (Autriche).  
 MUGO, Mr. (Kenya).  
 NATSAGDORJ, Mr. (Mongolie).  
 OZDEMIR, M. (Turquie).  
 PAROVA, Mrs. (Tchécoslovaquie).  
 SAGARIR, Mr. (Thaïlande).  
 SIEW, Mr. (Israël).  
 SILLON, M. (Belgique).  
 SINAN, Mr. (Arabie saoudite).  
 STANZANI, M. (Italie).  
 TELLIER, Mme (France).  
 THOMAS, Mr. (Inde).  
 TOSCHI, Sr. (Brésil).  
 VIVAR PIKE, Sr. (Panama).



Commission de la convention (no. 63) (statistiques)  
Committee on Convention No. 63 (Statistics)  
Comisión del Convenio (núm. 63) (Estadísticas)

Membres gouvernementaux:Government members:Miembros gubernamentales:

Allemagne, République fédérale d'	Equateur	Ouganda
Angola	Espagne	Papouasie-Nouvelle-Guinée
Argentine	Etats-Unis	Pays-Bas
Australie	Fidji	Philippines
Autriche	Finlande	Portugal
Belgique	France	Royaume Uni
Birmanie	Grèce	Sénégal
Botswana	Inde	Soudan
Brésil	Iraq	Suède
Burkina Faso	Irlande	Suisse
Canada	Italie	République arab syrienne
République centrafricaine	Jamaïque	Tunisie
Danemark	Japon	Turquie
Egypte	Kenya	Venezuela
Emirats arabes unis	Mexique	Yemen
	Nigéria	
	Norvège	

Membres adjoints:Deputy members:Miembros adjuntos:

Cameroun	Niger
Iran, République islamique d'	Somalie
Liberia	Suriname
Malaisie	Trinité-et-Tobago
Malawi	Uruguay
Maroc	Zimbabwe

Membres employeurs:Employer's members:Miembros empleadores:

CHADZAMIRA, Mr.; s: CROOKES, K. Mr. (Zimbabwe).  
 DECOSTERD, M.; s: AEBLI, M.; HAYMOZ, M. (Suisse).  
 FERRERDUFOLL, Sr.; s: PLANIOL LACALLE, Sra. (Espagne).  
 HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.;  
 PAQUIN, M.; RICHAN, Mr.; SINCLAIR, Ms. (Canada).  
 HOFF, Mr.; s: KAADA, Mr.; MAGNUSSEN, Mr. (Norvège).  
 HOLTEN, Mr.; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.;  
 WALLSTEN, Ms.; YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède).  
 INOCENTES, Mr.; s: DRILON, Mr. (Philippines).  
 JOHANSEN, Mrs.; s: DAHL, Mr. (Danemark).  
 KOSKIMIES, Mr.; s: RAMM-SCHMIDT, Mr. (Finlande).  
 LINDNER, Mr.; s: PUCKLER, Count (Rép. féd. d'Allemagne).  
 MALO-HARRIS, Sr.; s: AREVALO-HIDROVO, Sr. (Equateur).

s = suppléant; substitute; suplente.

MIKANGA, M. (Gabon).  
 NOAKES, Mr.; s: DIXON, Mr. (Australie).  
 OECHSLIN, M.; s: NICOLAS, M.; PARION, M.; RETOURNARD, M.;  
 ROILAND, Mme (France).  
 OKOGWU, Mr.; s: IMOISILI, Mr. (Nigéria).  
 OWUOR, Mr.; s: KIBWAGE, Mr. (Kenya).  
 PURI, Mr.; s: MAHATME, Mr. (Inde).  
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.;  
 CATTANEO, M.; CECCI, M.; COSTA, M.; VALERIANI, M.;  
 MORSELLI, M. (Italie).  
 SMITH Jr., Mr.; s: O'HANLON, Mr. (Etats-Unis).  
 SOW, Amadou Moctar, M.; s: SOW, Abdourahmane (Senegal),  
 SUMBWE, Mr.; s: SIMENDA, Mr. (Zambie).  
 VOROBYOV, Mr. (RSS de Biélorussie).  
 YOSHINO, Mr.; s: SUZUKI, Mr. (Japon).  
 ZAINULABIDEEN, Mr.; s: FAREJ, Mr. (Bahreïn).  
 FAVELVIC, Sr.; s: LEVISMAN, Sr.; INVERNIZZI, Sr. (Argentine).

Membres adjoints:

Deputy members:

Miembros adjuntos:

ARBESSER-RASTBURG, Mr.; s: HERGET, Mr. (Autriche).  
 BLONDIAUX, M. (Rép. centrafricaine).  
 ERI, Mr. (Papouasie-Nouvelle-Guinée).  
 FLUNDER, Mr.; s: EBERLIE, Mr. (Royaume-Uni).  
 FRANCIS de los REYES, Sr. (Cuba).  
 GEORGET, M.; s: BOLHO, M.; DJIBRILLA, M. (Niger).  
 HAUSMANN, Mr.; s: GATTEGNO, Mr. (Israël).  
 HUSSAIN, Mr.; s: ASWAD, Mr. (Iraq).  
 MASWIBILILI, Mr. (Botswana).  
 MORGADO PINTO CARDOSO, M.; s: DE OLIVEIRA COSTA, M. (Portugal).  
 TABANI, Mr.; s: HAMID, Mr. (Pakistan).  
 VERSCHUEREN, M.; s: ARETS, M.; KOHNENMERGEN, Mlle;  
 VAN DEN BERGH, M. (Belgique).  
 YOLUT, M.; s: GOCER, M.; EVIN, M. (Turquie).  
 AMAKAK, M. (Djibouti).  
 DELLA MANNA, M.; s: VIERA, M. (Brésil).

Membres travailleurs:

Workers' members:

Miembros trabajadores:

ADONGO, Mr. (Kenya).  
 ALDULAIMY, Mr. (Iraq).  
 BAUMANN, M. (Suisse).  
 CHILUBA, Mr. (Zambie).  
 DIGON, Mr. (Argentine).  
 FERNANDEZ, Sr. (Venezuela).  
 FONT-REAULX, Mlle (France).  
 GOLDBERG, Mr. (Rép. dém. allemande).  
 HARRIMAN, Ms. (Suède).  
 ISSAKA, M. (Niger).  
 KOSTOL, Ms. (Norvège).  
 KREIMER, Mr. (Rép. féd. d'Allemagne).  
 MADDOCKS, Mr. (Royaume-Uni).  
 NTHUME, Mr. (Botswana).  
 OSWALD, Mr. (Etats-Unis).  
 OUEDRAOGO, M. (Burkina Faso).  
 PAIVA, Mr. (Papouasie-Nouvelle-Guinée).  
 PATHMA, Miss (Malaisie).

PATRIARCA, Mr. (Italie).  
 PEPPLE, Mr. (Nigéria).  
 PEREZ CISTERNA, Sr. (Chili).  
 PRABHAKAR, Mr. (Inde).  
 RAMANATHAN, Mr. (Sri Lanka).  
 RIOUX, M. (Canada).  
 SCHWEITZER, M. (Luxembourg).  
 TOSCHI, Mr. (Brésil).  
 WEE NAH SIN, Mr. (Malaisie).  
 YAMADA, Mr. (Japon).

Membres adjoints:

Deputy members

Miembros adjuntos:

ABONDO, M. (Cameroun).  
 AL-JADARI, Mr. (Yémen).  
 AL-SAMMAK, Mr. (Bahreïn).  
 BOTVINOV, Mr. (URSS).  
 CAL, M. (Italie).  
 CANDORE, M. (Argentine).  
 ECKEROTH, Mr. (Danemark).  
 FAVRE, M. (Suisse).  
 GHATOWAR, Mr. (Inde).  
 HUSSAIN, Mr. (Iraq).  
 IRMAK, M. (Turquie).  
 JUNAIDI, Mr. (Pakistan).  
 KASUMBU, Mr. (Zambie).  
 KOSKINEN, Dr. (Finlande).  
 LAIFA, M. (Algérie).  
 MALLA, Mr. (Népal).  
 MEATA, Mr. (Papouasie-Nouvelle-Guinée).  
 PODHIARN, Mr. (Thaïlande).  
 SANHUEZA BAEZA, Sr. (Chili).  
 SILVA, Mr. (Brésil).  
 SIVA SUBRAMANIAM, Mr. (Malaisie).  
 SMITH, Mr. (Canada).  
 TRAORE, Mr. (Mali).  
 TROTTER, Mr. (Royaume-Uni).  
 VIEIRA LOPES, M. (Angola).

Observateur:

Observer:

Observador:

BURGESS, Miss (Bermudes).

Commission de l'amiante  
Committee on Asbestos  
Comisión del Asbesto

Membres gouvernementaux :

Government members:

Miembros gubernamentales:

Allemagne, Rép. féd. d'	Espagne	Norvège
Angola	Etats-Unis	Ouganda
Australie	Finlande	Pays-Bas
Autriche	France	Philippines
Belgique	Grèce	Portugal
Brésil	Hongrie	Royaume-Uni
Burkina Faso	Inde	Somalie
Canada	Indonésie	Suède
République	Iraq	Suisse
centrafricaine	Irlande	Tchécoslovaquie
Chili	Italie	Tunisie
Chine	Japon	Turquie
Chypre	Luxembourg	Union des Républiques
Danemark	Malaisie	socialistes
Egypte	Mexique	soviétiques
		Zimbabwe

Membres adjoints :

Deputy members:

Miembros adjuntos:

Arabie saoudite	Libéria
Argentine	Malawi
Buriname	Mali
Botswana	Maroc
Cameroun	Niger
Côte-d'Ivoire	Nigéria
Emirats arabes unis	Pakistan
Iran, République	Pérou
islamique d'	Rwanda
Jamaïque	Swaziland
Kenya	

Membres employeurs :

Employers' members:

Miembros empleadores:

AL-JASSEM, Mr.; s: AL-SHALFAN, Mr. (Koweït).  
ARBESSER-RASTBURG, Mr.; s: BACHMAYER, Mr.; TEUFFEL, Mr. (Autriche).  
DECOSTERD, M.; s: MOHR, M. (Suisse).  
ECHEVERRI CORREA, Sr.; RODRIGUEZ, Sr. (Colombie).  
FERRER DUFOLL, Sr.; s: SUAREZ GARCIA, Sr. (España).  
FLUNDER, Mr.; s: PENNEY, Mr. (Royaume-Uni).  
GRENADE, Mr.; s: HILTON-CLARKE, Mr. (Trinité-et-Tobago).  
HAK, Miss; s: HAAF, Mr. (Pays-Bas).  
HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.;  
PAQUIN, M.; RICHAN, Mr.; SINCLAIR, Ms. (Canada).  
HOFF, Mr.; s: STRAND, Dr.; RYSST, Mr. (Norvège).  
HUSSAIN, Mr.; s: ASWAD, Mr. (Iraq).

s = suppléant; substitue; suplente.

INOCENTES, Mr.; s: TAN, Mr. (Philippines).  
 JOHANSEN, Mrs.; s: JEPSEN, Mr. (Danemark).  
 LINDNER, Mr.; s: SCHMIDT, Mr.; SCHWARZ, Mr. (Rép. féd. d'Allemagne).  
 MALO-HARRIS, Sr.; s: AREVALO-HIDROVO, Sr.; CHANG-DURANGO, Sr. (Equateur).  
 NOAKES, Mr.; s: ABEY, Mr. (Australie).  
 OECHSLIN, M.; s: BOUIGE, M.; GIVELET, M.; RETOURNARD, M. (France).  
 OKOGWU, Mr.; s: OKERE, Mr. (Nigéria).  
 SHA YE, Mr.; s: YU YE HAI, Mr. (Chine).  
 SMITH, Mr.; s: GROSS, Mr.; HIGHLAND, Mr. (Etats-Unis).  
 TABANI, Mr.; s: HAMID, Mr. (Pakistan).  
 THAN, M.; s: LIN SAW, M. (Birmanie).  
 VERSCHUEREN, M.; s: CHIMKOVITCH, M.; LEPOUTRE, Dr.; CORDY, M. (Belgique).  
 YOSHINO, Mr.; s: KOGA, Mr.; TAKAHASHI, Mr. (Japon).  
 DELLA MANNA, M.; s: FERRANTINI, M. (Brésil).  
 FAVELEVIC, Sr.; s: PIVA, Sr. (Argentine).

Membres adjoints :

Deputy members:

Miembros adjuntos:

BLONDIAUX, M. (Rép. Centrafricaine).  
 CHADZAMIRA, Mr.; s: FORDER, Mr. (Zimbabwe).  
 FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba).  
 GEORGET, M.; s: BOLHO, M.; DIAROU MEYE DJIBRILLA, M. (Niger).  
 GRELL, Mr. (Jamaïque).  
 KHAYAT, M. (Rép. arabe Syrienne).  
 KOSKIMIES, Mr.; s: ALTONEN, Mr. (Finlande).  
 OWUOR, Mr.; s: EKIRAPA, Mr. (Kenya).  
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.;  
 CATTANEO, M.; MORSELLI, M.; CECI, M.; COSTA, M.;  
 VALERIANI, M. (Italie).  
 SIMEUNOVIC, Mr. (Yougoslavie).  
 VALDES SAENZ, Sr.; s: ANABALON ABURTO, Dr.; OYANGUREN MOYA, Dr. (Chili).  
 YOLUT, M.; s: KIZILKOR, M.; KAPAKLILI, M.; AKKUS, M. (Turquie).

Membres travailleurs :

Workers' members:

Miembros trabajadores:

BLESER, M. (Luxembourg).  
 BURINGH, Mr. (Pays-Bas).  
 CANDORE, Sr. (Argentine).  
 CHAIKATISHA, Mr. (Zambie).  
 CHRONIS, Mr. (Autriche).  
 DE DECKER, M. (Belgique).  
 DLAMINI, M. (Swaziland).  
 ELLIS, Mr. (Australie).  
 ERICSON, B. Mr. (Norvège).  
 ESCORIAL CLEMENTE, Sr. (Espagne).  
 GASTAUD, M. (France).  
 GODBOUT, M. (Canada).  
 HATJISOCRATIS, M. (Grèce).  
 HOSOKAWA, Mr. (Japon).  
 IOANNOU, Mr. (Chypre).  
 ISELIN, M. (Suisse).  
 JOYCE, Mr. (Etats-Unis).  
 KONSTANTY, Mr. (République fédérale d'Allemagne).  
 KOSKINEN, Dr. (Finlande).

MARTINEZ, Sr. (Venezuela).  
MUÑOZ MOSQUEDA, Sr. (Mexique).  
NOUBIR EL AMAOUI, (Maroc).  
OSIDIPE, Mr. (Nigéria).  
SANTHUEZA BAEZA, Sr. (Chili).  
SENAWEERA, Mr. (Sri Lanka).  
SIVA SUBRAMANIAM, M. (Malaisie).  
STANZANI, M. (Italie).  
SVANNOLT, Miss (Danemark).  
THOMAS, Mr. (Inde).  
TROTTER, Mr. (Royaume-Uni).  
WESTERHOLM, Mr. (Suède).

Membres adjoints :

Deputy members:

Miembros adjuntos:

BOUZIA, M. (Maroc).  
CARCOVA ALONSO, Sr. (Espagne).  
COCHET, M. (Suisse).  
DAWOOD, Mr. (Iraq).  
DUNET, M. (France).  
FORSTER, Mr. (Australie).  
GOLDBERG, Mr. (République démocratique allemande).  
GUERRERO, Sr. (Argentine).  
HORAN, Ms. (Irlande).  
KANAIEV, M. (URSS).  
KULKARNI, Mr. (Inde).  
LECHELT, Mr. (République fédérale d'Allemagne).  
MALLA, Mr. (Népal).  
MORGAN, Mrs. (Royaume-Uni).  
NEUBERGER, Mr. (Autriche).  
OGUTU, Mr. (Kenya).  
RAHMATULLAH, Mr. (Pakistan).  
RIOUX, M. (Canada).  
SALVATORI, M. (Italie).  
SEMINARIO, Mrs. (Etats-Unis).  
THYRE, M. (Belgique).  
TOROPAINEN, Dr. (Finlande).  
VIEIRA LOPES, M. (Angola).

Commission de l'égalité en matière d'emploi  
Committee on Equality in Employment  
Comisión de Igualdad en el Empleo

Membres gouvernementaux :

Government members:

Miembros gubernamentales:

Afghanistan	Honduras	Ouganda
Allemagne, Rép. féd. d'	Hongrie	Pays-Bas
Angola	Iles Salomon	Philippines
Arabie saoudite	Inde	Portugal
Argentine	Iran, République islamique d'	République démocratique allemande
Australie	Iraq	Royaume-Uni
Autriche	Irlande	Sénégal
Bangladesh	Israël	Sierra Leone
Barbade	Italie	Somalie
Bénin	Japon	Soudan
Brésil	Kenya	Suède
Cameroun	Lesotho	Suisse
Canada	Libéria	Suriname
République centrafricaine	Jamahiriya arabe libyenne	Swaziland
Chine	Luxembourg	République arabe syrienne
Congo	Malawi	Tchécoslovaquie
Cuba	Mali	Tunisie
Danemark	Malte	Turquie
Espagne	Mexique	Union des Républiques socialistes soviétiques
Egypte	Mongolie	Uruguay
Etats-Unis	Nicaragua	Yémen démocratique
Finlande	Nigéria	Yougoslavie
France	Norvège	Zaire
Gabon	Nouvelle-Zélande	Zimbabwe
Grèce		
Haïti		

Membres adjoints:

Deputy members:

Miembros adjuntos:

Birmanie	Malaisie	Qatar
Chili	Niger	Sri Lanka
Emirats arabes unis	Pakistan	République-Unie de Tanzanie
Equateur	Panama	Togo
Guinée Bissau	Papouasie-Nouvelle-Guinée	Trinité-et-Tobago
Jamaïque	Pérou	Venezuela

Observateur:

République de Corée

Membres employeurs:

Employers' members:

Miembros empleadores:

AL-TIBI, Mr.; s: ENABA, Mr. (Jordanie).  
 ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr. (Autriche).  
 CHADZAMIRA, Mr.; s: KUIPA, Mr. (Zimbabwe).  
 CHILO, M. (RSS d'Ukraine).

s = suppléant; substitute; suplente.

DECOSTERD, M.; s: DUC, M.; HAYMOZ, M.; SCHNYDER von WARTENSEE, M.  
(Suisse).  
DODDS, Mr. (Swaziland).  
EL-HARRAWI, Mr.; s: GAZARIN, Mr.; EL-BANNAN, Mrs. (Egypte).  
FLUNDER, Mr.; s: MACKIE, Miss, (Royaume-Uni).  
GALLIANI WINDER, Sr.; s: DONAYRE G., Sr. (Pérou).  
HAK., Miss; s: COHEN TERVAERT, Mr. (Pays-Bas).  
HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.; PAQUIN, M.;  
RICHAN, Mr.; SINCLAIR, Ms., (Canada).  
HOFF, Mr.; s: OPJORDSMOEN, Ms.; KNUTSEN, Ms. (Norvège).  
HOLTEN, Mr.; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.; WALLSTEN, Ms.;  
YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède).  
INOCENTES, Mr.; s: VARELA, Mr. (Philippines)  
JOHANSEN, Mrs.; s: NIELSEN, Mrs. (Danemark).  
KIRENGA, Mr. (Ouganda).  
KOUADIO, M.; s: YAPI, M. (Côte-d'Ivoire).  
LINDNER, Mr.; s: VOSSIEG, Mr. (République fédérale d'Allemagne).  
MALLIA MILANES, Mr. (Malte).  
MALO-HARRIS, Sr.; s: CHANG-DURANGO, Sr. (Equateur).  
MASWIBILILI, Mr. (Botswana).  
McAULEY, Mr.; s: DUNNE, Mr. (Irlande).  
MITSOS, M.; s: HARAKAS, M.; LEVENTIS, M.; ANGHELOU, M.;  
TSOUMANI-SPENTZA, Mme (Grèce).  
MORGADO PINTO CARDOSO, M.; s: FERNANDES SALGUEIRO, M.; DA ROCHA NOVO, M.;  
DE OLIVEIRA COSTA, M. (Portugal).  
NAKORNSRI, Mr.; s: JOUNGTRAKUL, Mr.; BHIMOLRATANA, Mr. (Thaïlande).  
NGAHA, M.; s: TSALA MESSI, M. (Cameroun).  
OECHSLIN, M.; s: NICOLAS, M.; PARION, M.; RETOURNARD, M.; TASSIN, M.  
(France).  
OWUOR, Mr.; s: KARIUKI, Mrs. (Kenya).  
PIERIDES, Mr.; s: KYTHREOTIS, Mr. (Chypre).  
PURI, Mr.; s: ANAND, Mr.; PANDE, Mr. (Inde).  
SASSO-MAZZUFFERI, Mme.; s: GAMBARUTO, M.; MISSEVILLE, M.; CATTANEO, M.;  
CECI, M.; COSTA, M.; VALERIANI, M.; MORSELLI, M. (Italie).  
SEGGA, Mr.; s: SONGUEMAS, Mr. (Congo).  
SHAH, Mr. (Népal).  
SMITH Jr., Mr.; s: HIGHLAND, Mr.; MOORHEAD, Mr.; POTTER, Mr.  
(Etats-Unis).  
SUMBWE, Mr.; s: MUYUNI, Mrs. (Zambie).  
TABANI, Mr.; s: HAMID, Mr. (Pakistan).  
UWILINGIYIMANA, M. (Rwanda).  
VERSCHUEREN, M.; s: KOHNENMERGEN, Mlle; STORM, Mme; VAN DEN BERGH, M.  
(Belgique).  
VILLALOBOS, Sr.; s: SANDIA, Sr. (Venezuela).  
WILLIAMS, Mr. (Barbade).  
YOSHINO, Mr.; s: SUDO, Mr. (Japon).  
DELLA MANNA, Mr.; s: SILVEIRA, Mr.; GRECO, Mr.; PEREIRA, Mr. (Brésil).  
FAVELEVIC, Sr.; s: HERMIDA, Sr. (Argentine).  
GAHUNGU, Mr.; s: MUYUMBU, Mr. (Burundi).  
NAMATA, Mr. (République-Unie de Tanzanie).

Membres adjoints:

Deputy members:

Miembros adjuntos:

ANDRIANTSITOHAINA, M.; s: RASOLO, Mme (Madagascar).  
AMIN, Mr.; s: AMANUDIN, Mr. (Afghanistan).  
BARAJAS FERNANDEZ, Sr.; s: REGIL GOMEZ, Sr.; MARCOS, Sr. (Mexique).  
BEL HADJ AMMAR, M.; s: KOOLI, M. (Tunisie).  
BLONDIAUX, M. (République centrafricaine).  
COELHO, M.; (Angola).  
ECHEVERRI CORREA, Sr.; s: RODRIGUEZ, Sr. (Colombie).  
ERI, Mr. (Papouasie-Nouvelle-Guinée).



FERRER DUFOLL, Sr.; s: IGLESIAS BERENGUER, Sr. (Espagne).  
 FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba).  
 GEORGET, M.; s: BOLHO, M.; DJIBRILLA, M. (Niger).  
 GRENADE, Mr.; s: HILTON-CLARKE, Mr. (Trinité-et-Tobago).  
 HOWELL, Mrs. (Libéria).  
 HUSSAIN, Mr. (Iraq).  
 JAIDAH, Mr. (Qatar).  
 JUNG, M.; s: SAUBER, M.; BEFFORT, M.; OLINGER, M. (Luxembourg).  
 KOSKIMIES, Mr.; s: ROSSI, Mrs. (Finlande).  
 MIKANGA, M. (Gabon).  
 MUNGA, M.; s: MUKADI, M. (Zaïre).  
 NOAKES, Mr.; s: ABEY, Mr.; BROWN, Mr.; DIXON, Mr. (Australie).  
 ROWE, Mr.; s: JARVIE, Mr. (Nouvelle-Zélande).  
 SIMEUNOVIC, Mr. (Yougoslavie).  
 SOW, Amadou Moctar, M.; s: SOW, Abdourahmane, M. (Sénégal).  
 THORBERGSSON, Mr. (Islande).  
 YOLUC, M.; s: DUZENLI, M.; SIPAHI, M. (Turquie).  
 ZAINULABIDEEN, Mr.; s: JIMSHEER, Mr. (Bahreïn).

Observateur:

OSBORN, Mrs. (Bermuda).  
 PARK, Mr. (Corée).

Membres travailleurs:

Workers' members:

Miembros trabajadores:

ABONDO, M. (Cameroun).  
 ADIKO, M. (Côte-d'Ivoire).  
 ANDREASSEN, Mrs. (Norvège).  
 ARTILES, Sr. (Honduras).  
 AYE, U. (Birmanie).  
 BAFETANE, Miss (Botswana).  
 BARANYAI, Mme (Hongrie).  
 BISCHOFF, Mrs. (République démocratique allemande).  
 BLATTEL, Mrs. (République fédérale d'Allemagne).  
 BRUNNER, Mme (Suisse).  
 CHAUDHARY, Mr. (Fidji).  
 CLARKE, Mr. (Barbade).  
 DE VITS, Mlle (Belgique).  
 DINGLIS, Mr. (Chypre).  
 DUNET, M. (France).  
 ESPONDA ZEBADUA, Sr. (Mexique).  
 ESPOSITO, Mr. (Malte).  
 FEIO VALE, Mme (Portugal).  
 FERNANDES, Mme (Angola).  
 FERRARI, M. (Italie).  
 FORSTER, Mr. (Australie).  
 GASPER LIM, Mrs. (Malaisie).  
 GHATOWAR, Mr. (Inde).  
 GOMES, M. (Cap-Vert).  
 GUERRERO, Mr. (Argentine).  
 HORAN, Ms. (Irlande).  
 HOUYENGAH, M. (Togo).  
 IVANITSKY, M. (URSS).  
 JOHNSTON, Mrs. (Canada).  
 JONES, Mr. (Jamaïque).  
 JULIUSDOTTIR, Mrs. (Islande).  
 JUNAIDI, Mr. (Pakistan).  
 KANGASPERKO, Mrs. (Finlande).  
 KASUMBU, Mr. (Zambie).  
 KAVKAVY, Mrs. (Israël).  
 KOUZMANOVA, Mme (Bulgarie).  
 LIU NAILI, Mrs. (Chine).  
 LYNCH, Mr. (Etats-Unis).

MARANGOUDAKIS, M. (Grèce).  
 MATSUMOTO, Mr. (Japon).  
 MERTEN, M. (Luxembourg).  
 MLINEK, Mrs. (Autriche).  
 MORGAN, Mrs. (Royaume-Uni).  
 MUGO, Mr. (Kenya).  
 MULLER, Mr. (Pays-Bas).  
 NILSSON-SCHUTZE, Ms. (Suède).  
 OKOLIMONG, Mr. (Ouganda).  
 OULD JIDDOU, M. (Mauritanie).  
 PAROVA, Mrs. (Tchécoslovaquie).  
 QUINCENO, Sr. (Colombie).  
 SAMUEL, M. (Antigua-et-Barbuda).  
 SENAT, M. (Haïti).  
 SILVA, Mr. (Brésil).  
 STENKJAER, Mrs. (Danemark).  
 SUNDARAM, Mr. (Sri Lanka).  
 SUNMONU, Mr. (Nigéria).  
 TABLADA MOLINA, Sr. (Nicaragua).  
 TORREBLANCA GUERRERO, Sr. (Chili).  
 VILCHES ARRIBAS, Sra. (Espagne).  
 VIVAR PIKE, Sr. (Panama).  
 ZAFRA MENDOZA, Sr. (Pérou).

Membres adjoints:

Deputy members:

Miembros adjuntos

AMANAT ALI, Mr. (Malaisie).  
 ASP, Ms. (Suède).  
 BAKER, Mr. (Etats-Unis).  
 BARNABO, M. (Togo).  
 CANO TORRES, Sr. (Nicaragua).  
 DETCHEV, M. (Bulgarie).  
 DREIFUSS, Mme (Suisse).  
 ECKEROOTH, M. (Danemark).  
 ELLIS, Mr. (Australie).  
 FONT-REAULX, Mlle (France).  
 GIRI, Mr. (Népal).  
 GOYENECHÉ, Sr. (Argentine).  
 HARZALLAH, Mr. (Jordanie).  
 JACOB, Mr. (Indonésie).  
 KALLINEN, Mrs. (Finlande).  
 KARAMBE, Mr. (Mali).  
 KHAN, Mr. (Bangladesh).  
 KUMAZAKI, Ms. (Japon).  
 LANOAKER, Ms. (République fédérale d'Allemagne).  
 LEDGER, Mrs. (Canada).  
 MANHANDO, Mr. (Zimbabwe).  
 MOHAMED, M. (Niger).  
 NELSON, Mr. (Jamaïque).  
 ORTIZ, Ms. (Royaume-Uni).  
 OUEDRAOGO, M. (Burkina Faso).  
 PATRIARCCA, M. (Italie).  
 PRABHAKAR, Mr. (Inde).  
 RAHMATULLAH, Mr. (Pakistan).  
 REINO, Sr. (Brésil).  
 ROHR, Mrs. (République fédérale d'Allemagne).  
 TELLIER, Mme (France).  
 THAILUN, Mr. (Thaïlande).  
 TRAORE, Mr. (Mali).  
 VELE, Mr. (Kenya).  
 VIEIRA LOPES, M. (Angola).  
 WILHELM, M. (Luxembourg).  
 YAMANO, Ms. (Japon).  
 ZUNDER, Mr. (Suriname).

Commission de la structure  
Committee on Structure  
Comisión de Estructura

Membres gouvernementaux :

Government members:

Miembros gubernamentales:

Algérie	Etats-Unis	Norvège
Allemagne, Rép. féd. d'	Ethiopie	Ouganda
Angola	Finlande	Pays-Bas
Antigua-et-Barbuda	France	Pérou
Arabie saoudite	Gabon	Philippines
Argentine	Grèce	Portugal
Australie	Haïti	Qatar
Autriche	Honduras	République démocratique
Bahreïn	Hongrie	allemande
Bangladesh	Inde	Royaume-Uni
Barbade	Indonésie	Rwanda
Belgique	Iraq	Sénégal
Bénin	Irlande	Somalie
Birmanie	Islande	Soudan
Bolivie	Israël	Suède
Brésil	Italie	Suisse
Bulgarie	Jamaïque	République arabe syrienne
Burkina Faso	Japon	Tchécoslovaquie
Burundi	Jordanie	Trinité-et-Tobago
Canada	Koweït	Tunisie
Chili	Jamahiriya arabe	Turquie
Chine	libyenne	RSS d'Ukraine
Cuba	Madagascar	URSS
Danemark	Malaisie	Uruguay
République dominicaine	Maroc	Venezuela
Egypte	Mauritanie	Yémen
Emirats arabes unis	Mexique	Yémen démocratique
Equateur	Mongolie	Yougoslavie
Espagne	Nicaragua	Zambie

Membres adjoints :

Deputy members:

Miembros adjuntos:

Cameroun	Mali
Djibouti	Nigéria
Iran, République	Pakistan
islamique d'	Panama
Libéria	Sri Lanka
	Suriname

Membres employeurs :

Employers' members:

Miembros empleadores:

AL-TIBI, Mr.; s: MAATOUK, Mr. (Jordanie).  
COELHO, M. (Angola).  
SMITH, Jr., Mr.; s: COXSON, Mr.; HIGHLAND, Mr.; MOORHEAD, Mr.  
(Etats-Unis).  
FERRER DUFOLL, Sr.; s: LACASA ASO, Sr. (Espagne).  
FLUNDER, Mr. (Royaume-Uni).  
FRANCIS de los REYES, Sr. (Cuba).

s = suppléant; substitute; suplente

GEORGET, M.; s : BOLHO, M.; DJIBRILLA, M. (Niger).  
 HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.;  
 PAQUIN, M.; RICHAN, Mr.; SINCLAIR, Ms. (Canada).  
 HOLTEN, Mr.; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.;  
 WALLSTEN, Ms.; YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède).  
 HUSSAIN, Mr.; s: ASWAD, Mr. (Iraq).  
 KAYE, M. (Togo).  
 KHAYAT, M. s : MALAKANY, M. (République arabe syrienne).  
 KWAIRY, Mr.; s: SWEILHLI, Mr. (Jamahiriya arabe libyenne).  
 LINDNER, Mr.; s: BELOW, Mr. (Allemagne Rép. féd. d').  
 MARDONIEV, M.; s : KOKHLOV, M. (URSS).  
 MENGISTU, Mr. (Ethiopie).  
 NASR, M.; s : BALBOUL, M. (Liban).  
 OECHSLIN, M.; s : LEPEU, M.; NICHOLAS, M.; PARION, M.; RETOURNARD, M.  
 (France).  
 VILLALOBOS, Sr.; s: ARBELOA, Sr. (Venezuela).

Membres adjoints :

Deputy members:

Miembros adjuntos:

ANDRIANTSITOHAINA, M.; s : RAMAROSON, M.; RAKOTONIAINA, M. (Madagascar).  
 BLONDIAUX, M. (République Centrafricaine).  
 COSTARANGOS, Sr.; s: ROUX, Sr. (Panama).  
 DECOSTERD, M.; s : DUC, M. (Suisse).  
 EL AZMANI, M.; s : RAGY, M. (Maroc).  
 GLAVANAKOV, M.; s : GANEV, M.; SIMEONOV, M. (Bulgarie).  
 GRENADE, Mr.; s: HILTON-CLARKE, Mr. (Trinité-et-Tobago).  
 HAK, Cornélie, Miss (Pays-Bas).  
 KOSKIMIES, Mr.; s: VIHMA, Mr. (Finlande).  
 MARTOS, M.; s : SARECZ, M. (Hongrie).  
 MARX, Mr. (République démocratique allemande).  
 MOKHZANI ABDUL RAHIM, Mr.; s: NARAYANAN, Mr. (Malaisie).  
 SASSO-MAZZUFFERI, Mme.; s : GAMBARUTO, M.; MISSEVILLE, M.;  
 CATTANEO, M.; CECI, M.; COSTA, M.; VALERIANI, M.; MORSELLI, M.  
 (Italie).  
 TABANI, Mr.; s: SETHI, Mr. (Pakistan).  
 TESAR, Mr.; s: VITEK, Mr. (Tchécoslovaquie).  
 TSEMBEL, Mr. (Mongolie).  
 YOSHINO, Mr.; SUZUKI, Mr.; YOKODATE, Mr. (Japon).

Membres Travailleurs :

Workers' members:

Miembros trabajadores:

ABUZEID, Mr. (Jamahiriya arabe libyenne).  
 AGUERO PEREZ, Sr. (Cuba).  
 AL-BAHLOULI, Mr. (Yémen).  
 AL-JEHAILAN, Mr. (Koweït).  
 AWAB, M. (Maroc).  
 BOLANOS-SANCHEZ, Sr. (Equateur).  
 BRIKI, M. (Algérie).  
 CRICHLLOW, Mr. (Trinité-et-Tobago).  
 CRUZADO ZAVALA, Sr. (Pérou).  
 DANGIWA, Mr. (Nigéria).  
 DAWOOD, Mr. (Iraq).  
 DREIFUSS, Mme. (Suisse).  
 DURAN, Sr. (République Dominicaine).  
 ELKORO, Sr. (Espagne).  
 FRANKE, Mr. (République démocratique allemande).  
 GOLD, Mr. (Etats-Unis).  
 GOYENECHÉ, Sr. (Argentine).  
 GROBA, Sr. (Uruguay).  
 HARZALLAH, Mr. (Jordanie).  
 HASSAN, Mr. (Egypte).

HORDIJK, Mr. (Pays-Bas).  
 KABORE, Mr. (Burkina Faso).  
 KACHIMA, Mr. (République Unie de Tanzanir).  
 KARLSSON, Mr. (Suède).  
 KOMBO, M. (Zaïre).  
 LINDROOS, Mrs. (Finlande).  
 LOZI, M. (République arabe syrienne).  
 LUVUALU, M. (Angola).  
 MALLA, Mr. (Népal).  
 MEATA, Mr. (Papouasie-Nouvelle-Guinée).  
 MEHTA, Mr. (Inde).  
 MOHAMED YUNUS MAARIF, Mr. (Malaisie).  
 MOUSSA AHMED OSMAN, Mr. (Djibouti).  
 MUHR, Mr. (Allemagne Rép. féd.d').  
 OGUTU, Mr. (Kenya).  
 ORTIZ, Ms. (Royaume-Uni).  
 POTAPOV, Mr. (USSR).  
 SALANNE, M. (France).  
 SALVATORI, M. (Italie).  
 SANCHEZ MADARIAGA, Sr. (Mexique).  
 SILVA, M. (Portugal).  
 TANAKA, Mr. (Japon).  
 TORRES GOMEZ, Sr. (Nicaragua).  
 VILLEGAS, Sr. (Venezuela).  
 YILLAH, Mr. (Sierra Leone).

Membres adjoints :

Deputy members:

Miembros adjuntos:

AHMED, Mr. (Pakistan).  
 AIHARA, Mr. (Japon).  
 AL-JERRY, Mr. (Koweït).  
 ALDULAIMY, Mr. (Iraq).  
 BAZWI, M. (Maroc).  
 BROWN, Mr. (Etats-Unis).  
 COCKET, M. (Suisse).  
 DIGON, Sr. (Argentine).  
 DI MEOLA, M. (Italie).  
 ESCANDELL ROMERO, Sr. (Cuba).  
 FRANIC, Mr. (YUGOSLAVIE).  
 FUJIMOTO, Mr. (Japon).  
 GOPESHWAR, Mr. (Inde).  
 IDRIS EL ASSI, Mr. (Jamahiriya arabe libyenne).  
 ISSA, M. (République arabe syrienne).  
 MAIER, Mr. (Autriche).  
 MELKI, M. (Algérie).  
 MONTERREY, Sr. (Panama).  
 MUSTAFA, Mr. (Egypte).  
 PAIVA, Mr. (Papouasie-Nouvelle-Guinée).  
 PASQUIER, M. (Suisse).  
 REED, Sr. (Uruguay).  
 ROSQUETE, Sr. (Cuba).  
 RUSANEN, Mr. (Finlande).  
 SAKHAROV, (RSS de Biélorussie).  
 SIMON, Mr. (République fédérale d'Allemagne).  
 SOUBBOTINE, M. (URSS).  
 TABLADA MOLINA, Sr. (Nicaragua).  
 TENESACA TRUJILLO, Sr. (Equateur).  
 VIEIRA LOPES, M. (Angola).  
 VILCHES ARRIBAS, Sra. (Espagne).

Commission des résolutions  
Resolutions Committee  
Comisión de Resoluciones

Membres gouvernementaux :Government members:Miembros gubernamentales:

Afghanistan	Ethiopie	Pakistan
Algérie	Finlande	Pays-Bas
Allemagne, Rép. féd. d'	France	Philippines
Angola	Gabon	Portugal
Arabie saoudite	Honduras	Qatar
Argentine	Hongrie	République démocratique
Australie	Inde	allemande
Autriche	Indonésie	Royaume-Uni
Bahreïn	Iraq	Sénégal
Bangladesh	Irlande	Somalie
Belgique	Islande	Soudan
République socialiste	Israël	Sri Lanka
soviétique de	Italie	Suède
Biélorussie	Japon	Suisse
Birmanie	Jordanie	République arabe
Bulgarie	Koweït	syrienne
Burundi	Jamahiriya arabe	Tchécoslovaquie
Cameroun	libyenne	Thaïlande
Canada	Luxembourg	Tunisie
Chili	Malaisie	Turquie
Chine	Mali	RSS d'Ukraine
Chypre	Mexique	URSS
Côte-d'Ivoire	Mongolie	Uruguay
Cuba	Nicaragua	Venezuela
Danemark	Niger	Yémen
Egypte	Nigéria	Yémen démocratique
Emirats arabes unis	Norvège	Yougoslavie
Espagne	Nouvelle-Zélande	
Etats-Unis	Ouganda	

Membres adjoints :Deputy members:Miembros adjuntos:

Brésil	Kenya	Panama
Djibouti	Libéria	Ruanda
Iran, République	Madagascar	République unie
islamique d'	Mauritanie	de Tanzanie
		Zimbabwe

Observateur :Observer:Observador:

République de Corée

Membres employeurs :Employers' members:Miembros adjuntos:

AL-JASSEM, Mr.; s: AL-SHALFAN, Mr. (Koweït).  
 AL-TIBI, Mr.; s: AL-HOSSEINY, Mr. (Jordanie).  
 AMAKAK, Mr. (Djibouti).  
 AMIN, M. (Afghanistan).  
 BARAJAS FERNANDEZ, Sr.; s: MORALES, Sr.; REGIL GOMEZ, Sr. (Mexique).  
 DAHLAN, Mr. (Arabie saoudite).  
 EL AZMANI, M.; s: IRAQI HOSSEINI, M. (Maroc).  
 EL-HARRAWI, Mr.; s: EZZAT, Mr. (Egypte).  
 FERRER DUFOLL, Sr.; s: MORENO DUARTE, Sr.; GONZALEZ LLORENTE, Sr. (Espagne).  
 FLUNDER, Mr.; s: CASTLE, Mr. (Royaume-Uni).  
 FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba).  
 GEORGET M.; s: BOLHO, M.; Djibrilla, M. (Niger).  
 HALLIWELL, Mr.; s: BRILLINGER, Mr.; BATES, Mr.; LESAGE, M.;  
 PAQUIN, M.; RICHAN, Mr.; SINCLAIR, Ms. (Canada).  
 HAUSMANN, Mr.; s: GATTEGNO, Mr. (Israël).  
 HOLTEN, von, Mr.; s: LARSSON, Mr.; MYRDAL, Mr.; SELANDER, Mr.;  
 WALLSTEN, Ms.; YLLNER, Mr.; SCHILLER, Mr.; ODEEN, Mr. (Suède).  
 HUSSAIN, Mr.; s: ASWAS, Mr. (Iraq).  
 JAIDAH, Mr. (Qatar).  
 KHAYAT, M.; s: MALAKANY, M. (République arabe syrienne).  
 KOSKIMIES, Mr.; s: VIHMA, Mr. (Finlande).  
 KOUADIO, M. (Côte-d'Ivoire).  
 KWAIRY, Mr.; s: EL GHOUL, Mr. (Jamahiriya arabe libyenne).  
 LINDNER, Mr.; s: BLASIG, Mr.; BELOW, Mr. (Allemagne, Rép. féd. d').  
 MARX, Mr. (Rép. dém. allemande).  
 AL MARZOUKI, Mr.; s: HUREIZ, Mr. (Emirats arabes unis).  
 MORGADO PINTO CARDOSO, M.; s: FERNANDES SALGUEIRO, M.;  
 DA ROCHA NOVO, M.; SA E MELO, M.; BLANCO DE MORAIS, M. (Portugal).  
 NASR, M.; s: BALBOUL, M. (Liban).  
 LEIVA PEREZ, Sr.; s: CASTILLO RAMIREZ, Sr. (Nicaragua).  
 OECHSLIN, M.; s: NICOLAS, M.; RETOURNARD, M.; TASSIN, M. (France).  
 PURI, Mr.; s: KIDWAI, Mr. (Inde).  
 RAGE, Mr. (Somalie).  
 ROWE, Mr. (Nouvelle-Zélande).  
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.; CATTANEO, M.;  
 CECI, M.; COSTA, M.; VALERIANI, M.; MORSELLI, M. (Italie).  
 SMITH, Jr., Mr.; s: MOORHEAD, Mr.; SAWYER, Mrs. (Etats-Unis).  
 TABANI, Mr.; s: SETHI, Mr. (Pakistan).  
 TSEMBEL, Mr. (Mongolie).  
 VALDES SAENZ, Sr.; s: PRIETO CONCHA, Sr. (Chili).  
 VILLAR, Sr.; s: BARREIRO ZORILLA, Sr.; VARELA TRAVERSO, Sr. (Uruguay).  
 VILLALOBOS, Sr.; s: PARISCA MENDOZA, Sr. (Venezuela).  
 YOSHINO, Mr.; s: SUZUKI, Mr.; YOKODATE, Mr. (Japon).  
 ZAINULABIDEEN, Mr.; s: FAREJ, Mr.; JIMSHEER, Mr. (Bahreïn).  
 DELLA MANNA, M.; s: PORTO JOSE AQUINO, M.; GRECO, M. (Brésil).  
 FAVELEVIC, Sr.; s: INVERNIZZI, Sr. (Argentine).

Membres adjoints :Deputy members:Miembros adjuntos:

BEL HADJ AMMAR, M.; s: M'KAISSI, M. (Tunisie).  
 BLONDIAUX, M. (République centrafricaine).  
 COELHO, M. (Angola).

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s = suppléant; substitute; suplente.

DECOSTERD, M.; s : HAYMOZ, M. (Suisse).  
 ECHEVERRI CORREA, Sr.; s: BECERRA TORO, Sr. (Colombie).  
 GLAVANAKOV, M.; s : GANEV, M.; SIMEONOV, M. (Bulgarie).  
 INOCENTES, Mr.; s: VARELA, Mr. (Philippines).  
 MARDONIEV, M. (URSS).  
 MEBRATE, Mr. (Ethiopie).  
 MOKHZANI ABDUL RAHIM, Mr.; s: NARAYANAN, Mr. (Malaisie).  
 NOAKES, Mr.; s: ABEY, Mr.; BROWN, Mr.; DIXON, Mr. (Australie).  
 OULD SIDI MOHAMED, M. (Mauritanie).  
 SALEH, M. (Tchad).  
 SOW, M.; s : KANE YAYA, M. (Sénégal).  
 VERSCHUEREN, M.; s : ARETS, M.; STORM, Mme; VAN DEN BERGH, M.  
 (Belgique).  
 YOLUT, M.; s : ALTINBASAK, M.; ARSLAN, M. (Turquie).

Membres travailleurs :

Workers' members:

Miembros trabajadores:

ACOSTA VALDEBLANQUEZ, Sr. (Colombie).  
 ADETONAH, M. (Bénin).  
 AIHARA, Mr. (Japon).  
 AL AOUD, Mr. (Emirats arabes unis).  
 AL-BAHLOULI, Mr. (Yémen).  
 AL-JERRY, Mr. (Koweït).  
 AL-OTAIBI, Mr. (Qatar).  
 ALLOUCHE, M. (Tunisie).  
 ANCIETA, Sr. (Pérou).  
 ANDREEV, M. (Bulgarie).  
 BARBON, M. (Italie).  
 BAZWI, M. (Maroc).  
 BOLANOS-SANCHEZ, Sr. (Equateur).  
 BRIKI, M. (Algérie).  
 COULIBALY, M. (Côte-d'Ivoire).  
 CRICHLOW, Mr. (Trinité-et-Tobago).  
 DANGIWA, Mr. (Nigéria).  
 DAWOOD, Mr. (Iraq).  
 DELPINO, Sr. (Venezuela).  
 DIZ REY, Sr. (Argentine).  
 DOLAN, Mr. (Australie).  
 DREIFUSS, Mme. (Suisse).  
 DURAN, Sr. (République dominicaine).  
 EID, Mr. (Egypte).  
 ERSSON, Ms. (Suède).  
 ESCANDELL ROMERO, Sr. (Cuba).  
 FARUQUI, Mr. (Bangladesh).  
 FRANKE, Mr. (Rép. dém. allemande).  
 GALLAND, M. (France).  
 GASHAN, Mr. (Somalie).  
 GROBA, Sr. (Uruguay).  
 GUO MAOAN, Mr. (Chine).  
 HORDIJK, Mr. (Pays-Bas).  
 HUSSEIN, Mr. (Bahreïn).  
 ISSA, M. (République arabe syrienne).  
 JAASKELAINEN, Mr. (Finlande).  
 JALLOUD, Mr. (Jamahiriya arabe libyenne).  
 JUDAS, M. (Portugal).  
 KACHIMA, Mr. (Tanzanie).  
 KEMBLE, Mrs. (Etats-Unis).  
 KHADAM, Mr. (Jordanie).  
 KNOX, Mr. (Nouvelle-Zélande).  
 KRATOCHWILL, M. (Luxembourg).



KRSIKAPA, Mr. (Yougoslavie).  
 MALLA, Mr. (Népal).  
 MALY, Mr. (Autriche).  
 MAURIACA, M. (Saint-Marin).  
 MEATA, Mr. (Papouasie-Nouvelle-Guinée).  
 MEHTA, Mr. (Inde).  
 MELENDEZ AGUIRRE, Sr. (Nicaragua).  
 MONTERO GARCIA, Sr. (Espagne).  
 MONTERREY, Sr. (Panama).  
 MOUSSA AHMED OSMAN, M. (Djibouti).  
 NARAYANAN, Mr. (Malaisie).  
 NEJRABI, Mr. (Afghanistan).  
 ONDONDA, M. (Congo).  
 OULD JIDDOU, M. (Mauritanie).  
 POIDA, M. (RSS d'Ukraine).  
 RABESANDRATANA, M. (Madagascar).  
 RAHMATULLAH, Mr. (Pakistan).  
 RYCHLY, M. (Tchécoslovaquie).  
 SANCHEZ MADARIAGA, Sr. (Mexique).  
 SANTANDER SEPULVEDA, Sr. (Chili).  
 SENEWIRATNE, Mr. (Sri Lanka).  
 SIEW, Mr. (Israël).  
 SIMON, Mr. (République fédérale d'Allemagne).  
 SINAN, Mr. (Arabie saoudite).  
 SMITH, Mr. (Canada).  
 SOUBBOTINE, M. (URSS).  
 STAGG, Mr. (Royaume-Uni).  
 TAMERAT, Mr. (Ethiopie).  
 TIMMER, M. (Hongrie).  
 VANDEN BROUCKE, M. (Belgique).  
 VASQUEZ, Sr. (Bolivia).  
 VIEIRA LOPES, M. (Angola).  
 WALCOTT, Mr. (Barbade).  
 WISTISEN Ib, Mr. (Danemark).

Membres adjoints :

Deputy members:

Miembros adjuntos:

ABUZEID, Mr. (Jamahiriya arabe libyenne).  
 ADONGO, Mr. (Kenya).  
 AGUERO PEREZ, Sr. (Cuba).  
 AHMAD NOR, Mr. (Malaisie).  
 AHMED, Mr. (Pakistan).  
 AL-JADARI, Mr. (Yémen).  
 AL-JEHAILAN, Mr. (Koweït).  
 AL-JOBOURI, Mr. (Iraq).  
 AL-SAMMAK, Mr. (Bahreïn).  
 ANDREASSON, Mr. (Norvège).  
 ARTILES, Sr. (Honduras).  
 ASP, Ms. (Suède).  
 BAKER, Mr. (Etats-Unis).  
 BARANYAI, Mme. (Hongrie).  
 BAUMANN, M. (Suisse).  
 BENADELLAH, Mr. (Maroc).  
 BEN-ISRAEL, Mr. (Israël).  
 BENAÏSSA, M. (Algérie).  
 BOLINDER, Mr. (Suède).  
 BOTVINOV, Mr. (URSS).  
 BROWN, Mr. (Etats-Unis).  
 BUTTERWORTH, Mr. (Nouvelle-Zélande).  
 CAL, M. (Italie).  
 CARR, Mrs. (Canada).

CHANG CRESPO, Sr. (Equateur).  
 CHIARUZZI, M. (Saint-Marin).  
 DAHL, Mr. (Norvège).  
 DETCHEV, M. (Bulgarie).  
 DIOP, M. (Sénégal).  
 DUNET, M. (France).  
 ELKORO, Sr. (Espagne).  
 ETTY, Mr. (Pays-Bas).  
 FALCON, Sr. (Panama).  
 FERRARI, M. (Italie).  
 FUJIMOTO, Mr. (Japon).  
 GABAY, Mr. (Somalie).  
 GOPESHWAR, Mr. (Inde).  
 HARZALLAH, Mr. (Jordanie).  
 HASSAN, Mr. (Egypte).  
 HATSUOKA, Mr. (Japon).  
 HERTZ, Mr. (Israël).  
 KANAIEV, Mr. (URSS).  
 KARAMBE, Mr. (Mali).  
 KARLSSON, Mr. (Suède).  
 KHAN, Mr. (Bangladesh).  
 KOUZMANOVA, Mme. (Bulgarie).  
 LIANG RENYUAN, Mr. (Chine).  
 LINDROOS, Mrs. (Finlande).  
 LOZI, M. (République arabe syrienne).  
 MAIER, Mr. (Autriche).  
 MALLON, Mr. (Canada).  
 MEECHAM, Mr. (Australie).  
 MELKI, M. (Algérie).  
 MORTON, Mr. (Royaume-Uni).  
 MUHR, Mr. (République fédérale d'Allemagne).  
 NATSAGDORJ, Mr. (Mongolie).  
 NAVRATIL, Mr. (Tchécoslovaquie).  
 N'SINGUI, Mr. (Angola).  
 PAIVA, Mr. (Papouasie-Nouvelle-Guinée).  
 PARE, M. (Burkina Faso).  
 PASQUIER, Gabriel, M. (Suisse).  
 PEREZ ROSQUETE, Sr. (Cuba).  
 POTAPOV, Mr. (URSS).  
 RAMIREZ LEON, Sr. (Venezuela).  
 SAAD, M. (Tunisie).  
 SAKHAROV, Mr. (RSS de Biélorussie).  
 SALVATORI, M. (Italie).  
 SILVA, M. (Portugal).  
 STOECKEL, Mr. (République démocratique allemande).  
 SVENNINGSSEN, Mr. (Danemark).  
 TEFERI, Mr. (Ethiopie).  
 TORREBLANCA GUERRERO, Sr. (Chili).  
 TORRES GOMEZ, Sr. (Nicaragua).  
 VENTURINI, Mr. (Argentine).  
 VILARO, Sr. (Uruguay).  
 WALDRAET, M. (Belgique).  
 YAMADA, Mr. (Japon).

Observateur :

Observer:

Observador:

KIM, Mr. (République de Corée).

Commission du Règlement  
Standing Orders Committee  
Comisión de Reglamento

Membres gouvernementaux :  
Government members:  
Miembros gubernamentales:

Allemagne, Rép. féd. d'	Hongrie	Royaume-Uni
Angola	Inde	Sénégal
Australie	Indonésie	Somalie
Autriche	Iraq	Sri Lanka
Bulgarie	Israël	Suède
Chine	Japon	Suisse
Danemark	Mexique	Tchécoslovaquie
Egypte	Norvège	Tunisie
Espagne	Pays-Bas	Turquie
Etats-Unis	Philippines	URSS
Finlande	Portugal	Yémen démocratique

Membres adjoints :  
Deputy members:  
Miembros adjuntos:

Arabie saoudite	Italie
Bangladesh	Koweït
Emirats arabes unis	Malaisie
Iran République islamique d'	Uruguay

Membres employeurs :  
Employers' members:  
Miembros empleadores:

SMITH Jr., Mr.; s: COXSON, Mr.; MOORHEAD, Mr.;  
POTTER, Mr. (Etats-Unis).  
HAK, Miss (Pays-Bas).  
HALLIWELL, Mr.; s: BRILLINGER, Mr. (Canada).  
OKOGWU, Mr.; s: ADEAGA, Mr. (Nigéria).  
SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M.;  
CATTANEO, M.; CECI, M.; COSTA, M.; VALERIANI, M.;  
MORSELLI, M. (Italie).

Membres adjoints :  
Deputy members:  
Miembros adjuntos:

BLONDIAUX, M. (Centrafricaine (Rép.))  
GEORGET, M.; s: BOLHO, M.; DJIBRILLA, M. (Niger).  
HUSSAIN, Mr.; s: ASWAD, Mr. (Iraq).  
LINDNER, Mr.; s: BELOW, Mr.; BLASIG, Mr. (Allemagne (Rép. féd.)).  
OECHSLIN, M.; s: PARION, M.; RETOURNARD, M. (France).  
REY, Mr. (Maurice).  
TABANI, Mr.; s: SETHI, Mr. (Pakistan).

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s = suppléant; substitute; suplente.

Membres travailleurs :

Workers' members:

Miembros trabajadores:

BARBON, M. (Italie).  
BROWN, Mr. (Etats-Unis).  
CARR, Mrs. (Canada).  
ETCHEZAR, M. (Argentine).  
MORTON, Mr. (Royaume-Uni).  
MUHR, Mr. (Allemagne, Rép. féd. d').  
SVENNINGSEN, Mr. (Danemark).  
TAKAHASHI, Mr. (Japon).

Membres adjoints :

Deputy members:

Miembros adjuntos:

AHMED, Mr. (Pakistan).  
AIHARA, Mr. (Japon).  
ALDULAIMY, Mr. (Iraq).  
GABAY, Mr. (Somalie).  
GIRI, Mr. (Népal).  
MALLON, Mr. (Canada).  
POTAPOV, M. (URSS).  
SALVATORI, M. (Italie).  
SIMON, Mr. (Allemagne, Rép. féd. d').  
SOBERANO, Sr. (Argentine).  
STAGG, Mr. (Royaume-Uni).

Commission de l'apartheid  
Committee on Apartheid  
Comisión des Apartheid

Membres gouvernementaux :

Government members:

Miembros gubernamentales:

Algerie  
Angola  
Cuba  
Etats-Unis  
Ethiopie  
Finlande  
France  
Haiti  
Inde  
Iran, République islamique d'  
Italie  
Lesotho  
Mongolie  
Nigéria  
Républic démocratique allemande  
République arabe syrienne  
Tanzanie  
Trinite-et-Tobago  
Union des républiques socialistes soviétiques  
Zimbabwe

Membres employeurs :

Employers' members:

Miembros empleadores:

AZMANI, M. (Maroc).  
CHADZAMIRA, M. (Zimbabwe).  
FLUNDER, Mr. (Royaume-Uni).  
GEORGET, M. (Niger).  
GLAVANACOV, Mr. (Bulgarie).  
HALLIWELL, Mr. (Canada).  
HAK, Miss (Pays-Bas).  
MOKHZANI, Mr. (Malaisie).  
SMITH, Mr. (Etats-Unis).  
SUMBWE, Mr. (Zambie).

Membres adjoints :

Deputy members:

Miembros adjuntos:

AL JASSEM, Mr. (Koweït).  
BEL HADJ AMMAR, M. (Tunisie).  
ASWAD, Mr. (Iraq).  
BLONDIAUX, M. (Rep. Centrafricaine).  
EL HARRAWI, M. (Egypte).  
ERI, Mr. (Papouasie Nouvelle Guinée).  
HOFF, Mr. (Norvège).  
LINDNER, Mr. (Rép. féd. d'Allemagne).  
NASR, M. (Liban).  
OECHSLIN, M. (France).  
OWUOR, Mr. (Kenya).  
DE SILVA, Mr. (Sri Lanka).  
TABANI, Mr. (Pakistan).

Membres travailleurs :

Workers' members:

Miembros trabajadores:

ANDREW, Mr. (Bulgarie).  
BOTVINOV, Mr. (URSS).  
BRIKI, Mr. (Algerie).  
CARR, Mrs. (Canada).  
FRANIC, Mr. (Yugoslavie).  
GABAY, Mr. (Somalie).  
JAASKELAINEN, Mr. (Finlande).  
KNOX, Mr. (Nouvelle Zelande).  
LUVUALU, Mr. (Angola).  
MABUMO, Mr. (Mozambique).  
MANHANDO, Mr. (Zimbabwe).  
MORTON, Mr. (Royaume-Uni).  
O'FARELL, Mr. (Etats-Unis).  
RWEKASIRA, Mr. (République Unie de Tanzanie).  
SILON, Mr. (Belgique).  
STOECKEL, Mr. (République démocratique allemande).  
TEFERI, Mr. (Ethiopie).  
TRUJILLO, Mr. (Venezuela).  
WALCOTT, Mr. (Barbade).  
YANKEY, Mr. (Ghana).

Membres adjoints :

Deputy members:

Miembros adjuntos:

BARBON, Mr. (Italie).  
BENABDELLAH, Mr. (Maroc).  
GALLAND, Mr. (France).  
HOUYENGH, Mr. (Togo).  
JONES, Mr. (Jamaïque).  
KARLSSON, Mr. (Suède).  
MAHJOOB, Mr. (République islamique d'Iran).  
MOHAMED, Mr. (Niger).  
SIMON VELASCO, Mr. (Espagne).  
TORRES, Mr. (Nicaragua).  
XU XIAOQIAN, Mr. (Chine).

## REPORTS OF THE SELECTION COMMITTEE

### SECOND REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

Employers' deputy members:            add Mr. Camara (Guinea).  
Workers' members:                    add Mr. Allini (Gabon);  
    Mr. Kamali (Islamic Republic of Iran);  
    Mr. Kebe (Guinea).  
Workers' deputy members:           add Mr. Adetonah (Benin).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

Employers' deputy members:           add Mr. Camara (Guinea).  
Workers' members:                    add Mr. Essone Ndong (Gabon);  
    Mr. Hosseinidokht (Islamic Republic of  
    Iran).

#### COMMITTEE ON CONVENTION NO. 63 (STATISTICS)

Employers' deputy members:           add Mr. Camara (Guinea).  
Workers' members:                    add Mr. Nyama (Gabon).  
Workers' deputy members:           add Mr. Zandi (Islamic Republic of Iran).

#### COMMITTEE ON ASBESTOS

Employers' deputy members:           add Mr. Camara (Guinea).  
Workers' members:                    add Mr. Badban (Islamic Republic of  
    Iran).  
Workers' deputy members:           add Mr. Nyama (Gabon).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Employers' members:                   add Mr. Kpenou (Benin).  
Employers' deputy members:        add Mr. Camara (Guinea).  
Workers' members:                    add Mrs. Issiakou (Gabon);  
    Mrs. Rafiei (Islamic Republic of Iran).

## COMMITTEE ON STRUCTURE

Employers' deputy members:

add Mr. Kara;  
substitute Mr. Ghrib (Algeria);  
Mr. Camara (Guinea).

Workers' deputy members:

add Mr. Essone Ndong (Gabon).

## RESOLUTIONS COMMITTEE

Government members:

add Islamic Republic of Iran, Morocco,  
San Marino.

Government deputy members:

delete Islamic Republic of Iran.

Employers' deputy members:

add Mr. Kara;  
substitute Mr. Ghrib (Algeria);  
Mr. Camara (Guinea).

Workers' members:

add Mr. Yazdli (Islamic Republic of  
Iran).

Workers' deputy members:

add Mrs. Issiakou (Gabon);  
Mr. Sella (Israel).

## STANDING ORDERS COMMITTEE

Employers' deputy members:

add Mr. Camara (Guinea).

Workers' deputy members:

add Mr. Allini (Gabon).

## COMMITTEE ON APARTHEID

Employers' members:

add Mr. Makings as substitute to  
Mr. Chadzamira (Zimbabwe), Mr. West  
as substitute to Mr. Flunder  
(United Kingdom), Mr. Iraqi Hosseini  
as substitute to Mr. El Azami (Morocco),  
Mr. Bolho, Mr. Djibrilla as substitutes  
to Mr. Georget (Niger), Mr. Ganey,  
Mr. Simeonov as substitutes to Mr.  
Glavanakov (Bulgaria), Mr. Brillinger,  
Mr. Bates, Mr. Lesage, Mr. Paquin,  
Mr. Richan, Ms. Sinclair as substitutes  
to Mr. Halliwell (Canada), Mr. Narayanan  
as substitute to Mr. Mokhzani (Malaysia),  
Mr. Highland, Mr. Karlow as substitutes  
to Mr. Smith (United States), Mr. Chibwe  
as substitute to Mr. Sumbwe (Zambia).

Employers' deputy members:

add Mr. Said as substitute to  
Mr. Bel Hadj Ammar (Tunisia), Dr. Strand  
as substitute to Mr. Hoff (Norway),  
Mr. Aswad as substitute to Mr. Hussain  
(Iraq), Mr. Below as substitute to  
Mr. Lindner (Federal Republic of  
Germany), Mr. Retournard, Mr. Tassin as  
substitutes to Mr. Oechslein (France),  
Mr. Ekirapa as substitute to Mr. Owuor  
(Kenya), Mr. Hamid as substitute to  
Mr. Tabani (Pakistan), Mr. Camara  
(Guinea).

Geneva, 8 June 1985



## REPORTS OF THE SELECTION COMMITTEE

### THIRD REPORT

#### Requests for representation at the Conference submitted by non-governmental international organisations

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the following organisations be invited to be represented at the 71st Session of the Conference:

- Arab Federation of Employees in Banking, Insurance and Finance;
- Arab Federation of Transport Workers;
- International Committee of the Red Cross;
- International Federation of Free Teachers' Unions;
- International Movement of Catholic Students;
- Southern African Trade Union Co-ordinating Council.

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Government members:</u>	<u>delete</u> Liberia, Sierra Leone. <u>add</u> Cape Verde, Colombia, Mozambique.
<u>Government deputy members:</u>	<u>add</u> Liberia, Sierra Leone.
<u>Employers' deputy members:</u>	<u>add</u> Mr. Al-Ardi (Democratic Yemen).
<u>Workers' members:</u>	<u>delete</u> Mr. Butterworth (New Zealand). <u>add</u> Mr. Abdoon (Sudan); Mr. Dinglasan (Philippines).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Tan (Philippines).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

<u>Government members:</u>	<u>delete</u> Liberia. <u>add</u> Colombia, Nepal.
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<u>Government deputy members:</u>	<u>add</u> Cape Verde, Liberia.
<u>Employers' deputy members:</u>	<u>add</u> Mr. Ferrao (Mozambique).
<u>Workers' members:</u>	<u>add</u> Mr. Butterworth (New Zealand); Mr. Cruz (Philippines); Mr. Mabumo (Mozambique).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Ganancio (Mozambique).

#### COMMITTEE ON CONVENTION No. 63 (STATISTICS)

<u>Government members:</u>	<u>add</u> Colombia, Mozambique.
<u>Government deputy members:</u>	<u>add</u> Democratic Yemen.
<u>Employers' members:</u>	<u>delete</u> Mr. Amadou Moctar Sow, <u>substitute</u> Mr. Abdourahmane Sow (Senegal).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Amadou Moctar Sow, <u>substitute</u> Mr. Abdourahmane Sow (Senegal); Mr. Nematzadeh (Islamic Republic of Iran).
<u>Workers' members:</u>	<u>add</u> Mr. Mvula (Malawi); Mr. Pottie (Belgium); Mr. Tamayo (Philippines).

#### COMMITTEE ON ASBESTOS

<u>Government members:</u>	<u>add</u> Colombia.
<u>Employers' deputy members:</u>	<u>add</u> Mr. Nematzadeh (Islamic Republic of Iran); Mr. Ferrao (Mozambique); Mr. Henderson Bass (Antigua and Barbuda).
<u>Workers' members:</u>	<u>add</u> Mr. Valerio (Philippines).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

<u>Government members:</u>	<u>delete</u> Liberia, Sierra Leone. <u>add</u> Colombia, Mozambique, Nepal.
<u>Government deputy members:</u>	<u>add</u> Liberia, Sierra Leone.
<u>Employers' deputy members:</u>	<u>add</u> Mr. Göçer as substitute to Mr. Yoluc (Turkey), Mr. Núñez Rodríguez; <u>substitutes</u> Mr. Benito Rodríguez, Mr. Figerino (Nicaragua).
<u>Workers' members:</u>	<u>delete</u> Miss De Vits (Belgium). <u>add</u> Mr. El Zibyr (Sudan).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Dinglasan (Philippines); Mr. Mabumo (Mozambique); Mr. Mvula (Malawi).

## COMMITTEE ON STRUCTURE

Government members:

add Cape Verde, Colombia, Mozambique.

Employers' deputy members:

add Mr. Núñez Rodríguez;  
substitute Mr. Saravia (Nicaragua).

Workers' members:

add Mr. Abdulla (Democratic Yemen);  
Mr. Tan (Philippines).

Workers' deputy members:

add Mr. Ganancio (Mozambique)

## RESOLUTIONS COMMITTEE

Government members:

add Colombia, Panama.

Government deputy members:

delete Panama.

Employers' members:

add Mr. Al-Ardi (Democratic Yemèn).

Employers' deputy members:

add Mr. Mustafa (Sudan);  
Mr. Nematzadeh (Islamic Republic of  
Iran).

Workers' members:

delete Mr. Vanden Broucke (Belgium).  
add Mr. Abdulla (Democratic Yemen);  
Miss De Vits (Belgium); Mr. Gamma  
(Sudan); Mr. Ganancio (Mozambique);  
Mr. Mendoza (Philippines).

Workers' deputy members:

add Mr. Mabumo (Mozambique);  
Mr. Valerio (Philippines);  
Mr. Vanden Broucke (Belgium).

## COMMITTEE ON APARTHEID

Employers' deputy members:

add Mr. Núñez Rodríguez;  
substitutes Mr. González, Mr. Benito  
Rodríguez (Nicaragua).

Geneva, 10 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### FOURTH REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Government members:</u>	<u>delete</u> Paraguay.
<u>Government deputy members:</u>	<u>add</u> Paraguay.
<u>Employers' members:</u>	<u>delete</u> Mr. Halliwell; <u>substitutes:</u> Mr. Brillinger, Mr. Bates; Mr. Lesage, Mr. Paquin, Mr. Richan, Ms. Sinclair (Canada).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Mustafa, <u>substitute</u> Mr. Yousif (Sudan); Mr. Echeverri Correa, <u>substitute</u> Mr. Becerra Toro (Colombia); Mr. Halliwell, <u>substitutes</u> Mr. Brillinger, Mr. Bates, Mr. Lesage, Mr. Paquin, Mr. Richan, Ms. Sinclair (Canada).
<u>Workers' members:</u>	<u>add</u> Mr. Gray (Liberia), Mr. Sandos-Oualanga (Central African Republic).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Kieh (Liberia), Mr. Sella (Israel).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

<u>Government members:</u>	<u>add</u> Djibouti.
<u>Employers' members:</u>	<u>delete</u> Mr. Morgado Pinto Cardoso, <u>substitute</u> Mr. de Oliveira Costa (Portugal).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Morgado Pinto Cardoso, <u>substitute</u> Mr. de Oliveira Costa (Portugal).
<u>Workers' members:</u>	<u>delete</u> Mr. Manyoma (Colombia), Mr. Pérez García (Bolivia); <u>add</u> Mr. Arenga (Portugal).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Friedman (United States), Mr. Manyoma (Colombia), Mr. Pérez García (Bolivia).

#### COMMITTEE ON CONVENTION NO. 63 (STATISTICS)

Employers' members: add Mr. Morgado Pinto Cardoso,  
substitute Mr. de Oliveira Costa  
(Portugal).

Workers' members: delete Mr. Aldulaimy (Iraq),  
Mr. Wee Nah Sin (Malaysia);  
add Mr. Morgado (Portugal).

Workers' deputy members: add Mr. Aldulaimy (Iraq),  
Mr. Wee Nah Sin (Malaysia)

#### COMMITTEE ON ASBESTOS

Employers' members: delete Mr. Sha Ye,  
substitute Mr. Yu Yehai (China);  
add Mr. Hermida Martínez as substitute to  
Mr. Favelevic (Argentina).

Employers' deputy members: add Mr. Sha Ye, substitute Mr. Yu Yehai  
(China).

Workers' members: delete Mr. Ioannou (Cyprus),  
Mr. Martínez (Venezuela),  
Mr. Noubir El Amaoui (Morocco);  
add Mrs. Reis (Portugal).

Workers' deputy members: add Mr. Ioannou (Cyprus), Mr. Martínez  
(Venezuela), Mr. Monteiro Veludo (Portugal),  
Mr. Noubir El Amaoui (Morocco).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Government members: add Djibouti.

Workers' members: delete Mrs. Gasper Lim (Malaysia),  
Mr. Guerrero (Argentina), Mr. Houyengah  
(Togo), Mr. Ould Jiddou (Mauritania),  
Mr. Quinceno (Colombia), Mr. Senat  
(Haiti);  
add Mr. Kieh (Liberia).

Workers' deputy members: add Mrs. Gasper Lim (Malaysia),  
Mr. Gray (United States), Mr. Guerrero  
(Argentina), Mr. Houyengah (Togo),  
Mr. Ould Jiddou (Mauritania),  
Mr. Pereira Lopes (Portugal),  
Mr. Quinceno (Colombia),  
Mr. Sandos-Oualanga (Central African  
Republic),  
Mr. Senat (Haiti).

#### COMMITTEE ON STRUCTURE

Government members: add Djibouti.

Government deputy members: delete Djibouti.

Workers' deputy members: add Mr. Gray (Liberia), Mr. Sacre  
(Lebanon).

## RESOLUTIONS COMMITTEE

Government members:

add Djibouti, Grenada.

Government deputy members:

delete Djibouti.

Employers' members:

delete Mr. Barajas Fernández,  
substitutes Mr. Morales, Mr. Regil Gómez  
(Mexico), Mr. Kouadio (Ivory Coast);  
add Mr. Sow, substitute Mr. Kane Yaya  
(Senegal).

Employers' deputy members:

delete Mr. Echeverri Correa,  
substitute Mr. Becerra Toro (Colombia);  
add Mr. Barajas Fernández,  
substitutes Mr. Morales, Mr. Regil Gómez  
(Mexico), Mr. Kouadio (Ivory Coast).

Workers' members:

add Mr. Bechara (Lebanon).

Workers' deputy members:

add Mr. Friedman (United States),  
Mr. Gray (United States), Mr. Habre  
(Lebanon).

## COMMITTEE ON APARTHEID

Employers' deputy members:

add Mr. Shihepo (Namibia).

Workers' members:

delete Mr. Franić (Yugoslavia).

add Mr. Krsikapa (Yugoslavia).

Geneva, 11 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### FIFTH REPORT

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

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the following organisations be invited to be represented at the 71st Session of the Conference:

- International Christian Union of Business Executives;
- International Council of Jewish Women;
- Organisation of Trade Unions of West Africa.

In accordance with article 56, paragraph 9, of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the International Council of Jewish Women be invited to be represented in the Committee on Equality in Employment.

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Government members:</u>	<u>add</u> Yemen.
<u>Employers' members:</u>	<u>delete</u> Mr. Sumbwe (Zambia).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Sumbwe (Zambia).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Vega (Costa Rica).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

<u>Government members:</u>	<u>add</u> United Republic of Tanzania.
<u>Workers' deputy members:</u>	<u>add</u> Mr. Vega (Costa Rica).

#### COMMITTEE ON CONVENTION NO. 63 (STATISTICS)

<u>Government members:</u>	<u>delete</u> Yemen.
<u>Workers' deputy members:</u>	<u>add</u> Mr. Chanphong (Thailand).

#### COMMITTEE ON ASBESTOS

Employers' members:

delete Mr. Tabani, substitute Mr. Hamid (Pakistan).

Employers' deputy members:

add Mr. Tabani, substitute Mr. Hamid (Pakistan).

Workers' deputy members:

add Mr. Vega (Costa Rica).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Government deputy members:

add Indonesia.

Employers' members:

delete Mr. Shah (Nepal), Mr. Al-Tibi, substitute Mr. Enaba (Jordan), Mr. Malo-Harris, substitute Mr. Chang-Durango (Ecuador), Mr. McAuley, substitute Mr. Dunne (Ireland), Mr. Segga, substitute Mr. Songuemas (Congo).

Employers' deputy members:

add Mr. Shah (Nepal), Mr. Al-Tibi, substitute Mr. Enaba (Jordan), Mr. McAuley, substitute Mr. Dunne (Ireland), Mr. Malo-Harris, substitute Mr. Chang-Durango (Ecuador), Mr. Segga, substitute Mr. Songuemas (Congo).

#### COMMITTEE ON STRUCTURE

Government members:

add Nigeria.

Government deputy members:

delete Nigeria.

Workers' members:

add Mr. Vega (Costa Rica).

Geneva, 12 June 1985.



## REPORTS OF THE SELECTION COMMITTEE

### SIXTH REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Government deputy members:</u>	<u>add</u> Guatemala.
<u>Observer:</u>	<u>add</u> The Holy See.
<u>Employers' members:</u>	<u>delete</u> Mr. Saleh (Chad).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Okogwu (Nigeria); Mr. Al-Ahlasi, <u>substitute</u> Mr. Al-Moaid (Yemen); Mr. Saleh (Chad).
<u>Workers' members:</u>	<u>delete</u> Mr. Barnabo (Togo), Mr. Hertz (Israel), Mr. Mello (Brazil).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Barnabo (Togo), Mr. Hertz (Israel), Mr. Mello (Brazil).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

<u>Employers' deputy members:</u>	<u>add</u> Mr. Al-Ahlasi, <u>substitute</u> Mr. Al-Moaid (Yemen); Mr. Galliani Winder, <u>substitute</u> Mr. Pitta (Peru).
<u>Workers' members:</u>	<u>delete</u> Mr. Al-Jobouri (Iraq), Mr. Arenga (Portugal), Mr. Cochet (Switzerland), Mr. Diop (Senegal), Mr. Douso (Jordan), Mr. López (Panama), Mr. MacGougan (United Kingdom), Mr. Nelson (Jamaica), Mr. San Román Arreaga (Mexico), Mr. Santhanasamy (Malaysia), Mr. Zunder (Suriname).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Al-Jobouri (Iraq), Mr. Arenga (Portugal), Mr. Cochet (Switzerland), Mr. Diop (Senegal), Mr. Douso (Jordan), Mr. López (Panama), Mr. MacGougan (United Kingdom), Mr. Nelson (Jamaica), Mr. San Román Arreaga (Mexico), Mr. Santhanasamy (Malaysia), Mr. Zunder (Suriname).

#### COMMITTEE ON CONVENTION No. 63 (STATISTICS)

Employers' deputy members: add Mr. Al-Ahlasi, substitute  
Mr. Al-Moaid (Yemen).

Workers' members: add Mr. Vilarõ (Uruguay).

Workers' deputy members: add Mr. Cobo Jaspe (Venezuela).

#### COMMITTEE ON ASBESTOS

Employers' members: delete Mr. Hussain, substitute  
Mr. Aswad (Iraq).

Employers' deputy members: add Mr. Hussain, substitute Mr. Aswad  
(Iraq); Mr. Al-Ahlasi, substitute  
Mr. Al-Moaid (Yemen).

Workers' members: delete Mr. Senaweera (Sri Lanka),  
Mr. Valerio (Philippines).

Workers' deputy members: add Mr. Senaweera (Sri Lanka),  
Mr. Valerio (Philippines).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Government members: add Belgium.

Observer: add The Holy See.

Employers' members: delete Mr. Mitsos, substitutes  
Mr. Harakas, Mr. Leventis, Mr. Anghelou,  
Mrs. Tsoumani-Spentza (Greece);  
Mr. El-Harrow, substitutes Mr. Gazarin,  
Mrs. El-Bannan (Egypt); Mr. Tabani,  
substitute Mr. Hamid (Pakistan);  
Mr. Galliani Winder, substitute  
Mr. Donayre (Peru).

Employers' deputy members: add Mrs. Zoundi (Burkina Faso);  
Mr. Al-Ahlasi, substitute Mr. Al-Moaid  
(Yemen); Mr. Mitsos, substitutes  
Mr. Harakas, Mr. Leventis, Mr. Anghelou,  
Mrs. Tsoumani-Spentza (Greece);  
Mr. Tabani, substitute Mr. Hamid  
(Pakistan); Mr. Galliani Winder,  
substitute Mr. Donayre (Peru).

Workers' deputy members: add Mr. Weeks (Liberia).

#### COMMITTEE ON STRUCTURE

Government members: add Guatemala.

Observer: add The Holy See.

Employers' members: delete Mr. Mengistu (Ethiopia).

Employers' deputy members: add Mr. Mengistu (Ethiopia);  
Mr. Al-Ahlasi, substitute Mr. Al-Moaid  
(Yemen).

## RESOLUTIONS COMMITTEE

Government deputy members:

add Guatemala.

Observer:

add The Holy See.

Employers' members:

add Mr. A. Sow as substitute to  
Mr. A.M. Sow (Senegal).

Employers' deputy members:

delete Mr. A.M. Sow, substitute  
Mr. Kane Yaya (Senegal).

add Mrs. Zoundi (Burkina Faso);  
Mr. Al-Ahlasi, substitute Mr. Al-Moaid  
(Yemen).

Workers' members

add Mr. Vega (Costa Rica), Mr. Weeks  
(Liberia).

## COMMITTEE ON APARTHEID

Employers' deputy members:

add Mr. Mengistu (Ethiopia);  
Mr. Al-Ahlasi, substitute Mr. Al-Moaid  
(Yemen).

Geneva, 13 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### SEVENTH REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

Employers' deputy members: add Mr. Linius, Mrs. Nielsen, Mr. Jepsen, Mr. Dahl as substitutes to Mrs. Johansen (Denmark).

Workers' deputy members: add Mr. Adjei (Ghana).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

Employers' members: add Mrs. Nielsen, Mr. Jepsen, Mr. Dahl, Mr. Springborg as substitutes to Mrs. Johansen (Denmark).

Workers' deputy members: add Mr. Nunoo-Quaye (Ghana).

#### COMMITTEE ON CONVENTION NO. 63 (STATISTICS)

Employers' members: add Mr. Linius, Mrs. Nielsen, Mr. Jepsen, Mr. Springborg as substitutes to Mrs. Johansen (Denmark).

#### COMMITTEE ON ASBESTOS

Employers' members: add Mr. Linius, Mrs. Nielsen, Mr. Dahl, Mr. Springborg as substitutes to Mrs. Johansen (Denmark).

delete Mr. Al-Jassem, substitute Mr. Al-Shalfan (Kuwait); Mr. Décosterd substitute Mr. Mohr (Switzerland); Mr. Favelevic, substitutes Mr. Piva, Mr. Hermida Martínez (Argentina).

Employers' deputy members: add Mr. Al-Jassem, substitute Mr. Al-Shalfan (Kuwait); Mr. Décosterd substitute Mr. Mohr (Switzerland); Mr. Favelevic, substitute Mr. Piva, Mr. Hermida Martínez (Argentina).

Workers' members:

delete Mr. Bleser (Luxembourg),  
Mr. Buringh (Netherlands), Mr. Candore  
(Argentina), Mr. Dlamini (Swaziland),  
Mr. Ericson (Norway), Mr. Joyce  
(United States), Mr. Stanzani (Italy),  
Miss Svannolt (Denmark), Mr. Thomas  
(India).

add Mrs. Seminario (United States).

Workers' deputy members:

delete Mrs. Seminario (United States).

add Mr. Bleser (Luxembourg),  
Mr. Buringh (Netherlands), Mr. Candore  
(Argentina), Mr. Dlamini (Swaziland),  
Mr. Ericson (Norway), Mr. Joyce  
(United States), Mr. Stanzani (Italy),  
Miss Svannolt (Denmark), Mr. Thomas  
(India).

COMMITTEE ON EQUALITY IN EMPLOYMENT

Employers' members:

add Mr. Linius, Mr. Jepsen, Mr. Dahl,  
Mr. Springborg as substitutes to  
Mrs. Johansen (Denmark).

Employers' deputy members:

add Ms. Smith (Grenada).

Workers' deputy members:

add Mr. Adjebeng (Ghana).

COMMITTEE ON STRUCTURE

Employers' deputy members:

add Mr. Bannerman-Menson (Ghana).

Geneva, 14 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### EIGHTH REPORT

#### Changes in the composition of committees

The Officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Government members:</u>	<u>add</u> Equatorial Guinea, Nigeria.
<u>Government deputy members:</u>	<u>delete</u> Nigeria.
<u>Employers' members:</u>	<u>delete</u> Mr. Galliani Winder (Peru), Mr. Khayat, <u>substitute</u> Mr. Malakany (Syrian Arab Republic); Mr. de Silva (Sri Lanka); Mr. Al-Tibi, <u>substitute</u> Mr. Al-Hosseiny (Jordan).
<u>Employers' deputy members:</u>	<u>add</u> Mr. Armenteros (Dominican Republic); Mr. Galliani Winder (Peru); Mr. Khayat, <u>substitute</u> Mr. Malakany (Syrian Arab Republic); Mr. Al-Tibi, <u>substitute</u> Mr. Al-Hosseiny (Jordan).
<u>Workers' members:</u>	<u>delete</u> Mr. Mustafa (Egypt).  <u>add</u> Mr. Ndong Andeme (Equatorial Guinea).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Mustafa (Egypt).

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

<u>Employers' deputy members:</u>	<u>add</u> Mr. Armenteros (Dominican Republic).
<u>Workers' members:</u>	<u>delete</u> Mr. Butterworth (New Zealand), Mr. Chang Crespo (Ecuador), Mr. Kalala (Zaire), Mr. Perera (Sri Lanka), Mr. Piffaferri (Luxembourg), Mr. Sánchez Zapata (Peru).  <u>add</u> Mr. MacGougan (United Kingdom), Mr. San Román Arreaga (Mexico).
<u>Workers' deputy members:</u>	<u>delete</u> Mr. MacGougan (United Kingdom), Mr. San Román Arreaga (Mexico).

add Mr. Butterworth (New Zealand),  
Mr. Chang Crespo (Ecuador),  
Mr. Kalala (Zaire), Mr. Perera (Sri  
Lanka), Mr. Piffaferri (Luxembourg),  
Mr. Sánchez Zapata (Peru).

#### COMMITTEE ON CONVENTION NO. 63 (STATISTICS)

Employers' deputy members:

add Mr. Armenteros (Dominican Republic).

#### COMMITTEE ON ASBESTOS

Employers' deputy members:

add Mr. Armenteros (Dominican Republic).

Workers' members:

delete Mr. Hatjisocratis (Greece),  
Mrs. Koskinen (Finland), Mr. Siva  
Subramaniam (Malaysia).

add Mr. Candore (Argentina).

Workers' deputy members:

delete Mr. Candore (Argentina).

add Mr. Hatjisocratis (Greece),  
Mrs. Koskinen (Finland), Mr. Siva  
Subramaniam (Malaysia).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Employers' members:

add Mr. Mitsos, substitutes  
Mr. Harakas, Mr. Leventis,  
Mr. Anghelou, Mrs. Tsoumani-Spentza  
(Greece).

Employers' deputy members:

delete Mr. Mitsos, substitutes  
Mr. Harakas, Mr. Leventis,  
Mr. Anghelou, Mrs. Tsoumani-Spentza  
(Greece).

add Mr. Armenteros (Dominican Republic).

Workers' members:

delete Mrs. Brunner (Switzerland),  
Ms. Horan (Ireland), Mr. Ivanitsky  
(USSR), Mr. Merten (Luxembourg).

Workers' deputy members:

delete Mr. Jacob (Indonesia).

add Mr. Botvinov (USSR), Mrs. Brunner  
(Switzerland), Mr. Gintings (Indonesia),  
Ms. Horan (Ireland), Mr. Merten  
(Luxembourg).

## COMMITTEE ON STRUCTURE

Employers' deputy members:

add Mr. Armenteros (Dominican Republic).

Workers' members:

delete Mr. Hassan (Egypt).

add Mr. Mustafa (Egypt).

Workers' deputy members:

delete Mr. Mustafa (Egypt).

add Mr. Hassan (Egypt).

## RESOLUTIONS COMMITTEE

Employers members:

add Mr. Rautiainen as substitute to Mr. Koskimies (Finland); Mr. Barajas Fernández, substitute Mr. Regil Gómez (Mexico).

Employers' deputy members:

delete Mr. Barajas Fernández, substitutes Mr. Morales, Mr. Regil Gómez (Mexico).

add Mr. Armenteros (Dominican Republic).

Workers' members:

delete Mr. Eid (Egypt), Mr. Poida (Ukrainian SSR).

add Mr. Hassan (Egypt), Mr. Koviazine (Ukrainian SSR).

Workers' deputy members:

delete Mr. Hassan (Egypt).

Geneva, 17 June 1985.



## REPORTS OF THE SELECTION COMMITTEE

### NINTH REPORT

#### Changes in the composition of committees

The Officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

<u>Workers' members:</u>	<u>delete</u> Mr. Maruyama (Japan). <u>add</u> Mr. Ishikura (Japan).
<u>Workers' deputy members:</u>	<u>delete</u> Mr. Ishikura (Japan).

#### COMMITTEE ON ASBESTOS

<u>Government members:</u>	<u>add</u> Nigeria.
<u>Government deputy members:</u>	<u>delete</u> Nigeria.
<u>Workers' members:</u>	<u>delete</u> Mr. Candore (Argentina), Mr. Chronis (Austria), Mrs. Reis (Portugal), Mr. Sanhueza Baeza (Chile).
<u>Workers' deputy members:</u>	<u>add</u> Mr. Candore (Argentina), Mr. Chronis (Austria), Mrs. Reis (Portugal), Mr. Sanhueza Baeza (Chile).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

<u>Workers' members:</u>	<u>delete</u> Mrs. Juliusdottir (Iceland), Mr. Samuel (Antigua and Barbuda), Mr. Sunmonu (Nigeria), Mr. Tablada Molina (Nicaragua), Mr. Vivar Pike (Panama), Mr. Zafra Mendoza (Peru).
<u>Workers' deputy members:</u>	<u>add</u> Mrs. Juliusdottir (Iceland), Mr. Samuel (Antigua and Barbuda), Mr. Sunmonu (Nigeria), Mr. Tablada Molina (Nicaragua), Mr. Vivar Pike (Panama), Mr. Zafra Mendoza (Peru).

RESOLUTIONS COMMITTEE

Employers' members:

delete Mr. Al-Tibi, substitute  
Mr. Al-Hosseiny (Jordan).

Geneva, 18 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### TENTH REPORT

#### Request for representation at the Conference and in Conference committees submitted by a non-governmental international organisation

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the Federation of International Civil Servants' Associations (FICSA) be invited to be represented at the 71st Session of the Conference.

In accordance with article 56, paragraph 9, of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the Federation of International Civil Servants' Associations (FICSA) be invited to be represented in the Committee on Equality in Employment.

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON THE APPLICATION OF STANDARDS

Government members: add Liberia.

Government deputy members: delete Liberia.

#### COMMITTEE ON OCCUPATIONAL HEALTH SERVICES

Government members: add Liberia.

Government deputy members: delete Liberia.

#### COMMITTEE ON CONVENTION No. 63 (STATISTICS)

Employers' deputy members: delete Mr. Morgado Pinto Cardoso,  
substitute Mr. de Oliveira Costa  
(Portugal).

#### COMMITTEE ON ASBESTOS

Employers' members: delete Mr. Malo-Harris, substitutes  
Mr. Arévalo-Hidrovo, Mr. Chang-Durango  
(Ecuador).

add Mr. Décosterd, substitutes  
Mr. Mohr, Mr. Haymoz (Switzerland).

Employers' deputy members:

delete Mr. Décosterd, substitutes  
Mr. Mohr, Mr. Haymoz (Switzerland).

add Mr. Malo-Harris, substitutes  
Mr. Arévalo-Hidrovo, Mr. Chang-Durango  
(Ecuador).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

Government members:

add Liberia.

Government deputy members:

delete Liberia.

Employers' members:

delete Mr. Pierides, substitute  
Mr. Kythreotis (Cyprus); Mr. Verschueren,  
substitutes Miss Kohnenmergen, Mrs. Storm,  
Mr. van den Bergh (Belgium).

add Mr. Magnussen as substitute to  
Mr. Hoff (Norway).

Employers' deputy members:

add Mr. Pierides, substitute  
Mr. Kythreotis (Cyprus); Mr. Verschueren,  
substitutes Miss Kohnenmergen, Mrs. Storm,  
Mr. van den Bergh (Belgium).

#### RESOLUTIONS COMMITTEE

Employers' members:

delete Mr. Amin (Afghanistan);  
Mr. Amakak (Djibouti); Mr. Puri,  
substitute Mr. Kidwai (India).

add Mr. Ragy as substitute to  
Mr. El-Azmani (Morocco).

Employers' deputy members:

add Mr. Amin (Afghanistan); Mr. Puri,  
substitute Mr. Kidwai (India).

Geneva, 19 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### ELEVENTH REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON ASBESTOS

##### Employers' members:

add Mr. Magnussen as substitute to Mr. Hoff (Norway).

#### COMMITTEE ON STRUCTURE

##### Government members

add New Zealand.

##### Workers' members:

add Mr. Ahmed (Pakistan), Mr. Maier (Austria).

##### Workers' deputy members:

delete Mr. Ahmed (Pakistan), Mr. Maier (Austria).

#### RESOLUTIONS COMMITTEE

##### Employers' members:

delete Mr. A.M. Sow, substitutes Mr. A. Sow, Mr. Kane Yaya (Senegal).

##### Employers' deputy members:

add Mr. A.M. Sow, substitutes Mr. A. Sow, Mr. Kane Yaya (Senegal); Mr. Yousif as substitute to Mr. Mustafa (Sudan).

##### Workers' members:

delete Mr. Adetonah (Benin), Mr. Al-Jerry (Kuwait), Mr. Allouche (Tunisia), Mr. Coulibaly (Ivory Coast), Miss De Vits (Belgium), Mr. Gashan (Somalia), Mr. Issa (Syrian Arab Republic), Mrs. Kemble (United States), Mr. Malla (Nepal), Mr. Montero García (Spain), Mr. Moussa Ahmed Osman (Djibouti), Mr. Ondonda (Congo), Mr. Ould Jiddou (Mauritania), Mr. Wistisen (Denmark), add Mr. Baker (United States), Mr. Thyre (Belgium).

Workers' deputy members:

~~delete~~ Mr. Baker (United States),  
Mr. Saad (Tunisia), add Mr. Abid  
(Tunisia), Mr. Adetona (Benin),  
Mr. Al-Jerry (Kuwait), Mr. Coulibaly  
(Ivory Coast), Mr. Gashan (Somalia),  
Mr. Issa (Syrian Arab Republic),  
Mr. Malla (Nepal), Mr. Montero García  
(Spain), Mr. Ondonda (Congo), Mr. Osman  
(Djibouti), Mr. Ould Jiddou  
(Mauritania).

Geneva, 20 June 1985.

## REPORTS OF THE SELECTION COMMITTEE

### TWELFTH REPORT

#### Request for representation at the Conference submitted by a non-governmental international organisation

In accordance with article 2, paragraph 3(j), of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the European Trade Union Confederation be invited to be represented at the 71st Session of the Conference.

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

#### COMMITTEE ON ASBESTOS

##### Workers' members:

delete Mr. De Decker (Belgium),  
Mr. Gastaud (France), Mr. Munoz Mosqueda  
(Mexico), Mrs. Seminario (United States).  
add Mr. Joyce (United States),  
Mr. Rioux (Canada).

##### Workers' deputy members:

delete Mr. Joyce (United States),  
Mr. Rioux (Canada).  
add Mrs. Seminario (United States).

#### COMMITTEE ON EQUALITY IN EMPLOYMENT

##### Employers' members:

delete Mr. Lindner, substitute  
Mr. Vossieg (Federal Republic of  
Germany).

##### Employers' deputy members:

add Mr. Lindner, substitute Mr. Vossieg  
(Federal Republic of Germany).

##### Workers' members:

delete Mr. Muller (Netherlands),  
Mrs. Parova (Czechoslovakia).

#### RESOLUTIONS COMMITTEE

##### Employers' members:

delete Mr. Valdes Saenz, substitute  
Mr. Prieto Concha (Chile).

Workers' members:

delete Mr. Abdulla (Democratic Yemen),  
Mr. Dawood (Iraq), Mr. Diz Rey  
(Argentina), Mr. Maly (Austria),  
Mr. Mendoza (Philippines), Mr. Smith  
(Canada).  
add Mr. Cruz (Philippines).

Workers' deputy members:

add Mr. Smith (Canada).

Geneva, 21 June 1985.



## REPORTS OF THE SELECTION COMMITTEE

### THIRTEENTH REPORT

#### Changes in the composition of committees

The officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following change in the composition of committees:

#### COMMITTEE ON STRUCTURE

Workers' members:

delete Mr. Salanne (France).

Geneva, 24 June 1985.



## ***Provisional Record***

Seventy-first Session, Geneva, 1985

### **Third Sitting**

Saturday, 8 June 1985, 10.45 a.m.

*President: Mr. Ennaceur*

#### **SUBMISSION OF THE ANNUAL REPORT OF THE GOVERNING BODY TO THE CONFERENCE BY THE CHAIRMAN OF THE GOVERNING BODY**

*Interpretation from French:* The PRESIDENT—The first item on this morning's agenda is the submission of the annual report of the Governing Body to the Conference by the Chairman of the Governing Body. I call on Mr. Deshmukh, Chairman of the Governing Body, to submit the report.

Mr. DESHMUKH—(*Chairman of the Governing Body of the International Labour Office*)—It is an honour and a pleasure for me, as Chairman of the Governing Body of the International Labour Office, to present to you the report that the Governing Body submits every year to the Conference. This report, which is published in the *Provisional Record*, No. 4, contains a summary of the work carried out at the 227th, 228th and 229th Sessions, immediately after last year's session of the Conference, last November and in February-March of this year, respectively. However, the proceedings of the 230th, pre-Conference Session, which ended only a few days ago, could not be included in the printed report and I will therefore, in accordance with the usual practice, supplement it with an account of the main decisions taken at this sitting.

Before doing so, however, I would like to single out for special mention some events and developments of the past year in two areas, which I consider to be particularly important from the point of view of ensuring the continuing impact of the ILO's work, in helping its member States to improve working and living conditions, and to protect the rights of workers throughout the world. The first area concerns the financial resources which are necessary to enable the ILO to carry out its work effectively.

The financial situation of the Organisation in 1985, cannot, unfortunately, be looked upon as satisfactory. You will find in the *Provisional Record*, No. 6, that by 24 May 1985 only 35 member States had paid their 1985 contributions in full. This compares with 38 full payments on the same date last year, and 50 at the same time in 1983. Moreover, there are the present time an unprecedented number of member States that have fallen so far into arrears as to have lost their voting rights under paragraph 4 of article 13 of the Constitution. Although the treasury situation is at present relatively sound, this is only because of the strength of the United States dollar on the exchange market, which has produced exchange rate

savings under Part IV of the Budget of some \$7 million during the first five months of this year. Had such fortuitous savings not been achieved, the 1985 budgetary expenditure up to 24 May would have exceeded budgetary income by some \$5 million. I should therefore like to reiterate most strongly the appeals that have been made by my predecessors to all member States to take steps that will enable them to paid their contributions as early as possible, in the year to which they relate.

I would now like to turn the 1986-87 Programme and Budget proposals which are before the Conference for consideration. These proposals represent the outcome of an extremely thorough and painstaking process of planning, consultation, determination of priorities and a searching examination of resource levels and cost estimates by the Director-General and his staff, followed by the usual detailed examination of the Director-General's proposals in the Programme, Financial and Administrative Committee of the Governing Body at its February-March 1985 session. The proposed programme increases over the 1984-85 Budget represent only 0.4 per cent in real terms. After taking into account increases in activities for certain extraordinary items, the effect of cost increases and other financial factors, particularly the exchange rate between the United States dollar and the Swiss franc that has been used to estimate the Budget, there is a net decrease in the proposals of \$1.6 million as compared with the 1984-85 Programme and Budget. At this level, the proposals carry with them the full support of the large majority of members of the Governing Body; as Chairman of the Governing Body, I express the hope that the proposals will meet with the approval of the Conference.

While a small part of the ILO's technical assistance projects is financed under the Regular Budget, by far the greatest part of the resources available for operational activities comes from extra-budgetary resources and in particular the United Nations Development Programme. Last year, in presenting the annual report of the Governing Body to the Conference, my predecessor drew attention to the preoccupying situation created by the continued decline in the support for technical co-operation activities provided by the UNDP. In 1984, technical co-operation funds from all extra-budgetary sources dropped by 12 per cent. While it is expected that this decline will be halted in 1985 and 1986, the situation continues to give rise to serious concern, as it directly affects the Organisation's capacity to assist those member States which stand in greatest need of its help.

The second major area I would like to mention is that of international labour standards, and particular the protection of trade union rights.

In order to follow up the extremely thorough and searching discussion of international labour standards which took place at the Conference last year, the Governing Body decided to establish a tripartite working party on international labour standards, whose terms of reference and composition it approved at its 229th Session in February-March of this year, as set out in paragraphs 20 to 24 of the report I am submitting to you. The Working Party will begin its substantive work in November 1985 and is to complete its work before the expiry of the term of office of the present Governing Body.

I need hardly stress that freedom of association is the very cornerstone of the principle of tripartism on which the aims, structure and activities of the International Labour Organisation are built. The Organisation's complaints procedures relating to violations of freedom of association are therefore of vital importance. The steady flow of complaints has continued over the last year, and the Governing Body's Committee on Freedom of Association has been called upon to examine an average of 100 cases at each of its sessions. While it is a matter for some concern that many of these cases also involve allegations of serious violations of human rights that are essential for the protection of trade union rights, the increasing recourse to these procedures by workers' and employers' organisations demonstrates their confidence in them as a means of arriving at just solutions. The large measure of co-operation which the Committee has received from governments is likewise an indication of their belief that the cases brought before the Committee will be dealt with objectively and impartially. Direct contact missions carried out in a number of cases have again borne witness to the search for a dialogue with governments and all the parties concerned. Finally, in agreeing to a new approach consisting in the sending of a study and information mission on the spot to examine a particularly complex case, the Committee on Freedom of Association has shown its awareness of the need to adapt its methods to take account of developments in industrial relations systems.

This brings me to the Governing Body's more important decisions and debates at its 230th pre-Conference Session.

First, the Governing Body made a preliminary study of the agenda for the 1987 Session of the Conference, on which a final decision will have to be taken in November of this year, at its 231st Session. I am sure you will be interested in the items which the Governing Body has requested. The paper before it proposed the following seven items: (1) working and employment conditions of part-time workers; (2) social security and employment; (3) working conditions in hotels, restaurants and similar establishments; (4) regulation of temporary work agencies; (5) safety and health in construction; (6) protection of workers in the event of the insolvency of their employer; and (7) technical co-operation. As a result of the discussion, it was agreed that the Director-General would provide in November law and practice reports or more detailed proposals covering all the above items, as well as one further item: night work of women in industry.

As regards the application of international labour standards, the Governing Body took note of the report of its Committee of Experts on the Application of Conventions and Recommendations, which met in Geneva from 14 to 27 March 1985.

Having considered the report of a Committee set up to examine the representation made by the World Federation of Trade Unions under article 24 of the Constitution alleging failure by the Federal Republic of Germany to implement the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Governing Body decided, in application of article 10 of the Standing Orders concerning the Procedure for the Examination of Representations under articles 24 and 25 of the Constitution, to refer the matter to a Commission of Inquiry to be established in accordance with article 26, paragraph 3, of the Constitution.

On the recommendation of its Programme, Financial and Administrative Committee, the Governing Body approved revised proposals for the draft Programme and Budget for 1986-87, resulting in savings of about \$2.1 million as compared with the original proposals approved in February-March 1985, and also approved its recommendation that the exchange rate for the 1986-87 Programme and Budget be fixed at 2.50 Swiss francs to \$1.

The Committee also discussed a paper submitted in response to its request for more information on the financing of Conference delegations with a view to ensuring full tripartite representation and enabling all member States to participate more effectively in the work of the Conference. The Committee will resume its consideration of this question next November. In addition, the Committee had an exchange of views on the follow-up to be given to the 1984 Conference resolution concerning employment policy. In the light of the discussion, which revealed considerable support for the establishment of a Governing Body Committee on Employment, the Director-General undertook to submit a paper to the Committee in November on the possible mandate, composition and cost implications of such a Committee.

On the recommendation of its Industrial Activities Committee, the Governing Body took a certain number of decisions aimed at strengthening the effectiveness of Industrial Committee-type meetings. I would recall that these decisions are the outcome of extensive discussions which took place in the Industrial Activities Committee in November 1984 and May 1985, as a follow-up to requests made in the Conclusions concerning the social aspects of industrialisation adopted by the Conference in June 1983.

While it was not called upon to take any decisions on the report of its Committee on Discrimination, the Governing Body took note of this report, which was wholly devoted to ILO action against apartheid. The Committee's report will be available to the members of the Conference Committee on Apartheid in connection with its examination of the *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa*. At its next meeting in November of this year, the Committee on Discrimination will examine more detailed proposals concerning possible ways of improving the procedures for requesting and examining information on action taken under the Declaration.

Before concluding, I would like to express my warm thanks and appreciation to my colleagues, Mr. Oechslin, Employer Vice-Chairman, and Mr. Muhr, Worker Vice-Chairman, for their valuable and friendly co-operation, which greatly facilitated my task of conducting the proceedings of the Governing Body; I am also grateful to the Director-General and his staff for their unfailing support and devoted assistance to the officers and the Governing Body as a whole.

#### FIRST REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—We now proceed to the second item on this morning's agenda; I invite Mr. Georget, Employers' delegate, Niger, Vice-Chairman of the Selection Committee, to submit the first report of that Committee to the Conference.

*Interpretation from French:* Mr. GEORGET (Employers' delegate, Niger; Vice-Chairman of the Selection Committee)—Before submitting to the Conference the first report of the Selection Committee as set out in the *Provisional Record*, No. 8, I should like, first of all, to say how happy I am to see you, Mr. President, presiding over this distinguished assembly.

The report before you deals, first of all, with the election of the Officers of the Committee and contains proposals for the setting up of the Conference committees.

The Selection Committee also examined the question of the number of members of the Committees which it recommended should be set up. The list of the members of the different committees, including the Committee on Apartheid, is appended to the report which I have the honour to put before you. In this connection the Committee recommends to the Conference that the Committee on Apartheid should consist of a maximum of 20 members for each group and that it should not hold more than six sittings.

The Committee made proposals with respect to the appointment of the Credentials Committee and also made recommendations to the Conference concerning the composition of the Conference Drafting Committee.

The Committee decided that the discussion of the Reports of the Governing Body and the Director-General should begin today, Saturday, 8 June, and that the list of speakers should be closed on Friday, 14 June, at noon.

The Committee recommends that the Conference appeal to the speakers taking part in the discussion on these reports to abide strictly by the provisions of the Standing Orders of the Conference concerning the length of speeches in plenary sitting which, in no circumstances, should exceed 15 minutes. It also proposes that the Conference should request delegates to concentrate their remarks on the Reports of the Governing Body and the Director-General and on the activities of the International Labour Organisation.

The Committee also decided that a brief debate should take place in the plenary sitting of the Conference on the morning of Monday, 10 June, to

examine the programme and budget proposals for 1986-87.

I should also like to draw the attention of members of the Conference to the suggestions contained in the report concerning the quorum, punctuality and negotiations in committees, all of which are designed to ensure the smooth running of the Conference.

The Committee also transmits to the Conference for approval the Governing Body's proposals concerning the composition of the Appeals Board panel. The Employers' members did not participate in the decision taken in this respect.

In another recommendation the Committee proposes that certain international non-governmental organisations should be invited to be represented at the Conference itself or in some of its committees.

The Selection Committee also recommends that the Conference endorse the decision taken by the Governing Body to authorise Uruguay to take part, without the right to vote, in the proceedings of the Governing Body.

Lastly, the Committee approved a general plan of work for Conference Committees which, without being binding upon them, will enable each committee to organise its work in the manner most appropriate to the needs and possibilities of the Conference as a whole. In this connection the Committee also noted that the Prime Minister of India will address the Conference on Monday, 17 June.

I recommend the Conference to adopt the first report of the Selection Committee.

*Interpretation from French:* The PRESIDENT—The first report of the Selection Committee is now before the Conference for adoption. If there are no objections, I take it that the first report of the Selection Committee is adopted.

*(The report is adopted.)*

#### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION

*Interpretation from French:* The PRESIDENT—Before embarking on the discussion of the Reports of the Governing Body and the Director-General, I should like, first of all, on behalf of the Officers of the Conference, to make the following statement. This statement concerns of course the manner in which we intend to conduct and guide the discussions at this Conference. It is, on behalf of all the Officers of the Conference that I would remind you of the principles we propose to apply in guiding the discussion. These principles will be applied with the greatest possible uniformity to all speeches made by any speaker in the Conference.

The principles which my colleagues and I will apply are those first established by the Working Party on the Programme and Structure of the ILO and approved by the Governing Body and communicated to the Conference in 1967. Freedom of speech is the lifeblood of the International Labour Organisation.

However, if we are to enjoy and practise such freedom of speech in a constructive manner and with mutual respect, we must all accept a certain discipline in order to ensure the proper and successful progress of our work. It is the duty of the presiding Officer at the sitting to ensure adherence to these guide-lines

and none of the Officers will hesitate to carry out this duty. In particular, if a speaker slanders a Head of State or head of Government or insults another delegate personally, the presiding Officer will immediately intervene.

We shall be guided in determining the limits of debate by the principles approved unanimously by the Working Party on the Programme and Structure of the ILO, as contained in paragraphs 54 to 58 of its Fourth Report, which are reproduced in the Memorandum in the 71st Session which you have all received.

It is the duty of the Officers of the Conference to call the attention of all delegates to paragraph 58 in particular, which reads as follows: "... the ILO has a twofold responsibility—to uphold the values of human freedom and dignity enshrined in its Constitution, and to circumscribe rather than extend the area of international tension"—I stress: to circumscribe rather than extend the area of international tension—"by ensuring the fullest possible degree of continued co-operation in pursuit of the objectives of the ILO. Every delegate to the International Labour Conference therefore has an obligation to the Conference to keep these considerations constantly in mind, and the President has an obligation to ensure that the Conference does not lose sight of them."

In bringing this particular paragraph to your attention, I am discharging that obligation. In full agreement with the other Officers of the Conference and on their behalf, as well as yours, I appeal to all delegates in the most urgent possible terms to co-operate in applying these principles. In particular, we hope that every delegate will recognise that the Officers of the Conference are responsible for ensuring that these principles are observed. In any case, my colleagues and I are determined to ensure that these principles are observed.

All delegates have an obligation to the Conference to abide by parliamentary language and the generally accepted procedures, to be relevant to the subject under discussion and to avoid referring to extraneous matters.

It is important that any delegate who wishes to protest against a statement should refrain from seeking to raise a point of order. Instead, he should inform the presiding Officer of the sitting, during the same sitting—and I stress this point—any protests or requests to exercise a right of reply should be made at the same sitting at which a government or a delegation feels that it must or wishes to exercise the right of reply. This request to exercise the right of reply should be transmitted to the President through the Clerk of the Conference.

I wish to make clear the practice regarding the exercise of the right of reply: first, the reply should only concern the point under discussion; secondly, it should be brief; thirdly, it should be couched in terms which do not necessitate a further rejoinder; and fourthly, it should be delivered with the courtesy common to parliaments throughout the world.

I should also like to draw your attention to the recommendation made by the Selection Committee in its first report, adopted by the Conference this morning, that speakers taking part in the discussion of the Reports of the Governing Body and the Director-General should closely adhere to the statutory provisions of the Standing Orders concerning the maximum duration of speeches, and should concen-

trate their remarks on those Reports and on the activities of the International Labour Organisation. I would recall, concerning the duration of speeches, that article 14, paragraph 6, of the Standing Orders of the Conference reads as follows: "Except with the special consent of the Conference, no speech, whether by a delegate, a visiting minister, an observer or a representative of an international organisation, shall exceed 15 minutes ...". Because of the limited time available to the Conference for considering its agenda, it is essential that this provision should be strictly applied. All delegates and ministers attending the Conference will certainly wish to bear in mind the limitation of 15 minutes laid down in the Standing Orders when preparing their speeches in order to avoid being asked by the Chair—should it unfortunately prove necessary—to resume their seats before they have concluded. I hope that the necessity will not arise and that you will do everything you can to avoid any such awkwardness.

May I remind you also that, in accordance with established practice, the conduct of the debate is the exclusive responsibility of the Officers of the Conference. The presiding Officer at each sitting will seek to ensure the observance of the general principles and statutory provisions to which I have just drawn your attention. In carrying out this responsibility we shall be ready to exercise the prerogatives attaching to the offices to which you have elected us.

We thank you in advance for all your help, your co-operation and your patience. This will enable us to conduct our business smoothly in the interests of the International Labour Organisation and continued progress towards the ideals of peace and social justice which we have all come here to promote.

Mr. AHMED (*Workers' delegate, Pakistan*)—Mr. President, having the privilege of being the first speaker in the discussion of the Reports of the Director-General and the Governing Body, I feel highly privileged in offering you our heartfelt congratulations on your election as President of the 71st Session of the Conference of the International Labour Organisation. Mr. President, you come from a great continent, Africa, and a fraternal nation, Tunisia. Under your dynamic and experienced leadership we wish this Conference every success in promoting the well-being, prosperity and progress of the working class throughout the world and the peace of mankind. I also take this opportunity to offer congratulations to the three Vice-Presidents, and in particular to Ms. Carr, representing the Workers' group. May I also take this opportunity to offer fraternal greetings to all the participants in the Conference, and particularly to the esteemed representatives of the respective workers' organisations of member States on behalf of the Workers' delegation of Pakistan and myself. May I also convey to the Director-General of the International Labour Office, Mr. Francis Blanchard, our deepest appreciation for the presentation of the report in two parts. The report of the Governing Body covering the past year as presented in the *Provisional Report*, No. 4 by the Chairman of the Governing Body is also welcomed and appreciated.

Part I of the Director-General's Report addresses an important subject, namely "Industrial Relations and Tripartism: Structural Change, Dialogue and

Social Progress". As rightly pointed out in the introduction to his Report with reference to strong organisations, "It is essential to promote real dialogue through strong organisations and effective bipartite and tripartite processes". His report focuses on various problems and challenges facing workers in connection with employment, economic recession, technology, occupational safety and health, the role of social partners in industrial relations and the manner in which these matters can be tackled within each society through respect for the basic rights of the workers, namely freedom of association and collective bargaining and the process of meaningful dialogue between the parties on the basis of equality with a view to the promotion of social progress.

It may be of interest to this august Conference to know that industrial relations in Pakistan are based on the principle of industrial democracy which enables the workers to have representative trade unions, namely collective bargaining in industry, ascertained through secret ballot votes, and to have the right of representation with the employer on the various bilateral bodies under the provisions of the Industrial Relations Ordinance of 1969, such as work councils, management boards, and management committees. In these bilateral bodies the representative trade unions have a legal right to represent the workers and negotiate with the employer on the various issues concerning the improvement of the terms of employment, the living and working conditions of the workers, training, technology, occupational health and safety, severance rules, labour management relations, productivity and other measures for the welfare of the workers and their families. No decision can be taken without consulting the CVA union. These provision have been incorporated in the long struggle of the working class. It has changed the complexion of industrial relations from confrontation to an era of budding co-operation between the parties in which strong, representative trade unions and enlightened management co-exist. However, there is a constant need to organise unorganised workers so that they may benefit from these provisions, and to improve the role of the social partners by providing them with the sufficient know-how to tackle problems effectively through sincere dialogue with a view to social progress.

We believe that the free exercise of the right of freedom of association and collective bargaining not only promotes social justice in favour of the workers and enlists the support of the working class through the participation of the workers' organisations in matters concerning their working and living conditions, but it also gives dignity to their work through the struggle of the organised trade union movement. That is why the Workers' groups of the Conference, including the trade union movement of Pakistan, attach foremost importance not only to the ratification but also to the implementation, in letter and in spirit, of the principles embodied in ILO Conventions Nos. 87 and 98 and urge those member States who have not yet ratified them to do so to demonstrate their commitment to the principles and objectives laid down in the Constitution of the ILO and in the Declaration of Philadelphia which uphold that universal peace can only be established if it is based upon social justice and if labour is not treated as a commodity.

Pakistan is a Third World country with almost 60 per cent of its labour force in the rural sector. Most of the workforce in Third World countries is employed in the rural sector and we share the views of the Director-General, as outlined in page 63 of his report, that "the sketchy treatment given to these problems is, of course, inadequate". In order to achieve the objective of social progress in respect of the majority of the working class in the world, we believe that dynamic policies must be adopted to break the chains of abject poverty and economic and social suffering, through national and international action. In this connection, there is a need today to introduce land reforms—bas one of the most important prerequisites—to give land the status of an essential good instead of that of a profit object. Such reforms would help poor farmers to free themselves from exploitation and servitude, and must be viewed as a means of promoting social progress, justice and human dignity. We believe that a nation's development must make full use of its people's strength, creativity and wisdom and of its own people and resources. Concerted efforts should therefore be made to reshape income distribution within the country if social progress is to be achieved. In this connection, the principles outlined in the Rural Workers' Organisations Convention, 1975 (No. 141), should be ratified without delay by member States, which should encourage the development of a climate conducive to the strengthening of representative independent rural workers' organisations. These workers, who account for the bulk of the labour force of the world, expect the ILO to demonstrate its commitment to social justice by devoting its human resources to development and workers' education, since this Organisation, through the Declaration of Philadelphia, upholds the principle that poverty anywhere constitutes a danger to prosperity everywhere. Unless the condition and lot of the bulk of the labour force in the world is not improved, we cannot have a just world, guaranteeing social progress and social justice.

The Director-General rightly pointed out the difficulties encountered by the developing countries on page 8 of his Report:

"Meanwhile, the effects of slow growth in the industrialised countries have spread, especially to the developing countries, and with particular severity since 1979-80. The volume and prices of the exports of the developing countries have been depressed." I am stressing this, because at present the basic needs of the majority of the population of the Third World countries are not provided for: 1,000 million live in abject poverty, 1,500 million people are without medical care, 820 million people are illiterate and about 550 million people are unemployed. The Third World countries are victims of an inequitable international economic order, based on unjust monetary, fiscal and trade systems which put them at a disadvantage by keeping their primary products at consistently lower prices while they are compelled to import inflation and are burdened with increasing indebtedness. I am raising these questions because, today, in the major part of the world, the real battle is being fought over the economic liberation of people. In the economic sense, men are not all created equal. In fact, most of them are doomed to poverty at their very birth. A new economic order cannot be achieved

unless the principle of equality of opportunity is firmly established within and among nations.

Sadly, the people of Africa are facing the threat of famine, while US\$800,000 million are spent every year on armaments at the rate of \$1.5 million a minute. Had a portion of these resources been devoted to the elimination of economic and social suffering, the world would be a happier and better place and people would not be living under the threat of nuclear holocaust, in fear of the destruction of all mankind.

On this occasion, I am happy to inform you that our newly elected Government has announced a package of measures in support of the working class, such as the indexation of wages with prices, additional educational facilities for workers' children, expanded social security facilities and the establishment of a National Labour Welfare Commission. However, the rising cost of basic items, as well as unemployment among young people, are major concerns for the working class. We are pressing the Government to tackle these problems with progressive social and economic policies and we are building up a self-reliant approach.

May I take this opportunity to welcome the Governing Body's decision to place important technical items on the agenda of this Conference. The Workers' delegation fully supports the formulation of suitable standards on these items, such as occupational health services, the revision of Conventions concerning statistics of wages and hours of work, safety in the use of asbestos, equal opportunities and equal treatment for men and women in employment.

May I also take this opportunity to express our appreciation of the work done by the ILO Workers' Education Branch, PIACT, the World Employment Programme, the international labour standards, the Human Resources Development, Industrial Relations and Workers' Relations Branches, the International Institute for Labour Studies, the Turin Centre, the Pacific and Asian Regional Office and the Area Office, Islamabad, and urge that adequate resources be allocated to these vital activities with a view to improving the status of the working class, in respect of workers' education projects and technical co-operation in particular.

May I also take this opportunity to express our deep appreciation of the Director-General's report on apartheid, and the situation of the workers of the occupied Arab territories. We abhor the heinous crime which is being committed against mankind, that is, apartheid, and fully support the right of self-determination and independence of the people of South Africa, as well as the right of self-determination of the Palestinian people in accordance with the resolution of the United Nations General Assembly. We share the grief of, and convey our deep sympathy and sincere condolence to, the people of Bangladesh on the tragic event of the cyclone there, our brotherly nation.

Our country is endeavouring to maintain friendly relations with all neighbouring states, in order to strengthen international peace and promote social progress throughout the world.

Lastly, on behalf of the working class, we reiterate our full support for and solidarity with the ideals of the ILO: social justice, freedom, human dignity, with mutual solidarity among the people of the world.

May the Almighty bless us in the noble struggle for a better future for mankind.

Mr. DOROVOLOMO (*Government delegate, Solomon Islands*)—Mr. President, on behalf of the Solomon Islands Government, I wish to congratulate you on your election to the presidency of this year's Conference and to extend my thanks to those who have taken part in nominating and supporting your appointment.

This is the first time the Solomon Islands Government has sent a delegation since the country joined the ILO and I wish to express our appreciation to the International Labour Organisation for its support in admitting the Solomon Islands to the ILO as a new Member of this unique Organisation on 28 May 1984.

For the information of member States, the Solomon Islands' association with the ILO and its activities date back to the period of British administration, when the Solomon Islands' interest in matter pertaining to labour standards and related matters were represented by the United Kingdom. This ceased on the eve of our independence on 7 July 1978, when the change in our status as a non-metropolitan territory meant that the country had no reporting duties on ILO standards. However, even though we had no reporting duties then, we continued to observe the obligation arising from ILO Conventions which had been ratified and applied on our behalf by the United Kingdom.

The Solomon Islands is a small country, with a small economy and vulnerable to outside influences. The population is about 250,000 and the total number in employment is about 22,000. Of this about 4,000 are women. Employment and unemployment are not easily defined in the Solomon Islands because about 20 per cent of the families are involved in a cash economy and the rest live in a true rural village subsistence economy in which the traditional way of life is comfortable. As family ties are strong, there is migration between both sectors and thus unemployment cannot be measured as a social statistic.

As a new Member and a developing country in the Pacific region, we are keen to be part of the ILO and to play our rightful role in shouldering the responsibilities incumbent upon us from time to time. In becoming a Member of the ILO, the Solomon Islands formally accepts its obligation under the Organisation's Constitution and future commitment to ILO activities. We look forward to participating in the process of industrialisation by helping to standards for workers' protection, both in developed countries and in developing countries such as ours, while moving with the times.

Young as it is, the Solomon Islands aims to continue improving the present labour system in the country and hopes to adopt and use the guide-lines provided from time to time by the ILO machinery, in recognition of the ILO's role in striving to advance the cause of social justice by offering its full support and continued co-operation.

Mrs. MOLKOVÁ (*Government delegate, Czechoslovakia*)—Mr. President, I wish to congratulate you and your colleagues on your election to the presidency and vice-presidency of the 71st Session of the



General Conference. I hope that under your leadership the plenary discussion will contribute to a better comprehension and respect of the principles of universality and promote fruitful co-operation among governments and non-governmental groups in the ILO for the benefit of the working people throughout the world.

Progressive forces are doing their utmost to improve the work of the ILO. Socialist countries have submitted numerous proposals to this effect. They have acknowledged the positive role of international labour standards serving the interests of workers and their trade unions as well as of ILO activities on a number of specific social and labour problems. Yet, their overall assessment of the ILO's programme remains negative. To prompt a radical change in the Organisation's work they elaborated, in March this year, a Declaration on the situation in the ILO. Some delegates had no possibility to read the text. Therefore, I have been asked, as co-ordinator, by the authors of the Declaration to underline in my statement basic ideas contained therein.

Since their elaboration in 1919 the ILO's basic concept and structure have remained essentially unchanged. The fact of the admission of socialist and developing countries to the ILO's membership has been virtually ignored. By following its old course, the ILO in effect serves the interests of essentially one socio-political system, that of capitalism, in an attempt to impose its will and ways on other States. The socialist countries are gravely concerned about the abnormal situation prevailing in the ILO. Its activities, particularly in recent times, have been characterised by three main features: first, a clear disregard for, and playing down of, the importance of issues affecting workers' basic interests, above all the right to life and the right to work; second, attempts to use the Organisation for unseemly political ends against socialists and other progressive countries in order to interfere in their internal affairs; and, third, discrimination against socialist countries, making their full participation in ILO's activities impossible. The principle of tripartism, in its present form, does not reflect the realities existing in member States. It has contributed to a number of politically biased decisions adopted by the ILO's bodies and to narrowing possibilities for equal co-operation of all countries and parties in the Organisation. The ILO's contribution towards the solution of the widening problem of unemployment is quite modest, at best. The ILO has not succeeded in the area where it has the duty to be the first to have its say, that is to adopt a Convention on the right to work, a fundamental right of workers long ago proclaimed by the United Nations in the 1948 Universal Declaration of Human Rights and the 1969 Declaration on Social Progress and Development and which was embodied in the 1966 International Covenant on Economic, Social and Cultural Rights. In its operational activities, developed in the framework of the World Employment Programme, the ILO relies exclusively on measures used in the capitalist economies and ignores the experiences acquired by socialist countries in spite of the fact that these countries have dealt effectively with the problem. No change in the ILO's attitudes can be traced in the draft programme and budget for 1986-87.

It is further stated in the Declaration of the socialist countries that the ILO should contribute

within its terms of reference to the preservation and consolidation of peace and international security, the prevention of nuclear disaster and halting the arms race which places a heavy burden on workers' shoulders. The ILO should listen to views expressed by workers in many anti-war demonstrations and take into account their growing awareness of the danger of nuclear conflict. To ignore the views of millions of workers and their organisations on this cardinal issue, including the views expressed at ILO General Conferences, is to preclude the ILO from expressing or even reflecting workers' interests. Pursuant to the resolution concerning the economic and social consequences of disarmament adopted in 1981, the socialist countries put forward a proposal to develop a special ILO programme on the socio-economic problems of disarmament which would provide a framework for analysing and disseminating available information and for holding international and regional conferences, symposia and seminars on the subject. But neither the Governing Body nor the Director-General deemed it necessary to proceed with the implementation of this resolution.

Nevertheless, the socialist countries expect that the ILO will make its due contribution to international co-operation in the interests of peace and disarmament, in particular in view of the proclamation by the United Nations of 1986 as the International Year of Peace.

The Declaration calls attention to the fact that reactionary forces are using the Organisation for purposes of ideological diversion against the socialist countries and attempting to interfere in their internal affairs under the pretext of supervising compliance with ILO Conventions, going as far as demanding changes in the political and social structures of the socialist countries.

Although called upon to promote co-operation on an equal footing among countries with different social systems, the ILO has not only proved unable to secure conditions necessary for the attainment of the objective within its own structure but is even becoming an instrument directed against such co-operation.

The unseemly role of the ILO has been particularly evident in respect of the Polish People's Republic. The Organisation has openly sided with the imperialist circles most hostile to socialist Poland and has become an instrument for gross interference in the internal affairs of Poland, an instrument for destabilising the situation in that country. Consequently, the Polish Government had to announce its decision to withdraw from the ILO. The discussion of the so-called "Polish question" confirms that the structural and political crisis in the ILO has deepened. The socialist countries have expressed their full solidarity and support for the position of the Polish People's Republic and will take appropriate steps.

The socialist states and a number of other countries have on many occasions expressed their dissatisfaction with the composition and functioning of the ILO's supervisory machinery. The need for improvement and democratisation in this sphere was widely expressed in the debate at the 70th Session of the General Conference. Socialist countries categorically reject the allegations that they are asking for special treatment. We have consistently held that the supervisory bodies should be objective and unbiased in their activities, that they should recognise the existing realities and the socio-political development of our



countries and that they should not cast aspersions on our realities or on achievement of our social policies.

The Declaration further stresses that the socialist countries are profoundly interested in changing the existing ILO structure and its methods of work and bringing them into conformity with present-day political, social and economic realities. The composition of the Governing Body is determined in violation of the principle of equality of Members which is generally recognised in the United Nations system. Private employers are using their majority to block participation of representatives of socialist and state management in the Governing Body and other ILO organs. National trade union organisations of the socialist countries are inadequately represented in the ILO's bodies as well. In the interest of international co-operation the problems of the ILO structure should be solved as a package in order to meet the legitimate interests of all countries and groups represented in the ILO.

It is generally recognised that broad and fruitful co-operation can be developed only within a universal context. This principle has been consistently violated in the ILO. Socialist countries are barred from chairing major Committees of the General Conference; they have never held the chairmanship of the Governing Body. No similar situation can be found in any other organisation of the United Nations system.

Nationals from a limited group of Western countries hold key positions in the International Labour Office in violation of the principle of equitable geographical distribution. This leads to a certain political and ideological bias in ILO activities which do not reflect in a balanced way the interests and aspirations of the entire ILO membership. The wealth of experience that socialist countries have accumulated in solving social and labour problems is deliberately ignored in both the practical activities and the publications of the ILO. As a result the ILO has increasingly become a tool for propagating and implanting Western models of social development. An organisation which claims universality cannot tolerate such a situation, which should be remedied as soon as possible so as to ensure the confidence of all member States in its Secretariat.

The ILO should strive to develop equal co-operation among States with different social systems in various regions of the world. Meanwhile, its activities in the European region have been reduced to an extremely low level.

The Declaration also states the position of the socialist countries on ILO technical assistance. At present, the ILO's activities in this field are essentially aimed at subjecting the economies of developing countries still further to the domination of transnational corporations of developed capitalist countries.

The delegations of the socialist countries, authors of the Declaration, have been authorised to state that the contents of this document should be taken very seriously, especially by those who are trying to direct ILO activities against the interests of the socialist and developing countries, thus impairing international co-operation in the social and labour fields. At the same time, socialist countries are fully prepared to co-operate in radically improving ILO activities so as to enable the Organisation to implement the aims of its Constitution effectively.

Mr. OMOJOKUN (*Federal Minister of Employment, Labour and Productivity, Nigeria*)—Please permit me to take this opportunity to congratulate you, Sir, on your unanimous election to the exalted office of President of the 71st Session of the International Labour Conference. When I had the honour to propose your candidature last April at the 8th Session of the OUA Labour Commission held in Addis Ababa, I was convinced beyond reasonable doubt that with your wealth of experience in labour and social affairs, and the positive role that your great country has been playing in African affairs with unalloyed loyalty, and your contribution to the promotion of international peace and co-operation, you would be unanimously elected by this Conference. I have been proved right. I am also sure that you will conduct the deliberations of this Conference to a successful conclusion.

The theme of the Director-General's Report to this year's Conference is stimulating, refreshing and topical—industrial relations and tripartism. The Director-General has examined the topics in all their ramifications and he has underscored how “productive dialogue” between the social partners can bail us out of the present structural changes of an unprecedented nature caused by economic, technological and social developments affecting all societies. Today, the economies of the world have registered slow growth, and efforts to arrest the slide and to reverse the process of decline have generated numerous problems and challenges which affect man, who is the agent of change and is expected to be the beneficiary. Therefore, the attempt to inquire into how the decision-making process can maintain a balance between the revival of the economy and the promotion of a reasonable standard of living for the individual is a timely one.

Tripartism is not new to the ILO, nor is the ILO new to tripartism. It is the bedrock of the ILO, the foundation of its existence, the source of its distinctive place in the United Nations system. It is the secret of its vitality and its unique contribution to international life. We thank the Director-General for refocusing attention on this valuable institution. Similar things can also be said of the subject of industrial relations—an area in which the ILO has made a monumental contribution.

Nigeria believes in the principle of tripartism and has for many years established an industrial relations system that has proved effective in dealing with myriads of problems. Nigeria has ratified Conventions Nos. 87 and 98 which deal with basic human rights. My delegation also agrees with the Director-General that industrial relations can be utilised to solve many of the problems that beset many economies today.

With regard to economic changes that have occurred all over the world, Nigeria has had her own share of this traumatic experience. There has been a trend towards lower rates of economic growth. Apart from the decline in aggregate output, the sectoral performance of the economy has also not been impressive. In the area of public finance, in 1981 the overall deficit was estimated at N3,000 million, in 1982 it was N10,000 million, and in 1983 it was N12,400 million. In 1984, the present administration, in a determined effort to match revenue with expenditure, was able to reduce the overall deficit to N4,500 million.

In the area of unemployment, the picture is embarrassing. Because of a shortage of foreign exchange for the importation of raw materials and spare parts, many industrial establishments were forced to close down or to operate below capacity. This led to the retrenchment of thousands of Nigerians. This upsurge in unemployment with its humiliating and wasteful consequences has created many social problems, widespread anxiety and a feeling of insecurity. It has had a deleterious effect on the conduct of industrial relations. It has also shifted the balance of influence and advantage between both sides of industry. More importantly, Nigeria is spending nearly 50 per cent of its earnings on settling its debts.

As the Director-General rightly pointed out, the deterioration of economic performance started in the industrialised countries where high labour costs, among other things, had led to inflation and massive unemployment. However, through the channels of international dependence, these problems have been transferred to the developing countries, thereby causing havoc in their already fragile and fledgling economies, including that of Nigeria. It will be recalled that after the Middle East crisis of 1973 the advanced countries began a policy of conservation which led to the supply of oil outstripping its demand and to a subsequent fall in price. To arrest the situation, the Organisation of Petroleum Exporting Countries (OPEC) began cutting down on the production quotas of member States and fixing a new oil price level. As oil provided 90 per cent of Nigeria's foreign exchange earnings, the projected revenue from oil was no longer achieved and the projects which were based on this revenue had also to be reduced or completely eliminated. This also contributed to increasing the level of unemployment, and affected the pattern of industrial relations.

Another factor that has contributed to an increase in the level of unemployment is the rapid growth of the labour force which outstripped employment opportunities, especially in the modern sector. From 31 million in 1952, Nigeria's population rose to 56 million in 1963 and was estimated to be 83 million in 1980. The rate of growth has been put at 2.5 per cent per annum. Urban unemployment has been a source of great concern to the Government of Nigeria and efforts are being made to stem rural-urban migration by improving infrastructural facilities in the rural areas, and encouraging small-scale industries and the doctrine of co-operatives.

As in the developed countries, the changing composition and nature of the labour force have also had effect on the industrial relations pattern in Nigeria. One noticeable feature is the increase in the participation rate of women in the labour force. Women's participation in trade unionism is also increasing in Nigeria today and thus affecting the pattern of industrial relations. There is no doubt that women have a different set of priorities from their male counterparts in such matters as fringe benefits and working time. Because of their multiple role as mothers, housewives and workers, their working time has to be arranged in such a way that it does not conflict with their role as mothers and housewives.

It is noteworthy, however, that women working in establishments where trade unions exist have joined the existing unions. The Nigeria Labour Congress is encouraging women's wings in its state branches. It is

hoped that this will make more women active and assertive participants in industrial relations.

What then has been the role of the Nigerian Government in the face of the economic, technological and social changes which are affecting industrial relations? The country's industrial relations policy is based on self-government in industry. It encourages employers and workers or their organisations to try to settle questions of wages and conditions of employment by collective bargaining. The Government only intervenes in the last resort or in the public interest, as an impartial adviser or arbiter. Parties to a trade dispute are required to utilise in the first instance the voluntary machinery of negotiation in the organisation for the settlement of the dispute before turning to the state machinery for conciliation and arbitration, that is the Industrial Arbitration Panel and the National Industrial Court.

With respect to collective bargaining, the Government expects employers and workers in industry to establish joint industrial councils for negotiating and reaching agreements on such matters as are considered by the parties as negotiable. There are provisions in the law for the registration of collective agreements, and certain other conditions for their enforceability and their extension to cover other employers and workers within the industry to which the agreement relates.

To ensure tripartite co-operation, the Government established the National Labour Advisory Council, made up of Government, employers and workers, for the purpose of examining the whole gamut of labour problems and advising the Government on existing and proposed labour legislation as well as the industrial relations situation in the country. Since the Council was reconstituted in 1984, it has held several meetings and made far-sighted recommendations to amend existing labour laws. The experience of dialogue in the Council has been rich and rewarding to all concerned. The Government also expects employers to be guided by ILO principles on redundancy.

I should now like to say something about the International Monetary Fund (IMF). It is regrettable that the role of the IMF as far as many developing countries are concerned has been despicable. The terms they offer for granting loans to revamp ailing economies are harsh and unrealistic. The so-called conditionalities have ruined the economies of many developing countries and left them worse off than before the IMF came in. For instance, the IMF demands the removal of subsidies on petroleum when it is aware that such a measure is counter-productive in countries where good roads are few, public transportation is poor, where the cost of transport vehicles is prohibitive and where there are no alternative means of evacuating agricultural produce from rural to urban areas. Permit me to say that the various social security systems operated in developed economies are also forms of subsidy. The IMF demands the devaluation of the currency in an economy whose foreign exchange earner has a fixed price quoted in foreign currency. IMF conditionalities have led to social unrest in many developing countries and the overthrow of governments. It is for this reason that my delegation would request the ILO, whose main mission is the pursuit of social justice, to call the IMF to order to review its operations and conditionalities.

My address to this august body will be most inadequate if I fail to mention my country's concern for the natural disasters imposing serious hardship, human suffering and tragedies on a great number of African countries. I am talking about drought, desertification and famine. In the last two decades, the situation has gradually assumed alarming proportions from year to year. A nation's two main assets are its people and land. For these African countries these two assets are being destroyed. My delegation is convinced that the immediate need is for food and medical supplies, but beyond this there is the need for a long-term solution. This calls for the development of new technologies and man-created systems for the survey and management of the surface and underground waters of these countries. I am sure, with the developments which we are witnessing in the communication and defence industries, that solutions to these problems can be found if there is the sincere will to find them.

My delegation makes the passionate plea that the conscience of all of us here will allow the knowledge and technologies within the control of humanity to be harnessed, mobilised and channelled towards finding appropriate solutions to halt the advance of these phenomena which are leading to the extermination of part of the human race.

Another issue of great importance to my delegation is the abolition of man's inhumanity to man, the abolition of apartheid and racial discrimination in southern Africa. The ILO has to sustain with greater and more determined vigour the fight against this evil. It is a fight that must be won and has to be won within time. Unlike the drought and desertification, racial discrimination and its attendant human suffering and degradation are man-made and must be fought by man, and here again, my delegation appeals to the conscience of this august body.

My delegation would also like to support the proposal of the Director-General to convene in 1986 an international meeting of leaders of trade, financial and monetary policy institutions together with government, employers' and workers' leaders to review the impact of international trade, financial and monetary policies on employment and poverty. It is hoped that through this productive dialogue the dangerous tendencies of organisations like the IMF can be curtailed.

Before I conclude my address, I should like to take this opportunity to congratulate the Director-General, Mr. Francis Blanchard, and his staff at the ILO, on the achievements of the Organisation in the year 1984, and most especially for responding quickly and positively to my request for technical co-operation.

In conclusion, I should like to express disappointment over the slow progress of the Conference Committee on Structure to come up with meaningful solutions to the outstanding problems of structure. We do not intend to continue to discuss these matters till the end of time. We hope that those who have problems in formulating their regional protocols will make more effort so that the restructuring of the Organisation which has been going on for over 20 years will come to a successful conclusion.

**Mr. MAHMUD** (*Minister for Labour and Manpower, Bangladesh*)—It is a great honour and privilege for me to address this august assembly

which symbolises the ultimate in tripartite co-operation.

The International Labour Organisation can look back proudly over what it has been able to achieve in its long and distinguished existence by way of bringing about social justice through the process of tripartism. It can also look forward to the future with confidence and a sense of optimism.

You are aware that only a few days ago large parts of my country, particularly the coastal areas, were devastated by cyclones and tidal waves, leaving thousands of men, women and children dead and many more shelterless and lacking in food, clothing and medicine. My Government has faced up to this grim situation in great earnest and with speed. We have been able to mobilise men, materials and logistics to care for those who survived the disaster. We are grateful for the spontaneous response of the international community, inter-governmental agencies and non-governmental organisations. We are also overwhelmed by the remarkable demonstration of sympathy and support by our neighbouring countries.

I take this opportunity to extend our warm felicitations to you, Mr. President, on your election to this high position. I also congratulate the vice-presidents for their well-deserved election. I am confident that under your able guidance the business of the Conference will be brought to a successful end.

I would like to compliment the Director-General for presenting us with an excellent and comprehensive report. His views on economic growth, employment and technological changes could not have been more appropriate. In the last decade, the economic growth in the developing countries has been far too slow and consequently the generation of employment has been exceedingly disappointing, particularly in the context of the steady growth of population. The overall growth rate in the developing countries during this period has been less than one per cent. The trend, as we see today, does not raise any flicker of hope in the foreseeable future. On the other hand, increased protectionism, disregard of the basic principles of comparative advantage and ignoring the need for structural adjustment on the part of the industrialised world, coupled with high interest rates, have rendered it impossible for the developing countries to increase the pace of growth of the economy and generate higher employment and income. Without a breakthrough in this direction, the tripartism to which the distinguished Director-General has given extensive and competent treatment in his Report will not find its full meaning and adequate realisation.

It has been pointed out in the Director-General's Report that the percentage of women workers in employment in industries and services has gone up over the last four decades. There is need for obviating the prevailing constraints which have led to their relatively lower position in job hierarchy and lower mobility in occupational advancement, with consequent lower earnings for women. Issues relating to the overall development of the economy, socio-cultural advancement, including the level of education of women and values and customs, have a direct relevance to expansion of employment for women.

The experience of different countries indicates that the industrial relations system based on freedom of association and collective bargaining has yet to have full play. While it has gained ground in some

industrialised market economy countries, in developing countries it is faced with the problems of the inherent weakness and division of trade unions, the existence of unsettled political systems and the controversy to which they give rise, the slow growth of the economy and the high rate of unemployment. That being so, an industrial relations system which includes participation in decision-making has remained more normative than real for workers in many countries.

I would like to draw the attention of this august body to the grim realities in the socio-economic field in developing countries such as Bangladesh. About 100 million people live in this country. The majority of the people live in rural areas and work hard to earn just enough to meet their basic needs. It is estimated that over 50 per cent of the workforce in the rural sector are landless, and this reality presents a difficult task to policy-makers in finding employment for them. Many of them naturally look for assistance from the Government and well-meaning people. The adoption of public works programmes often enables part of this multiple of workers to have seasonal employment. Others work as sharecroppers or day labourers, and part of the rural workforce migrates to urban areas for employment. In this context, there is relatively insignificant awareness among rural workers of their rights and interests. The other feature of the workforce is the unemployment of the educated youth, whose ranks have swelled over the years. The Government has taken steps to create job opportunities in the informal sectors.

In Bangladesh the Government, employers and workers have worked together to establish a dependable system of labour relations and collective bargaining in the organised sector, including the plantations. Some 3 million workers are engaged in the organised sector. The Government has facilitated the growth of trade unionism by adopting forward-looking policies and legislation. As many as 16 national federations and a similar number of craft federations have been operating in the country. They have succeeded in introducing good labour relations in some factories and establishments in the organised sector. Employees in the public sector, however, do not bargain for wages and other benefits because then are determined by wage commissions. The Minimum Wages Board lays down wages for workers in small establishments.

An outstanding feature of labour relations in Bangladesh is found in the duly constituted National Tripartite Consultative Committee, which considers various issues and recommends solutions. Created in line with the provisions of Convention No. 144, this Committee has been formulating policies, adopting amendments to laws and resolving conflicts in the field of labour relations. The other important machinery for settling disputes is found in the conciliation procedures provided for under the law. Comprehensive and forward-looking provisions for bilateral negotiation, conciliation and adjudication of disputes exist in the country.

In the recent past, the Government has amended some legal provisions, whereby trade union activities have been put on a sound footing. Workers have been given unfettered rights and a number of benefits, including the payment of accumulated financial benefits even to dismissed workers, termination benefits at an augmented rate, a festival bonus

and an increased percentage share of companies' profits. Provisions have also been made to prevent the transfer of office bearers of trade unions from place to place without their consent. Termination of employment can now be challenged by any worker in the Labour Court on the ground that it is linked with his trade union activities. The workers in the country have gained all this through a national agreement signed by the Government and the national federations in May 1984.

A new feature in the field of labour relations is that women workers have boldly entered the employment scene in Bangladesh. A large number of women workers are now engaged in the urban organised sector, including garment industries, financial institutions and the telecommunications sector as well as in teaching and nursing professions. They have emerged as a pressure group, and in the recent past various recommendations on the status of women workers—including the terms and conditions of their employment—have been adopted in various forums. The Government has noted these recommendations with interest and has adopted policy and regulatory decisions upholding the cause of women workers in the country. One of the main decisions is the creation of the Ministry of Women Affairs and Social Welfare in the country. This Ministry lends policy support to women's activities and implements development programmes for women. The Ministry also oversees the activities of a large number of non-governmental organisations working for women in Bangladesh. I may mention in this connection that in the national Parliament women can compete on an equal footing with men in general seats; over and above this, 30 seats of the Parliament are reserved for women. In civil administration 20 per cent and in the teaching profession 50 per cent of any new recruitment is reserved for women.

With regard to the activities of the ILO in 1984, I would like to point out that the bulk of the fund available for technical assistance is used for expatriate experts. I must reiterate the stand taken by Bangladesh that under technical assistance programme local expertise should be utilised and a higher allocation made for equipment and fellowships so as to make the programme realistic.

In the prevailing recession in the world, except in a few countries which have shown signs of recovery, employment has assumed higher priority. Bangladesh has persistently put forward the proposal of creating a World Employment Fund since 1976 when the Declaration of Principles and Programme of Action were adopted at the World Employment Conference. The adoption of such standards as the Employment Policy Convention, 1964 (No. 122) and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), will bear fruit if technical assistance programmes are extended to employment creation under a comprehensive World Employment Programme. For this, bilateral and multilateral aid-givers must be persuaded to create the proposed World Employment Fund and operate it for the greater benefit of the workers in developing countries.

With regard to regional activities, I would say that a relatively lower allocation has been made for Asia and the Pacific region, although the bulk of the world's population inhabits the countries therein. As a result, the level of activities has remained low while

the expectations of all concerned have gone up. The performance of the Asian Regional Team for Employment Promotion (ARTEP) has remained tied to policy planning activities, the Asian and Pacific Project for Labour Administration (ARPLA) is still awaiting renewal in the form of a network and the Asian and Pacific Skill Development Programme (APSDEP) remains at low key. I would urge the Conference, especially the Finance Committee, to extend operational activities of these regional projects. Bangladesh has also supported the proposed Asian and Pacific Regional Programme under the International Programme for the Improvement of Working Conditions and Environment (PIACT) and I urge the world community to lend support to this. This is needed for ensuring the safety and health of the future workforce in the region.

It would not be out of place here to urge this Conference to adopt a programme of support for the Organisation of the Islamic Conference (OIC) in their efforts to adopt a protocol on the rights and interests of migrant workers. As a home country of migrant workers, Bangladesh would like to obtain support for upgrading the skills of workers who migrate to other countries to seek employment. I take this opportunity to recall with a sense of gratitude the contribution made by friendly countries, particularly those in the Islamic world, towards the effective utilisation of the surplus labour of Bangladesh.

I would be failing in my duty if I did not express solidarity with the people of Palestine in their struggle for the restoration of their inalienable rights of self-determination and return to their homeland. We also reiterate our support of the legitimate struggle of the people of Namibia and South Africa for freedom, liberty and human dignity. The position of my Government on the hated practice of apartheid by the South African regime is well known. We express our solidarity with the oppressed workers of the occupied Arab territories, including Palestine and Southern Africa.

*Interpretation from French:* The PRESIDENT—I would like to express to Mr. Mahmud and to the delegation of Bangladesh and through that delegation to the Gouvernement and people of Bangladesh my feeling of sympathy and moral support as well as my condolences after the cyclone that ravaged that country and resulted in thousands of casualties. I am saying this on my own behalf but I am sure I speak on behalf of the whole Conference.

*Interpretation from French:* Mr. KEITA (*Minister of Employment and the Civil Service, Mali*)—Mr. President, I should like first of all to congratulate you on behalf of my Government and on behalf of the delegation of Mali on your brilliant election to the presidency of the 71st Session of the International Labour Conference. This choice is unquestionably an attestation to your personal qualities and a well-deserved tribute to your country.

I should also like to congratulate the eminent persons who have been given the task of assisting you and seconding you in the task you will undoubtedly perform with great ability during our Conference.

Turning to the examination of the Reports of the Governing Body and the Director-General, I should like to address my congratulations, firstly, to the

Governing Body for the efforts it has made to resolve the problems resulting from the changes taking in our Organisation and, secondly, to the Director-General and his colleagues for their most apposite contribution and the exceptionally high quality of the documents put before us.

The Director-General's Report is remarkable in its scope and its clarity, and my Government has a few comments to make about it.

As concerns the Programme and Budget Proposals for 1986-87 and other financial questions, we have noted that certain Members continue to insist on a zero-growth Budget, which is not helpful to developing countries struggling with many difficult problems, including the effects of the world economic crisis and the effects of the natural disasters afflicting certain regions, and more especially, the drought, as is the case in my country.

The proposed increase in the Budget for 1986-87 falls far short of the needs of many member countries, in particular countries of the Third World.

There is no need for me to explain to you what these immense needs are; they relate to water conservancy, food self-sufficiency, health, education and rural development.

My Government makes an earnest appeal to all of you to abandon the theory of a zero-growth Budget so that true co-operation and solidarity may be seen to be the essential values on which our Organisation is based.

My Government is also greatly appreciative of the technical co-operation that has been successfully instituted between it and the International Labour Office. This programme of co-operation covers sectors of the greatest importance to my country, namely the promotion of employment, training, and rural development through forestry programmes and water conservancy.

The constitutional law of my country guarantees all citizens the right to work and rest, the right to strike, and the freedom to form co-operative organisations and trade unions of their own choosing in the defence of their occupational interests.

My country thus guarantees to all equality in the eyes of the law without distinction on the grounds of origin, race, language, sex, religion or creed.

Equality between men and women in employment is a living reality in my country. Our legislation protects women workers and creates for them conditions which facilitate the performance of their occupational, social and cultural functions.

The women of Mali, both those who live in the country—the vast majority—and those who live in the towns, have always participated actively in the national economic and social development efforts. A proverb of ours says that a mother is a talisman which more or less constantly watches over each one of her children. I shall say no more.

As concerns the structure of our Organisation, my country deplores the delay in putting the proposed amendments before the Conference for approval.

It earnestly hopes that the Employers' group and the American region will complete their negotiations so that the work on the reform of the ILO's structure may have a successful outcome.

My Government continues to be concerned about the racial discrimination and the oppression to which the Arab workers in Palestine and the other occupied Arab territories are daily subjected as well as the

tactics being used to delay the independence of Namibia and the suffering imposed upon the Black workers and civilian populations of South Africa by the odious apartheid regime.

Lastly, I should like to express the sincere hope that our Organisation, through its standard-setting activity and its technical co-operation programmes, may make an even greater contribution to the safeguarding and strengthening of peace, social justice and freedom as consistent with the universality and the ideals which brought it into being and have guided its progress.

May this 71st Session take our steps further towards democracy, international solidarity and happiness for all peoples.

Mr. ROWE (*Employers' delegate, New Zealand*)—It is with much pleasure that I congratulate you, Sir, on your election to the Presidency and wish you every success in your task.

This year the Director-General's Report focuses on tripartism at the national level. This is timely, given the continuing interest in tripartism at the international level and the debate within this Organisation on labour standards, etc.

An underlying issue in both national and international contexts is the meaning, if any, to be attached to tripartism in countries with collectivist economic systems, where there is no freedom of expression or decision-making that deviates from the party line. Employers in countries which are more or less democratic find it hard to take seriously the credentials of so called "employers" who are not in a position to take a line different from that of their governments.

The Report of the Director-General did not reach me in time to study it thoroughly. However, I have been able to peruse it quickly and one paragraph caught my eye, namely that at the bottom of page 40 in the English text. That paragraph deals with workers' unions and argues that they have a key role in society and are a force for social justice, for human dignity and for progress.

I submit that employers' organisations also should have been mentioned in this context. They too have a key and similar role in society—in particular as a bastion of freedom. The paragraph in question ends by saying that unions' health, their growth and their development are of vital concern to this Organisation. It is essential that there be the same concern in the ILO for the health, growth and development of employers' organisations to ensure the effective social dialogue which the report rightly emphasises is so important.

The history of tripartism in New Zealand differs significantly from that in many other ILO member countries because it cannot be claimed that Governments, unions and employers have ever really worked together as social partners.

Tripartism was not institutionalised in New Zealand until 1949 when an Industrial Advisory Council was set up "to enquire into and make reports on such ways and means of improving industrial relations and industrial welfare as from time to time appear to be practicable". That body produced many recommendations on industrial relations but tended to confine itself to matters of a practical nature.

A new tripartite body was set up in 1973, the Industrial Relations Council. The Council's terms of

reference were wide and statements made at the time indicated that there were cautious hopes that it would have a significant part to play. In fact, the Council's influence was never more than superficial and by 1979 it had stopped meeting altogether, following a second boycott by the Federation of Labour, prompted by a disagreement with the then Government over a particular industrial relations matter.

It is of some interest that only in 1973 was statutory recognition given to the existence of representative worker and employer organisations. The 1973 Act not only set up the Industrial Relations Council but also introduced the terms "central organisation of workers" and "central organisation of employers" (taken, in practice, to mean the New Zealand Federation of Labour and the New Zealand Employers' Federation).

Although the Industrial Relations Council did not live up to expectations, there have been occasions, before and after 1973, when tripartite activity has been successful. Thus, in 1970 the Industrial Advisory Council supported the setting up of a commission of inquiry into the question of equal pay, and the Federation of Labour and the Employers' Federation contributed significantly to the final legislation. More recently, in 1981 the Federation of Labour and the Employers' Federation were invited to nominate representatives to a tripartite advisory committee on apprenticeship reform. Again, the Federation of Labour and the Employers' Federation played an active role in framing the new legislation.

There have been other examples of successful tripartism, including the Consultative Committee on Employment Policy, concerned with analysis of employment trends and low-key initiatives to increase employment. In the fields of general education and vocational training, tripartism has also been a success.

However, it is in the area of wage fixing that most tripartite activity has occurred, and where success has proved most elusive. In June 1977 a tripartite working party considered the question of wage reform. Then, the Employers' Federation believed that the best prospect for New Zealand lay in tripartite agreement, but no such agreement was reached. Further tripartite wage reform talks were held in 1980 and in the middle of that year agreement was reached on widening discussions to embrace considerations of taxation and welfare benefits. However, those discussions foundered in mid-1982, when the trade union movement rejected a wage/tax trade-off and the Government imposed a wage/price freeze.

Tripartism came to the fore again in 1983 to examine the transition from the freeze and to pursue the goal of longer-term wage reform. Committees met over the succeeding months, making limited progress. Then in July 1984 there was a change of government. The new Minister of Labour declared himself anxious to strengthen the role of the central organisations in the industrial relations arena and in September of last year a limited wage reform agreement was reached. This included provision for tripartite consultations before each wage round to enable the wider economic environment to be reflected in wage settlements. It had been earlier agreed that the existing wage-fixing system was unsatisfactory and unable to meet the changing needs of the participants in wage negotiations. The



Employers' Federation regarded the new agreement as a significant step towards a more responsible wage-fixing system.

The sequel again fell short of expectations, or hopes anyway. Prior to the first post-freeze wage round, just concluded, no agreement could be reached on a guide-line for the ensuing negotiations at the occupational or industry level, fundamentally because the union movement was unwilling to accept that there could be no "catch-up". The New Zealand economy, notably wage and salary earners, had between 1974 and 1984 anticipated future growth to the point where a substantial devaluation was inevitable in 1984. Compensation for ensuing price increases would simply perpetuate the economy's imbalance. In the event, the 1984-85 wage round has produced levels of settlement, especially in second-tier "plant" negotiations higher than the economy can sustain without aggravating inflation, and which predispose the next wage round to further "excessive" increases.

Despite tripartite agreement in 1984 on changes in law and practice to encourage sanctity of agreement, the last wage round witnessed the same disregard for agreed procedures that was commonplace before the wage/price freeze in 1982. As the next wage round approaches, it remains to be seen whether preliminary tripartite consultations can achieve a better result. A wage guide-line is not the only agenda item for the consultations but it is obviously desirable that one should emerge.

Evidently, tripartism works best when there are perceived common interests—as in the examples given earlier. There is no such perception in New Zealand as regards wage fixing, and the Government, to safeguard its own economic policies, is inevitably tempted to intervene in such a situation.

Wage fixing is a critical element of economic policy in New Zealand today, and unions and employers should be capable of joining with the Government in making that policy, within a framework of mutually agreed law and practice. Unfortunately, joint decision-making—as distinct from consultation—has never been a feature of New Zealand industrial relations. There have been too many occasions when consultation has failed to achieve agreement, and other occasions when the government of the day has acted entirely on its own initiative.

The consultative process played no part in the introduction of voluntary unionism in 1984 and it is playing no part in the planned return to compulsory unionism a little over a year later.

In my address to the Conference last year I emphasised that both New Zealand's wage-fixing system and its trade union structure were archaic. I said then that the country was ready for voluntary unionism and that its introduction could well prove a crucial step towards a new union structure and reform of the wage-fixing system. What I said then is still relevant today despite the Government's apparent determination to put the clock back. The decision to revert to compulsory unionism in the face of a series of public opinion polls which have clearly shown that the great majority of New Zealanders have welcomed voluntary unionism and are opposed to a return to compulsory unionism, is surprising because the present Government claims to act through consensus.

You do not need me to remind you that freedom of association is a basic principle of the ILO. Not only is the principle articulated clearly in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) but it is also enshrined in the Organisation's Constitution. However, the compulsory unionism Bill currently before the New Zealand Parliament provides effectively that a worker must join a particular union on pain of loss of employment. This denial of freedom of association has prompted the Employers' Federation to lodge a complaint with this Organisation.

The Government's decision to act in this manner contrasts markedly with its endeavours in all other areas to free up a seriously over-regulated economy. Not only would a return to compulsory unionism deny workers freedom of association, but it would also entrench existing union structures and make any change in the present system of wage fixing far more difficult to achieve.

Tripartism should be an educative process and result in joint decisions representing not only the perceived best interests of each party, but also the interest of the country as a whole. In New Zealand there is a long way to go before tripartism achieves this ideal.

Mr. BUDHATHOKI (*Minister of State for Labour and Social Welfare, Nepal*)—It is indeed a great pleasure for me to be in this beautiful city of Geneva and to have the honour of addressing this august Conference once again. On behalf of His Majesty's Government of Nepal and my delegation, permit me, Sir, to offer you our warm congratulations on your well-deserved election as President of the 71st Session of the International Labour Conference. Our congratulations also go to the Vice-Presidents elected for this Conference.

Nepal is a developing country, making every effort to accelerate the pace of its development under the partyless Panchayat democratic system, whose aim is to establish a society free from exploitation where all people can participate freely in the task of nation building. We, the Nepalese people, are very proud of our cultural heritage and commitment to world peace and prosperity. This is well reflected in the proposal of our august sovereign, His Majesty King Birendra Bir Bikram Shah, to declare Nepal a zone of peace. We are happy to say that more than 60 countries have already supported this noble proposal. In keeping with the spirit of this proposal, we have always supported a new world economic order which will uphold international justice and morality and ensure peaceful co-existence and co-prosperity. We have always abhorred apartheid and raised our voice against injustice and we will continue to condemn any kind of discrimination based on caste, creed, colour or sex.

His Majesty's Government of Nepal greatly admires the ILO's constant endeavours to enrich the quality of human life throughout the world and to negotiate development through the principle of tripartism.

My delegation wishes to put on record its appreciation of the Director-General's Report which gives a comprehensive account of the burning issues and their possible solutions. On behalf of His Majesty's Government, I would like to congratulate Mr. Blanchard and pay tribute to him.

At this point, let me express our deep feelings on the specific problems of the least developed countries which are plagued with several social and economic problems and geographical disadvantages. Their problems of development require special measures and enormous resources. Although the United Nations Substantial New Programme of Action for 1980s is a great help for the least developed countries, we would like to stress here that the resources so far allocated to these countries are too meagre. My delegation strongly believes that the ILO, which is committed to the building of a happier and richer world, will accelerate its activities in the coming years to fill the vacuum by catering to the special needs and requirements of these countries.

We all agree that in the contemporary world, where millions of young persons are unemployed or underemployed, the problem of youth employment assumes a central role for all of us. It is a problem of great magnitude which demands the most vigorous and sustained national and international action of a solution is to be found. In recognition of this problem, the United Nations has declared 1985 as the International Youth Year. Nepal fully supports this programme and has established various employment-generating educational and training schemes to enable our youth to prepare themselves for productive employment.

With regard to the application of the ILO Conventions and Recommendations, we are pleased to state that we are in the process of updating our existing labour legislation through the enactment of a comprehensive labour code. Besides the Central Labour Advisory Board, His Majesty's Government of Nepal has recently set up district-level Labour Advisory Boards in those districts which have important industrial complexes, to ensure greater decentralisation of its representation and activities throughout the country.

We attach great importance to human life and occupational health services. Work-related accidents and illnesses have a serious effect on the physical and mental health of the working people. We feel that adequate safety measures should be taken to safeguard the lives of men and women at work and to protect them from environmental pollution.

As a member country of the ILO, Nepal attaches a great importance to the question of the structure of the ILO. We believe that the effectiveness of this organisation largely depends on its composition. In this context, we join other developing countries in urging this important gathering to make concerted efforts to accommodate our views and interests by finding an equitable and balanced representation of member States in all the activities of the ILO.

We greatly appreciate the ILO's valuable contribution and assistance to our socio-economic development process. In this connection, my delegation is pleased to refer to the contributions made by the ILO regional programmes like ARTEP and ARPLA.

Finally, my delegation sincerely hopes that the deliberations of this august Conference will arrive at a fruitful conclusion which will constitute a historic milestone towards the attainment of world prosperity.

*Interpretation from German:* Mr. TIMMER (Workers' delegate, Hungary)—This year, the Direc-

tor-General has selected the question of industrial relations and tripartism as the special theme of his Report. There are two contradictory attitudes on this issue in our Organisation. The first attitude is that tripartism and the system of industrial relations are an answer to everything, an objective in itself. The other attitude does not make a fetish of tripartism but accepts it for what it is, only agreeing with it in so far as it serves the actual goal of our Organisation, namely the protection of the workers and the improvement of their situation.

We believe that, unfortunately, the first attitude prevails as regards the activities of our Organisation and the Office, and that it is encouraged. This is particularly evident in conflict situations.

Our views on the system of industrial relations are somewhat different. We feel that this system, and in particular collective bargaining, are useful and the Hungarian trade unions also do much to develop these relations. At present our Labour Code is being revised and we are paying great attention to the question of industrial relations, in particular to collective bargaining. We are also examining in depth the regulations laid down in the Conventions and Recommendations adopted by organisations.

As regards the Office's activities, we are familiar with the contents of the Memorandum of the socialist countries, addressed to the Director-General, as the views of our unions were requested when it was being drafted. The Hungarian trade unions agree with this Declaration. We are also acquainted with the Director-General's reply to this Declaration, in which he is generally unresponsive to the idea of deleting its most striking injustices.

We have recently assessed the activities of the past five years and decided on the main tasks for the next five years. Although the negative effects of the world economic crisis on the Hungarian economy have continued to make themselves felt, we nevertheless observed the recent development of several positive trends. For instance, our foreign trade balance has improved and we have fulfilled our foreign payments obligations. We could also mention the efficiency of our production structure and economy, the maintenance of full employment and the guarantee of appropriate services to the population. We consider these to be significant successes; however, we are not without our problems. The standard of living is stagnating; in the case of some persons, particularly old-age pensioners and those with large families, it is even sinking. The housing problem continues to be a serious one and the inevitable price increases weigh heavily. The main tasks we have set ourselves for the next five-year period hold true for all areas of our society and we shall also continue steadfastly along the path selected years ago.

These tasks include concentration on the development of qualitative factors.

As regards the technical agenda of this year's Conference, I feel that it is rather more modest than that of earlier Conferences. Nevertheless, I would like to draw particular attention to three points in connection with the agenda, namely, occupational health services, equal opportunities and equal treatment for men and women in employment as well as the democratisation of the structure of the Organisation. Further development of occupational health services is a vital question in my opinion and, in particular, I welcome the proposal that the Confer-



ence should adopt a Convention supplemented by a Recommendation on this subject.

The guarantee of equal opportunities and treatment for women and men, has been of concern for many years to our Organisation. The progress that we have achieved in this area is indisputable. In my opinion, the most important requirement for the realisation of equal rights is the elimination of existing objective and subjective impediments. It is unacceptable that the classification into male and female jobs should continue to be applied, thus excluding women from a number of areas in which they are capable and desirous of working. Not everything has been done to make it possible for women to carry out equally their dual obligations as workers and mothers. In the capitalist world, along with young people it is women who are primarily affected by unemployment. It is more difficult for them to find a job, mainly because they do not have an appropriate vocational training and cannot keep up with technical developments because they have to spend several years at home bringing up their children. Since 1945 in Hungary we have made continued efforts to eliminate the discrimination against women inherited from the past. As a result of these efforts the vocational qualifications, skills and employment structures have changed. Furthermore, prejudices against the employment of women have

been eliminated. In order to achieve a greater recognition of their double task a whole set of measures has been adopted, starting with the construction of kindergartens and crèches and going right up to shop opening hours. Nevertheless, we are aware of the fact that we must never lose sight of this problem if we wish to avoid new shortcomings taking the place of the ones we have eliminated.

The democratisation of the structure of the Organisation and the elimination of any discrimination have been on the agenda for more than 20 years now. Nevertheless, the most important problems have not so far been solved. I feel that the time has now come for us to reach an agreement on this question.

The prerequisites for successful work on the part of our Organisation are peace and security, mutual trust and the relaxation of tensions. Without these it is impossible significantly to improve the situation of hundreds of millions of people and to eliminate poverty and hunger. The Organisation can always count on the support of the Hungarian trade unions in its efforts directed to this end. We must point out, however, that the Office must make greater efforts in this connection since, in our view, it is far from doing all it could.

*(The Conference adjourned at 1.15 p.m.)*

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Fourth Sitting

Monday, 10 June 1985, 10.00 a.m.

President: Mr. Ennaceur

### SECOND REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—On our agenda, we begin with the second report of the Selection Committee. I call on Mr. Georget, Vice-Chairman of the Selection Committee, to submit the Committee's Report.

*Interpretation from French:* Mr. GEORGET (*Employers' delegate, Niger; Vice-Chairman of the Selection Committee*)—I have the honour to submit the second report of the Selection Committee. The report contains only one recommendation, which concerns certain changes in the composition of Committees.

I recommend that the Conference adopt this report.

*Interpretation from French:* The PRESIDENT—The discussion is now open. If there are no objections, I take it that the report of the Selection Committee is adopted.

*(The report is adopted.)*

### PROGRAMME AND BUDGET PROPOSALS: PRELIMINARY DEBATE

*Interpretation from French:* The PRESIDENT—I shall now turn to the second item on our agenda in accordance with article 11*bis* of the Standing Orders of the Conference. A preliminary debate on the Budget has to take place in a plenary sitting before the Budget is examined by the Finance Committee.

*Interpretation from French:* Mr. OECHSLIN (*Employers' delegate, France*)—After having congratulated you on your election, I should like in a few words to make clear the Employers' position on the Programme and Budget Proposals for 1986-87.

At this stage, I shall refer only to the programme element. The figures concerning the programme in budgetary terms and expressed in dollars may give rise to differing interpretations, depending on the definitions and the exchange rates used. However, this is obviously an austerity budget which has called for and continues to call for difficult choices. As far as we are concerned, we approve the modest increase proposed for major programme 50 regarding standards. This department has to cope with a steady rise in its workload due to the increase, which is of course desirable, in the number of instances of recourse to

constitutional procedures and complaints to the Committee on Freedom of Association.

The highly qualified officials assigned to this essential task require, in order to deal with all the information that they have to analyse, increased use of modern computer techniques. We also attach great importance to sectoral activities which enable the ILO directly to keep abreast of labour problems as they actually arise in industrial life. We regret that a greater role has not been assigned in our programmes to activities directly intended to strengthen tripartite exchanges. This could have been done, in our view, by reducing activities which are rather of a political nature and which lead us to repeat, without benefit for the world of labour, the most sterile debates of the kind that occur in the United Nations.

We attach particular importance to technical co-operation. While it is true, as the Director-General stated in his introduction to the discussion concerning the budget in the Governing Body, that the ILO should tackle more vigorously the problems of unemployment and poverty, we believe that it is primarily by providing practical assistance to States to improve manpower training and to make better use of appropriate technologies that our Organisation can best move towards this objective. We also think that the ILO should devote special attention to the problems of the least privileged countries, in particular those afflicted by drought, as is the case for so many countries in Africa, or by natural disasters. If the ILO is to meet its responsibilities in the field of technical co-operation, it appears to us essential that a substantial amount be provided for this purpose in the regular budget. Training, as we see it, should be a focal point of development and the ILO should be a focal point for training within the development system of the United Nations. Naturally, we attach great significance and priority to the training of managerial staff for small and medium-scale enterprises. This is one of the specific functions of the ILO, particularly in view of the item on the subject to be included on the agenda of the Conference next year. The ILO also has specific tasks to perform in relation to its particular areas of competence, matters of direct concern to labour, such as occupational safety and health. However, the ILO has above all a specific role to play as regards the training of what I would call the social agents, that is to say workers' and employers' organisations: workers, for whom there is a workers' education programme, but also employers. Indeed, the programme dealing with employers' activities, which is a relatively recent development, appears to me to be essential: first, because tripartism requires every partner to be in a

position to collaborate fully with the others, because development in all countries calls for mobilisation of all efforts and since it is through the employers' organisations that management's efforts can be mobilised.

The budget, as a whole, seems to us to approach this ideal but we do hope that the Finance Committee will not find it necessary to amputate parts of it and that it will finally be adopted by the Conference. It is not sufficient, however, for it to be adopted. It must also be implemented, and this means that all States must pay their contributions. This poses the serious problem of arrears in the payment of contributions, but in addition, I feel that I cannot conclude without noting what I consider to be a serious trend, the tendency shown by too many States to seek to reduce, or threaten to reduce, a certain proportion of their contributions to the Organisation's budget which corresponds to activities that do not meet with their approval. It seems to me inconceivable that the budget of the ILO should be transformed into a menu *à la carte* on a matter depending on the benevolence of Governments. The budget involves a specific obligation under article 13 of the Constitution. Once it has been discussed, debated and adopted, it is binding in its entirety on all member States. I therefore hope, that at the end of its deliberations the Conference will be unanimous in its approval of proposals that will enable our Organisation to move forward and to respond to the problems of our time.

*Interpretation from German:* Mr. MUHR (*Workers' delegate, Federal Republic of Germany*)—I shall express the position of the Workers' group with regard to the budget only in very general lines and in more or less telegraphic style.

The draft Programme and Budget for 1986-87 is 0.6 percent under the figure for the preceding biennium. This is above all due to the Swiss franc exchange rate and to the freezing of post adjustments. The increase will be 1.9 per cent for the next two years. This is in our view much too modest. The ILO is still in a special position, since it has not yet caught up to the reductions in its programme imposed by the withdrawal of the United States some years ago. If the Programme and Budget for 1986-87 are adopted, the programmes will be some 8 per cent less than the figure for 1978-79, adopted before the United States withdrew. In view of the world situation in the field for which we are responsible, this is an intolerable restriction. On the return of the United States, the Workers' group demanded that the 1978-79 level of the Programme and Budget should be achieved within not more than three biennia. It is especially regrettable that this goal is far from having been achieved. In making a general assessment, one should also take account of the position of the other major United Nations agencies, on the basis of available data these are agencies which seem to be much less inspired by governmental zeal to achieve economies. For example, if we take for purpose of comparison the budgets of the largest United Nations specialised agencies in the years 1976-77 and 1984-85, we see that the ILO has lagged far behind these other organisations.

We consider that the dollar exchange rate of 2.50 Swiss francs is acceptable, but if in the next two years the dollar is under this figure, which is not improb-

able, the increased cost should be met not by reductions in the budget but by an additional budget. The Workers' group can, however, support the priorities of the budget for 1986-87, and the different rates of increase for the major programmes. This applies, above all, to the priorities of the chief programmes for international standards and human rights, employment, training and labour relations, but also for the considerable increase in activities in Africa which we consider exceptionally important. It corresponds to the resolution adopted at the last session of the Conference concerning the strengthening of action for the least developed countries, most of which are in Africa.

We have also observed with satisfaction that the two maritime conferences are finally to be held in the next biennium and the next European Regional Conference is also provided for.

The Programme and Budget for 1986-87 represent a reasonable balance within the limits of financial possibilities. The financing of this budget must be borne in accordance with the provisions of the Constitution and the financial regulations by all member States on the basis of the table of contributions agreed on.

Allow me to say in advance that it would be a violation of the Constitution if member States were to hold back part of their contributions because they are not in agreement with particular parts of the budgetary programme—the programme of activities.

We should also like to recall that member States are under obligation to pay their contributions to the budget on time.

We will not hesitate to make further proposals, including proposals for sanctions if necessary, if the readiness to pay is to get even worse.

*Interpretation from Russian:* Mr. MOROZOV (*Government adviser, USSR*)—Mr. President, allow me to congratulate you and your Vice-President on your election and wish you every success.

As regards the draft Programme and Budget presented to us, our stand on principle has already been set forward in a letter of 9 May 1984 from a number of socialist countries to the Director-General and in joint statement by the socialist countries to the last session of the Governing Body. As we have pointed out, in analysing and assessing the draft Programme and Budget for the years 1986-87 the Soviet delegation took as its starting point the constitutional tasks of our Organisation. We think that the activities of the Organisation ought to be concentrated on international co-operation for the protection of the rights and interests of the workers and workers' trade unions. Certain proposals made by the Director-General, on the whole, cover these main tasks. The essential *interests* for the member States, as we see them, are the standard-setting activities of the ILO and the associated activities dealing with social security, occupational safety and health, vocational training, assistance to workers' organisations, and co-operation and assistance to Africa. However, the proposals, on the whole, made by the Director-General do not satisfy us either as regards the content of the programmes or as regards the financial aspects of the ILO's activities for the years 1986-87. For example, the question of priorities of the ILO programmes as provided in table 2 on page 65 of the English text; can we agree

with a situation where programme 55—promotion of equality—is only in the 23rd position on the table, social security in the 21st, but general management 18th? Why should such highly important ILO programmes as employment, working conditions and standard-setting activities not occupy the 10th, 11th and 14th positions, when publishing activities, important as they are, occupy first place? These priorities are not in accordance with the basic tasks and goals of the Organisation.

There must be international peace for creative work. Employment can only be productive and oriented to the basic needs of the workers if it is geared to means of livelihood and not means of destruction. My delegation, on many occasions, has said that the ILO, artificially and for evidently political reasons, is holding up the implementation of decisions adopted by the ILO and the United Nations concerning the international effort to achieve real disarmament. From this point of view, the next programme is not very constructive.

As we see it, there are many unjustified imbalances in this project as to the assignment of resources, such as to furthering the activities of employers which go beyond the framework of the Constitution of the ILO. The principle of the so-called equal approach to workers and employers is occupying a more and more important place in our Organisation. If the ILO continues in this direction, the ILO may well depart from its constitutional aims and for our part we cannot accept such a state of affairs.

So we have a series of reservations concerning this draft Programme and Budget, particularly as regards technical co-operation. The present draft reveals an even more pronounced leaning towards the international financial institutions controlled by leading capitalist States. Technical assistance is even more tied to the World Bank. Special subdivisions are created in the Office especially for co-operation with the World Bank. As regards some other programmes it is directly stated that they are elaborated in the light of World Bank policies. So the World Bank is mentioned much more often in the Programme and Budget than the United Nations. Ultimately this is aimed at involving the ILO more and more in paving the way for investments and profit making by private capital in the developing countries.

All this occurs against the background of obvious discrimination against the experience and experts of socialist countries, which is evidenced in the efforts of the administration of the Office to isolate us from participation in the development of the technical assistance projects. Recent cosmetic measures taken by the Director-General merely bear out what I have just said. In this connection, I am entitled to say that the Soviet Union is ready to play an active part in the work of the ILO in the field of technical co-operation to the developing world, within the framework of the Constitution. In future, however, we do not intend to accept the present policy of the ILO administration in this field.

We have often proposed that the means of fixing the budget should be devised in such a way as to fix ceilings and then to allocate resources to each programme, in accordance with the constitutional priorities. This approach has already been supported by the Governing Body at its 229th Session and we think this is how the budget should be established for the years 1986-87. We shall at least support such an

approach. This approach will not be difficult to implement in the ILO because the trends and framework are already contained in the mid-term plan. This would encourage us to look from a different angle at the scale and structure of administrative expenditures, the existing considerable duplication of ILO activities, and the volume and print-run of future reports.

Another point to be looked at is permanent contracts; for example, if a project is terminated or certain activities reduced, this leads to no corresponding reduction in personnel expenditures. As noted in the declaration of the socialist countries concerning the situation in the ILO, our countries have on many occasions expressed how deeply concerned we are with the effective use of the budgetary resources of the ILO. The ILO's programmes, if they are to correspond to requirements and needs of the present time, could and should be developed within the limits of existing resources on the basis of a more flexible reorientation of the ILO activities, and eliminating obsolescent and less productive programmes. So, looking at the draft Programme and Budget, we hope that the delegates and the Director-General himself will take account of the proposals we have just made.

#### DISCUSSION OF THE REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL (*cont.*)

*Interpretation from French:* The PRESIDENT—We continue with the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Chinese:* Mr. LI YUNCHUAN (*Government delegate, China*)—Mr. President, allow me, first of all, to offer my heartfelt congratulations to you on your election as the President of the present Conference. I am confident that, with your outstanding ability, you will undoubtedly accomplish the various tasks set by the Conference.

At present, international labour affairs are confronted with new problems, which we are required to seriously consider and study in detail. The Report of the Director-General expounds on some major industrial relations issues, analyses the policies adopted by different countries and the role of tripartism and puts forward proposals and concepts for future industrial relations.

The Chinese delegation would like to thank the Director-General for placing before the Conference for discussion such a valuable document of concern to all member States; it would like to make some comments on this subject.

The world economy has recovered to some extent in recent years after suffering from a grave crisis in many regions since the 1970s. However, economic growth in most countries is still slow and there is no improvement in the unemployment position. The workers' unfavourable situation and the weakened bargaining position of certain trade unions have constituted key factors leading to the tension in industrial relations and social instability in many countries. In order to find solutions to these problems, people put forward all kinds of suggestions. In our view, the crux of successful collective bargaining matters not in its form, but in its content. Tripartite

relations must be genuinely improved in the light of the principles of justice and equity.

China's policy of opening the door to the outside world and invigorating its domestic economy has achieved positive results and the general state of its economic development is encouraging: this development is characterised mainly by the sustained high production growth rate of its industry and agriculture for several successive years, more balanced ratios among agriculture, light and heavy industries and the gradual rationalisation of the ratio of consumption to accumulation. On the basis of the development of the economy and society during the period 1979-84, 42 million new jobs were created in Chinese cities and towns. Broad prospects for employment have been opened up in recent years through the active promotion of a balance between the collective and the individual economy and the advance of tertiary industries such as commerce, services and tourism. The reform of our rural economic structure has achieved good results too. The total income of the peasants in 1984 is over twice what it was in 1978. A great number of small cities and towns have emerged, and part of the agricultural labour force is moving into the secondary and tertiary industries; this will not doubt make the industrial organisation of China more rational and will be of extreme significance to China's prosperity and stability.

The purpose of the reform of the urban economic structure which we are carrying out is to turn the rigid and secluded pattern which has taken shape over a long period of time into a vigorous and vital socialist one with Chinese characteristics so as to promote faster development of the forces of production and ensure that China's economy is better suited to the opportunities and challenges presented by a new technological revolution. The reform aims to restructure a series of linkages which restrict the development of the forces of production under the pretext of adhering to the socialist system. One important aspect among these is industrial relations.

The key to restructuring the state economy is the invigoration of enterprises. With this in mind, it is necessary, on the one hand, to extend the decision-making power of state-owned enterprises by establishing a correct relationship between them and the Government and, on the other hand, to ensure that the workers and staff members actively participate in the democratic management of the enterprises by establishing a correct relationship between them and their enterprises. We are now reforming the old system in which enterprises were administered and managed directly by state institutions. The enterprises will have more decision-making power in keeping and budgeting funds, distributing raw materials and dealing with personnel affairs. In addition, modern enterprises call for centralised leadership, unified direction of production and strict discipline. Because ours are socialist enterprises, in achieving such centralised leadership and strict discipline, we must resolutely ensure that the workers, the staff members and their elected representatives have the right to participate in democratic management of the enterprises. The basic form of democratic management in China's enterprises is the system of congresses of workers and staff members established in them. The said congresses and trade union organisations enjoy the rights guaranteed by the law in examining and discussing major decisions to be taken

by the enterprises, supervising administrative leadership and safeguarding the legitimate rights and the interests of the workers and staff members. It goes without saying that the decision-making power and democratic management of the enterprises must be directed and regulated by the state plan. To make the economic activities of all enterprises conform to the overall requirement of economic growth and strike a balance between the unity of the national economy and the variety, flexibility and initiative of production and management of all enterprises, socialist state institutions must manage, guide and regulate the activities of enterprises to the extent necessary, through planning and by economic, administrative and legal means. In a word, our society in general practises a planned commodity economy on the basis of public ownership of the means of production, which is different from a market economy regulated entirely by the market.

Although the overall reform of the economic structure in a country with a population of 1,000 million is a tremendously arduous and complex undertaking our determination to carry out the reform is steadfast. As we are short of experience, we shall be prudent when we take steps and measures in our reform.

The world today is witnessing rapid changes. The economies of all countries are becoming more and more closely interdependent as the forces of production, science and technology develop. Therefore, we must widen our vision and face the future when exploring how to change industrial relations for an overall solution. The current economic relationship between the South and the North is unjust and inequitable in many aspects, not only causing the economies of the developing countries to deteriorate but also preventing the sustained recuperation of the economies of the developed countries. The growing confrontation and tension between the South and the North will inevitably lead to more serious problems and grave consequences connected with the terms of trade, transfer of technology, high interest rates and the international debt burden remain unresolved. The Chinese delegation therefore wants to stress once again that it is indeed an urgent task to build a just and equitable international economic order. The developed countries ought to transfer their technologies to the developing countries on reasonable and favourable terms because the fruits of the new technical revolution are the common heritage of mankind. China will actively develop various forms of bilateral and multilateral co-operation with the Third World countries on the one hand, and introduce advanced technologies in pursuance of an "open door" policy on the other so as to realise common progress and advance on the basis of equality and mutual benefits.

Industrial relations involve the interests of governments, workers and employers alike. To maintain social justice and promote economic and social progress, the Chinese delegation will explore sound and feasible measures together with the delegates present at the Conference.

In conclusion, I wish the Conference fruitful deliberations and every success.

*Interpretation from French: Mr. RUPHIN (Minister of the Public Service, Labour and Social Legisla-*

tion, Madagascar) – The Democratic Republic of Madagascar, which it is my privilege to represent at this International Labour Conference, has the honour of addressing its warmest congratulations to Mr. Mohamed Ennaceur, Minister of Social Affairs of Tunisia, on his unanimous election to the Presidency of our assembly.

I am convinced that under his able guidance this Conference will be crowned with success.

The Malagasy delegation also wishes to pay tribute to the Director-General of the ILO for the excellent Report which he has presented to us. The information contained in this Report is of capital importance and gives us a full idea of the international situation in the field of industrial relations and tripartism.

Please allow me to take advantage of this opportunity to tell you from this rostrum of the fears and concerns of my delegation concerning the major characteristics of the world today.

In this connection, need it be recalled that this year is marked by two major events, namely: the International Youth Year and the end of the United Nations Decade for Women?

Speaking about youth and the conditions of women, the reports of the various international organisations show the existing and future anxieties, particularly in the developing countries, resulting from the rapid increase of young populations reaching working age and certain forms of discrimination against women, particularly in the labour market. All this is compounded by a growing increase in unemployment, which is the consequence of the incoherent world economic system.

Can we still talk about economic development and envisage the survival of mankind when the objectives of certain powers still remains centred around the elaboration of the deadly idea of Star Wars?

We strongly believe that the reduction of military budgets, the investment of these fabulous sums in the struggle against unemployment and in social programmes would make useful and effective contributions to the survival of millions of human beings in the Third World and decisively serve the cause of certain models of civilisation which we intend to preserve and develop.

Moreover, in addition to being the victims of natural disasters—drought in some countries and floods in others—the developing countries also suffer from the decisions of the rich countries. There is no need to explain here that the economic growth of the Third World still depends upon foreign trade because a country cannot live as a self-contained unit, the industrialised countries seem to take advantage of this situation to impose their own points of view at every level. We must bear in mind that our world today demands the interdependence of all countries if our intention is to overcome underdevelopment with all its evils, even if some refuse to accept that the development of the Third World implies one's own development.

Do I need to emphasise that things would not be as they are in the Third World if the developed countries were unambiguously to display their readiness to understand and assist them?

Today we are living in a very selfish world, which gives rise to flagrant inequalities, sources of social tensions, in particular within the field of economic management, without taking account of ideological differences.

The Third World countries are powerless to do anything about the steady fall of commodity prices, the main source of their income, while interest rates are going up at a giddy speed because of the spectacular increase in the value of the dollar—the obvious corollary of which can only be the unfair increase of the debt or the Third World countries and the illusory nature of their development.

I have already had an opportunity of bringing up at previous sessions the need for our Organisation to devote more money to providing technical assistance for the Third World.

The ILO and those who hold the moneybags should in particular promote the development of small and medium-sized undertakings in order to help them solve the problem of unemployment and to promote the agriculture of these countries so as to enable them to achieve self-sufficiency in food production, which is one of the factors of the world equilibrium, because food aid cannot and must not be considered as an aim in itself because it can be no more than a palliative.

You are certainly aware that there are many countries today which are suffering from the backlash of the international economic situation. This can be seen in several ways: closure of undertakings, leading to unemployment; staff cuts; reduction of working hours ranging from 25 to 50 per cent, thus reducing the wages paid to workers and in some cases even completely suppressing social benefits, whence a decrease in purchasing power, a decline in standards of living and in sufficient food.

I consider that these examples are significant to draw the attention of this august assembly to the problems arising from present international economic relations.

The international community has provided mankind with adequate instruments to ensure its economic, social and cultural progress. It still remains true that these instruments do not always respond to the expectations of the developing countries due to their great complexity. In particular, I am referring to the international financial institutions which, although their noble aim only deserves praise, still impose conditions that the developing countries are not in a position to fulfil.

Indeed, in view of the constant increase of the international debt service, we must come to the conclusion that rather than seeing their burdens lightened, the developing countries have an ever heavier burden to carry in spite of the measures taken at the national level to improve their economic situation.

Now, here, I would like to draw the attention of this assembly to the proposals made by President Didier Ratsiraka on the need for the Third World countries to organise in order to create a sort of a club or union of debtors. This proposal will have the merit of unifying their points of view in negotiating with their creditors at various levels—at the Club of Paris, etc.—with the rich countries. Far be it from us to wish to stoke the fire of existing conflicts or to create new ones.

These few comments bear on only a very small number of the problems facing the countries of the Third World which are there for all to see.

An objective analysis of the world-wide situation shows that the pressing needs for hard cash should not give rise to various subterfuges designed to keep

several million men and women in the straitjacket of underdevelopment.

The agenda of this session of the Conference is of special importance. Three items are especially significant to my delegation, even though we do not underestimate the others.

These are: occupational health services, equal opportunities and equal treatment for men and women in employment and information and reports on the application of Conventions and Recommendations.

The occupational health services are of great interest to us for more than one reason. A nation which is sick and poorly fed will produce little and badly. This state of affairs is one of the recognised factors of underdevelopment. For the nation and for the economy in particular, the maintenance and protection of health is a priority task. Thus our occupational health services have striven, ever since they were created, to deal with the prevention and cure of diseases. Subsequently, care has been extended to the families of the workers.

However, the shortage of specialised medical staff has put a brake upon the activities of these services.

It is true that the ILO has decided to co-operate with the Malagasy Government in providing advanced and refresher training courses to physicians in industrial safety and health, but this should be continued and extended to all those who are responsible for workers' health.

Equal opportunities and equal treatment for men and women in employment is a well-chosen subject to finalise the United Nations Decade for Women. It is well chosen because the struggle is far from won in this field.

The ILO, since 1951, has attracted the attention of those responsible in the member States and has adopted instruments to try to eliminate or reduce to at least a tolerable level the discrimination against women in employment.

As for my Government, the Charter of the Malagasy Socialist Revolution recognises that women constitute one of the main pillars of the revolution. Thus, they occupy an outstanding place in the construction of socialism and of the economic and social development of the country.

Article 26 of our Constitution prohibits discrimination against women in employment and states that access to public functions, jobs and employment is open to all citizens without any condition other than that of qualification and ability.

These provisions are repeated in a General Statute of the Civil Service in the Labour Code and are fully applied in national practice.

Finally, I would like to tackle one of the major subjects, if not the most important on our agenda: I am referring to the information and reports on the application of Conventions and Recommendations. The adoption of standards constitutes the major activity of our sessions. This shows the value to us of the adoption and the application of these instruments and the even greater value of the control of their implementation.

My Government recognises the need for this control since, if it did not exist, there would be no need to adopt such instruments and even less to ratify them. But has not the time come for us to revise this system of control which in recent years has given rise to an atmosphere of tension in our Organisation and has

even induced certain member States to withdraw? Each State should accept, without hate or prejudice, the right to be different. Our only objective should be that application of international instruments effectively contributes to the happiness of the workers and that the unity of our Organisation can be strengthened through the diversification and democratisation of the supervisory machinery of the ILO.

All the member States of the ILO are unanimously striving towards the improvements of the conditions of life and work of their workers. It is along the same line of thought that we must also raise our voice to denounce the barbarism of the White racist regime of South Africa against the Black workers and the arrogant attitude of this White South African regime to the resolutions of the United Nations and its challenge of the international community by the setting up of a puppet government in Namibia in order to step up its exploitations of the resources of that country, the oppression of the Namibian people and the exploitation of the workers.

The reconquest of the western Sahara and the domination of the Saharan people have not been discarded as long as one of the parties of this warfare refuses to negotiate with the Saharan Arab Democratic Republic on the basis of the OAU decision.

Nor can we be silent concerning the situation of the Palestinian people and the Arab workers of the territories occupied by the Israeli settlers.

This is why we speak in favour of the full liberation of the countries under domination and the right of each people to self-determination and to their legitimate aspiration to live in peace.

It is still with the same spirit that my Government firmly supports the resolution of the United Nations General Assembly 2832/XXVI of 16 December 1971 and all the subsequent resolutions, as well as resolution 39/149 of 17 December 1984 concerning the implementation of the declaration of the Indian Ocean as a zone of peace and it advocates concrete measures for the implementation of this objective, because as Louis Pasteur said: "If humanity does not destroy war, war will destroy humanity".

*Interpretation from German:* Mr. BEYREUTHER (Secretary of State for Labour and Wages, German Democratic Republic)—Mr. President, allow me first of all, on behalf of the delegation of the German Democratic Republic, to congratulate you very heartily on your election as President of this Session, the 71st Session of the Conference.

This session of the International Labour Conference is particularly significant in so far as it is being held only a few days after the 40th Anniversary of the victory of the Soviet Union and its allies belonging to the anti-Hitler coalition over Nazi fascism. This historical event is full of important lessons for the world today, the most important being that we must strive to overcome war before weapons replace dialogue and rockets are shot into space.

This task lies above all with the United Nations system, as it was born as a result of the Second World War. This especially holds true for the International Labour Organisation, the first and oldest specialised agency of the United Nations.

One of the realities we owe to the victory by the anti-Hitler coalition over fascism and developments after the war is, as you know, the German Democratic Republic, which has declared one of its basic



maxims to be that it will leave no stone unturned to ensure that war will never again take place on German soil.

It is also with this aim in mind that the German Democratic Republic is working within the ILO. As co-signatory of the Declaration of the Socialist Countries on the situation in the International Labour Organisation, my country joins with those who demand that the ILO should contribute more actively to the defence of peace since peace and disarmament are major prerequisites for social and economic rights and the implementation of the aims enshrined in the ILO Constitution.

The ILO, like the other United Nations specialised agencies, is called upon, under General Assembly Resolutions 38/188 J and 39/151 E, to make a suitable contribution to limitations of armament and disarmament.

Hence, we appeal to all to support the draft resolution to reduce money spent on armaments and to use the money thus saved on promoting social progress. We think it is essential for the next two years' Budget to include a special programme for the social and economic aspects of disarmament and to refer the tasks arising therefrom to a specially set-up unit within the Office. The International Year of Peace, 1986, urgently demands determined action by the ILO to defend and consolidate peace. It is therefore not acceptable that corresponding ILO activities, for example in connection with the social and economic effects of disarmament are deferred and only included in the next medium-term Programme and Budget for 1990-95.

I hope that the decisions to be taken here will give a fresh boost to the demand for active steps to bring about limitation of armaments and disarmament.

In the draft Programme and Budget, greater stress should also be laid on European co-operation in this field. The Tenth Anniversary of the signature of the Final Act of the Conference on Security and Co-operation in Europe should serve as an opportunity for the ILO to contribute with greater determination to the implementation of the objectives contained therein and to waste no further time in setting up a European Advisory Committee.

The declaration submitted by the socialist countries refers to a series of further questions which are of decisive importance for the life of the workers, and to these questions the ILO must turn with renewed energy in adopting its Programme and Budget for 1986-87.

For the workers it is of decisive importance what the ILO does to help them to find work and bread. It is essential that the workers' right to employment should at last be enshrined in an ILO Convention.

In connection with the problem of structural change, the Director-General states in his Report, the worsening of the economic situation and the ensuing dramatic increase in unemployment which originated in the capitalist, industrialised countries, are now spreading to the developing countries. This observation, of course, marks a certain progress over earlier pronouncements, but is by no means enough to indicate the real reasons of the economic crisis and mass unemployment. Once more I have to state that the International Labour Office has hitherto done nothing serious in this direction.

As far as my country is concerned, our whole economic and social policy is based on the principle

that we must guarantee a stable, steady growth of the economy, thus ensuring planned improvements in the working and living standards of our citizens. Our economic boom continued throughout 1984. On the basis of a national income which increased by 5.5 per cent, further action was taken to increase real income and to improve living standards even further.

At present we are involved in drawing up aims and objectives to ensure economic and social development, for the period ending in 1990. The workers of our country are wholeheartedly in favour of further economic growth because they have learnt by experience that they themselves profit from the fruits of their work.

The public ownership of the means of production and the existence of a planned socialist economy created conditions in our country whereby every worker is guaranteed the right to work' on a permanent basis. This applies at a time when scientific and technical change is going on apace. Each young person receives vocational training geared to dynamic economic growth and after finishing his course, he is provided with a job commensurate with his skills. I should like once more to say that we are ready to provide all countries and organisations which are interested with information about the outcome of our experience as to how changes in employment bound up with economic and technical development can be planned and undertaken in conjunction with the workers and their organisations and the workforce be effectively used and how, in each individual case, stable employment can be ensured. My Government is firmly committed to ensuring that women enjoy equal opportunity. At each phase of socialist development we have been concerned, and are still concerned, that action is taken, step by step, to make it possible for the working mother to enjoy equal opportunities as a member of society and to fulfil her duties as worker and mother. To some extent, the report on equal opportunities and equal treatment for men and women in employment reflects the high degree to which women in my country enjoy equality of rights with men. The ILO is now called upon to make use of the possibilities opened up by discussion of this agenda item in order, at least by the end of the International Women's Decade, to be able to take decisive action to implement the 1975 declaration and programme of action for equality of opportunity. The draft resolution submitted by my country is also designed to serve this end.

The Conference last year was marked by a broad discussion on the ILO's standard-setting activities and on the supervision of the application of international labour standards. Many speakers thought that the supervisory procedures should be more democratic and more advantage taken of them for a fruitful exchange of views amongst ILO Members. It was reasonable to expect that the Director-General might contribute towards a balance of interests and not simply overlook the justified demands of many member States.

This year, with a proposed resolution for a working party on standard-setting activities, the socialist countries are once again pointing to a way by which these problems might be overcome, despite the attempts made in the meantime by others to put spokes in the wheel by changing the terms of reference and membership of the working party on



the Governing Body. All discussions on this matter must take cognisance of the need for the ILO, as an organisation with a broad membership, to be more responsive to the variety of social conditions if it wishes to be effective. Any attempt to impose a one-sided interpretation of ILO standards for whatever reason can only lead to the destruction of the basis for co-operation within the ILO.

The International Labour Organisation is providing a useful contribution to the implementation of the democratic concept of human rights of the United Nations. It has repeatedly come out against massive breaches of human rights and this task is still very topical.

The criminal apartheid régime in South Africa is shocking world public opinion by stepping up terror against the oppressed majority and by being permanently aggressive against neighbour States. The Director-General's Special Report shows that the sufferings of the Black majority have in fact increased. This situation requires an even more determined undertaking by the ILO to ensure the implementation of the Declaration concerning the Policy of Apartheid in South Africa adopted in 1981. As always, the German Democratic Republic is firmly on the side of Namibian people, as led by SWAPO and of the courageous freedom fighters of the ANC, and all other South African patriots.

My country also offers help and support to the PLO as a matter of principle and policy, and this applies to all peoples who are justifiably fighting for their freedom and self-determination.

We emphatically condemn the machinations of the reactionary forces which by their policies of economic and military threats have undertaken the hopeless but nevertheless dangerous task of trying to impede the social development of Nicaragua. We appeal to the ILO to take the side of Nicaragua in opposing illegal foreign interference in the internal affairs of a sovereign State and which is contrary to human rights.

Mr. SUDOMO (*Minister of Manpower, Indonesia*)—I would like first of all to express my warmest congratulations to Mr. Ennaceur on his election as President of the 71st Session of the International Labour Conference. I am confident that under his very able guidance and experience this Conference will be brought to a successful conclusion.

The 30th anniversary of the Asian-African Conference, which was just held in Bandung on 24 April 1985, is still fresh in our memory. Over 80 countries sent their representatives to commemorate the adoption of the ten principles governing relations among nations laid down in the Conference of 1955. These principles are based on a spirit of mutual respect, solidarity and peaceful coexistence. They continue today not only to be an inspiration for people who are still fighting for their freedom, development and justice but also to be the foundation for co-operation among nations around the world.

My delegation would like to express its appreciation to the Director-General of his Report and views on industrial relations and tripartism. We fully agree with the statement that all parties should be prepared to apply their determination to conduct a dialogue so that trade unions, employers and governments can resolve problems in mutually acceptable ways,

because that is indeed how it is practised in Indonesia.

Tripartism is very much consistent with the Indonesian culture and is based on Pancasila. Pancasila consists of five principles calling for belief in God, the promotion of a just and civilized humanity, the maintenance of unity, the conduct of democracy by the wisdom of representation and consultation, and the enhancement of social justice. Their application in our industrial relations system means that between workers and employers there should be mutual respect, recognition of equal responsibility, partnership and voluntary co-operation, joint consultation, understanding, tolerance and self-restraint.

The system of tripartism as it is applied in our national and regional tripartite bodies, Productivity Council, Labour Dispute Committees, Training Board, Work Safety and Health Council and other organisations has, to some extent, been effective towards reaching consensus in solving manpower and industrial relations problems. The workers, trade unions and employers, as an integral part of Indonesian society, feel at ease in accepting this system because in fact it is also their way of life.

Each country in this world is at a different stage of development and has different social values and internal arrangements. Therefore the successful implementation of tripartism and an industrial relations system does depend not only on the size and stage of development but also on the adaptation of the system to the social values and conditions of each country. Moreover, each country, developed or developing, should be receptive to the advantages of the successful implementation of an industrial relations system as experienced by other countries. To facilitate the exchange of experiences and information on this subject it would be valuable to set up industrial relations centres at the regional level.

We should also be conscious of the fact that the striking features of most developing countries continue to be unemployment, poverty, job creation, high population growth rates, young unskilled labour forces, low wages, poor working conditions, unproductive labour forces, lack of investment, slow growth, etc. Furthermore, the global recession seems far from over and it is worsening the economic and social development capability of all countries, especially of the developing countries, including Indonesia.

The national objective of my country is a just and prosperous society, as is clearly stipulated in the preamble of our Constitution and translated in the State Guide-line and the Five-Year National Development Plan. The State Guide-line emphasises that the National Development Plan can succeed only if all people participate in its implementation. Thus, tripartism and industrial relations are part of the national system as a whole, and that is why the Government, employers and workers are committed to the realisation of national development. This mechanism is strengthened by the fourth principle of Pancasila, namely, democracy led by the wisdom of deliberations among representatives. This principle is translated through dialogue, called *musyawarah*, leading to *mufakat*, or consensus.

The tripartite bodies conduct continuous and regular dialogues among the social partners, seeking ways and means within the constraints of national resources to attack manpower and labour problems

that might hamper the implementation of national development. It has been shown that these dialogues are conducive to the formulation and implementation of policies and programmes in the field of manpower, at both the national and the factory level.

Industrial relations have a similar role in Indonesia. They serve to enhance social progress and to advance towards a welfare society, and in this sense they may concern not only matters of wages, hours, safety and health etc., but also national stability which must be placed on the same footing as adequate growth and equally distributed income. Worker productivity, the discipline of the labour force, worker enthusiasm, acceptance of family planning, the desire to improve skills and the mutual benefit of trade among nations must also be taken into account.

The last point that I would like to touch upon at this opportunity is the emerging demand for human resource development, for the preparation of a skilled labour force so as to meet the requirements of new technology as one of the indispensable means of improving the standard of living of society. Toward this end technical co-operation within the framework of the ILO to support the Government's efforts has been very important. Technical co-operation should be given first priority, new strategies should be introduced to cope with the changing needs of developing countries and adequate budgets should be allocated for the coming years. Workers' education programmes should be strengthened to support the implementation of tripartism and sound industrial relations. This will become a reality only if we and the ILO work together to set up the technical co-operation programmes on a systematic and continuous basis. In Indonesia, instructors of vocational training centres are in urgent demand and we would be grateful if their training could be sufficiently supported by the ILO. It is equally important that the Asian Regional Team for Employment Promotion, the Asian and Pacific Project for Labour Administration and the Asian and Pacific Skill Development Project expand their activities and contributions to the ministries of labour in the Asian Pacific region as these programmes have proven very beneficial and useful.

Mr. ALEXIS (*Government delegate, Grenada*)—I join in extending to you, Sir, on behalf of the Grenada delegation, warmest congratulations on your unanimous acclamation as President of this, the 71st Session of the International Labour Conference.

Based on the reports of the Governing Body and the Director-General, I thought I would share with you the following thoughts.

In this the United Nations-designated International Youth Year, 1985, Grenada draws the attention of the International Labour Organisation to the high rate of youth unemployment in the world today.

The youth unemployment problem is particularly worrying in those small developing countries where young people constitute the majority of the population, as in Grenada. Strategies need to be devised urgently to address this problem.

In demographically small youthful developing countries, the position tends to be that the economy is small and open.

There may be some reliance on tourism. But by its very nature, tourism is apt to be rather volatile.

Manufacturing, such as it is, would tend to be modest, mostly confined to the garment, bottling and furniture industries. These often find difficulty in breaking through the seemingly insurmountable protectionist trade and tariff barriers being increasingly put up by potential markets. Micro-technology undertakings, if present, do not abound.

Some of the countries focused on here can have a relatively high gross domestic product (GDP). This emphasises the well-known fact that GDP, as a criterion of national well-being and development, can be quite misleading.

A misleading GDP can disqualify a country from access to soft loans from international lending agencies; some countries, however, really need to be able to have such access.

In terms of both GDP and employment opportunities, the most important economic sector in the countries focused on here tends to be agriculture.

Agricultural commodity exports are disadvantaged, compared with industrial exports as regards terms of trade.

Thus, the number of tons of nutmeg one needs to export in order to buy a car, even of the most modest kind, is phenomenal.

Moreover, all too often, trade is one way. A developing country might be importing electronics from an industrialised country without that industrialised country importing anything from the developing country.

Nor are prices fetched by agricultural exports low only on world markets. Indeed, on straight bilateral trading agreements, a small developing country may find that it is sometimes asked to accept lower prices for its primary products than those on the world market. This was the experience of Grenada in 1982, when a fraternal trader insisted on paying far less than the world price for its nutmeg.

Added to the low prices fetched by raw agricultural exports, there is usually relatively no mechanisation in agriculture in small developing countries.

As a result of the combination of low prices and back-breaking means of production, not many youths are attracted to agriculture. They understandably resent breaking their backs with a hoe and a spade, often on mountainous terrain, for mere peanuts.

The transfer of high technology may yet take some time to come about, if at all. However, there is a way out for primary producers. Emphasis might be placed on developing agro-industries and food-processing. The products of these industries, exotic and new though they may be, would be export-oriented. At the same time, they could be useful import substitutes. Youths would be attracted to such industries. There is also the very relevant consideration that, in several of these countries, women feature in food production in its various stages.

The development of agro-industries and food processing would therefore assist two groups whose unemployment rate today is high, needing special attention. These are women and youth.

We therefore propose that the ILO make representations at the appropriate United Nations quarters to bring about the setting up of a United Nations facility for aiding the development of agro-industries and food processing in small developing countries. This facility might be called the United Nations Facility for Agro-Industries Development (UNFAID). It would seek to bring financial and

technical assistance to the countries concerned, as well as machinery for processing local raw materials.

It would aim at fostering the processing, canning or bottling, and marketing of fruit juices and fruit nectars, as well as wines from local fruits. There would also be, among other comparable ventures, the preserving of fruits and vegetables. A necessary condition to a project being UNFAID-sponsored would be that the raw materials to be processed would be available locally. It might well be that an UNFAID recipient might need to be a co-operative, as distinct from a private individual. UNFAID would be a good way of concretising our expressed concern with the serious way that unemployment strikes at two quite disadvantaged sections of our workforce, namely, women and youth.

At the same time, each ILO member State must recognise that it has its own responsibility in tackling the problem of unemployment and in promoting economic and social welfare. Each national government must husband whatever resources it has, in the interest of the entire body politic.

The New National Party (NNP) Government of Grenada is fully convinced that the doctrine of tripartism of government, employers and workers on which the ILO operates is a solid foundation, perhaps the only real one, on which to build a thriving economy and a socially secure and just society.

The firm commitment of the Grenada NNP Government to tripartism is not confined to purposes of representation at ILO Conferences. Rather, NNP religiously adheres to tripartism at home in Grenada. The Government will never implement measures touching labour security and welfare without first involving both employers and workers. All three forces, government, employers and workers, working together can significantly enhance the opportunities for national development and world advancement.

Grenada has over the years had the experience of its governments either directly controlling, or deliberately seeking to infiltrate and take over the leadership of, the trade union movement. The thinking of virtually all workers in Grenada today is that government control of the trade union movement compromises the labour movement, and as such is not good either for the labour movement or for society as a whole. NNP will therefore continue to honour the independence of the labour movement and to respect its integrity.

The concept of labour independence and integrity implies that workers are entitled to hold and express their own views on divers matters, including political issues. In the considered opinion of the NNP, no worker should be prejudiced by his employer, whether government or private, merely on account of the political views held or expressed by him. This is a philosophy to which we are inseparably wedded, and which we commend to all others.

With steps taken to put UNFAID in place, and with each ILO member State shouldering its own national responsibility, we surely can make 1985 a truly memorable International Youth Year.

This way, with the blessing of the Almighty, we can make this year and this 71st Session of our International Labour Conference a fitting prelude to the transformation of our world into a happier place for the rest of the twentieth century, and beyond, into the twenty-first century.

*Interpretation from Arabic:* Mr. AL-JUMAIAN (*Minister of Social Affairs and Labour, Kuwait*) – Mr. President, in the name of God the Merciful, the Compassionate, I should like at the outset to express my pleasure in congratulating you on the confidence the Conference has bestowed upon you by electing you as President of this session and to wish you every success. I should like to greet the delegations participating in the work of this session and hope that we will all succeed in achieving the aims and goals that we seek for the peoples of the world and that the International Labour Organisation will attain its aims of social justice and permanent peace.

Permit me to deal with three main subjects relating directly to the role of the International Labour Organisation in the service of the international cause of prosperity and peace—in other words, the report of the ILO mission to the occupied territories, tripartite representation in relation to social, economic and technological changes and, finally, the responsibility of the international community vis-à-vis the current Iraqi-Iranian war.

The report of the ILO mission to the occupied Arab territories indicates clearly that the Israeli authorities persist in violating the rights of the Arab workers and thus ignoring the repeated recommendations and many resolutions adopted by both the mission and the Conference. A brave stand must be taken in condemning the racist policy pursued by the Israeli authorities against the Arab population in the occupied territories. This policy involves inter alia: first, discrimination between the Arab population and the Israeli community as regards conditions and requirements of work and the marketing of agricultural products; second, the stepping up of the building of settlements, confiscation of agricultural land and seizure of wells suitable for irrigation; third, the exploitation of the Palestinian workers by employing them in low-skilled and hard work rejected by the Israeli workers; fourth, the employment of Arab workers as casual labour and the obligation on them to join the Histadrut—the Israeli trade union federation; fifth, discrimination in wages whereby the Arab workers get less wages than their Israeli counterparts; sixth, the use of illegal means to collect social security contributions from Arab workers without their being entitled to the corresponding benefits; seventh, the fact that the Arab Workers are left to face the consequences of unemployment which is increasing year after year; eighth, direct intervention in trade union activities and repression and arrest of Arab workers allegedly for security reasons.

The situation calls for the ILO to intervene in order to contain the flagrant violations against human rights in the occupied lands through the implementation of various projects in the field of vocational training, co-operatives, social security and occupational safety and health.

The International Labour Organisation since its establishment in 1919 has contributed to establishing close co-operation among the three parties to production, governments, workers and employers, and has thus helped to stabilise industrial relations and foster the application of international labour Conventions.

Despite the continuous social, economic and technological changes witnessed by our contemporary world which have modified the social and economic structure of many countries and affected in one way

or another the achievements of scientific progress, tripartite representation has proved its usefulness and effectiveness in many areas of concern to the Organisation. Technological progress has undoubtedly helped to develop technical assistance, social security, labour administration and vocational training projects as well as to lessen work injuries and occupational disease.

We must therefore focus our attention on the principle of tripartite representation, make it a method of work in all ILO machinery and committees and urge further work in support of democracy on a tripartite basis.

For the past five years, the Gulf region has witnessed the Iraqi-Irani war. We believe that this war has affected the level of prosperity of the peoples of the region and has left many deep scars: first, the labour force in both Iraq and Iran has certainly suffered socially and economically as all resources have been mobilised for the war effort; second, social and economic development in the countries of the region has been held up by the war whose increasing cost has deprived the citizens of better services; third, the employment in the Gulf area of foreigners from developing countries in Asia and Africa has declined as a result of the reduction in funds for expanding various projects.

This war deserves the concern and attention of the international community, which has not in the course of the past years done anything to put an end to it in order to save the peoples of the region from the damage and horrors of war.

In conclusion, I am confident that this international organisation, which has fought for peace in the past, will be able to proceed along the same path in the future, in order to lay the ground for prosperity and social justice, to defend human rights in the occupied territories and to maintain peace throughout the world. We pray to God Almighty to crown our efforts with success in the service of the peoples who have given us their confidence and who have placed great expectations in our meetings for a bright and better future.

*Interpretation from Arabic:* Mr. AL-FAYEZ (Minister of Labour and Social Affairs, Saudi Arabia)

—Mr. President, I am happy to extend to you in my own name and on behalf of the delegation of Saudi Arabia, our warmest congratulations on your election as President. I should also like to congratulate the Government and people of Tunisia for the honour that has thereby been bestowed on them. I am sure that your election will help us achieve all our goals because I know of your experience and wisdom, and ask God to lend you his assistance.

The Director-General, in his Report, mentioned industrial relations and the changes that have come about in this connection because of technical, economic and social reasons. His important survey covered economic and social changes as well as changes in technology as currently applied in industry and their implications for workers and employers.

Experience shows that conditions and standards that were adequate in the first half of the century are no longer acceptable. Industrial and labour relations must therefore be reviewed and adjusted, so as to satisfy present requirements. Given the considerable impact of changing circumstances on the life of men,

and in view of Islamic law which lays down laws that are universal because of their flexibility and comprehensive nature, the labour laws of Saudi Arabia are indeed broad in scope and can be applied at any time and in any sphere because they provide for mercy and tolerance and attach importance to respect for the duties and rights of all social partners, without discrimination whatsoever.

The Constitution of my country is therefore a reflection of Islamic law and is the basis of our legislation. Saudi Arabia attracts thousands of workers of many different nationalities, all of whom work in excellent conditions, safeguarded not only by labour legislation but also by legislation on equality between foreign and domestic workers. This implies that every worker is entitled to just retribution, vacation, paid leave and a day off. Workers cannot be dismissed without reason, arbitrarily, and receive their wages punctually. This is part of mercy and tolerance in Islam. Islam provides that workers should be well treated, with tolerance and that their wages must be paid without delay. Moreover, in Islam, God does not give a man a task that he cannot do. The worker, in return, must be loyal and work conscientiously.

In Saudi Arabia there is also a social security system which gives workers a sense of security as regards wages as well as sickness, disability and retirement. In this way, they know that they are protected against all forms of disability and will receive medical care and that their dependants will also be protected in the event of their death.

Administrative and judiciary surveillance is also very important in Saudi Arabia. It is based on labour legislation. It plays an important part in the implementation of our legislation. Employment agencies and other agencies inspect working conditions and see that they comply with safety requirements. Arbitration committees ensure that labour disputes are settled speedily and in a friendly manner. In this manner, the system in my country is respected by all parties.

The International Labour Organisation, in two projects in 1969, relating to social security, helped us to achieve very high standards in this sphere as provided for in the Conventions of the Organisation. With the help of God, it is the concern of my country to apply just labour laws which, according to many experts, are among the best labour laws in the world. This has contributed to the achievement of balanced development in my country, through co-operation between all partners, and the stability of labour relations has proved the success of its labour legislation which provides for justice among all, and guarantees the rights of each person. Saudi Arabia, has thereby eliminated all sources of contention between social partners.

The Director-General's Report and the fact-finding mission of the Organisation which visited the Arab-occupied territories indicate that workers there are discriminated against in their country and are subjected to inhuman conditions and forced to accept unjust remuneration.

We appreciate the efforts of the Director-General and the mission and would like to ask them to continue their activities in order to present you with further facts. Furthermore we urge you to eliminate without delay the injustice affecting that part of the world which is occupied by the Zionists.

It is painful to witness the war that is still going on between Iran and Iraq, two Muslim neighbours. Its victims include thousands of old people, of women and children. This is even more painful during Ramadan—the current month of fasting—which is a holy and sacred month for all the Moslems in the world.

The United Nations, the Islamic Conference and all the peace-loving countries have asked the two parties to put an end to this war.

We should like to ask this Organisation also to join them in calling for an end to this bloodshed and the re-establishment of peace and order, so that all the efforts which are being wasted in that part of the world may be devoted to the building of peace. We hope that this will happen during this session or during this year, at least.

*Interpretation from French:* Mr. ATCHADE (Government delegate, Benin)—Mr. President, it is with genuine pleasure that I associate myself in the well-deserved tributes that have been paid to you on your brilliant election to the presidency of the 71st Session of the International Labour Conference. I should like, first of all, to express on behalf of the Government of my country, the People's Republic of Benin, and the delegation accompanying me, my warmest congratulations and best wishes that, under your enlightened leadership, this Conference will be crowned with success.

At the outset of my remarks at this important international conference, may I congratulate Mr. Francis Blanchard on behalf of the Government of the People's Republic of Benin, and express to him all our gratitude for his tireless efforts in the pursuit of the objectives of the Organisation.

We have come together once again, as we do at this time every year, to reflect together on the serious problems with which mankind has to contend in the field of labour, social security and job security in order to attempt to find appropriate and lasting solutions, taking into account the facts and circumstances of today. But it has to be acknowledged that, since the last session of our Conference in June 1984, the economic situation of the Third World has continued steadily to deteriorate despite the implementation in every one of our countries of national strategies for the improvement of the working and living conditions of our working populations.

Consequently, the hope of reconciling economic growth with social objectives in order to achieve a better balance in and a more human approach to development is thwarted in nearly every developing country by serious financial obstacles as well as scourges such as drought and desertification.

The prolonged world recession, persistent inflation, the widening of the disparity in the balance of payments, have combined to hamper still further the social and economic development of the least advanced countries, including mine, the People's Republic of Benin.

The international economic crisis which is relentlessly afflicting our impoverished countries has resulted in unemployment and underemployment, with their associated effects of hardship and loss of income, hunger, etc. While it is a fact that, in the industrialised countries, unemployment arises in the form of a rapid turnover of workers in jobs, with

more or less lengthy periods when work is hard to come by, in the developing countries, and more particularly those in Africa, the underemployment and unemployment in all their forms are bound up with the breaking down of the traditional economic and social system and the gradual reshaping of the economy, with a steady decline in agricultural income and a lessening degree of self-sufficiency of the traditional kind. This already alarming situation has been made more difficult still because of the power wielded by the multinationals which, for reasons of restructuring and adaptation to new economic demands, are having recourse to large-scale retrenchment of staff in our countries.

It is more important than ever today to respond to the challenge with which we are faced, or what will become of these swarms of children in the day nurseries, at school, serving apprenticeships and in the streets, who are hoping for a decent and remunerative job, when we know that if urgent and necessary steps are not taken to improve the present international economic relations, the future of these millions of children will remain in jeopardy?

I therefore consider that our thoughts should be turning towards a more thorough analysis and the devising of objective measures for increasing the possibilities of creating employment and speeding up the development process in general.

My country, the People's Republic of Benin, mindful of all the implications of such a course of action, is happy to have played host in December 1984, firstly to an important subregional symposium on the combating of unemployment in Africa south of the Sahara, which offered eloquent evidence of the emergence of a collective approach to the problem and, secondly, a national seminar on employment. In both these meetings the ILO played an active part and we are glad to emphasise here the great value of its contribution.

It should be pointed out, however, that despite the action undertaken by the ILO through the launching, in 1969, of the World Employment Programme, and the convening in 1976 of the World Employment Conference, which adopted a declaration of principles and a programme of action, unemployment and underemployment continue to increase in Africa at a rate which calls in question the national choices of development strategy made by individual countries and even the approach to technical assistance adopted by the ILO, an approach which has not done enough to reorient the choice of economic development policy in such a way as to promote employment.

It is, therefore, a question of reslanting the action of the ILO to meet the threats hanging over the future in respect of employment and ensure that the nature and purpose of the assistance to be provided by the ILO in the years to come are such as to make sure that employment is really given top priority.

Accordingly, the People's Republic of Benin hopes that the structures of the major project for special labour-intensive public works programmes now under way will be strengthened and intensified.

The People's Republic of Benin approves and firmly supports the proposals of the Director-General of the ILO for an International Conference on Employment in 1986. I am convinced even now that our Organisation will take heed of the legitimate aspirations of our peoples, of which our respective governments must be mindful.

As concerns the developed countries, it is important today that they should convince themselves of the need to help the developing countries which, after all, constitute the main markets for their manufactured products. This means, in other terms, that by aiding these countries, they will be helping themselves.

This duty, which is not only a moral one, should be understood by the industrialised countries and embodied in the new battle strategy of the International Labour Organisation.

The People's Republic of Benin is one of the States which believes that the ILO's standard-setting activities constitute an effective means of dialogue, communication and co-operation among peoples in the pursuit of progress with a view to improving their conditions of life and work.

That is why we should continue our efforts to seek appropriate solutions with a view to instituting a new and more just international economic order.

I should, therefore, like to take the opportunity, once again, to remind you that for more than 20 years the discussions, with a view to the amendment of the provisions of article 7 of the ILO Constitution, have been blocked by the group of industrialised countries which are constantly imposing their point of view and opposing the democratisation of the institutions of our Organisation.

It is time, and high time, discussions on the amendments of the provisions of this article be resumed and completed in the interests of greater justice among sovereign independent countries belonging to our Organisation. These, Mr. President, are some of the preoccupations of the Government which I have the honour to represent at this Conference. I venture to hope that they will be borne in mind by the participants in the interests of a far-reaching, fruitful and responsible debate. I reiterate the hope that the discussions at the present session will strengthen the International Labour Organisation in the pursuit of its objectives of peace, social security, freedom and justice.

Mr. ILA (*Government delegate, Papua New Guinea*)—Mr. President, it is with great pleasure that I, as leader of the Papua New Guinea delegation, convey to you on behalf of the Government and people of Papua New Guinea, our warmest congratulations on your election to the chair of this 71st Session of the International Labour Conference. I am confident that under your direction this Conference will achieve its aims and objectives.

I wish also to extend our greetings to delegates from other countries who, with us, have come to discuss problems and issues many of which are common to us all.

Of our total labour force a very small percentage is engaged in wage earning; the bulk of this force is engaged in subsistence and informal activities but despite this narrow base we have many pressing labour issues: industrial disputes, unemployment and an acute shortage of skilled manpower, to mention just a few. We therefore have high expectations of this Conference, that it will not only set high standards of discussion but enlighten us on the methods we may adopt in order to obtain solutions to our problems.

With these opening remarks I would like to take this opportunity to comment on the concern ex-

pressed by the World Confederation of Organisations of the Teaching Profession on behalf of the Papua New Guinea Teachers' Association. This relates to the alleged infringement of the rights of workers to enter into collective bargaining.

In recent months, following representation to the ILO by the World Confederation of Organisations of the Teaching Profession over certain legislative amendments, the Government had been involved in direct consultation with both employers' and workers' organisations, and I am pleased to note here that through our tripartite co-operation on the subject a further revision will be introduced shortly.

I wish to make it very clear that initial amendments to the legislation which had caused the teachers disquiet were not intended to infringe their rights. They were aimed at inducing effective collective bargaining but unfortunately the workers' organisations, and in particular the Papua New Guinea Teachers' Association, did not view these amendments along these lines and so, to reach a compromise, the Government has had to reassess the whole situation through consultation.

With regard to the items on the agenda of this Conference, it is opportune that the ILO should take steps to set standards relating to the provision of occupational health services. Today the physical and mental well-being of workers throughout the world is endangered because many countries, for one reason or another, are deliberately ignoring the need for the provision of basic health services to their people, and I congratulate the Governing Body for including item IV on the agenda of this session.

I am happy to say that my country has already anticipated and put into operation the provisions of the Proposed Convention and Recommendation concerning occupational health services contained in Report No. IV(2). In 1976 the Government enacted legislation to cover the industrial safety, health and welfare needs of workers in all sectors of our economy other than mining. For this group separate legislation has been enacted.

However, whilst I am proud of the Government's initiative in this connection I concede that our existing provisions for occupational health services, when measured against recent technical change and innovation, may be found to be inadequate and obsolete. I hope the proposed Convention and Recommendation contained in the report once adopted by the Conference and put into operation with the technical assistance of the ILO will correct the deficiencies in our occupational health services.

The conclusion of the Committee which reported on the Convention concerning Statistics of Wages and Hours of Work (No. 63) is one which is shared by our Government. We accept the view that the adoption of a revised Convention and Recommendation will ensure greater flexibility in the continuing development and expansion of labour statistics, both in the subject-matter to be covered and in the techniques to be used in the collection of data. I may add that Papua New Guinea, like many other developing countries, has data-collection systems which can be much improved upon. Data essential to sound decision-making are on occasion either unavailable or based on such small samples as to render them unreliable. A revised Convention No. 63 supplemented by a Recommendation concerning the statistical needs of the member States is, in my view,



timely and our Government expects to benefit by the adoption of this Convention.

Papua New Guinea, in common with other developing countries, suffers from a shortage of skilled manpower. We therefore support to the full the range of activities of the ILO covering the whole spectrum of training. It is our belief that subregional and nationally organised training schemes would be most appropriate as they would be programmed to meet the specific needs of a region or country.

Regrettably, very little has been done, particularly by the unions operating in the private sector, to educate their members in the field of industrial relations. Even more distressing is the fact that our trade union officials are not well versed in industrial relations matters or the procedures to be followed in the settling of disputes. Consequently, we have continued to experience an increase in the number of illegal and irresponsible strikes called by the unions. In most of these cases industrial disputes, which should have been solved at factory floor level, have had to be dealt with at either compulsory conference or industrial tribunals levels.

I urge the ILO to provide programmes of advice and guidance to trade unions in my country in order that industrial peace and harmony may be maintained and preserved. In conducting these, use could be made of the facilities provided by the University of Papua New Guinea. Let me give an example: in 1983, under the aegis of the Government, a diploma course in industrial relations was set up by the university, one which proved highly successful. Unfortunately, because we have been faced with problems in the running of this course, it had to be discontinued—a decision we all regret very much.

In late 1983, the Bureau of Industrial Organisations, which was responsible for the development of industrial organisations in my country, was abolished, with some of its functions being transferred to my department. Owing to the growing number of trade unions being formed and grave shortages of properly trained personnel, my Government intends to embark on a training programme for industrial organisers. We will engage union officials, give them on-the-job training, have them attend short courses and after two years return them to the respective unions.

Although we have a number of training institutions in the country, training is still fragmented and in order to meet the requirements of industry a mechanism to co-ordinate all such training activities is necessary. In the light of this, a study has been carried out to establish the feasibility of setting up a national occupational training authority which would be a co-ordinating body covering all aspects of training for working people. Whilst it is our desire to have this body set up at the earliest possible opportunity, we do not possess personnel with either the appropriate skills or experience to staff such an authority. I would like to bring to your attention the fact that when we are ready to go ahead with this project we shall be turning to the ILO for assistance in providing the requisite personnel.

In this light, I would like to express my Government's disappointment with the long delay in the appointment of the Director of the ILO Office for the South Pacific. My Government is of the strong opinion that the Pacific post is of great importance to our region because with so many young and small

nations we need the services of the Pacific Office to continually assist in all aspects of labour matters, especially the need to co-ordinate the country and regional technical assistance programmes which are being implemented by the ILO.

May I make one point clear, regarding the ratification of ILO Conventions? While existing laws and practices in our country conform to a significant extent to the requirements of adopted Conventions, we are not in a position to subscribe fully to the letter of several others, during to the present stage of social and economic development. Before we can adopt them, changes must first be made to our labour laws. This being the case, our Government will only ratify those Conventions it can comply with; we shall not ratify those which we cannot put into practice.

In the course of this brief presentation, I have made an attempt to highlight the importance of some of the items on the agenda and to bring to the attention of everyone here some of the issues which are exercising the minds of those in my country responsible for the conduct of labour affairs.

I hope, too, that I have been able to convey the importance we attach to the work of the International Labour Organisation and how much we value our membership of such a prestigious body.

I wish this Conference every success and know that in the days to come we shall participate in many stimulating discussions. May the conclusions and solutions arrived at be of use to us all.

*Interpretation from Hungarian:* Mr. RÁCZ (*Secretary of State; Chairman of the State Office for Labour and Wages, Hungary*)—Mr. President, permit me to congratulate you on behalf of the Hungarian Government and our delegation on your election as President of this Conference. We wish you and the other elected officials of the Conference every success in your work.

We are celebrating a significant anniversary this year: the 71st Session of the International Labour Conference is taking place 40 years after the victory over fascism. Four decades have passed since the victory of the Soviet Union, which bore the heaviest burden of the war, and of the allies made possible a new beginning for life in Europe.

The idea of maintaining the varied and fruitful forms of co-operation between the allied states and a sense of responsibility towards the peoples of the world led, 40 years ago, to the establishment of the United Nations, in order to provide a suitable framework for peaceful co-operation among states. The end of the war also enabled the ILO to pursue its work in accordance with new principles in the spirit of the Declaration of Philadelphia.

In recalling this significant anniversary and the lessons of war, it is particularly upsetting to witness the unfavourable international climate in which the International Labour Conference is being held this year and the external conditions that are rendering difficult the Conference's efforts towards social progress.

Extremist circles are striving to disturb the military balance, and this has led in the last few years to an arms race that is more dangerous than ever. In this process, plans for waging war in space are particularly dangerous.

The socialist countries are doing all they can to prevent a deterioration in the international situation,

as is shown by a series of peaceful initiatives. It is the principal aim of the foreign policy of the Hungarian People's Republic also to serve the cause of peace and social development throughout the world.

We are convinced that the dangers threatening the existence of our world, in spite of the present difficult situation, can be averted, but this will call for the bringing together of all progressive forces. Among the forces fighting for peace, international organisations and, among them, the International Labour Organisation in accordance with its constitutional responsibilities, have a particularly important role to play. The fact that the International Labour Organisation concerns itself with the effects of arms reduction on employment and development, and the possibility of transferring labour from the arms industry to peaceful forms of production, represents a valuable contribution to peace. In my view, however, more is required. An extremely important contribution would be to promote even more actively among the public and responsible politicians in member States an awareness of the need for peace and a climate favourable to international co-operation as a prerequisite for achieving the essential objectives of the ILO.

Unfortunately, the situation within the ILO reflects the general atmosphere prevailing in international relations. In my opinion, the Organisation has not always followed the correct path in recent times. The most important programmes serving the interests of the workers, which should be viewed as foremost tasks under the Constitution, such as those fostering employment, are not given sufficient weight. Instead of a search for consensus, the application of an automatic majority vote is increasingly making itself felt. For years there has been no progress in improving the supervisory machinery: a thorough examination of the intricate complex of questions involved could be made on the basis of the resolution submitted by the socialist countries.

The desire to overcome these and similar deficiencies prompted the socialist countries to express their views on the situation within the ILO in a Declaration submitted to the Director-General of the International Labour Office.

The aim of the countries that signed the Declaration is to point out weaknesses in the ILO's activities and to encourage the adoption of means to eliminate them. Our countries await a substantive response on the part of the ILO member States. We are thinking not so much in terms of oral or written communications but rather in terms of an attitude that will be conducive to the solution of these problems.

The Declaration by the socialist countries is particularly well justified in view of the instances of discrimination against these countries that have existed for many years. While discrimination is shown in different ways, it is apparent in all three groups of the Organisation. For instance, in the Government group, with one exception, there has not been a single President of the International Labour Conference or of the Governing Body from the socialist countries. Our representatives are practically excluded from several of the Organisation's committees, for example the Committee on Freedom of Association of the Governing Body.

The trade unions of the socialist countries are not represented in accordance with their importance and

number of members, either in the Workers' group at the Conference or in the Governing Body.

The Employers' group of the Organisation has been taken over by persons who are not prepared to accept the directors of undertakings from the socialist countries and from the work of the Employers' group, both at the Conference and in the Governing Body.

The Declaration by the socialist countries repeatedly draws attention to these deficiencies with a view to their elimination with the support of the majority of member States.

We feel the Director-General's choice of items for discussion is a very topical one. We can therefore but regret that the Report arrived too late for us to have a thorough exchange of views with the workers and employers in Hungary.

We are, however, fully aware of the important role which the ILO can play—economic conditions throughout the world being what they are—as regards better labour relations in the interests of the worker. I hope that we shall have a constructive debate here, which will enrich the ILO programme and facilitate its adaptation to the pace of change in technical, social and economic fields.

I should like, here, to offer a few thoughts as a contribution to this discussion. In his Report the Director-General has some very interesting things to say about the effects of a zero growth rate and emphasises the necessary structural changes in the field of labour relations. He tries to show how decisions are taken with an eye to human and economic needs. He analyses the consequences of technological changes on the composition of the workforce, on employment opportunities and working conditions and the role played by governments in promoting structural change and in the development of labour relations which could facilitate this process. In the Director-General's Report we find a vivid description of how hard certain groups of workers have been hit by structural change, how the negotiating positions of the unions have got worse, and how often governments intervene to circumscribe the scope of the negotiations of employers and workers. It would be easy to add to this list. Despite all this we have a basic protest to make against this Report. It has hardly anything to say about us and the achievements and concerns of the socialist countries as regards labour law, labour administration, the settlement of labour disputes or co-decisions by the workers. This applies as well to the developing countries because in the ILO's activities it is precisely the programmes relating to labour relations which are based above all on the conditions obtaining in the Western industrialised countries. If we read the rather general statements made about the socialist countries in the Report, we have the impression that the latter are brought in to ensure a formal equilibrium and to pay lip service to the claim of universality. The Report investigates the position of the developing countries only by examining to the extent to which the institutions of the Western industrialised countries are active there.

The somewhat simplified approach of the Report according to which it is assumed that in the countries with central economic planning there is "a near identity of interests between workers, their enterprises and the nation as a whole" prevents a deeper analysis of the actual nature of labour relations in



these countries. This concept of the agreement of interests is used to justify discrimination within the ILO against the directors of socialist undertakings.

A subtler picture of labour relations in my country emerges from the report by the ILO mission which under Dr. Johannes Schregle came to visit us for three weeks in 1983. The mission's impressions appear in a study under the title *The trade union situation and industrial relations in Hungary*. In this study an attempt is made to describe in an unprejudiced manner the system of labour relations in our country in the context of our historical development and social economic and cultural realities. It is this approach that we miss in the Director-General's Report. The ILO mission drew our attention to many factors which we shall take into account in the further development of our labour relations.

The ILO mission observed how fast labour relations in Hungary are developing and stated that they are characterised by a search for new approaches. This is indeed the case. One aspect of labour relationships in Hungary which is very much in the forefront is the "harmonisation of interests". We acknowledge that there are bound to be regular clashes of interest throughout society and in the economy. The ensuing clashes must therefore be settled by a continuous harmonisation of interests. This process is taking place on a day-to-day basis in our economy in various forms. For example, it takes the form of a exchange of views, with public discussion preceding decision-making, etc. By providing for

an official procedure for the harmonisation of interests, we also wish to ensure that various social groups take a greater part in the preparation and implementation of decisions.

A proven way of ensuring a harmonisation of interests at the national level is for the Government to consult the trade unions and the directors of the Hungarian Chamber of Commerce. Important organisations working towards this end include the Council for Labour and Wages, the Council for Social Insurance and the National Committee for the Protection of Labour.

Within undertakings, collective agreements constitute the main way by which various interests are reconciled. Their significance is growing as undertakings become increasingly independent. Alongside the development of procedures to harmonise interests at the national level and at the level of the undertaking, we are endeavouring to promote the less fully developed machinery for harmonisation at the branch and regional level so as to ensure a stronger link between the procedures at the national level and at that of the undertaking.

May I conclude by assuring you that the Hungarian delegation will do its utmost in the future to contribute to the success of the work undertaken by the Conference and other ILO forums. I thank you for your attention.

*(The Conference adjourned at 12.45 p.m.)*

## Fifth Sitting

Monday, 10 June 1985, 3.15 p.m.

President: Mr. Ennaceur

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—This afternoon we shall continue with the Reports of the Governing Body and the Director-General.

*Interpretation from Spanish:* Mr. BARAJAS FERNÁNDEZ (*Employers' delegate, Mexico*)—It is a great honour for me to present my comments on the Director-General's Report.

To discuss the Director-General's Report, one has the duty to study it carefully. But as one reads, this sense of duty changes as one becomes convinced that it contains information which captures one's full interest and attention and comes across completely objective descriptions of the realities facing the countries of the world.

Naturally, everyone is interested in how their country has been classified according to its level of development, and we can but concur with the Director-General's observation that "the burdens of international debt and of stabilisation programmes to cope with such debt have affected economic and social progress in many developing countries" and that "policies to arrest inflation and to prevent its recurrence" have affected their economies.

These observations encourage us to find appropriate solutions and, above all, to adopt the kind of measures whereby we can achieve our goals while taking duly into consideration the interplay of the social factors and economic interests that are involved.

The Director-General's Report offers us a sweeping view of the economic, political and social situation which it draws from an excellent analysis of a single factor of production—the most important of all—labour. We would therefore like to express our gratitude for such a brilliant contribution to the wealth of information which is needed in order to be able to embark upon a process of economic recovery in equitable conditions that are conducive to a dignified standard of living. We entirely agree that dialogue and mental confidence among the various sectors are useful for overcoming obstacles and reaching consensus on how to modify the economic situation.

We are deeply concerned that the growth rate in the immediate future is liable to be virtually zero, that employment levels are difficult to forecast and that standards of living are likely to remain stationary if not actually decline. If one then looks at the way economic restructuring programmes have fared, the

picture they present is so similar that one can look forward to a long period of difficulties and to an urgent need to find alternative solutions that can speed up economic recovery with the least possible social cost.

The spirit of dialogue within each country which the Report recommends must be extended to comprise dialogue *between* countries; that is to say that the industrialised countries must recognise the right of the less developed to become industrialised so that their employment structure can evolve and the labour force be distributed more efficiently among the principle economic sectors. Better conditions of life must not be the monopoly of a few; it is the legitimate right of every human being.

The least developed countries currently face high inflation, foreign debts on which they are unable to make their payments, a young population in search of employment which is steadily increasing as more and more women join the labour force, virtually non-existent economic growth and very high social costs. Quite apart from a restructuring of their domestic economy, what these countries need is better treatment by the industrialised countries without which the process of economic recovery will be delayed, with all its attendant dangers.

As the Report points out, "in many developing countries the main current and foreseeable adjustment problems are those arising from stabilisation programmes" which have had "a serious effect on employment and on workers' incomes, sometimes putting unbearable strain on the social and political fabric".

Is there no other way of restoring equilibrium to the balance of payments and halting inflation?

It is encouraging that the ILO is studying this question and hopes to be able to formulate, in subsequent discussions with governments and international financial organisations, different types of options including minimum employment targets and the devotion of greater attention to the effects of stabilisation on income distribution and wage policy. We agree with the Director-General that the results of this work should help countries to shape programmes that are more sensitive to human and social needs.

We are also grateful for the valuable statistical information contained in the Report. The changes in the percentage distribution of the labour force by sector which are given for the five continents and for selected countries provide food for thought in the planning of objectives and goals aimed at promoting change. The percentages given for the more developed countries are an important guide for

planning the creation of employment in those sectors of the economy which in turn will have to be developed.

We are very pleased to learn from the draft Programme and Budget for 1986-87 that a high level meeting is planned to study the repercussions of international, commercial, financial and monetary policies on employment and poverty. The theme of the meeting—promotion of employment, structural adjustments and equity in a changing world—is extremely important. This dialogue between representatives of the bodies laying down economic and financial policies internationally, on the one hand, and outstanding personalities from government, employers' and trade union circles will lead to a broad consensus on the national and international measures that are required to bring about sustained and equitable growth of the world economy without ultimately compromising the objectives of expansion of employment and reduction of poverty.

In conclusion, I would like to extend my best wishes for success to this Conference and the hope that it will prove beneficial for all the countries represented.

*Interpretation from Korean:* Mr. CHO (*Government representative, Republic of Korea*)—In the first place, I wish to extend my heartfelt congratulations to you, Mr. Ennaceur, on your unanimous election to the presidency of this session of the International Labour Conference. At the same time, I would like to express my admiration to all the staff members and to Mr. Francis Blanchard, the Director-General of the ILO, for their dedicated services and devotion.

I would also like to express my gratitude to the members of the Governing Body and to the Director-General for allowing the Republic of Korea again to attend the Conference as an observer. I believe that our participation offers an excellent opportunity for us to exchange views on matters of common interest and promote friendship and co-operation with the delegations of all the member countries.

I would like to point out the fact that social justice and equity can be realised only when a fair distribution of resources and balanced development are firmly secured in all sectors of society. Social development should not be disregarded for the sake of economic growth in the national development process. The Government of the Republic of Korea fully recognises that the improvement of social welfare is a prerequisite of sustained economic growth, especially because we are embarking upon a new stage in the development of our country.

In fact, our commitment to this cause is well reflected in the Fifth Five-Year Socio-Economic Development Plan which started in 1982. The objectives of the development plan were to raise the standard of living and to improve the welfare of all citizens, and the Government of the Republic of Korea is therefore making every effort to improve working conditions and expand social benefits, in the spheres of housing, health care and education. In addition the provisions of the Constitution guarantee basic trade union rights. Moreover, the joint consultation system of labour management council which is being actively promoted by the Government is becoming firmly established.

I would now like to make brief observations concerning the Conference agenda and the current

status of the application of relevant international labour Conventions and Recommendations in the Republic of Korea.

First, on the subject of occupational health services, I believe that the prevention of industrial accidents and the protection of workers from occupational hazards are prerequisites for successful labour-management co-operation and the improvement of productivity in any industrial society. In the Republic of Korea, the enactment of the Industrial Safety and Health Law and the effective management of the National Labour Science Institute have made it possible to prevent industrial accidents and exposure to occupational hazards. Under this law employers are bound to make regular assessments of the working environment, take such measures as might be necessary to improve it, maintain personnel in charge of safety and health, and carry out regular medical check-ups.

As regards safety in the use of asbestos, we are making every effort to prevent accidents likely to be caused by the handling of asbestos. Under the Industrial Safety and Health Law, employers must ensure that workers handling asbestos are given annual medical check-ups and provided with safety devices; their working environment must be checked regularly, and they must be provided with the necessary safety education.

The third item is the revision of the Convention concerning statistics of wages and hours of work.

Labour-related statistics prepared by all nations must be accurate, timely, and up to universally approved standards, with a view not only to the proper assessment of labour conditions in each country, but also to the improvement of the efficiency of the management and evaluation of ILO projects. In this respect, I believe that the Convention which was drawn up 47 years ago should be appropriately amended so as to provide for today's needs.

Our current labour-related statistics are prepared in ways that are above the standards prescribed in this proposal. However, in the light of our past experience, we think that it is important to redefine the concepts of the statistical terms to bring added objectivity and reality and to promote international co-operation in improving the methods and techniques involved.

On the fourth item, dealing with equal opportunities and treatment for men and women, I firmly believe that, in spite of the continued actions taken to eliminate all kinds of discrimination based on sex, further efforts should be made toward this cause by the ILO as well as by individual countries.

Since it is a country with limited natural resources, the national development of the Republic of Korea had to depend heavily on human resources and, therefore, we had no other alternative than to place the highest policy priority on educational and manpower development. Accordingly, the level of our education has been greatly upgraded for men as well as women and a wider spectrum of employment opportunities are offered to women. Furthermore, a broad range of policy efforts are being made so as to ensure that all workers can receive equal pay for work of equal value regardless of their sex. In addition, in 1984 the Government of the Republic of Korea ratified the United Nations Convention on the

Elimination of All Forms of Discrimination against Women.

So far, I have briefly commented on the Conference agenda.

The rapid development of science and technology has created many changes in today's world, and such changes necessitate the search for new norms of employment and labour practices. At the same time, we are faced with numerous challenges of increased conflicts of interest, confrontation, poverty and disease, the threat of war, and unemployment. In overcoming these problems the role of the ILO strengthening close co-operation among the member States is more important than ever before.

In a sense, one cannot deny that the history of mankind is a history of labour. The hands of labour reach every corner of human civilisation. Labour is more than just a means for survival; it is our life in itself. Peace will be with us when the world recognises that labour is neither a commodity, nor an object of possession. For that reason, we ought to strive by all means achieve that peace. It is because of this aspiration that we have such high expectations of the role of the ILO.

The Republic of Korea wishes to benefit from exchanges of the rich experience of social-economic development of all the member countries of the ILO, and hopes that this aspiration can be further fulfilled through our active participation in this honourable institution, the ILO.

In closing I would like to extend my sincere wishes for the success of the International Labour Conference and the prosperity of all member countries.

Mr. WILLIS (*Minister for Employment and Industrial Relations, Australia*)—Allow me firstly to join previous speakers in congratulating you, Mr. President, on your election to the most important office of the Conference. I am sure that you will fulfil this task with great distinction.

I am pleased indeed to participate in the plenary debate on the Director-General's Report.

Last year, when I also had the pleasure of addressing the Conference, the theme of the Director-General's Report was international labour standards. Following the Conference, the Director-General analysed the issues raised in the debate and reported his findings to the Governing Body, which has given detailed consideration to how they should be processed. The Governing Body has decided to refer a wide range of matters to specific bodies for further detailed examination.

Central to this review process is the Governing Body's Working Party on Standards, which was set up during the February-March session and commenced its work at the recent May session.

It is most encouraging to see that the Director-General and the Governing Body have moved so quickly to take up the concerns of member States expressed during last year's plenary debate, although it is disappointing that certain member States declined to participate in the Working Party despite being afforded the opportunity to do so. I would hope that these Members will reconsider their position and take up the positions reserved for them at the next meeting of the Working Party in November.

I might add that a pleasing feature of last year's debate, and the Governing Body's consideration of

it, was the broad support among member countries for ILO activities in the field of standard-setting and more particularly the supervisory procedures. Without the effective supervision of implementation, ILO standard-setting would be a hollow activity and the value of standards would be debased.

Australia has always pursued a positive approach to the ratification of ILO Conventions despite our difficulties as a federal State, where the constitutional responsibilities in the labour field are shared with state governments. We have, nevertheless, ratified 43 Conventions and will shortly ratify two more. While appreciating that circumstances, often beyond the control of governments, can give rise to difficulties in implementation, our strong view is that member States must observe their international obligations arising from ratification, especially as these obligations have been voluntarily assumed. There is always scope for flexibility in the development of ILO standards, beyond that explicitly allowed by the provisions of the instruments themselves.

Turning then to the Director-General's Report for this year, may I say that my Government regards the Report on industrial relations and tripartism as particularly pertinent to the fundamental problems facing the world today.

Unfortunately, we meet in an environment where the rate of world economic growth is forecast to decline in the next year and unemployment accordingly to increase. This is particularly disturbing as unemployment levels are already high and for many countries have continued to rise in recent years despite a degree of world recovery from the acute recession of the early 1980s.

Amongst the developed mixed-economy countries, only a few have recently recorded substantial employment growth and the number of unemployed now stands at 30 million.

This failure of economic policy has been disastrous not only for the unemployed in the industrialised countries but also for billions of people in the developing countries, many of whom have been further burdened with additional hardships due to drought and famine.

The economies of many developing countries have been devastated by low commodity prices stemming from recessed levels of activity in the developed countries, spiralling balance of payments deficits, growing international indebtedness and adjustment policies which have enforced severe reductions in already inadequate living standards.

For the sake of the whole world economy, it is therefore imperative that the developed countries overcome the patent policy failures of the past decade and begin to achieve sustained economic and employment growth.

It is the strong view of the Australian Government that such results are most likely to be achieved if tripartite consultative and negotiated policies are developed to maximise the degree of consensus and co-operation in economic policy formulation and application.

Because of the importance of income claims in the inflationary process, and especially of wage claims, we see little prospect of sustained low inflationary economic and employment growth being achieved unless the parties who determine the level of these claims are prepared to co-operate with the government by keeping them to sustainable levels.

It is abundantly clear that failure to achieve that co-operation in the past, and the consequent adoption of restrictive demand policies by governments to control inflation, have created the inevitable consequence of low economic growth and spiralling unemployment. That such developments have been supplemented by unilateral interference in wage settlements and bargaining processes, attacks on the legitimacy and role of trade unions, and an increasing resort to protectionism, has only served to emphasise the desirability of the alternative consensus developing approach.

The Director-General's Report refers to recent developments of such policies in Australia as a striking example of a particularly comprehensive approach in tripartite decision-making. I am pleased to be able to say that not only has this policy been comprehensive—it has also been extremely successful.

With the agreement of all parties to a policy of simultaneous reduction of unemployment and inflation, the Government has been able to pursue a stimulatory demand management policy to encourage economic and employment growth whilst pursuing a prices and incomes policy to ensure that demand stimulation was not dissipated by rising inflation.

The prices and incomes policy was negotiated and agreed between the trade unions and the Government prior to its accession to office in March 1983, and is formalised in a written accord. Its key elements were a wage policy centred on indexation but with a union commitment to no extra claims, a price surveillance system, improvements to the "social wage", that is benefits stemming from government expenditure on social infrastructure and income transfers, improvements to the industrial relations system, and an array of consultative measurements.

Although employers' organisations are not party to the accord and disagree with some of its features, especially its wage policy, they have, nevertheless, agreed with many of the policies and reforms that have been implemented. Employers' organisations, along with the trade unions, have been closely involved in consultative forums covering national economic policy, taxation, prices and incomes, industrial relations, occupational safety and health, worker participation, industry policy and equal employment opportunity.

Inevitably, some differences of view remain. However the amount of agreement reached has been very substantial and has confounded the sceptics. In some policy areas, such as occupational safety and health, there is almost complete unanimity of view on the development of a comprehensive national strategy which is being implemented in full accordance with tripartite principles.

The economic and industrial results of these policies have, by any measure, more than justified their implementation. Economic growth has been rapid, with real gross domestic product increasing by 10.4 per cent in the two years to March of this year. Employment growth has been similarly substantial, increasing by 6 per cent in the 25 months to May of this year. As a consequence, despite a continuing rapid expansion of the workforce through population growth and increasing labour force participation, the unemployment rate has fallen by 2 per cent, that is from 10.4 per cent in April 1983 to 8.4 per cent in May 1985.

At the same time, as these substantial advances have been achieved in respect of employment, fundamental improvements have been made to the underlying strength of the economy. Thus, the inflation rate has been halved from 11 per cent to 5.5 per cent, real unit labour costs have been considerably reduced, international competitiveness has been improved, and the level of industrial disputation is the lowest for 16 years.

The rapid growth of employment and the development of tripartite industry consultative councils have also facilitated the adoption of structural adjustment policies in key manufacturing industries. The plans developed for these industries have been designed to improve their efficiency by structural reorganisation, increase labour productivity through improved work practices, expand investment, reduce protection and develop an increased export orientation.

The bases for sustained growth are therefore being implemented. The Government's strategy is that the private sector should now take up the responsibility for maintaining growth by increasing investment, thereby enabling the Government to reduce its budget deficit and public sector borrowing requirements, and so reduce interest rate pressures without inhibiting the prospects for growth.

The forecasts for economic and employment growth remain strong. Investment is estimated to increase by 21 per cent in the next 12 months, and the OECD forecast is that despite poor markets for commodity exports, the real gross domestic product will increase by 4 per cent in 1985, following a growth of 6.25 per cent in 1984. The Government's view is that, following the depreciation of the Australian dollar, growth is likely to be notably higher than the OECD has forecast. With even faster growth in the non-farm gross product, employment growth should also remain strong and permit further reductions in the level of unemployment.

There can be little doubt that these impressive economic results, and the associated social improvements, could not have been obtained without resort to current policies which are founded on tripartite consultation and negotiation. Nevertheless, it must be admitted that their application in Australia has been facilitated by a number of factors which would be less applicable in many other countries. Such factors include: firstly, the very close association between the governing party, the Australian Labour Party, and the trade unions; secondly, the high percentage of trade unionism in Australia, with 54 per cent of the labour force being members of trade unions; thirdly, the existence of only one national trade union council, the Australian Council of Trade Unions, and the affiliation to it of the great majority of trade unions; fourthly, the existence of a major employers' organisation, the Confederation of Australian Industry, which, whilst not representing some sectors of industry, nevertheless provides a wide coverage of private employers; and finally, the system of conciliation and arbitration by which industrial relations in Australia are regulated, and which has facilitated the adoption of the wage policy agreed in the prices and incomes accord. A major tripartite review of the system has recently reaffirmed the desirability of that system's continuance.

Despite the particular features of the Australian industrial, economic and political environment, the fact remains that the success of these policies pro-

vides substantial support for the Director-General's plea in his Report to this Conference for wider reliance on tripartite principles.

The indisputable fact is that in the process of economic development, powerful interest groups arise on both sides of industry which are capable of exerting substantial economic power and which, if ill-directed, can considerably hinder the implementation of government policies. This is particularly the case where these groups encompass a high proportion of those whose interests they seek to represent.

Rather than aiming to undermine and destroy the representational role of such organisations, or to curb them by depressing demand, thereby creating unemployment, the better, more economically and socially constructive course is to seek to channel that corporate power so as to produce results that maximise the national welfare.

This is the essence of tripartism. It is the recognition that in the midst of conflict and the differing emphasis of the social partners there exists an overriding common interest, the achievement of which must not be prejudiced by the single-minded pursuit of sectional interests. It is the ultimate acknowledgement of the need for social responsibility in the exercise of their corporate power by unions and business if the common objectives of full employment, rising living standards and the elimination of poverty are to be achieved. These are the very principles on which the ILO is based and they have never been more relevant to the resolution of the world's economic and social problems than they are today.

Finally, may I strongly endorse the Director-General's proposal for a high-level policy meeting during the next biennium to review the impact of international trade, financial and monetary policies on employment and poverty. It is, I believe, imperative that the benefits of tripartism and dialogue are fully understood not only by the ILO and its tripartite constituents but by other major international organisations and their constituent member States. If this understanding can be fostered and developed, the prospects of sustained world economic recovery, with its attendant benefits of rising employment and living standards, will be immeasurably enhanced.

*Interpretation from Arabic:* Mr. BEL HADJ AMMAR (*Employers' delegate, Tunisia*)—Mr. President, on behalf of the Tunisian Employers' delegation and in my own name, I should first like to associate myself with the preceding speakers, to express our warmest congratulations to you, for the confidence bestowed upon you and to express my heartfelt wishes for the success of our task.

On behalf of the Tunisian Employers' delegation, I should like to express the pride and honour that we feel at the confidence and honour bestowed on our country through your election to the presidency of this 71st Session of the International Labour Conference, I should like to thank all the delegations present, particularly the African delegations, which submitted your candidature. On this occasion I should like to express my gratitude and thanks to the Director-General for the Report which he presented and for the report on the activities of the International Labour Organisation in which attention is drawn to the ILO's efforts to realise its objectives. The Director-General's Report clearly presents the

problems which confront the International Labour Organisation in the fields of training and employment and working conditions, as well as those of industrial relations and human rights as a result of various forms of discrimination.

The quest for the most appropriate solutions to all these problems and the adoption of measures in this respect are among the grave tasks to be tackled by the International Labour Organisation if social progress is to be achieved throughout the world and particularly in the countries of the Third World, where much remains to be done to improve living and working conditions. I avail myself of this opportunity to commend the work of the office responsible for examining relations with employers, and the assistance that was extended to the employers' organisations to promote small and medium-size enterprises, which are considered the best means of providing employment and improving living standards and vocational training. In this respect I should like to refer to Major Programme 225, which attaches great importance to subjects such as the working environment and industrial relations.

Item VII concerning equal opportunities and equal treatment for men and women in employment is one of the most important on the agenda of this session.

The year 1956 was a special one for Tunisia since it was characterised by an important event unprecedented in its long history. Indeed, in 1956, Tunisia gained independence and liquidated the last remnants of colonialism. In the same year it embarked on a radical reform of social and family life through the promulgation of the Personal Status Act on 13 August 1956. Yet the advent of our independence liberated only half of the people, for the other half was paralysed and, in effect, doomed to a passive role in life. However, with the promulgation of the Personal Status Act, women regained their dignity. They were no longer the passive, helpless creatures that they used to be, encumbered with ignorance, confinement and passivity. This social transformation which took place in Tunisia in 1956 was brought about by the increasing number of young men and women who registered with schools and other educational institutions, as a result of the considerable efforts exerted by the State to promote knowledge and education. The most obvious indication of this transformation is the number of girls and young women registered in schools, universities and vocational training institutes. The participation of women in various kinds of economic and social activities are increasing with the passage of days.

The participation of women in various branches of economic activity and at various levels of responsibility has become an undeniable fact. All these stages in the development of women are an indication of the standard achieved and a vivid reflection of the new society which has emerged and in which women enjoy—side by side with men—the status they deserve. Yet Tunisian women are capable of achieving still further progress in the future. Current trends in education and training, job creation and the measures adopted by the State in the spheres of family planning and family health and the improvement of the status of rural women, provide grounds for optimism for the future.

The economic and social development that has taken place since independence, as reflected in concrete and significant achievements in education

and the increase in the number of women in the cities, has affected the employment of women which has come to be looked upon as an important and integral part of development. This is why various measures have been taken to facilitate the access of women to the labour market. These include the ratification, by Tunisia, of a number of ILO Conventions on the employment of women, and, in particular, Convention No. 89 of 1948 on night work, Convention No. 100 of 1951 which lays down the principle of equal remuneration for men and women for work of equal value, and Convention No. 45 of 1935 which prohibits the employment of women for underground work, as well as other Conventions.

Tunisian legislation also provides for various other measures to protect women which are based mainly on protection against strenuous work, the protection of their health and the maintenance of ethical and moral standards at work. Greater flexibility has been introduced in daily life and in working hours, measures have been adopted to promote employment of women and a great many facilities have been provided to facilitate the employment of women, such as nurseries, kindergartens and school restaurants.

The role of women in Tunisia has for a long time been limited to the agricultural sector. The gradual transformation from an agricultural economy to a more modern and diversified one has been characterised since the sixties by a consistent increase in the employment of women in the sectors of industry and services.

Available data indicate that the development of women's employment has affected all branches of industry and services such as administration, banking, insurance, trade and others. In Tunisia, women are an integral part of the community and society. Women participate actively in development efforts and benefit from the general policy which is geared to economic and social development. Furthermore, women have been the focus of special programmes adopted in an attempt to bridge the existing gap between men and women. Tunisian women today participate effectively in the general development of the country; in the government, in Parliament and in various national bodies, the number of women employed in responsible positions is increasing daily.

Tunisia has earnestly adopted the objectives of the United Nations Decade Women, namely equality, development and peace. The United Nations Decade for Women has given new impetus to the promotion of the status of women and paved the way to marked improvements in their position and status. At this point we should like to express our satisfaction at the progress which has been made towards achieving equality between men and women. Yet, how could we possibly overlook the inhuman hardships endured by women as a result of the horrors of war and various forms of oppression? How could we possibly overlook the situation confronting the Palestinian women who, for the past 40 years, have been living in camps, deprived of their most basic human rights and enduring the horrors and atrocities of war—a war of extermination? We cannot possibly remain unmoved and unaffected by the fate of those millions of women and children who are victims of racial discrimination and other forms of segregation. These are facts that cannot be ignored if the lot of mankind is to be improved on a global scale. We call upon all countries to intensify their efforts to improve consul-

tation and establish closer relations with a view to the settlement of all disputes and the establishment of an atmosphere of trust and peace throughout the world. Only then will there be any hope for justice, freedom and dignity.

Mr. BIRMINGHAM (*Minister of State, Department of Labour, Ireland*)—Sir, I would like to begin by offering to you the congratulations of the delegation of Ireland on your election as President of the Conference; an election that we consider to be well merited and, indeed, to be an honour well earned—earned through a quarter of a century or more of participation in the various bodies and organs of the International Labour Organisation. We are confident that under your experienced leadership this, the 71st Session of the International Labour Conference, will adopt decisions and initiate development that will respond to the nature and intensity of the problems that arise internationally in labour affairs, and our confidence is increased when we recall your skilled chairmanship in this hall of the World Employment Conference of 1976. Perhaps, Sir, I could take this opportunity, too, to express to the Director-General the appreciation of my delegation for the timely and efficient production of the documents for all of the technical items, and in particular for the major Report to the Conference covering industrial relations and tripartism, structural change, dialogue and social progress.

In the introduction to his Report the Director-General posed the question whether the International Labour Organisation is really achieving all that it ought to be achieving in the world of labour. It is, I believe, altogether appropriate that, at a time when representatives from the world of work are faced with a profound complexity of change, the International Labour Organisation should be seriously examining its future role. At any time, but now I think more than ever, it behoves an organisation like this to reassess its direction, its strategies and its structures in an attempt to examine whether its full potential is being achieved and whether its influence is being maintained. I make this point against the background of Ireland's full and active support, from the very foundations of our State, for the International Labour Organisation, and equally importantly our support for what the International Labour Organisation stands for in terms of the establishment of objective labour standards and the objective supervision of those standards. Therefore I welcome the Director-General's proposal to ask the Governing Body, as a prelude to the Organisation's planning for the nineties, to debate fundamental issues about the future of the International Labour Organisation and its activities. In that regard I have just two suggestions to make. I believe that the generality of the membership should be given an opportunity—perhaps in consultation in writing on the working paper which the Director-General proposes to place before the Governing Body—to contribute to that important debate. I am confident that the widest possible involvement of the membership in establishing anew the business that the International Labour Organisation is in, or should be in, can only prove to be constructive. My other suggestion relates to an aspect of the organisation's work on international labour standards. It stems from the Director-



General's notification to us that the Governing Body, basing itself on the Conference discussions in 1984, will be working in the coming years to revise the various procedures for the adoption and the promotion of international labour standards and will be determining areas in which new or revised standards will be appropriate. It seems to me, then, that this reconsideration of international protective legislation prompts some reflections on a contemporary phenomenon: that of deregulation.

As the economies of Western Europe fail to emulate the performance of the United States and Japan, attention has focused on "deregulation" as a possible explanatory factor. Particularly in regard to the labour market in Europe, the existence of rigidities is frequently cited as preventing a return to pre-oil crisis levels of employment. While of course deregulation is a broad concept relating to rigidities of all types in all markets, some advocates of deregulation in Europe have tended to confine their efforts to one market—the labour market—and to one rigidity—the worker protection legislation. This perception of protective legislation as an unjustified rigidity in the market emanates from a popular thesis among many economists that the code of rights for employees introduced in earlier decades is no longer appropriate to the modern economy. For many, the association of high United States growth rates with deregulation is not merely coincidental and the high degree of legal protection currently afforded to employees is seen as actually impeding economic recovery.

The challenge to the existing levels of worker protection has intensified in recent months. In more than one international forum, we have heard complaints, often expressed in trenchant terms, that Europe's problems stem in part at least from the reluctance of employers to take on labour, because of the difficulty of terminating their employment. At its most blunt, it is often expressed in the adage: if you can't fire—you won't hire. That debate, however passionate, is I believe too frequently characterised by the absence of concrete analysis of the problem, with most arguments being based solely on circumstantial evidence.

It seems to me that the International Labour Organisation, with its representative structure, its comprehensive approach to economic and social development, and its experience with the application of international labour legislation, should adopt an early and a clear position on the movement to deregulate the labour market by diluting the legal protection of workers. The issue that has to be decided is this: whether there exists a conflict between the creation and the protection of employment and if that conflict does exist we must strike the correct balance between the imperatives of employment and the protection of workers' rights. We must determine if an objective analysis of this issue is possible or if we are to rely on subjective viewpoints. The problem is of international interest and so, it seems to me, is eminently suitable as a topic of debate in a forum such as the International Labour Organisation. Any deliberations in this area should attempt to establish: (i) the extent to which worker protection legislation has a real disincentive impact on employment; (ii) whether quantification of the disincentive effect, if any, is possible; and (iii) the extent to which any reduction in worker protection

under the law can be allowed to proceed without impinging on the basic floor of rights for employees. Only on the basis of such an analysis can the relative merits of regulated and deregulated labour markets in Europe be adequately assessed. The time and effort that has been invested over the years in the evolution of the present code of rights for employees demands of us that any trend towards reducing those rights should be treated with caution and accepted only on the basis of a thorough examination of the facts. In the event that the examination discloses that the relative prosperity of those at work is maintained at the expense of those who have no work, then the International Labour Organisation would have an obligation to make that better known, an obligation to make it better understood and an obligation to have it acted upon. I think too that the International Labour Organisation would also have an obligation to declare a floor of fundamental rights, a floor that would cover matters such as freedom of association, equality of opportunity and treatment, and occupational safety and health.

I read with great interest, the discussion in the Director-General's Report on industrial relations and tripartism. This sketches, if I may so, with commendable deftness the complex backdrop of structural and other changes against which the relationship between employers and unions, and between each in turn and government, is now to be viewed.

It contains also a strong restatement of the continuing relevance of the traditional ILO emphasis on dialogue and co-operation—an emphasis which I can say to you the Irish Government supports fully. Perhaps there have been times when those goals have had broader appeal but, if so, their basic importance is no less—and possibly even more—demonstrable now than at any other time. We should not readily forget the long and difficult efforts needed to establish industrial relations systems characterised by approximate parity between the two sides and by a general acceptance of the desirability of consensus.

We should not forget either the struggles and the sacrifices made by the trade union movement in particular in bringing this about. As the Report properly affirms, trade unions are basic and key institutions of society and their health, their growth and development should be of vital concern to us all. Society in general has been the beneficiary of trade union activity and that fact should not be lost sight of in current discussions and current controversy. It is not the wisest of policies to concentrate on contemporary problems without keeping in mind the problems which preceded or generated them. Those of us who learn nothing from past experience may after all be compelled to relearn it by reliving it. And if, as has sometimes been said, the industrial relations problems of the 1950s and 1960s had their roots in the 1930s, then it behoves all of us to do what we can to avoid sowing the problems of the next few decades during the 1980s.

Having said all that, it must equally be acknowledged that things have changed, and changed very substantially, over the last decade and perhaps more particularly over the last five years or so. As the Report notes, in so far as the cause of many of these changes lies in increasing international competition in conditions of subdued growth, they seem likely to continue affecting industrial relations for some quite considerable time to come. In many countries too,



there are indigenous factors to contend with, such as the high rate of labour market growth in my own country.

When things change we can respond in a number of different ways. We can pretend as best we can, that nothing has changed. We can recognise that things have changed and then sit back and wait for them to return to the way that they were. Or we can accept that we must be prepared to adjust.

In our present circumstances that last option is clearly the only remotely credible one. Difficult as the adjustments required over the last few years have been for those in work, they are nothing to those that have been borne by workers who have lost their jobs or young people who have not been able to find work at all. And that disparity should be uppermost in all our minds when it comes to considering measures that may alleviate the plight of those groups.

The Director-General's Report expressed the view that adjustment through tripartite dialogue and consensus has many advantages. I share that view. However, I have to say that from the considerable experience in our own country of tripartite arrangements, and in that respect we share an experience with our Australian and Tunisian colleagues, consensus can at times be just a little elusive. Let me explain: the willingness to compromise and to search for mutually fair and acceptable outcomes is certainly characteristic of collective bargaining between employers and unions. In the wider context of tripartite discussions that essential characteristic can too often be missing. In the absence of a willingness to come together to find common ground, then the whole concept of tripartism is itself the loser.

The precondition of any successful consensus in present circumstances must be an acceptance of certain constraints and some willingness to take the world as it is and not as we would wish it to be. I referred earlier to the lessons which I hoped have been learned from the period preceding the establishment of our contemporary industrial relations systems. I think there are lessons also to be learned from the more recent past. Amongst these are the need for all sides—governments no less than unions or employers—to have a clear view of their own responsibilities and a firm resolve not to transgress them. A bad bargain may be worse than no bargain at all. I am sure that we can all cite examples of short-term solutions being advanced to avert problems only to give rise to still greater problems at a later date. That may apply, for example, to the cumulative effect of individual financial commitments made by governments. It is experiences such as these which lie behind the determination of a great many governments at the present time to learn from past mistakes. The costs of those mistakes have been too great and the efforts that have been needed to correct them too exacting for it to be otherwise.

Despite that, I remain hopeful that progress can be made. I believe that all sides may come to see that the costs of disagreement far outweigh the possible risks entailed by a real commitment to consensus.

The analysis that is contained in the Director-General's Report merits careful consideration by all sides as a result, and the programme of future ILO activities outlined there deserves all our support. I want to assure you that it will certainly have the support of Ireland.

*Interpretation from German:* Mr. DALLINGER (Federal Minister for Social Affairs, Austria)—The 71st Session of the International Labour Conference is a particularly difficult one in view of the high degree of unemployment in the world, and I therefore think that it is especially fitting to wish every success to the President of this Conference. I am sure, Mr. President, that under your guidance our common efforts will meet with complete success.

In connection with the central subject of the Report of the Director-General, I wish to point out that in Austria in the last ten years co-operation between employers and workers has led to the emergence of the concept of social partnership. Such social partnerships were to a large extent already responsible for the economic progress of Austria after the Second World War and for effectively dealing with the crisis of the late 1970s. The system of social partnership in Austria developed on the basis of a great number of comprehensively regulated self-management bodies and free associations with a high degree of representativity. Such legal and social prerequisites would not, however, have been sufficient in themselves to ensure the high degree of voluntary co-operation that has been achieved among these associations, which have different and sometimes even contradictory aims, for the purpose of settling disputes.

The sorrowful experiences of Austrian politicians, trade unionists and those representing economic interests, from the 1930s up to the liberation of Austria from National Socialist domination, undoubtedly also played a role in ensuring co-operation that served to overcome differences, in place of confrontation. Social partnership found clearest expression in the establishment of the Joint Commission on Wages and Prices which was established following the setting-up in 1947 of a standing Economic Commission which, in collaboration with large workers' and employers' associations, was to tackle high price and wage increases that could no longer be contained through official price and wage control. It was possible to introduce economic stability through a series of wage and price agreements, and thereby achieve the all-important objective of political stability. In order to be able to combat inflation, which arose ten years later, the Economic Commission was endowed with the means to act as a recognised and reliable instrument of the Joint Commission on Wages and Prices.

The Commission included government members from both coalition parties as well as the Presidents of the two large workers' and two large employers' organisations, all enjoying the right to vote. In addition, a subcommittee on prices and one on wages were set up, comprising representatives of the organisations only. This group operated in accordance with the agreement reached by the organisations, whereby the employers' associations undertook to encourage their members to submit intended price increases for consideration by the Commission, and the workers' associations agreed to urge trade unions to accept prior submission of all wage claims to the Commission.

As a result of changes in government, government members subsequently renounced their right to vote, so that decisions in the Commission are taken only by the social partners; decisions must be taken unanimously.

Without presenting the details of the procedure, particular attention should be paid to the importance of this Commission as a forum for discussion between the Government and employers' and workers' organisations, i.e. the social partners, in significant areas of economic and social policy. Discussions in the Joint Commission concerning economic policy are held on a quarterly basis and provide the social partners with an opportunity to debate the Government's intended measures with the Government while also enabling them to present the views of their members regarding steps to be taken by the Government.

Social partnership has thus made a notable contribution to Austria's economic development and to smoothing over differences.

It should not be overlooked, however, that social partnership is an integral part of the current social and economic order, and as such is not only based on an acceptance of that order but even requires such an order for it to be able to function. It therefore serves to stabilise and preserve the existing structure and system, and acts as a barrier to tendencies for the redistribution of income. Long-term relative constancy in the relationship between wages and profits is the price that we in Austria have to pay for the institution of social partnership. The attempts made in times of crisis to secure a larger slice of the cake already show the limitations of such a policy of compromise. Social partnership, however well it may work in specific areas, can no longer be successful in cases where essential incompatibility cannot be glossed over by discounting workers' justified claims, not in cases where this incompatibility is so deeply rooted that the differences between two conflicting ideologies cannot be reconciled through the normal process of compromise.

In no way should social partnership become a parallel form of government, a State within a State; it should never initiate or anticipate political decisions because these are the prerogative of institutions provided for in the Constitution, i.e. the Parliament.

I hope, with this brief account, to have given a clear idea of the advantages and disadvantages of the system of social partnership in Austria. The report on the trade union situation in Austria will soon be ready and the ILO members will have the opportunity of examining the Austrian situation in detail.

I have mentioned that the existence of social partnership has contributed to Austria's positive economic development. How does this appear in concrete terms? After years of slump, the Austrian economy has for the past three years been expanding at about 3 per cent per annum: the main reasons for this have been the increase in exports, the growth in domestic demand and, to an increasing extent, investments. However, this growth has not led to the automatic elimination of employment problems, as was the case in earlier times; it has nevertheless sufficed to stabilise the unemployment rate. With an unemployment rate of 4.5 per cent in 1983 and 1984, and a current rate of only 1 or 2 percentage points higher than these two previous years, our country is one of the countries with the lowest rates of unemployment in Europe. Indeed, the unemployment rate in Austria is not even half that of the average of European OECD member States. This relatively favourable development is to some extent a result of the fact that there is a consensus amongst all political parties to maintain the highest possible level of

employment; the only differences of opinion exist as to the methods which should be used to achieve this end. In addition, the relatively favourable situation on the labour market in Austria is the result of concrete political action which was taken at the very first sign of increasing unemployment.

The Austrian Federal Government, profoundly marked by the mass unemployment between the two world wars, has never accepted that there is a natural rate of unemployment and an unavoidable basic unemployment rate. In the 1970s, this attitude was borne out by an increase in government orders to offset the slump in domestic private demand. At the beginning of the 1980s, employment programmes were initiated, in which the Federal Government co-operated with the various Länder and municipalities to stimulate employment. It is our conviction in Austria that it is better to finance employment than unemployment.

A problem deserving our special attention is that of unemployment amongst young people. Here again, Austria, with its 28.5 per cent of young people out of the total number of unemployed, is in a relatively favourable position. However, aware that unemployment amongst young people is a socially and politically explosive issue, we have developed special programmes to combat unemployment amongst young people. We provide large sums to promote the training of young people and are extremely generous towards undertakings which employ extra young people or make additional training occupations available. We work in close co-operation with those responsible for the economy but also with Länder, municipalities and various institutions, to ensure that an increasing number of young people are employed. Under certain conditions, the Federal Government pays for up to 70 per cent of the wages of those additionally employed. However, we take care to ensure that the employment opportunities offered to young people correspond to what they themselves consider as a valid occupation. For instance, we have created new jobs in such fields as protection of the environment, the replanning of towns, village improvement schemes, etc. We are now busy extending these new aspects of an "experimental labour market policy" to social and cultural fields. We support the self-management of undertakings, even when there is only a slight possibility of success being achieved.

Thanks to its policy and the priority it has given to employment, Austria has prevented a dramatic increase in unemployment, such as is observed in other countries. However, we do not have any patent recipe to offer; nobody can offer such a recipe. Nevertheless, we are convinced that well planned measures to promote employment and stimulate the economy can alleviate these problems. The money required is there; to deny this, when such huge sums are being invested in armaments, would be downright cynical.

In Austria, tripartism in accordance with the aims of the ILO is being put into practice. On behalf of the Federal Government, Austria fully supports the work of the ILO and hopes that in view of the present tensions and vast social problems, tripartism will develop and lead to greater respect for the standards of the International Labour Organisation in all member States.

Mr. DONALDSON (*Minister of Labour, Social Security and Co-operatives, Trinidad and Tobago*)—Mr. President, it is with great pleasure that I extend to you, on behalf of the Government and the tripartite delegation of Trinidad and Tobago, congratulations on your election to the presidency of this 71st Session of the International Labour Conference.

Your wide experience and distinguished career in the field of labour clearly render you an excellent choice for guiding this Conference through its deliberations and we are indeed confident that you will effectively and successfully discharge with distinction the onerous duties which have been placed upon you.

I wish also to congratulate the Vice-Presidents elected from Government, Workers' and Employers' representatives, who will be assisting you with the important task of conducting the affairs of this Conference.

The Report of the Director-General for discussion at this 71st Session of the International Labour Conference focuses upon industrial relations and tripartism in the context of the structural changes that economic, social and technological developments necessitate; the challenges posed by these developments to industrial relations institutions; and the role of such institutions in the resolution of the problems caused by these challenges.

The main theme and the sub-themes of Part I of the Report are particularly timely for developing countries. Timely because economic growth pre-occupied the development thrust in these countries during the decades of the sixties and the seventies, with the result that the structural aspects of development and their implications faded into relative insignificance.

The economic realities which now face developing countries in the 1980s bring into sharp focus the structural aspects of development as well as an acute awareness of the need to re-examine some of the development policies and strategies which have been applied.

Trinidad and Tobago, as an oil-producing country, benefited considerably from its petroleum industry in the 1970s. With increased financial resources derived therefrom, we have been able to achieve some structural transformation of the economy. Energy-based industries, including steel, ammonia, urea and methanol, have been established; a fair measure of the increased income from the petroleum sector has been transferred to other economic sectors; the stock of economic and social infrastructure increased appreciably and through various transfer measures lower income groups shared substantially in all benefits.

But despite these favourable developments, a number of structural weaknesses persist. The overwhelming dependence of the economy on petroleum products remains. There remains also a dependence on imported food; a restricted industrial and export-oriented production base; and unemployment co-existing with a high wage and salary structure geared chiefly to the petroleum industry.

Only radical and sustained adjustment mechanisms with the implied sacrifice and pain can bring any real change. The challenge to us all, particularly the developing countries, is to bring about the necessary structural adjustments in the economy with minimum social and economic dislocation.

I am happy to be able to state that all the social partners of industry in my country recognise the crucial need for such adjustment. All recognise that sacrifices will have to be made and that such sacrifices should be equitably shared. What remains to be determined are the ways and means to fully achieve these already acknowledged goals.

In this regard, my Government fully endorses the view expressed in the Director-General's Report that an essential condition for success in the full involvement of workers and employers, not only in the determination of terms and conditions of employment but also in broader questions of economic and social development. It also supports the view that the institutions of democracy, bipartite collective bargaining and tripartism are the main instrument for finding socially acceptable answers to problems and obstacles which confront us in the adjustment process.

The foregoing perspective informs the thrust of the Government of Trinidad and Tobago to deal with the crucial problems of structural change alluded to in the Director-General's Report.

In his 1982 Budget Speech, the Minister of Finance and Planning dealt at some length with the question of the reassessment of the country's development strategy and, following therefrom, the Cabinet appointed a task force in February of that year "to formulate initially a properly articulated medium-term sector investment programme to be followed by a more comprehensive multi-sectoral plan to evolve over the long run". Since the submission of that task force report, entitled *The imperatives of adjustment*, a National Economic Commission has been established, comprising representatives from the public and private sectors, banking and financial institutions, the small business sector and the labour movement. The Minister of Finance and Planning, who is the Prime Minister, is Chairman of the Commission which has already adopted some of the recommendations of the task force.

Indeed, the principle of tripartism has been over the years a strong feature of my country's industrial relations system. There has been, however, a more recent development among the social partners.

In 1982, a standing tripartite body at the national level was established. This body meets regularly to discuss and formulate policy proposals for the consideration of the Government in respect of labour relations and social policy matters. It determines its own agenda items and its own priorities and, so far, it has been successful in maintaining a meaningful dialogue between labour, employers and the Government.

On the basis of its recommendations, some legislation has been enacted. Also arising out of its work, a Retrenchment and Severance Benefits Bill has already been passed in the Lower House of Parliament and is now before the Upper House for its consideration. It has made proposals for comprehensive amendments to the Industrial Relations Act which the Government has already approved and which will be presented to Parliament for its consideration. Its recommendation for amending the Minimum Wages and Terms and Conditions of Employment Act to provide for terminal benefits to workers reaching retirement age or in cases of certified ill-health and injury has been accepted by the Government and, in addition, a concordat in

respect of both labour costs and of prices in the economy has been drafted for ratification by the executives of the respective parties involved.

It is now deemed imperative to deepen the understanding and the dialogue that exist between the social partners and to this end initiatives have been taken to develop new methods of communication and to develop and share the necessary information which would inform discussions, policy and decisions. One exercise recently undertaken, for example, was a seminar for representatives of all sectors of the economy at the level of both employers and labour. The theme was: "The economic realities of Trinidad and Tobago: 1985 and beyond", and it provided a useful opportunity to consider the economic parameters within which the social partners would have to interact in the days and the years ahead.

Part II of the Director-General's Report provides us once more with an impressive range of activities of the ILO over the past year. This should indeed give us a feeling of satisfaction in respect of the contribution which this Organisation has been making in promoting social and economic development throughout the world and it merits our congratulations and appreciation. While Trinidad and Tobago itself might not have had any major direct technical co-operation project during the period under review, it nevertheless participated in a number of seminars and other activities including a Caribbean Subregional Seminar on Management Techniques for Trade Unionists and a Seminar Workshop for Public Service Practitioners. We are also aware of a reservoir of technical advisory services available to the English-speaking Caribbean subregion, some of which are based at the ILO Caribbean Office in my country.

One subregional technical co-operation activity to which I would like to make particular reference, is the Caribbean Labour Administration Centre called CLAC. This Centre, with its limited resources, has been rendering an invaluable service to the subregion during its short period of existence. It has been able to implement an impressive programme of activities in labour administration which has been of benefit to all the countries in the subregion. I am happy to note that the organisation, which started six years ago as a small UNDP/Venezuela-sponsored project, has now become one of the five regional vehicles in the Organisation's labour administration programme. But I am also aware that its range of activities has been severely constrained because of inadequate funding. I therefore believe that I also speak for other member States of the subregion in expressing the hope that the Organisation will find it possible to make a greater contribution from its regular budget in order to widen and perhaps deepen the activities of the Centre.

Among the agenda items for second discussion at this Conference, are the occupational health services. I wish to reaffirm my country's commitment to the improvement of working conditions and the working environment and the general well-being of all its workers. In pursuance of this commitment, a comprehensive piece of legislation intended to provide for the safety, health and welfare of all employed persons in industrial establishments has been prepared. This was achieved with the assistance of an ILO expert. The legislation, that is an Occupational Safety and Health Bill, was recently published for public comment, and these comments are receiving

my Ministry's attention with a view to having a Bill finally prepared for presentation to our national Parliament.

As is customary, the Conference has before it for consideration a *Special Report by the Director-General on the Application of the Declaration concerning the Policy of Apartheid* in South Africa as well as a report on the subject by the Governing Body Committee on Discrimination.

Trinidad and Tobago's views on the subject have been clearly articulated at all opportunities. The Government and people of Trinidad and Tobago have been unequivocal in condemnation of the system of apartheid. We will continue to condemn and do all else in our power to ensure that the burden of this system is removed from the oppressed people of South Africa. The conscience of all mankind will never be free as long as apartheid continues its reign of terror on all those who must live under it.

The Government of Trinidad and Tobago will seize every occasion—internationally and otherwise—to make its contribution towards the removal of the pernicious policy of apartheid from the face of our earth.

Engaging the attention of the Conference during this session, are the proposals of the Working Party on the structure of the ILO. My delegation hopes that this session will result in definitive and meaningful measures which have so far eluded us despite the dedicated efforts of the Working Party.

As we meet here at the 71st Session of the International Labour Conference, the majority of Third World countries are experiencing the real effects of the global economic recession of the 1980s. It is true that there are some encouraging indicators of recovery in some developed countries but, as is well known, there is a widening gap between the level of recovery in those economies and the economies of developing countries. This situation carries very serious implications for the developing world in general and particularly for workers in those countries where the incidence of unemployment and poverty is already intolerably high. Our deliberations must therefore be very mindful of this fact and, as a tripartite forum, we must strive to find some early answers.

I am indeed hopeful that our discussions on the Director-General's Report will assist in finding solutions for these problems and will help to bring us nearer to the ILO's goal of universal and lasting peace.

*Interpretation from French:* Mr. AZZOUZ (Deputy Minister for Labour, Algeria)—Allow me first of all to associate myself with previous speakers and to express my warmest congratulations on your election to the Presidency of this 71st Session of the International Labour Conference.

That election was a tribute to your personal qualities and to the sister Republic of Tunisia and to the African continent as a whole. I am convinced that under your direction our labours will be crowned with success and that all the aims which we have set ourselves will be attained.

I should also like to congratulate the Director-General of the ILO for the clarity of his Report, which this year deals with the important question of industrial relations and tripartism.

We can but agree wholeheartedly with the Director-General in emphasizing the extreme importance played by tripartism in reinforcing constructive discussion between workers and employers and bringing about harmonious industrial relations.

But while urging respect for tripartism, which, we are concerned, is one of the pillars of the ILO, we must envisage it in a context which reflects the realities of the modern world and the very diverse systems of social and economic organisation and the very different levels of development achieved by member countries.

These realities, which are clear to us all, are not sufficiently reflected as we see it in the Report, which makes greater play with technical and legal concepts and standards than with the underlying spirit and purpose of tripartism. Thus we find tripartism reduced simply to the settlement of the conflicts and clashes that are likely to arise between employers and workers in the market-economy countries.

Now if we take a look at the political, social and economic realities of the world today, we can see that the organisational model based on a plurality of trade union and occupational associations has been rejected by a good many member States because quite simply, it does not reflect their concept of the democratic ideal and because tripartism, understood firstly as the participation by all the forces of society in the major decisions to be taken, can also be achieved in other ways than those which have been proposed.

Now democracy as we conceive it is the process whereby authentic freedom is guaranteed by freeing individuals from exploitation, from unemployment, from uncertainty concerning what tomorrow may bring, from sickness, from ignorance and from worry about the future of our children.

These are the objective conditions for the genuine exercise of human rights and freedoms. These rights and freedoms Algeria is trying to promote fully in practice by the multiple activities which the State is undertaking in the economic and social life of the country.

To conceive of democracy in terms of the objectives ascribed to it by the market-economy countries is, I am afraid to say, to refuse the need for discussion and concertation called for by the Report as soon as we are confronted with different social systems. Such an attitude is essentially an inward-looking one which can only give a sharper edge to conflicts of interest and opinion.

The agenda of this session includes the study, amongst other things, of questions as important as the budget for the next two years, the occupational health services, the revision of the Convention concerning Statistics of Wages and Hours of work, equal opportunities and equal treatment for men and women in employment, the structure of the ILO and ILO activities concerning the policy of apartheid.

As regards the draft budget, the size and distribution of which will govern the ILO's activities over the coming years, my delegation has already had the opportunity to express within the Governing Body its concern at the tendency of the well-to-do countries to try to reduce budget growth each year and in particular the funds set aside for technical assistance, and this at a time when the help of the ILO is more and more in demand.

That is why, further to what the United Nations and other agencies have done, that my country appeals once more to the ILO, to adopt more consequent measures for the very poorest countries. Here we have to pay special attention to the countries of the Sahel, which as you know, are experiencing a period of crisis which justifies the establishment of a genuine emergency programme of assistance like that launched by the OAU at the last summit meeting of African Heads of State and Government. In this context, my country reiterates its deep concern at the dwindling extra-budgetary resources set aside for technical co-operation and which dropped in nominal terms from 194 million dollars in 1980-81 to 167 million dollars in 1984-85.

Here we can but share the Director-General's profound disquiet and agree with him that technical co-operation is one of the essential instruments to attain the aims of the ILO and the most practical means of helping the developing countries.

The budgetary constraints which the ILO is confronting are such as to jeopardise certain activities considered to deserve priority. I refer, *inter alia*, to the World Conference on Vocational Training, which it has been impossible to schedule during the biennium 1986-87.

The Conference this year will undertake a second discussion of the occupational health services and will undoubtedly adopt certain instruments. These instruments, besides enriching the standard-setting work of the ILO, will also make a major contribution in a field which is effectively helping to bring about an all-round improvement in the conditions of life and work and in boosting production and productivity.

Algeria, convinced as it is of the usefulness of the ILO's activities in this field, was highly gratified by the action taken in support of the International Programme for the Improvement of Working Conditions and Environment and has this year initiated a programme of co-operation with PIACT.

It is also this same endeavour to reflect on a permanent basis the concerns of the world of work and to find adequate solutions which have led our Conference to examine the revision and the adaptation of Convention No. 63, the scope of which will henceforward cover all labour statistics.

The forthcoming Nairobi Conference which will assess the United Nations Decade for Women also offers us the timely opportunity to discuss the important question of the promotion of equal opportunities and equal treatment for men and women in employment.

This is a permanent activity to which the ILO attaches particular interest and which reflects, moreover, a deep concern of my country which is trying to provide—and indeed, guarantees—the same rights and the same obligations for all its children in accordance with the major ideals of our revolution.

Another item on our agenda which is of special importance to us is that of the reform of ILO structures. The completion of this task is essential to the future and credibility of our Organisation.

After some 20 years of long and laborious negotiation on structural reform, appreciable results have certainly been achieved, thanks to the efforts, wisdom and the high sense of responsibility shown by the parties concerned.

We were earnestly hoping that the Conference would be able to reach a final solution which would

be of a lasting nature and which would give satisfaction to all.

It is in this spirit that the terms of reference of the Working Party ended in 1983, to be replaced by a small Conference delegation to settle the final outstanding problems, and in particular that of the representation within the Employers' group.

We should like to express our deep disappointment at the total lack of progress made during the last two years.

Algeria is also concerned that the discussion on the question of representation within the Employers' group seems to have become hopelessly bogged down and appeals to the responsibility and determination of those concerned to safeguard the future of our Organisation by overcoming the last remaining hurdles and to bring about a final settlement of these structural questions.

Hence my country, ever faithful to the high principles which it has always expressed and defended within the ILO, cannot support any further prolongation of discussions within the working party and sincerely hopes that this Conference can examine the entire question in the exercise of its sovereign prerogatives and responsibilities.

While we are proud of the vast experience acquired by the Organisation in its long history, it seems to us more necessary than ever that we should keep an ear to the ground to keep abreast of the problems of concern to the world around us. Similarly, the ILO, in accordance with its principles and the ideals enshrined in its Charter and its Constitution, must work with redoubled vigour in the field where it is competent to make a greater contribution to the solution of the very serious problems which are affecting the world today.

We are sure that the Organisation can and will make a major contribution to thought on these vitally important questions of development, the bringing about of a new international economic order, the respect of basic freedoms, national independence and the preservation of peace.

Unhappily, the political climate in the world today is such as to justify alarm and despondency. There are peoples who continue their heroic struggle to recover their imprescriptible rights to freedom and independence, whether they be in South Africa and in Namibia, in Palestine and in the Western Sahara.

Algeria, a faithful friend and active champion of the Palestinian cause, and the self-determination of the people of Palestine, would like to recall a truth which many people tend to forget or deny, namely that the Palestinian question is the hub of the Middle-East crisis and that any settlement which would obscure the will of the people of Palestine will be necessarily a failure.

It is guided by these same principles that Algeria has always been ready to contribute to any action which could lead the Government of the Kingdom of Morocco and that of the Saharan Arab Democratic Republic to enter into negotiations to put a stop to this fratricidal conflict, on the basis of the relative resolutions of the OAU and United Nations acknowledging the legitimate right of the Saharan people to self-determination and independence.

In southern Africa, recent and dramatic events in South Africa are once more a challenge to our conscience and should lead us to pursue ceaselessly to redouble our efforts to ban for ever the odious

system of apartheid which is a veritable scourge of mankind.

We wish to renew here to our brothers in South Africa and Namibia and their militant vanguard, the ANC and SWAPO, the expression of our unfailing support.

No crisis has ever been as serious as that which faces the world today and the Third World, which has to bear the brunt of it, remains deeply concerned at the threat which this situation poses to international peace and security.

An unbridled arms race accompanied by an unheard of increase in military expenditure again raises the problem of collective security, and in particular that of the developing countries which represent a favourite arena for great power rivalry.

As was recently emphasised by President Chadli Bendjedid, President of the Republic, and Secretary-General of the National Liberation Front Party, "the very grave situations existing in Africa, Asia and Latin America reveal a determination to make of our areas the spearheads of strategies directed against the national independence and the right of peoples to freedom, security and development. Increasing inequality in development and an increase in the areas ravaged by hunger reveal the tragic results of the idea that peace and development are not inseparable, an idea which has hitherto been prevalent."

We must recognise the close relationship which exists between peace and development. A slowing down of the arms race would set free very considerable sums and which are more than ever necessary for the development of the world economy as a whole on the basis of equality and peace.

Thus, more than ever before, the Third World is at the heart of the problems of our time and there can be no genuine and lasting settlement of the crisis confronting the world unless we are prepared to meet the demand for real peace and development which will be in the interest of all peoples.

On a world-wide scale, the construction of peace and renovation of international co-operation are the essential components of the contribution which Algeria intends to make, through negotiation and discussion, to a future of mutual understanding and stability throughout the world.

Thus, despite the reluctance of all kinds shown by the well-to-do countries, Algeria remains firmly convinced that only the swift advent of a new international economic order will allow us to re-establish proper international economic relations, render them more democratic and enable us to avoid future tragedies.

It is with this profound desire to participate in this noble task that my country is working for the development of co-operation amongst countries of the South.

Without replacing the dialogue between North and South, co-operation between the developing countries has nevertheless shown how great the potential is and how greatly one country can help another. Such co-operation is an essential component of the new international economic order.

My country, which is developing wide and diversified contacts with many countries of the South, feels that this is an integral part of the process of consolidating the national independence of our various countries.



Individually and collectively, our countries have realised how serious the position is and how costly it will be for all our people if we cannot pool our efforts to lay the foundation, by constructive discussion, of collective action for the prosperity of all.

We have to join together and collectively undertake the task of achieving the aims of freedom of equality amongst peoples, along with social progress, which constitute the noble ideals of the International Labour Organisation.

Mr. MOUSHOUTTAS (*Minister of Labour and Social Insurance, Cyprus*)—First, Sir I would like to join all those who have preceded me to this rostrum in congratulating you on your election to the presidency of this Session of the International Labour Conference. The Cyprus delegation feels confident that with your qualities of leadership and long and varied experience you will guide the Conference, through constructive debate, to a successful conclusion of its deliberations.

Secondly I would like to congratulate the Director-General on his excellent Report and the selection for discussion by the Conference of the field of tripartism and industrial relations, which he very rightly regards as being at the heart of the ILO's work. We in Cyprus fully share the view of the Director-General that an essential condition of attaining the desired goal of growth with equity in conditions of freedom is the full involvement of workers and employers not only in the determination of terms and conditions of employment but also in broader questions of economic and social development.

Since Cyprus attained its independence in 1960, one of the basic tenets of its philosophy of labour relations has been that all major labour and social issues, including Government proposals for relevant legislation, become the subject of tripartite discussion, with the three social partners exchanging views freely on them, before a final decision is taken. Furthermore, tripartite bodies are associated, to the greatest extent possible, in the implementation of the various programmes undertaken by the Ministry of Labour and Social Insurance. Adherence to this policy has been unfailing and there is scarcely an activity of the Ministry without its tripartite board, committee or council.

Many of these tripartite bodies have substantial powers and responsibilities, but even where their functions are defined as "advisory" to the Ministry, their advice is earnestly sought and carefully considered. It is not an exaggeration to say that no single programme of significance is undertaken by the Ministry which has not first won the substantial support of the representatives of the trade unions and employers. The most important of these bodies is the Labour Advisory Board, which advises the Minister of Labour and Social Insurance on all labour matters and provides a firm infrastructure for regular and meaningful discussions on questions concerning the formulation and implementation of ILO standards.

Another basic principle of my Government's philosophy has been the promotion of constructive labour-management relations. At a very early stage the Government of Cyprus realised that the formulation and establishment of procedural agreements on rules for the negotiation of collective agreements and the settlement of disputes was an essential prerequisite in this connection.

The first procedural agreement, officially known as the "Basic Agreement on standard rules for the negotiation of agreements and for settlement of disputes and/or grievances" was developed by consent with the two sides, and signed in 1962. For a number of years the Basic Agreement furnished the guide-lines for constructive labour relations. However, as time went by experience showed that the dynamic course of industrial relations called for the filling of certain gaps in the Basic Agreement, which gave rise to misinterpretation and friction as well as exploitation by the stronger side. Thus, after extensive tripartite deliberations at the Labour Advisory Board a new procedural agreement, known as the Code of Industrial Relations, was signed in April 1977. This Code, which is still in force, is more comprehensive from the point of view of substance and more analytical from the point of view of procedure. The Code, like the first Agreement, is a voluntary, freely formulated and freely concluded instrument. Although the Code is only morally binding, its parties adhere to it strictly and unfailingly, which, in our view, proves that the promotion of sound labour relations and industrial peace is more likely when it is based on agreements which are freely formulated and concluded.

Until 1974 Cyprus had been fortunate enough not to be faced with major economic and social problems such as those outlined in the report of the Director-General. The island enjoyed conditions of full employment and industrial peace and its economy was healthy. In 1974, however, foreign aggression and forceful occupation of nearly 40 per cent of the territory of the Republic of Cyprus and the consequential loss of over 70 per cent of its national resources pushed the country to the brink of economic chaos. Huge refugee and unemployment problems were created through the forcible removal of a large section of the population from their homes and productive employment. The response of the social partners to the Government's efforts to alleviate these problems and to reactivate the economy was spontaneous, positive and effective.

The existence of agreed and universally accepted procedures and principles, which had strengthened substantially the climate of mutual trust and co-operation in the area of collective bargaining, played an important role in the safeguarding of fundamental labour rights and interests and in the normalisation of the labour market.

The maintenance of industrial peace in a country where its people still struggle for national and physical survival becomes an imperative need. Fully aware of this need, the social partners are more than ever determined to resolve their conflicts through the mutually established and accepted channels and methods. The determination of terms and conditions of employment is achieved through free and responsible dialogue and mutual compromise.

I have tried to present in brief the Cyprus experience in order to demonstrate that indeed the institutions of industrial relations and tripartism can and should be used as instruments of joint problem-solving through a balanced and co-operative approach. The Government of Cyprus, despite the serious problems which it faced and still faces because of the continued occupation of nearly 40 per cent of its territory, has remained true to the spirit and the letter of its commitments, as a member of the

ILO, to the standards concerning freedom of association and collective bargaining.

It is a common conviction that the evaluation of every system of industrial relations must be based on its effectiveness; the success or failure of a system depends on the degree to which it responds to the changing social attitudes of a particular country and on the results of its practical application. Moreover, we should not lose sight of the fact that an essential element of the system must be its flexibility and its ability to adjust itself successfully to the changing social needs, so that, whilst retaining its basic character and philosophy, it will reflect at any given moment the common feeling and enjoy the widest possible acceptance.

As the Director-General rightly points out in the introduction to his Report, the world today is experiencing an era of pronounced changes which stem from novel economic, technological and social developments. It is only natural that these changes will intensify and multiply the problems in the sensitive world of work. Confronted with this unexpected but inevitable fact it is the duty of all us, governments, employers and workers, to react positively, promptly and with determination. We must face the new challenge with the necessary flexibility, understanding and promptness if we want these developments to become beneficial to, and not destructive of, personal happiness and social progress. This is the new mission we are called upon to undertake and it is our duty to carry it out within the framework of our immovable and unchanged goal: the attainment of social justice within a free and democratic system and the improvement of the quality of life of the individual and society as a whole.

Concluding my address to the Conference, I would like to join the Director-General of the ILO in his conviction that "it is only through tripartism—in which strong and representative trade unions and employers' organisations shoulder along with governments their mutual and joint responsibilities—that we can be confident that informed policy-making and decision-taking can be realised which, in the final analysis, will be an essential element in overcoming the difficulties facing our societies today".

Mr. BOGGS (*representative of the International Federation of Chemical, Energy and General Workers' Unions*)—It is with great pleasure that I address this 71st Session of the International Labour Conference. For me, the ILO is a particularly important institution in my work as General Secretary of the International Federation of Chemical, Energy and General Workers' Unions, representing 6,500,000 workers in 75 countries around the world. Our jurisdiction is broad, extending to chemical and pharmaceutical, rubber, glass, ceramics, plastics, pulp and paper, petroleum, nuclear, utility and cement industries. It is the standard setting of the ILO that serves as a touchstone for the work my secretariat carries out around the world, as well as the training potential of this venerable institution that means so much for the well-being of workers everywhere. Further, the ILO's impact on industrial relations is clearly positive and constructive.

To the ICEF, whose industries represent the greatest concentration of hazardous working conditions and hazards to everyone's environment as well, this 71st Session of the Conference has particular

relevance. Its committees on asbestos, on occupational health services, on equal opportunities and equal treatment for men and women in employment coincide precisely with the areas of chief concern of the ICEF. That concern can be summed up in three words: occupational safety and health. While the formation and maintenance of representative democratic trade unions is our first objective, the health of our constituents and the health of their families and environment is no less important.

My organisation held its World Conference on Occupational Safety and Health on 28-30 May 1985 in Helsinki, Finland. One hundred and twenty-five trade union representatives—most of them with expertise in various aspects of occupational safety and health—from 27 nations in every corner of the globe participated, along with experts from the ILO and the World Health Organisation with which the ICEF enjoys consultative status. Our ten-point action programme places heavy emphasis on continuing co-ordination with the ILO and WHO in the application of standards, the training of governments and trade union health inspectors and the dissemination of information vital to workers concerning the use of hazardous and toxic substances in the workplace.

A brief look at our work environment makes the urgency of our mission poignantly clear: one study showed that in the United States alone some 1,600,000 workers are exposed to asbestos, and therefore to asbestosis, lung cancer, mesothelioma; that 600,000 workers are exposed to arsenic and lung cancer; that another 600,000 are exposed to benzene leukemia; that more than 800,000 workers are exposed to lead and renal damage and reproductive effects. When one considers that two-thirds of the world's workers are in developing nations, the exponential increase in the sobering statistics becomes almost unfathomable.

Consider that over a million people will die of asbestos-induced diseases in the next 20 years, even if all production and use of it were to cease today, owing to the latency of the fibre. Yet Sweden and Denmark are the only countries which have moved decisively towards a general prohibition of the use of asbestos-containing materials. This is neither a new nor extreme position; the United States National Institute on Occupational Safety and Health (NIOSH) stated in 1972 that "because it is not possible to specify a safe exposure level, only a ban on the use of asbestos can ensure protection against this material's carcinogenic effects. Therefore, emphasis should be placed on prohibiting the occasional use of asbestos in other than completely closed operations and on constitution of other products whenever possible."

In the next decade, most governments will make laws concerning increased worker protection rather than actively seek substitutes, although overall production of asbestos is declining from a peak in 1978. But asbestos production has actually increased in some countries in recent years, so that it is still only at a level 25 per cent less than in 1978. In 1980, for example, a project was started in Greece to open a 100,000-ton per year asbestos mine. The UNDP is giving financial assistance for the opening of asbestos mines in Cuddapah, India.

Since the NIOSH statement just quoted was made, so much more evidence of health risk has been



established that it is no longer a question of substitution whenever possible because asbestos is not indispensable. Substitutes are available for most uses but, as an indication of the slowness of progress and the strength of opposition to the banning of asbestos, international discussions—as in the ILO this year—are still concentrating on safety in the use of asbestos rather than on removing the remainder of asbestos from current use.

We in the ICEF are convinced that the basic objective must be zero exposure through a total ban on further use. Substitutes, compensation for victims and compensation for job losses as the industry closes down are mandatory. Nobody should be exposed to asbestos. Discussions over the level of permitted exposure are a defeat for a position of zero exposure.

As to substitutes, what keeps them from being used is continued availability of lower-cost asbestos fibres. Increase in cost through the use of substitutes can be easily absorbed and is minor compared to the cost of compensation and medical expenses.

Campaigns to introduce lower levels of exposure, develop substitutes and win compensation suits must all lead in one direction, towards the total banning of asbestos. Asbestos is unfortunately not unique but only one of the growing number of hazardous substances released into the working and general environment each year. It must serve as an advance warning for substances now in common use. The first step against a similar performance is an international co-ordination of national actions.

To this end the ICEF has developed and installed a state-of-the-art computer system designed to collect data and information rapidly and efficiently for equally rapid dissemination to our affiliate organisations world-wide through a network of computers connected by telephone in all areas where we have members. We share information and derive it from scores of data bases that exist in organisations such as the ILO, trade unions, occupational safety and health institutes and many others. But it is through informing workers and the community at large of the dangers of hazardous substances in production, transport, storage and wastage that international pressure will mount to make our global environment safer. The disasters of Mexico City, Seveso, Bhopal and countless others are harbingers of a bleak future for us all unless such international action takes place now. ILO standards are essential as benchmarks for safety measures everywhere. If they are insufficient, then they should be improved through the tested procedures of this house. The application of ILO standards linked with training is the hope for the future in this unquestionably vital area.

Occupational health services are directly linked to the foregoing. The targets to attain are several. As regards prevention, the present emphasis is on curative medicine and periodic examinations rather than plant inspections and training on which little time is spent. Recognition of the indispensable role of the plant physician is central here. But while a global approach is best, it should not place emphasis on worker health promotion rather than cleaning up the workplace. This is treating the symptoms rather than the disease and is, at best, short-sighted.

Basic and more advanced training facilities in occupational health and hygiene must be made available. The general world-wide shortage of physicians who specialise in occupational medicine is

acute. The need for improvement in workplace knowledge of those doctors who divide their time between conventional private practice and occupational health is critical.

Worker participation and that of their elected representatives is essential to the implementation of a health and safety policy at the workplace level, where education and training play a central role. Once again, the role of the ILO, in conjunction with the ICEF, will contribute extensively to the development and implementation, worldwide, of these considerations. Information dissemination and structured education, accompanied by standards implemented at the national level, are the key to creating health in the workplace and working environment for workers and their families and the community as a whole, everywhere.

The ICEF works closely with the ILO in many areas. Clearly, the application of ILO standards linked with updated threshold value limits, lists of carcinogens, workers' training and workplace inspection, worker participation in production facility design and modification all contribute to the programmes the ICEF is carrying out around the world. All workers will continue to look to the ILO as a source for the beginnings of an ability to cope with the bewildering forest of dangers inherent in contemporary industrial production around the world. Our participation in this 71st Session of the Conference will, we hope, contribute to that laudable goal.

The standard-setting and application machinery of the ILO is of critical importance to the well-being of the workers in my industries, as in all others as well. The ICEF supports the universal nature of ILO standards and their application as the principal means of achieving minimally acceptable conditions of work and life for workers and their families everywhere. Any attack on that system is an attack on workers everywhere.

Mr. KATOLA PHIRI (*Minister of Labour, Malawi*)—It is a pleasure for me to address you in my capacity as Minister of Labour of the Republic of Malawi. I bring with me to this Conference warm and fraternal greetings from His Excellency the Life President of the Republic of Malawi, Ngwazi Dr. H. Kamuzu Banda, and the people of Malawi. I congratulate you, Mr. President, on your election and I wish you and your officials every success in conducting the proceedings of this Conference. From what has transpired so far, I have every hope that the deliberations will continue with great success.

The world is facing many problems: for example, economic recession, although signs of recovery are now becoming evident; high levels of unemployment and underemployment, particularly among youth; increasing population and poverty; skewed patterns of expenditure in favour of the arms race at the expense of food production and distribution. However, it is gratifying that, despite these problems, the International Labour Organisation has continued to demonstrate its unwavering commitment to the principles and objectives for which it was founded, namely the promotion of social justice, improvement of working conditions and the environment, and equal employment opportunities for all.

Member States are looking for ways and means of promoting the quality of life of their people. I believe that the ILO is well placed to assist member States in

the realisation of this goal but this is possible only if we guide it towards the right direction. Without minimising the need for national effort, it is necessary to reiterate the need for such substantial supplementary support at the international level, particularly from the developed to the developing countries.

Malawi is essentially an agricultural country. Most of its people live in rural areas. Under the wise, dynamic and far-sighted leadership of His Excellency the Life President, Ngwazi Dr. H. Kamuzu Banda, the Government of Malawi continues to develop the country and make it a peaceful and prosperous State for people of all races to live in happily and freely. The economy is expanding rapidly and the Government's policy is to ensure that the benefits derived from the economy are distributed equally to all sections of the community. As a developing country, Malawi strives to generate adequate employment in order to improve the standard of living of its people. For this reason, our development since independence has concentrated on rural and industrial development, with particular emphasis on agriculture. This development policy is geared towards the production of sufficient food, the creation of employment opportunities for the working population and the production of the raw materials required for the domestic manufacturing industries. As I am speaking now, Malawi is one of the very few countries in the African continent which are self-sufficient in food.

Rapid economic development requires a comprehensive training programme in order to generate the requisite technical skills. To this end, Malawi has commissioned technical training programmes at all levels. With the assistance of the ILO and the UNDP, a National Vocational Training Institute has been established where young people are offered technical and managerial training in various service trades such as repairing and servicing of radios, watches, bicycles and similar other items. These trades have been selected with the objective of preparing the youth for both wage labour and self-employment, particularly in the rural areas.

By providing training and employment opportunities in the rural areas, it is the hope of the Malawi Government that this will contribute towards limiting rural-urban migration. We believe that it is largely through self-employment in rural areas that we can hope to make a significant and positive stride in reducing the problem of rural-urban drift.

As this has been declared the International Youth Year, it is only right and proper that the problems of youth should receive special attention.

In this connection I would like to cite the Malawi Young Pioneers through which the youth of Malawi are trained in various occupations, for instance, in the agricultural and technical fields. This training has proved to be effective not only for paid employment but more so for self-employment. Some of the trained youth join agricultural schemes while others start their own undertakings in rural areas. Malawi has also established vocational training centres for the handicapped, thus ensuring that both the able-bodied and the disabled are given appropriate training in order to prepare them for productive work of some kind. This is indeed one of the strategies used by the Malawi Government in limiting rural-urban drift.

The Malawi Government also tries to assist the youth and indeed any jobseeker by giving advice on

the type of jobs available in the various geographic areas. This is done through the Public Employment Exchange which acts as Labour Market Information and Vocational Counselling Centres. Such services are offered free of charge.

I note that this year's Conference is to consider some technical issues including reports on the Labour Inspection Convention, 1947 (No. 81), and Recommendation, 1947 (No. 81), the Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82), and the Labour Inspection (Agriculture) Recommendation, 1969 (No. 133). I further note that the Conference is also to discuss matters concerning the occupational health services, the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63); safety in the use of asbestos; and equal opportunities and equal treatment for men and women in employment.

I would like to pay tribute to the ILO for the effective role it continues to play in the labour field and hail achievements attained by governments and workers' and employers' organisations with regard to labour standards.

However, while commending the ILO for what has been achieved in the field of international labour standards by the Organisation and its member States, it should be noted that many problems still exist. Furthermore, while accepting that the standard-setting exercise should continue to be universal, differences in national conditions and levels of development should not be ignored, but taken into consideration when it comes into implementation.

The ILO draws its membership from both developed and developing countries, countries with advanced economies and long histories of independence, as well as those which have just emerged from colonialism. These differences are significant in the implementation of international labour standards and the manner of monitoring such application by member States. The need for flexibility cannot, therefore, be over-emphasised. My delegation, therefore, considers that the adoption of resolutions just for the sake of adoption is counterproductive unless such resolutions are relevant, beneficial and of practical application to member States concerned.

As a member State of the ILO, Malawi under the able and dynamic leadership of His Excellency the Life President, Ngwazi Dr. H. Kamuzu Banda, will always strive to achieve and maintain high living standards for the people of Malawi, not only in the urban areas but also for those working and living in the villages. With these few remarks, I wish the Conference every success.

*Interpretation from Spanish:* Mr. TRUJILLO (*representative of the Latin American Central of Workers*)—Mr. President, on behalf of the Latin American Central of Workers (CLAT), may I congratulate you on your election to the presidency of this Conference. And my congratulations go also to the other officers. We hope that under your inspired leadership it will be possible for conclusions to be reached which will be clear, concise and concrete.

We have studied with great interest the Report submitted by the Director-General, which I shall take as the main basis for my remarks.

The Latin American Central of Workers (CLAT), which I have the honour to represent at this Conference, is celebrating 30 years of existence and cam-

paigning for the fundamental rights of the workers. Thirty years of struggle in pursuit of aims very similar to those for which the ILO was founded and of which the Director-General reminds us in his Report. Thirty years of struggle which have been successful in securing the satisfaction of demands of fundamental importance to the workers and, above all, in building up a strong, militant and combative movement for Latin American workers.

And it is on behalf of our militants, and in honour of the 30 years of struggle of our organisation, that I wish today to refer to various aspects dealt with in the Director-General's Report which have a direct bearing on the problems and challenges faced today by the Latin American working class.

Throughout its existence the CLAT, together with the World Confederation of Labour to which we are affiliated, has defended and upheld all the ILO stands for and its role in the world today, especially as concerns freedom of association and trade union rights which, we repeat, is its main *raison d'être*. Many times before we have called for more dynamic, effective and courageous action to ensure the application of the Conventions on freedom of association and trade union rights, because this is the best thing the ILO can do for the working world and for the furtherance of peace in the world. We regret that the structures and functioning of the ILO do not allow for more dynamic action in this respect. We believe, and propose, that this Conference should lay down standards to enable the ILO's action to be much more dynamic, constructive and efficient.

In Latin America, thanks to the efforts of the workers and their organisations and other popular forces, as well as democratic political forces, we have made progress in the achievement of the freedoms and democratic rights. We are still not entirely satisfied, but they are a step forward when seen in the light of the authoritarian and totalitarian governments which have existed in our region and unfortunately still exist today in some countries. We believe that the fundamental struggle of the working class must be concerned with the restoration, defence and enhancement of democracy in our continent. We know that when a dictatorship comes to power the first victims are the workers who are increasingly subjected to oppression and exploitation, our leaders who are persecuted, tortured, murdered, kidnapped and exiled, and our organisations which are taken over and shut down. This is why, when we workers and the people recover our freedom through the election of governments by the popular will, we fight to defend this democratic conquest so that *never* again will there be dictatorships which, in addition to oppressing them, reduce the people and the workers to abject poverty and their nations to slavish and shameful dependency.

In this spirit we denounce once again all dictatorial governments which oppress the workers and peoples, whatever their political hue. We appeal to all trade union organisations and all governments in the world which believe in freedom, democracy, peace and justice to join with us in the struggle to restore freedom and democracy. The CLAT reiterates the appeal it has already made for united action by all trade union organisations to this end.

But it is not only in countries under a dictatorship that the Conventions on freedom of association are violated. Even in countries which now have more or

less civilian governments, with a very few honourable exceptions, the Conventions on freedom of association are also violated. We believe that it is very important for governments to ratify the Conventions on freedom of association, but it is more important still that they apply them to the full. We defend the democratic system as the political framework in which the workers must secure satisfaction of their demands, but we declare that if these governments do not in practice guarantee the freedoms and fundamental rights of the workers and social justice for the whole people, the democratic system itself will be dangerously weakened.

Nevertheless, the greatest problem and danger for the Latin American working class is the severe economic and social crisis, whose effects on our countries serve as a pretext for the infringement of ILO Conventions, not only as regards freedom of association but also collective bargaining, wages and working hours. In addition to denying the workers their rights this undoubtedly undermines the democratic systems themselves.

Rising unemployment, job insecurity and loss of purchasing power are cruelly affecting conditions of life and work, and this in turn implies a violation of human rights. In this connection, the International Monetary Fund has become the greatest propagator of measures which affect ILO Conventions. The International Monetary Fund, thinking only in terms of money, subjects the countries indebted to it to conditions which force the workers to bear the biggest share of the burden of the crisis. As we said in our May Day manifesto, we the workers are not responsible for the economic policies which have plunged us into this crisis. We have no share in the vast profits that the multinational enterprises and national oligarchies have collected and transferred to the rich countries. If the capital taken away by the multinationals and national capitalists could be brought back to our countries, we should undoubtedly be in a position to pay off our foreign debt and invest in the development of our countries. Consequently, it is not the workers who should have to bear the brunt of this crisis. Those who have the most should pay the most, those who have less should pay less, and those who have nothing should pay nothing. If this matter cannot be resolved in a spirit of justice and solidarity with the participation of the workers and their organisations, we shall be increasingly confronted with more and more far-reaching and serious breaches of the ILO Conventions and serious social and political conflicts in Latin America. Accordingly, our defence of the democratic system forms part of a struggle for improvements with a view to the attainment of superior forms of democracy, allowing for the simultaneous enjoyment of personal and social freedoms and rights, together with full social justice and participation by the people in the promotion of genuine democracy.

There is another matter affecting our continent to which the ILO should pay the closest attention: the situation in Central America. Since its foundation, the Latin American Central of Workers has attached special importance to this part of the continent. Our centrals of workers have battled against the poverty in the region. We have denounced the dictatorial military governments which, for many years, keep the population under their heel and violated all the Conventions of the ILO and the United Nations. I

can cite the example of our brothers from Guatemala and, in particular, the Central of Workers of Nicaragua, which played a major part in the overthrow of the Somoza dictatorship. Today, we denounce as breaches of the Conventions of the ILO and the United Nations and affronts to the interests of the people: firstly, the embargo imposed by the United States which sets out to impose its way of life on Nicaragua by force, disregarding any possibility of applying national, popular, Latin American and democratic solutions in accordance with the heartfelt aspirations of the mass of the people; secondly, the presence of troops and military advisers which interfere with national sovereignty and prevent a political solution being found to the problem of Central America; thirdly, the process of militarisation, inasmuch as there is no valid justification for the investment now going on in Central America in weapons of destruction so long as the majority of the population suffer hunger, poverty, unemployment and sub-human conditions; fourthly, the totalitarian elements which are constantly attacking the Central of Workers of Nicaragua (CTN), as happened on the occasion of our May Day celebration this year which was broken up by the police and the army.

We believe that the problem of Central America has to be solved by political, not military means. This being so, we support the 21 points proposed by the democratic governments of the Cantadora group as a way of solving the problem peacefully.

Lastly, we wish to call for more dynamic and effective action to secure implementation of ILO Conventions: (a) in respect of the marginal agricultural sector left helpless and forgotten by the majority of governments; (b) in respect of public servants who, in many countries, are denied the right to organise in trade unions and the freedom to negotiate their working conditions; (c) in respect of the self-employed, a new form of proletariat resulting from the shortage of jobs; (d) in the pursuit of full democratisation so as to enable account to be taken of the proposals and views of the working class; (e) in the pursuit of genuine social justice for the people; (f) in the seeking of a political solution to the foreign debt problem with a view to the achievement of economic development as a prerequisite for repayment; (g) in ensuring full enjoyment of the freedom and rights of the workers and their organisations in Cuba, Guatemala, Chile, Paraguay and Haiti. We deplore the fact that in this latter country democratic trade union leaders are still being imprisoned and tortured.

Lastly, we wish to draw attention in unequivocal terms to the increasing violation of workers' human rights in the social and economic field, not only by dictatorships but also by governments which call themselves democratic. This happens when the social and economic crisis is handled with total disregard for social justice and solidarity. We call on the ILO and the other organisations in the United Nations system, in co-operation with the workers' organisations, to adjust their policies and activities in order to foster and promote these fundamental workers' rights, respect for which in practice is a prerequisite for peace within each community and in the world at large.

*Interpretation from French:* Mr. HANSENNE (Minister of Employment and Labour, Belgium)—Mr.

President, I am happy on behalf of the Government of Belgium to congratulate you on your election to your high post. You are a friend of Belgium, a country which you know well and where you have many friends. They will rejoice, as I do, at the confidence displayed in you by the Conference.

The Director-General's Report on industrial relations and tripartism draws our attention to one of the most sensitive questions in the labour relations policy which a modern state must resolve, namely, how to conciliate extensive structural changes with an endeavour to bring about peaceful discussion among all those who seek to promote social progress. Belgium broadly agrees with the Director-General's very detailed and pertinent analysis of economic and technical change, of the changes in the make-up of the labour force, of the changes in public sector employment and in the part played by the State in determining overall economic and social policies.

This Report, I am certain, will receive careful attention from all those who are anxious to promote peaceful discussion between employers and workers. Firstly, because of the emphasis it places on tripartism and occupational relations. If there is a country which has been particularly thorough in its constant search for agreement among workers' organisations, employers and of the State, it is Belgium. The Social Solidarity Covenant concluded in 1944 between employers and workers has evolved into a system of agreements commonly called "social programming". The agreements reached in this framework represented and still to some extent constitute the expression of the major compromise which is taking place in the industrial relations system which our political system has had to accept.

Our labour legislation is very largely based on agreement and the role thus conferred on the contract and on the negotiations it give rise to encompasses the law-making process, in both the social and the economic field. The tripartite National Economic Expansion Committee has given this concept expression by acting and being recognised as the *de facto* government of the country from the end of the fifties to the beginning of the economic crisis. Thus, we are happy to read the Director-General's vigorous reminder of what we see as a principle of action and the very basis of legitimacy of our action within the International Labour Organisation.

But Belgium is also concerned, precisely because of its recent past, with the consequences of the economic crisis on the development of collective bargaining. Because we have involved the major social partners in the process of apportioning the fruits of prosperity, we are very much aware of the danger which zero rate growth may entail and of the danger that new conflicts and the fact that the stakes are no longer the same may cause a change of attitude among employers, workers and the State, especially as regards the areas in which they are supposed to be autonomous.

The present slump is not merely international and structural. It affects the very concept of labour and may be summed up in a simple formula: today, and tomorrow even more, we shall be able to produce more and more goods and services with fewer and fewer hours of work. These three aspects of the crisis must to be taken into consideration because we must avoid a state of affairs in which a policy capable of averting a crisis may have negative repercussions on

another. For instance, reducing production costs without renewing the range of products offered leads within a few years to underdevelopment. Similarly, increasing the gross national product without ensuring its equitable distribution through employment helps to build a thoroughly inequitable society. Reducing working hours without bearing in mind the cost of production hastens the ruin of the economy. Finally sharing work without aspiring to growth means sharing poverty. It is this analysis which underlies our economic policy and our employment policy which, bearing in mind our high level of unemployment, must afford each other mutual support. In this respect we are neither triumphant nor sceptical nor downhearted. The position is getting steadily better. The trend towards the stabilisation of unemployment which began in 1983 is being confirmed. But the half million unemployed remind us daily of our duty to put the economy back on its feet and, despite temptation, to continue building a society based on solidarity. For the Government of Belgium, sharing employment is a matter of priority. We cannot incur the risk of a dual society developing in which a comfortable self-interest gradually spreads among those who suffer little from the crisis and ignore the difficulties faced by those who are excluded from the world of work. The problem of distributing the work available—and hence the income available—confronts both the Government and the social partners.

In the autumn of 1982, on the occasion of the renewal of the interoccupational agreement, the Government invited the employers and workers to conclude an agreement giving priority to employment for the years 1983 and 1984. When agreement proved impossible, the Government was obliged to impose a strict framework providing for wage restraint to be used to help to create employment. This policy of wage restraint, along with the reduction of working hours and compensatory recruitment, was proposed as the basis for negotiations at the sectoral or, failing that, the enterprise level. The creation of nearly 35,000 new jobs in 1983 alone enabled us to attenuate the effects of disappearance of jobs in sectors or undertakings facing difficulties. In 1984 the Government wanted the social partners to conclude an inter-occupational agreement providing for the extension of the sectoral agreements concluded for the period 1983-1984 and an additional effort in favour of employment for the years 1985 and 1986.

But no more than in 1982 were employers and workers able to reach agreement, despite numerous formal and informal meetings and numerous points of agreement. The Government accordingly submitted to Parliament, which adopted it last January, an economic recovery Bill containing certain social provisions, notably the use in 1985 and 1986 of 1.5 per cent of the total wage bill to promote employment. The Government is fully aware that the demands it is making in the name of solidarity are hard for everybody and cannot be pursued for many years. By basing collective bargaining on employment and notably on new ways to divide working hours and ensure flexibility in the organisation of production, Belgium has a feeling that it is meeting one of the major challenges of its people, particularly young people, namely the right to employment.

In giving distribution of employment priority over wage increases, the Government has pursued a policy of wage moderation over the last three years. By acting this way, Belgium is not yielding to a temptation of wielding authority. State arbitration, exercised through law, always entails consultation with the social partners who, although they agree on priorities, no longer reach such easy agreement on the ways and means.

Legislation was needed before collective agreements began to be concluded again at the sectoral level and, even more so, at the level of the undertaking.

Stimulating collective bargaining does not mean limiting or diminishing it. More than 70 joint committees and more than 1,000 undertakings have now reached all kinds of agreements on the promotion of employment suited to the particular circumstances.

That is why the Government's action can only succeed if it has the help of the employers and workers, and these must take account of new demands to safeguard at the same time the efficiency and competitiveness of undertakings, the access of the unemployed to the labour market, more humane working environment, and the creation of new and freer areas for development outside the employer-worker relationship and the sphere of commerce.

The discussion initiated here by the Director-General's Report has enabled me to set forth some of the problems which arise, as far as industrial relations is concerned, from technological changes and the demand for constant progress in conditions of life and work. I can assure you that these problems concern all who are active in devising Belgian social policy. If provisionally the Government has been obliged to lay down the framework for the right to negotiate wages, it has never intended to challenge the basic rules governing our industrial relations system.

But it is not only the national industrial relations institutions which must react and, if necessary, adapt themselves to the new conditions which the Director-General so brilliantly analyses. The International Labour Organisation, the Mecca of tripartism, is itself concerned by these new data. It too must, within its various organs and with the imagination which has always shown in the past, rethink some of its functions, establish new priorities in its activities, and review some of its instruments, and it is already, in fact, undertaking to do this.

The draft Budget before us, despite its limitations, makes innovations in certain programmes.

The discussion of the standard-setting policy held at the last session of the Conference, and which marked a highlight in the history of the Organisation, has led the Governing Body to take certain action, notably the creation of a working party which, among other things, would review the classification of existing Conventions and Recommendations and recommend the priorities to be observed as regard new standards or revised ones. The International Labour Code is a patrimony to which we are all greatly attached. Some of the Conventions, and I am thinking here of those relating to hours of work, were essential milestones in the struggle to enhance human dignity and we should not lightly set about recasting them. But the economic and social environment has changed. The recession has been accompanied by unemployment and the appearance of totally new

jobs, new individual aspirations as regards work and the apportionment of weekly and annual working time, innovations in the field of work organisation and notably greater flexibility in the distribution of working time, with flexible schedules, part-time working, and so on.

Belgium is not the only State to be confronted simultaneously with the demands of these new times and those arising out of its international commitments. The report which the Committee of Experts on the Application of Conventions and Recommendations devoted last year to working hours highlighted the changes which have taken place as well as the issues that will be discussed in the field of working hours. The ILO proposes to organise shortly a symposium on working hours in the industrialised countries. I hope that within the working party on standards and in this symposium deliberations on the new dimensions of regulations concerning working time, on its duration and distribution over time, will lead us to the question whether it might not be a good thing to review certain international standards which may appear not only to be of doubtful usefulness nowadays because too rigid in their wording, but indeed may constitute obstacles to research and experimentation, in conjunction with employers, workers and their organisations, on new forms of work organisation and working time.

I am not overlooking the difficulties involved in reaching agreement, especially if this is to apply to all member States.

But our country, faced with major unemployment, can only continue its efforts to apportion the work available by seeking new means of arranging working hours so as to enable workers to work less individually while working more collectively.

Daily working hours do not have the same significance if they form part of a working week of 36 or 40 hours, and even more so in case of a 48-hour working week, which has remained the international reference standard since 1919.

I do not doubt that the Organisation will be able to take account of these new situations in which the rights of workers must be safeguarded, but in accordance with new procedures.

The history of the ILO has witnessed many debates that it has preferred to hold on contested, even

conflictual, issues rather than betray its vocation as an advanced sentinel of social policy.

I would state in conclusion—and this reflection applies to both this Organisation and our States—that tripartite consultation remains the most appropriate and essential means of defining overall social and economic policy, even if the continuance and complexity of the economic crisis require that such policy be adjusted to meet the new demands and the new challenges of our society.

Provided that this is done, and the Government of Belgium intends to make a contribution to the process, tripartism will remain the best means of bringing together the social partners for the taking of decisions that are of concern to them.

*Interpretation from French:* The PRESIDENT—The list of speakers is now concluded but, before adjourning the sitting I should like to say a few words about the statements just made from the rostrum by the last speaker but one.

The speaker was Mr. Trujillo, who departed from parliamentary rules of debate which the Conference decided should preside over our debates by personally attacking a number of member States on their social policy.

The representatives of these States may, of course, exercise their right of reply. If they ask to do so I will not refuse them.

But as President of this Conference, I would like to express my regrets for what has just happened, because attacks against state policy in this assembly cannot settle the problems, if such problems exist. If a country does not apply an international labour Convention, there are certain bodies, organs and committees which have been set up to study such cases and to bring them to our notice. There are special bodies to do this. So, while regretting this state of affairs, I hope that the various delegations will in future abstain from making such allusions or offering such provocations which will thus enable us to avoid useless prolongation of the debate and the exacerbation of international tensions that exist unfortunately. Our duty is, of course, to attenuate such tensions and not to aggravate them.

*(The Conference adjourned at 6.15 p.m.)*

## **CORRIGENDUM**

### *Provisional Record, No. 3*

Page 3/1, right-hand column: Replace "9 March" by "31 May" in the eighth line; replace "three" by "two" in the tenth line.

Page 3/16, left-hand column: In the ninth line of paragraph 4 of Annex I, replace "still" by "shall".





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## **Provisional Record**

Seventy-first Session, Geneva, 1985

### **Standing Orders Questions**

#### **Report of the Standing Orders Committee**

1. The Standing Orders Committee was set up by the Conference at its third sitting on 8 June 1985. It was composed of 46 members (33 Government members, 5 Employers' members and 8 Workers' members). In order to ensure equality of voting strength, 40 votes were allocated to each Government member, 264 to each Employers' member and 165 votes to each Workers' member.

2. The Committee elected its officers as follows:

*Chairman and Reporter:* Mr. Dasanayake (Government member, Sri Lanka);

*Vice-Chairmen:* Mr. Okogwu (Employers' member, Nigeria); Mr. Svenningsen (Workers' member, Denmark).

3. The Committee had before it the Note concerning Standing Orders Questions Placed by the Governing Body of the International Labour Office before the Conference at its 71st Session (*Provisional Record*, No. 2).

#### **AMENDMENT OF ARTICLE 17, PARAGRAPH 6, OF THE STANDING ORDERS OF THE INTERNATIONAL LABOUR CONFERENCE**

4. Article 17, paragraph 6, of the Standing Orders fixes the end of the work of the Resolutions Committee at 6 p.m. on the Saturday preceding the end of the session. This wording was drawn up on the basis that the Conference would end on a Wednesday and does not correspond to the needs of a session which ends on a different day of the week. The Committee had before it a proposed amendment designed to identify the day on which the Resolutions Committee must finish its work without referring to a named day of the week, and to ensure that, whatever the Conference timetable, the Resolutions Committee would finish its work on the day equivalent to the last Saturday under the timetable of recent years.

5. This proposed amendment was in the following terms (words to be deleted in square brackets, words to be added in italics):

The Resolutions Committee shall begin its work as soon as possible after the opening of the session of the Conference, in order to enable it to complete its agenda, and shall terminate its work not later than 6 p.m. on the [Saturday] *third working day* preceding the *date fixed* for the closing of the session.

6. The Employers' members supported the proposed amendment. However, they considered that the

term "working day" required clarification since in the absence of a definition it could give rise to uncertainty as to its meaning at future sessions of the Conference. They therefore submitted an amendment to add at the end of article 17, paragraph 6, the sentence "For the purposes of this provision 'working day' means any day of the week except Sunday".

7. The Workers' members indicated that they had been prepared to accept the amendment proposed by the Governing Body, but that they were willing to accept the further amendment proposed by the Employers' members. They considered that it might be sufficient to include it as a footnote to the Standing Orders. It was explained, however, that it was not the practice of the Conference to include footnotes as part of the Standing Orders, and that the more orthodox procedure, if the Committee accepted the Employers' members' amendment, would be to add it as a final sentence at the end of paragraph 6.

8. The Government members of India, Tunisia and the United Arab Emirates supported the Governing Body's proposal and expressed the view that the amendment proposed by the Employers' members was unnecessary. The Government member of the United Arab Emirates pointed out that in many member States the day of rest was not necessarily Sunday and that public holidays were also not working days. He considered that working days were days worked by the Conference and that it was for the Selection Committee to determine which days were working days.

9. The Government member of the Federal Republic of Germany supported the Employers' members' amendment. The concept of "working day" was not straightforward in the German language and this amendment would make for clarity.

10. After further discussion, the Committee adopted the amendment proposed by the Employers' members. It then adopted unanimously the amendment proposed in the *Provisional Record*, No. 2. The Committee accordingly recommends to the Conference that it should amend article 17, paragraph 6, of its Standing Orders to read as follows (deletions in square brackets, additions in italics):

The Resolutions Committee shall begin its work as soon as possible after the opening of the session of the Conference, in order to enable it complete its agenda, and shall terminate its work not later than 6 p.m. on the (Saturday) *third working day* preceding the *date fixed* for the closing of the session. If, nevertheless, any resolution has not been considered by the Committee by the date on which it

terminates its work, the Conference shall not discuss or act upon that resolution. *For the purposes of this provision "working day" means any day of the week except Sunday.*

Geneva, 11 June 1985.

*(Signed)* D.M.P.B. DASANAYAKE,  
*Chairman and Reporter.*

## Credentials

### First Report of the Credentials Committee

1. The Credentials Committee of the 71st Session of the Conference is composed of Mr. S. Reantragoon, substitute Government delegate, Thailand, Chairman; Mr. E. Hoff, Employers' delegate, Norway; and Mr. J. Svenningsen, Workers' delegate, Denmark.

#### *Composition of the Conference*

2. Since the signing of the brief report made by the Chairman of the Governing Body of the International Labour Office, a number of modifications have occurred in the composition of the Conference.

3. The number of member States of the International Labour Organisation represented at the Conference is at present 140. To date ten States (Bahamas, Belize, El Salvador, Guyana, Democratic Kampuchea, Lao People's Democratic Republic, Poland, St. Lucia, Sao Tome and Principe, Seychelles) have not sent a delegation.

#### *Accredited Delegates and Advisers*

4. The total number of accredited delegates is 540; comprising 274 Government delegates, 132 Employers' delegates and 134 Workers' delegates.

5. There are 1,304 accredited advisers, comprising 663 Government advisers, 273 Employers' advisers and 368 Workers' advisers.

6. The total number of accredited delegates and advisers is 1,844.

7. With regard to the resolution concerning the participation of women in ILO meetings, adopted by the Conference at its 67th Session in June 1981, the Credentials Committee wishes to inform the Conference that there are 24 women among the 540 delegates accredited to the Conference and 173 women among the 1,304 accredited advisers. The total number of women accredited to the Conference is therefore 197 as against 151 last year.

#### *Registered Delegates and Advisers*

8. Since the present session of the Conference has decided to continue the practice adopted at its 49th Session of fixing the quorum on the basis of the number of delegates registered, the Committee considers it desirable to advise the Conference as to the situation concerning the registration of delegates.

9. At this time the number of registered delegates is 499, comprising 255 Government delegates, 120 Employers' delegates and 124 Workers' delegates.

10. In addition, the number of registered advisers is 1,123, comprising 575 Government advisers, 219 Employers' advisers and 329 Workers' advisers.

#### *Quorum*

11. Twenty advisers, who are substitutes to delegates who have not registered, are taken into account in calculating the voting strength of the Conference.

12. Since five States represented at the Conference are in arrears in the payment of their contributions to the Organisation, these States, under the terms of paragraph 4 of article 13 of the Constitution, may not at present participate in the voting in the Conference or in its committees. The 12 registered delegates designated by these States are hence not taken into consideration in fixing the quorum.

13. In addition, two registered Workers' delegates are not taken into account in the calculation of the quorum because of the provisions of article 4, paragraph 2, of the Constitution.

14. At the present time the quorum required to give a vote validity is 253.

15. The Committee notes that if the quorum had been calculated on the basis of the number of accredited delegates it would have reached the figure of 263. The difference between the quorum calculated on the basis of the number of delegates registered and that calculated on the basis of the number of accredited delegates is due to the fact that some accredited delegates have not yet registered. The Committee urgently appeals to delegates present at the Conference to register so that the quorum will be as nearly exact as possible and that their presence can be taken into account in its calculation.

#### *Incomplete Delegations*

16. The Committee notes that a certain number of delegations are so far incomplete. The delegations of six countries (Bolivia, Dominica, Paraguay, Romania, Singapore and Solomon Islands) are exclusively composed of Government delegates. In addition, two countries (Cape Verde and Sierra Leone) have not accredited Employers' delegates. The Committee wishes to affirm once again the necessity for governments to comply with the requirement of article 3 of the Constitution that a complete tripartite delegation be sent to the Conference. The Commit-

tee recalls that pursuant to a decision of the Governing Body, the Director-General each year requests the governments of all member States which did not send complete tripartite delegations to the Conference to indicate the reasons for their failure to do so, and that the information received in reply to that request is duly communicated to the Governing Body.

17. The Committee also notes with concern that there is some imbalance between the number of advisers to the delegates of each group and, in particular, between the number of Employers' and Workers' advisers. It once again urges governments to take greater account, when nominating delegations, of the proportions in the composition of the Conference envisaged by paragraphs 1 and 2 of article 3 of the Constitution. The Committee further recalls the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organisation, adopted by the Conference in 1971, and expresses the hope that governments will accord equal treatment to each of the groups when appointing advisers to their country's delegation to the International Labour Conference. The Committee recalls in this connection the obligation of Members under article 13, paragraph 2 (a), of the Constitution, to pay the travelling and subsistence expenses of their delegates and advisers and trusts that this obligation will be respected for the whole duration of the Conference.

18. Following the request from its Employer member made on the occasion of the 69th Session of the Conference, the Committee asked the Office to examine the possibility of changing the existing procedure for the establishment and revision of the List of Delegations with a view to replacing the system of issuing addenda to the Provisional List by one of complete cumulative lists. The Committee notes with satisfaction that this year the procedure has been changed on the above lines.

#### *Organisations and Liberation Movements Invited*

19. The Conference is also being attended by

- representatives of the United Nations and some of its organs, invited by virtue of article II, paragraph (1)-relating to reciprocal representation of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;
- representatives of specialised agencies and other official international organisations, invited in conformity with article 2, paragraph 3 (b), of the Standing Orders of the Conference;
- representatives of non-governmental international organisations with which consultative relations have been established, invited in conformity

with article 2, paragraph 3 (j), of the Standing Orders of the Conference;

- representatives of other non-governmental international organisations also invited in conformity with article 2, paragraph 3 (j), of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with article 2, paragraph 3 (k), of the Standing Orders of the Conference.

A list of these representatives is appended to the List of Delegations published as a Supplement to the *Provisional Record* of the Conference.

#### *Objections<sup>1</sup>*

20. To date, the Committee has before it nine objections or communications concerning the credentials of certain delegates and advisers. It has forthwith commenced its examination.

21. In this connection the Committee is pleased to note the provisions of paragraph 21 of the fourth report of the Working Party of the Governing Body on the Programme and Structure of the ILO (reproduced in Report IX to the 53rd Session of the Conference), which provisions relate to practical arrangements for expediting the examination of objections and facilitating the work of the Committee. The Committee, moreover, considers that its work would further be facilitated if the credentials would reach the Office within the limit provided for under article 26, paragraph 1, of the Standing Orders and if all governments utilised the suggested form for credentials of delegates, appended to the Memorandum communicated to governments every year prior to the session of the Conference; it would be particularly helpful if governments would provide exact information on the employers' and workers' organisations consulted in nominating Employers' and Workers' advisers as well as on the organisations which have agreed to such nominations.

22. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 11 June 1985.

*Signed S. REANTRAGOON,*  
*Chairman.*

E. HOFF.

J. SVENNINGSSEN.

<sup>1</sup> In accordance with the usual practice, the texts of the objections which the Credentials Committee had before it, together with the replies of the delegates concerned (in cases where the Credentials Committee has requested such replies), can be consulted in the office of the secretariat of the Credentials Committee.

# LIST OF REGISTERED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers	Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Afghanistan . . . . .	2	3	1	—	1	—	Kenya . . . . .	2	2	1	4	1	4
Algeria . . . . .	1	6	1	1	1	4	Kuwait . . . . .	2	2	1	1	—	2
Angola . . . . .	2	5	1	—	1	4	Lao People's Dem. Rep. . . . .	—	—	—	—	—	—
Antigua and Barbuda . . . . .	1	—	1	—	1	—	Lebanon . . . . .	1	—	1	1	—	1
Argentina . . . . .	2	11	1	2	1	7	Lesotho . . . . .	—	1	1	—	1	—
Australia . . . . .	2	5	1	3	1	3	Liberia . . . . .	2	7	1	—	1	2
Austria . . . . .	2	8	1	3	—	5	Libyan Arab Jamahiriya . . . . .	2	4	1	2	1	4
Bahamas . . . . .	—	—	—	—	—	—	Luxembourg . . . . .	1	4	1	2	1	4
Bahrain . . . . .	2	5	1	2	1	1	Madagascar . . . . .	2	—	1	1	1	—
Bangladesh . . . . .	2	3	—	1	1	1	Malawi . . . . .	1	1	1	—	1	—
Barbados . . . . .	2	—	1	—	1	1	Malaysia . . . . .	2	5	1	1	1	6
Belgium . . . . .	2	13	1	2	—	2	Mali . . . . .	2	1	1	—	1	1
Belize . . . . .	—	—	—	—	—	—	Malta . . . . .	2	—	1	—	1	—
Benin . . . . .	2	—	1	—	1	—	Mauritania . . . . .	1	—	1	—	1	1
Bolivia . . . . .	2	—	1	1	1	2	Mauritius . . . . .	2	—	1	—	1	—
Botswana . . . . .	2	2	1	—	1	2	Mexico . . . . .	2	8	1	1	1	3
Brazil . . . . .	2	7	1	9	1	3	Mongolia . . . . .	2	2	1	—	1	—
Bulgaria . . . . .	1	4	1	2	1	2	Morocco . . . . .	2	3	1	2	1	6
Burkina Faso . . . . .	2	4	—	—	1	2	Mozambique . . . . .	2	1	1	—	1	1
Burma . . . . .	2	7	1	—	1	—	Namibia . . . . .	1	2	1	—	1	—
Burundi . . . . .	2	2	—	1	1	—	Nepal . . . . .	2	—	1	—	1	1
Byelorussian SSR . . . . .	2	2	1	—	1	—	Netherlands . . . . .	2	9	1	4	1	4
Cameroon . . . . .	2	3	1	1	1	1	New Zealand . . . . .	2	4	1	1	1	1
Canada . . . . .	2	13	1	6	1	5	Nicaragua . . . . .	2	3	1	6	1	3
Cape Verde . . . . .	2	1	—	—	1	1	Niger . . . . .	2	1	1	—	1	—
Central African Republic . . . . .	2	4	1	—	1	—	Nigeria . . . . .	2	5	1	3	1	6
Chad . . . . .	2	—	1	—	1	—	Norway . . . . .	1	9	1	7	1	7
Chile . . . . .	2	8	1	3	1	6	Pakistan . . . . .	2	6	1	1	1	2
China . . . . .	2	18	1	3	1	5	Panama . . . . .	2	3	1	1	1	3
Colombia . . . . .	2	6	1	4	1	3	Papua New Guinea . . . . .	2	2	1	—	1	1
Comoros . . . . .	—	—	1	—	1	—	Paraguay . . . . .	1	—	—	—	—	—
Congo . . . . .	2	1	1	—	1	1	Peru . . . . .	2	3	1	—	1	5
Costa Rica . . . . .	2	—	—	—	—	—	Philippines . . . . .	2	12	1	4	1	5
Cuba . . . . .	2	4	1	1	1	3	Poland . . . . .	—	—	—	—	—	—
Cyprus . . . . .	2	3	1	1	1	—	Portugal . . . . .	1	10	1	4	1	8
Czechoslovakia . . . . .	2	5	—	1	1	3	Qatar . . . . .	2	3	1	—	1	—
Democratic Yemen . . . . .	2	1	1	—	1	—	Romania . . . . .	2	1	—	—	—	—
Denmark . . . . .	2	9	1	5	1	6	Rwanda . . . . .	2	—	1	—	1	—
Djibouti . . . . .	1	—	1	—	1	—	Saint Lucia . . . . .	—	—	—	—	—	—
Dominica* . . . . .	—	—	—	—	—	—	San Marino . . . . .	2	1	—	—	1	1
Dominican Republic . . . . .	2	2	—	—	1	—	Sao Tomé and Príncipe . . . . .	—	—	—	—	—	—
Ecuador . . . . .	2	3	1	2	1	2	Saudi Arabia . . . . .	2	4	1	—	1	—
Egypt . . . . .	2	7	1	3	1	2	Senegal . . . . .	2	4	1	2	1	1
El Salvador . . . . .	—	—	—	—	—	—	Seychelles . . . . .	—	—	—	—	—	—
Equatorial Guinea . . . . .	1	—	1	—	1	—	Sierra Leone . . . . .	2	1	—	—	1	—
Ethiopia . . . . .	1	1	1	—	1	—	Singapore . . . . .	1	—	—	—	—	—
Fiji . . . . .	2	—	1	—	1	—	Solomon Islands . . . . .	2	—	—	—	—	—
Finland . . . . .	2	4	1	4	1	5	Somalia . . . . .	2	1	1	—	1	1
France . . . . .	2	8	1	6	1	9	Spain . . . . .	2	11	1	5	—	6
Gabon . . . . .	2	6	1	—	1	3	Sri Lanka . . . . .	2	1	1	—	1	5
German Democratic Rep. . . . .	2	8	1	—	—	3	Sudan . . . . .	2	5	1	1	1	2
Germany (Federal Rep. of) . . . . .	2	8	1	8	1	9	Suriname . . . . .	2	—	1	—	1	—
Ghana . . . . .	2	—	—	—	1	—	Swaziland . . . . .	2	1	1	—	1	—
Greece . . . . .	1	8	1	2	1	5	Sweden . . . . .	2	7	1	6	1	6
Grenada . . . . .	2	—	1	—	1	—	Switzerland . . . . .	2	7	1	6	1	6
Guatemala . . . . .	2	1	—	—	—	—	Syrian Arab Republic . . . . .	2	5	1	1	1	1
Guinea . . . . .	2	—	1	—	1	—	Tanzania, United Rep. of . . . . .	2	1	1	—	1	1
Guinea-Bissau . . . . .	2	—	—	—	1	—	Thailand . . . . .	2	2	1	2	1	4
Guyana . . . . .	—	—	—	—	—	—	Togo . . . . .	2	1	1	—	1	1
Haiti . . . . .	2	—	1	—	1	1	Trinidad and Tobago . . . . .	2	1	1	1	1	1
Honduras . . . . .	2	1	1	—	1	—	Tunisia . . . . .	2	9	1	3	1	5
Hungary . . . . .	2	5	1	1	1	3	Turkey . . . . .	2	11	1	10	1	6
Iceland . . . . .	2	1	1	—	1	—	Uganda . . . . .	2	7	1	—	1	—
India . . . . .	2	11	1	5	1	5	Ukrainian SSR . . . . .	2	2	1	—	1	—
Indonesia . . . . .	2	4	1	—	1	—	USSR . . . . .	2	12	1	1	1	4
Iran, Islamic Republic of. . . . .	2	8	1	—	1	6	United Arab Emirates . . . . .	2	7	1	2	1	—
Iraq . . . . .	2	7	1	1	1	4	United Kingdom . . . . .	2	20	1	8	1	6
Ireland . . . . .	2	3	—	1	1	1	United States . . . . .	2	15	1	9	1	10
Israel . . . . .	2	4	1	—	—	5	Uruguay . . . . .	2	3	—	2	1	3
Italy . . . . .	1	11	1	5	—	6	Venezuela . . . . .	2	6	1	4	—	9
Ivory Coast . . . . .	2	2	1	1	1	1	Yemen . . . . .	2	4	1	—	1	1
Jamaica . . . . .	2	4	1	—	1	1	Yugoslavia . . . . .	2	2	1	—	1	2
Japan . . . . .	2	21	1	6	1	13	Zaire . . . . .	—	3	—	2	1	3
Jordan . . . . .	2	2	1	3	1	2	Zambia . . . . .	2	—	1	4	1	2
Democratic Kampuchea . . . . .	—	—	—	—	—	—	Zimbabwe . . . . .	2	4	1	4	1	1
							Totals . . . . .	255	575	120	219	124	329

\* Delegation accredited but not registered.







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# Provisional Record

Seventy-first Session, Geneva, 1985

## Sixth Sitting

Tuesday, 11 June 1985, 10.00 a.m.

President: Mr. Ennaceur

### THIRD REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—This morning's agenda has on it, first of all, the third report of the Selection Committee. I call on Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to present the report.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (Government delegate, Nicaragua; Chairman of the Selection Committee)—I have the honour to submit to the Conference the third report of the Selection Committee. The report contains recommendations with respect to the participation of non-governmental organisations in the Conference. It also refers to certain changes in the composition of Committees. I recommend that the Conference adopt this report.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there is no objection, I take it that the Conference adopts this report of the Selection Committee.

*(The report is adopted.)*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR GENERAL: DISCUSSION (cont.)

*Interpretation from French:* The PRESIDENT—I now turn to the continuation of the discussion of the reports of the Director-General and the Governing Body.

Mr. J. A. G. SMITH (Minister of Labour, Jamaica)—Mr. President, on behalf of the Jamaican delegation it is my pleasure to congratulate you on your election to preside over the deliberations of this 71st Session of the International Labour Conference. Congratulations are also extended to those who have been elected to serve as your Vice-Presidents and Chairmen of the Conference Committees. I am sure that with their assistance you will guide this Conference in such a way as to achieve a greater unity towards the purpose of improving the living standards of workers everywhere.

The Report of the Director-General for this year appraises us of the ILO's activities in the past year and invites us to reflect upon industrial relations and tripartism in the midst of remarkably rapid changes in the social, economic and technological aspects of

national life in both the developed and developing countries.

The Report has helped us to appreciate even more than we did the need for new approaches in industrial relations if our economies are to come out on the positive growth side of structural adjustments we are experiencing and will continue to experience in the foreseeable future.

It has, in fact, helped us to focus our thoughts on the question of what governments can do, and what governments would be well advised to do, to ensure that an effective working relationship between employers and labour is not just a hope but an enduring and living reality. Above all, it has strengthened our belief that good industrial relations is one of the keys to the economic stability we seek to restore dynamism in our faltering economies.

All of us know only too well that industrial relations have developed from a more or less adversary relationship between employer and labour, not only because of their often differing views but because of the social and economic barriers that separated them, notwithstanding attempts by governments to provide the framework and climate for the spirit of co-operation. That evolution is now at the stage where an adversary relationship should surely be a relic of the past. Slowly but surely, management and labour have come a long way to begin to see themselves as social partners, jointly sharing responsibility for the creation of goods and services for the benefit of the nation.

Let me say that conflicts between partners are not really inevitable. There may be tense situations from time to time but these are more likely to be becalmed and ironed out through dialogue and understanding. That is because partnership is a system that encourages co-operation through a mutual desire to settle problems through discussion, free from rancour and abuse. Mutual trust is a critical factor in the operation of any partnership. Without it, partnership suffers; with it, partnership prospers.

If we accept that governments, employers and labour are social partners, then it is time for us in the mid-eighties to begin to examine very closely operative principles of that partnership in our search for new approaches to industrial relations. We need these new approaches to meet the challenges posed by structural adjustments brought about mainly by the changes in the composition of the workforce and technological developments which are crowding in upon us during this last part of the twentieth century. Those partnership principles which promise to satisfy the interests of labour and management at the workplace and to ensure a fair distribution of goods

and services without conflict should henceforth become an integral part of industrial relations.

The Government of Jamaica has a vital interest in fostering the development of this spirit of partnership between management and labour, given that it has other very important matters on its agenda. One such is the problem of how to reduce the level of unemployment to manageable and acceptable proportions. In addition, one concern that must be shared by all ministers with responsibility for labour is the one that springs from the reality that in all countries where structural adjustment is being attempted jobs have become a casualty. Consequently, the level of unemployment in such countries as Jamaica remains stubbornly high despite the short-term employment opportunities that become available as a result of publicly and privately financed projects.

The problem of unemployment is of particular concern to us in Jamaica at this time as we are engaged not only in a wage negotiation for the public sector but also in structural adjustment, a process which has the reduction of staff in the public service as one of its main objectives. This is designed to bring about a more cost-effective public sector and a better and more balanced allocation of the country's resources. Unless the other sectors of the economy can provide jobs at a much faster rate, the net effect will be rising unemployment. Notwithstanding all these problems, unemployment has decreased in Jamaica-taking two comparable periods-from 25.9 per cent to 25.6 per cent.

The Director-General's Report and his proposal for an international conference of ministers of labour and finance suggests a recognition of the gravity of the situation. In this context he points to the formidable obstacles to the pursuit of good industrial relations. The Report draws attention to some alternative approaches which we will need to consider. Among these is the need to pay greater attention to small projects, especially for the unemployed in rural areas. It goes without saying that smaller projects will require smaller initial capital outlays which could conceivably be funded from national savings. In any case, it would probably require for its operation a level of technological expertise that can be found readily enough within the countries themselves.

All development goals set by developing countries, be they social or economic, are critically influenced by the state of the countries' balance of payments. On the trade side, protectionism remains a constant obstacle and hinders growth prospects. On the financial side, the stringent conditions for securing liquidity, have brought development plans virtually to a standstill. Some of the policies and measures taken in the short run have certainly outlived their usefulness, and other approaches will have to be tried if momentum is to be maintained.

We in Jamaica are conscious that rapid strides have been made, through devaluation and at great cost, to turn around a balance of payments deficit of US\$312 million to a record surplus of US\$265 million in one year. The social consequences of this have undoubtedly left scars on the nation.

Nevertheless, we have to regard short-term adjustments such as these as inescapable. We see government's role as ensuring that short-term adjustments do not jeopardise long-range prospects for development. In the final analysis, an increase in the economic rate of return of social programmes, such

as training and education, should lead to better results using fewer national resources.

The continent of Africa, the ancestral home of many West Indians, is undergoing two emergencies-one natural, the other unnatural. I speak of the ravages of the prolonged drought in one part of the continent and the evil of apartheid being perpetuated in another. In both emergencies the ILO has made some contribution and should resolve to do more in the future. The response to the drought-affected countries suggests to us that the richer nations of this world still care for their brothers in their hour of dire need. They have rushed in aid and thereby averted what might have been an even greater disaster. I wish the same conclusion could be drawn from their inaction in the face of those suffering under apartheid. I am hopeful that a groundswell of international opinion will soon cause the necessary steps to be taken to rid the world of this evil and unnatural system known as apartheid.

In the past year the ILO has kept up the tradition of engaging in a wide range of activities within the limits of its resources in all regions of the world. Jamaica is particularly pleased about this and looks forward to the day when the ILO's activities in Jamaica and the Caribbean will be increased. I note that for 1985 three seminars have been planned for the Caribbean region, and these follow upon those held in 1984. I mention in particular the seminar on management skills for trade unionists which was held in Trinidad and Tobago. This seminar gave stimulus to our trade unions to reach out more often and concern themselves in a practical and constructive way with the economic development of their countries. For this reason we hope that these seminars will become an annual tradition.

I am pleased to advise that, in April this year, the ministers responsible for labour in the Commonwealth Caribbean and the Minister for Labour of Suriname met in Jamaica to discuss matters of mutual interest. Among other things, it was agreed that the Labour Administration Centre in our subregion should be put on the same footing as other centres for labour administration, that the establishment of a small business enterprise training facility for our countries should be given high priority and that a branch of the Inter-American Vocational Training Research and Documentation Centre should be established. These will give much-needed support to our own efforts to improve industrial relations and to implement new approaches to job creation that the entire region so badly needs.

The ILO has been active in the Caribbean region. However, in view of the problems of unemployment that we face and the prevailing belief that the prescriptions of international lending agencies often exacerbate rather than alleviate these problems in the short run, we believe that the ILO's activities should include deliberate and sustained efforts to sensitise the international lending agencies to the grave social and economic consequences resulting from their prescriptions that do not take these costs sufficiently into account.

The annual attendance of representatives from small developing countries at the International Labour Conference is an expression of the continued hope of these countries that some benefits will accrue to their economies based on the representa-

tions that they will make in this important international forum.

The ILO, with its great tradition and stature, able staffing and excellent direction, should be able to find ways not only to examine, consider and highlight the effects of some of the economic and financial policies of international institutions but to develop ways and means to address these political problems which are often masked by dehumanised statistics.

In the mid-1940s the international community, recognising the state of chaos that would inevitably follow the Second World War, created several institutions and schemes to try to head off some of the resulting problems. Many of these schemes and institutions—for example, the IMF, the GATT, the World Health Organisation—have no doubt gone a long way towards satisfying the original purpose for which they were set up—at least this is true for the developed countries.

In the case of the developing countries the record to date is not a happy one. The fact is obviously not lost on the ILO's Governing Body and may well explain the genesis of the proposal put forward on the theme "employment promotion, structural adjustments and equity in a changing world".

In this context we support the major subprogramme, "International Economic Relations and Employment", designed to bring together ministers of labour, finance and planning, leaders of trade unions and employers' organisations and executive heads of international agencies such as the World Bank, IMF, GATT and UNCTAD. We look forward to participating in the discussions leading up to the meeting and to contributing from such experiences as we have been privileged to have.

The ILO faces the challenge of finding ways to rekindle the bright spark of international co-operation lit after the Second World War and to bring that bright light to the ILO in devising a true partnership within and among countries joined together in this great organisation that we all wish such success.

Mr. KALEMLI (*Minister of Labour and Social Security, Turkey*)—On behalf of the Government of the Republic of Turkey, I have the honour of taking this opportunity to congratulate you, Mr. President, on your election to the Presidency of the 71st Session of the International Labour Conference. I am confident that under your wise guidance the Conference will continue its endeavours towards the realisation of social justice and social peace in the world. May I, through you, Mr. President, also offer my heartfelt congratulations to the Vice-Presidents.

As we all know, an era of pronounced structural change is being experienced, perhaps as never before. The changes stem from new economic, technological and social developments affecting in different ways all countries whether they are developed, newly industrialised or developing ones. The results are quite complex and uncertain, but the problems can be solved and economic and social progress can be ensured by relying on productive dialogue, namely improving the processes of industrial relations and tripartite co-operation.

Therefore, I believe that it was a stimulating initiative to include industrial relations and tripartite co-operation in the light of recent structural changes in the very concise and illuminating Report of the Director-General.

The changes in the economic field have revealed themselves as a slowing down of overall growth, decrease in production and increase in the unemployment rates in the developed countries. As to the developing countries, the changes in the economic field have taken the form of substantial increases in industrial production while there has been a lowering of the share of traditional industrial products in total industrial output, aggravating the unemployment problem, creating balance of payments problems and higher rates of inflation.

In the social field, as a result of structural changes, the nature and composition of the labour force have also changed. More specifically, as can be seen from table 1 in the Report of the Director-General, a shift in the labour force from industrial employment to services in the developed countries and from agricultural employment to industrial employment in the developing countries has taken place. In this respect, in my country, the share of agricultural employment decreased from 70 per cent in the 1970s to 60 per cent in 1984, whereas the share of employment in the industrial and services sector went up from 10 per cent and 25 per cent to 12.7 per cent and 27.4 per cent respectively in 1984.

Another effect of structural changes on the labour force has been higher participation rates of women workers in industry and services sectors and an increase in unemployment rates among the women workers. In my country, the number of women workers in the agricultural sector has declined, while their number in the industry and services sectors has shown a steady increase.

Another important development within the framework of structural changes is constituted by the revolutionary technological innovations recorded, particularly during the last decade. As is well-known, technological innovations such as computers, micro-electronics, robotics and bio-technology have had far-reaching effects on employment and international trade. For example, in spite of the considerable increase in industrial output achieved in the developed countries, the share of those employed in the industrial sector in total employment has declined substantially.

The trends and tendencies which I have attempted to describe briefly above illustrate the importance of the tripartite mechanism and necessitate a shift in the policies of the parties concerned from labour-management relations at micro-level to broader economic and social realities.

With membership of more than 50 years in the International Labour Organisation, which represents the most extensive and effective example of tripartism in the world, my country has greatly benefited from tripartite institutions and establishments in solving her economic, social and industrial problems.

The Special Expertise Commissions preparing basic documents concerning labour issues for Five-Year Development Plans, the Labour Assembly acting as a Labour Parliament to deal with basic problems concerning industrial life, the Minimum Wage-fixing Commission, the National Productivity Centre, which takes necessary measures to increase productivity, the advisory and regional councils of the Employment Office and the General Assembly, and the Governing Body of the Social Insurance Institution, which provides social security benefits for

workers, represent the oldest and continuous examples of the tripartite mechanism in my country.

It is quite obvious that international co-operation and assistance have a certain importance in coping with the problems which stem from structural changes.

As I mentioned earlier, technological changes influence employment and international trade. In fact, this has also been reaffirmed in a paper submitted by Mr. S. K. Jain, the Deputy Director-General of the ILO during the Technological Innovation and Employment Conference held in Venice on 10-11 April 1985, where it was stated that "inaction on the technological front could result in developing countries losing both employment and their export markets".

There is no doubt that developing countries are in need of developing their technologies. The difficulties faced by these countries are well known, namely, the high cost of research and problems connected with the acquisition of high technology. No doubt there is a role for the ILO to play in this field, by taking into account also the high rates of unemployment prevailing in these countries.

Another point which I should emphasise on this subject is that the unemployment prevailing in developed countries due to technological and other changes should not be viewed in the light of or connected with the presence of migrant workers and, in dealing with this problem, special attention should be paid to mutual co-operation between the countries concerned through constructive measures rather than imposing unilateral compulsory measures on migrant workers.

The overall changes in the world economy have also had negative effects on our country's economy. Despite this fact, very important developments in Turkish social and economic life have nevertheless been achieved owing to the stabilisation programme introduced by the Government.

Unemployment is one of the six problems to which the Government accords top priority. Attempts are being made to solve this problem by implementing a very comprehensive programme. This programme includes regional development projects and aims at giving priority to relatively less developed regions, increasing capacity utilisation, stimulating investments and social housing construction, vocational training, liberalising foreign trade and providing flexibility in the labour and capital markets.

In addition to improvements in the economic field, significant developments have also occurred in the field of labour life. The new and rapid development of trade unionism and harmonious industrial relations have been achieved, thanks to the introduction of new trade unions and collective bargaining, strike and lock-out Acts which came into force after three years of elaborate discussions with the representatives of workers, employers, universities and the Government.

In line with the main feature of our labour legislation and the dynamism of our social policy, my Government is engaging in continuous co-operation with workers', employers' and other related organisations regarding industrial relations. My Government regularly holds meetings with the representatives of workers' and employers' organisations. In this regard, various amendments proposed by TURK-IS, the Turkish Confederation of Trade

Unions, have been approved by my Ministry and proposed draft legislation has been submitted to the Office of the Prime Minister.

All these specific examples also reflect the importance attached by my Government to tripartism.

As mentioned clearly in the Preamble of the Constitution of the ILO, "universal and lasting peace can be established only if it is based upon social justice".

I hope that with the 71st Session of International Labour Conference another constructive step will have been added to the ones already taken towards the realisation of this human objective. With this belief, I conclude my remarks by wishing every success to the Conference.

*Interpretation from Arabic:* Mr. AL-KHALIFA (Minister for Labour and Social Affairs, Bahrain)—In the name of God, the Compassionate, the Merciful! It gives me pleasure, Mr. President, to extend to you, in my own name and on behalf of the delegation of the State of Bahrain, our congratulations on your election to the presidency of the 71st Session of the International Labour Conference. While I am pleased at the high confidence which the delegates of the Conference have bestowed upon you and the respect paid to your country, to your experience and your skill, my delegation is also proud that you are the first Arab who has had the honour of presiding over one of the International Labour Conferences. I am sure that your wise guidance, your sustained efforts and your well-known ability will enable the Conference to carry out its work successfully and achieve its objectives.

Part I of the Director-General's Report addresses the subject of industrial relations and tripartism. With reference to that section I wish to express my deepest appreciation to the Director-General for selecting this vital question. I also wish to mention the brilliant and comprehensive presentation of the subject-matter which it covered. It contained a factual analysis of the fundamental changes which are taking place at present and their repercussions on economic, technological and social infrastructure as well as their direct impact on manpower and the system of labour relations.

As a developing country Bahrain is fully aware of the important problems posed by the increasing pace and consequences of economic development, technological change, industrial restructuring and their social implications. In our efforts to solve some of these problems we have endeavoured to strengthen representative institutions and further collective interests in conformity with the social and cultural values of our country. In particular, the objective of one of the policies adopted by the Government of Bahrain is to provide greater support to, and encourage the gradual development of, responsible employers' and workers' organisations. To this end we have set up appropriate training schemes and cultural programmes for workers in which the International Labour Office has been invited to participate in providing assistance in the establishment of basic infrastructure to serve this purpose.

As to Part II of the Director-General's Report, which covers the activities of the International Labour Organisation in 1984, I wish to acknowledge, in particular, the package of measures which were adopted by the Governing Body with respect to

future policy and action in the sphere of human rights and international labour standards. I note in particular that the Conference will be kept fully informed of further developments in these matters by the Governing Body and the Director-General.

I would now like to turn to the activities of the International Labour Organisation as presented in the report and, in particular, to the close co-operation between the ILO and the Arab Labour Organisation with regard to the implementation of technical assistance projects and programmes covering the development of labour administration, employment organisation and occupational safety and health. In this particular respect I would like to mention the assistance provided to Bahrain under the five-year project for the establishment of a pilot rehabilitation and training centre for physically and mentally disabled persons as well as the project providing assistance at various institutional and supportive levels of co-operative development. In expressing my appreciation to the International Labour Office for its help I look forward to the continuation and intensification of these activities with a view to meeting both the immediate and long-term needs for technical co-operation needs of the Arab countries as a whole.

Appendix III of the Director-General's Report is devoted to the situation of the workers in the occupied Arab territories. In this connection I would like to draw your attention to the consistent deterioration of the situation of the workers and people of Palestine as a result of the continuation of the policy of occupation and settlement pursued by Israel as well as the expropriation of land, the monopoly on water resources, the exacerbation of racist policies towards the Arabs, the confiscation of more than half of occupied Arab territories by Israeli settlers, the terrorist methods used to intimidate the Arab population, and the increased dependence of the Arab occupied territories on the Israeli economy. Despite the positive points contained in the report and recommendations, I would like to point out that the report makes no reference to the fact that the occupying Israeli authorities refused to implement the recommendations made by the mission in previous reports, and notably those of 1982 and 1983 concerning the impact of settlements on the occupied Arab territories. I therefore urge the mission of the International Labour Office to take the observations of the Arab group into consideration in its forthcoming reports in order to achieve the objectives of the resolutions adopted by the International Labour Conference in 1974 and 1980. I thank you for your kind attention. Please accept my sincere hopes and wishes for the success of this Conference.

Mr. OUKO (*Minister for Labour, Kenya*)—I bring you all warm greetings from the President of the Republic of Kenya, His Excellency The Honourable Daniel arap Moi, and his best wishes for a successful Conference.

May I take this opportunity, on behalf of my delegation and on my own behalf, to congratulate you, Sir, along with the other members of your bureau, on your election. I have no doubt that under your able leadership we shall be able to address ourselves fully to the issues before us.

The challenges that lie ahead are many. However, given the support and co-operation by all concerned,

there is no doubt that the Organisation will continue to meet these challenges effectively and also continue to contribute towards the achievement of adequate measures of social and economic progress, thereby bringing about better standards of living for mankind.

Tripartism has worked well in Kenya for a long time. We believe that it is in the country's national interest for the Government, employers and workers to recognise the importance of consultation and co-operation as a prerequisite to industrial peace. For this purpose, we have had, since 1962, a tripartite agreement known as the Industrial Relations Charter to regulate our working relationship. We recently revised the Charter to bring it up to date. The new revised Charter now stipulates, among other things, that the trade unions shall operate on an industrial basis. We believe that effective tripartism is essential for industrial peace at all levels.

In Part II of his Report the Director-General has dealt with a number of important questions relating mainly to human rights and international labour standards, promotion of equality, labour relations, workers' and employers' activities, training, improvement of working conditions and environment, as well as social security, to mention only the main ones. My delegation generally agrees with the view expressed by the Director-General on these points. I have therefore only a few observations to make.

On human rights, the Organisation's record of activities is quite impressive. The role it has played in assisting freedom fighters in South Africa in their struggle to regain their independence is most highly commendable. But it remains sad that South Africa, a police state controlled by the White minority, is still depriving the majority, indigenous Africans, of their human rights. It is clear that the apartheid regime is not about to abandon its evil policy voluntarily. It has to be forced to do so. That is the only way to stop further bloodshed in South Africa. The free world must therefore intensify its support for this cause.

The deteriorating security situation in South Africa today is an irreversible process. It is the beginning of the end. What we see there today is an expression of the people's determination to free themselves from the slavery of apartheid, from the yoke of oppression, from human degradation, and from the blatant economic exploitation of the misery-stricken majority by an arrogant minority that is excessively affluent.

The explosions we read about there from time to time are a reaction to the brutal treatment the unarmed and defenceless Africans receive at the hands of the powerfully armed and merciless oppressors. But we must forever remember that legitimate political power comes only from the people and that therefore in the end the people's will shall be done. The end may not come about tomorrow morning, but it will come. Our support for the struggle must therefore continue in its quality and in its quantity, in its speed and in its sincerity. When victory comes in South Africa and in Namibia, let all peace-loving countries of the world be found on the winning side, and the winning side will be the side representing the will of the people. Kenya condemns the vain attempts by the regime in South Africa to impose a bogus puppet regime in Namibia. Only SWAPO will lead Namibia to independence. It is the only authentic movement of Namibian nationalists, supported by everyone except the racists in Pretoria.

This Organisation stands for universal and lasting peace based on social justice. The denial of social justice and disregard for human rights, whether in South Africa, the Middle East or anywhere else, constitutes a danger to world peace. We in Kenya subscribe fully to the noble principle of this Organisation. Our own national philosophy of NYAYO stands for peace, love and unity. We believe that there is no alternative to peace and that in unity lies our strength. The search for peace begins with the political will to succeed. But it also requires tolerance of each other's views, a deeper understanding of the causes of conflict, and a greater willingness to give and take.

The ILO's rural programmes and activities are of fundamental importance, particularly to the developing countries. We will not be able to solve the problem of congestion in urban centres as long as rural areas remain unattractive. We believe that policies designed to make the rural areas socially and economically attractive are basic to the elimination of poverty in developing countries like those in Africa. We appreciate the ILO's continuing performance in this field, but we would like to urge that in future adequate funds be allocated in the ILO Budget to enable the Organisation to step up its rural development activities.

In Kenya less than a quarter of our land mass is high-potential agricultural land. The rest is marginal, arid or semi-arid. At the same time, approximately 85 per cent of the country's population lives in the rural areas. It is therefore our determination to make the marginal and other low-potential land economically productive and we shall continue to require the assistance of the international community in this regard.

Unemployment is one of the most pressing problems facing most countries of the world today, including my country Kenya. Success in solving this problem lies ultimately in the achievement of the Government's long-term development objectives. The majority of our rapidly increasing young population must find wage employment or self-employment in the rural areas. This is why we in Kenya have placed so much emphasis on rural development. We are well on the way to putting into productive use all the remaining idle and underutilised agricultural land so as to be able to continue feeding our people.

In order to prepare our youth for their future role in society, we run village polytechnics, *harambee* institutes of technology and a National Youth Service, among others. The latter produces disciplined, reliable and hard-working young men and women with minimum skills in various trades to enable them to make an honest living in urban and rural areas, while the village polytechnics and technology institutes provide school-leavers with skills and attitudes geared to local conditions. Training is of paramount importance, particularly to developing countries, and we appreciate very much the role the ILO is playing in this field. We shall, however, continue to urge that more resources be allocated to training activities so that institutions such as the Turin Centre, the International Institute for Labour Studies and the African Regional Labour Administration Centres (ARLAC and CRADAT) may be strengthened in terms of capacity and variety in the fields in which they are competent. The rate of development in developing

countries depends to a large extent on the availability of trained manpower in various fields.

We appreciate the action taken by the Director-General on decentralisation of ILO activities in Africa and note with satisfaction the activities being carried out by the Regional Office. We should, however, like to request the Director-General to provide the Office with adequate resources in terms of staff and funds so as to strengthen the technical presence of the ILO in Africa.

Finally, let me say that we are proud of the ILO and of its present Director-General, Mr. Francis Blanchard, and that we shall continue to support the Organisation to the best of our ability. The ILO has done a great job to date, but a great deal more remains to be done.

I therefore call upon all member countries to support this great Organisation wholeheartedly in its noble task of helping to improve the quality of life of all the people of the world. Given such support, the ILO is bound to succeed in the future as it has done in the past.

*Interpretation from Spanish:* Mr. PAVAN (*Government delegate, Venezuela*)—Mr. President, I have the honour and pleasure of representing for the third time the Government of my country, the Republic of Venezuela, at the International Labour Conference, and on behalf of our Government, Sir, we wish to say how pleased we are at your well-deserved appointment. We wish you every success in the fulfilment of your very high responsibility.

The Report of the Director General examines the theme of tripartism and industrial relations, which must be analysed in relation to the crucial structural problems facing all countries today caused by the economic crisis and by technological and social changes. In most cases, these have led to a rift between realities and the purposes of the ILO, which set out to enhance equity and freedom, essential conditions for industrial relations.

I am convinced, as the Director-General affirms in his Report, that in the quest for this objective, it is vital that workers and employers participate fully, not only in determining employment and working conditions but also in other broader fields of economic and social development. However, I also believe that a wise government policy must act as a catalyst, coordinate and even show the way – within the framework of a full democracy –, whilst also trying to reconcile, standardise and stimulate the enhancement of these relations, so as to attain this proper balance between equality and freedom; without this, any economic development or any political project lacks a human aspect.

For this reason, Venezuela and its democratic Government, led by Dr. Jaime Lusinchi, fully joins with the proposal in the Report, that tripartism should provide or at least help to provide a solution to the very important problems facing our time. Until now, this way has seemed closed but we are sure of one thing: that unilateral attempts to cope with these problems, by any one of the sectors comprising the International Labour Organisation, have been doomed to failure. We are not even sure that tripartism will succeed, but this is something we have to try constantly and patiently to achieve. We know that in some fields positive results have already been obtained.



Our country may serve as an example, for it has set out to make tripartism a fitting instrument for the solution of problems that go well beyond purely industrial relations. Indeed, our policy is based on this philosophy. We consider it as a fundamental long-term commitment between workers and employers and between them and the Government, not only in order to overcome the crisis by harmonising relations so as to provide the right atmosphere to face the emergency in our country but also by promoting joint action towards goals leading to a well-balanced and just society, in which an increasingly fair distribution of income would guarantee social harmony and stability.

In the first year of our Government we had to face serious economic readjustments as a consequence of a situation that we had inherited, best illustrated by the fact that our external debt exceeded \$30,000 million and we experienced a considerable reduction in our basic production of oil, accompanied by a sudden drop of oil prices on the world market; this changed our foreign exchange situation and compelled us to devalue our national currency, the bolivar, by more than 78 per cent; consequently, we had to place considerable restrictions on imports and curtail public expenditure considerably. These measures led to a decrease in real wage levels and the maintenance of a high level of unemployment, from which we have been suffering for the last few years.

However, after hardly 16 months of government, we have been able to control the inflationary process and have maintained it at a reasonable level, amongst the lowest in Latin America; we have managed to refinance on a long-term basis the huge foreign debt we inherited, without intervention from the International Monetary Fund. In spite of the restrictions in public expenditure, unemployment has not got worse. However, we are already beginning to feel the effects of the incentives provided to private enterprise. The recovery can be observed in industry, but is particularly evident in the expanding agricultural sector, and we are hoping that we shall experience our best harvest ever this year. In return, we are asking the employers to participate more actively in the economic process and to step up productivity indices, because they must bear the main responsibility for the creation of new employment.

Within the limitations imposed upon us by the hard, economic situation, we have tried to water down the loss in real wages. To this effect, we have increased minimum wages by 60 per cent in the rural sector and by 66 per cent in the urban sector, together with other measures such as the provision of coupons for transport and meals in canteens. We know that these measures are only a way of softening and watering down the effects of the deterioration in real wages and not compensation, but, once our economic situation has improved and our production is again in full swing—which we hope will be soon—we hope not only to grant full compensation out to bring about a considerable improvement in real wages. Indeed, we do not believe that a democracy can exist or survive if it does not incorporate social measures, with a growing increase in the participation of the labour sector in the national income. This is the fundamental and priority aim of our Government.

Similarly, we have broadened the coverage of our social security to cover sectors of the labour force which so far had not enjoyed its benefits, and

together with this we are decidedly advancing towards the coverage of unemployment contingencies.

I must say that these achievements are not just the consequence of government action, they are also the result of an overall comprehensive policy of constant and continuous consensus and dialogue with our workers and employers who, though they maintain an autonomous, independent and sometimes critical stand, are the basic allies of the political project which we are trying to implement.

In all international fora we hear as a leitmotiv that we are living through an enormous crisis, a confrontation between North and South, East and West, a global crisis in the four cardinal points of the planet. Rarely has a generation had to face a challenge of such dimensions. The countries which possess advanced knowledge, high technology, military power and wealth choose stages outside their borders to display their hegemony and, in the last decade, it has been the countries of the Third World, the developing countries, the poor of the earth that have suffered the effects of friction between the major empires, which destroy their geography, their homes, their cities, their crops. In addition to war, there are other less overt, more subtle ways of doing this. I refer here to economic measures, the decline of prices of the raw materials exported by the poor economies, that diabolical game which is known as exchange of goods – trade in other words – where the masters of the market impose their conditions on the weaker, making them ever poorer. The owners of international money with their financial traps raise interest rates as they wish at the service of a banking system which has no other aim than lucrative gain – not legitimate gain but usurious earnings. We are living in a world of hypocritical ethics where the basic words used by man – liberty, democracy, equality, self-determination – have a different meaning for the imperial elites which dominate the world. That is why we are faced with a moral challenge, where lies parade in the guise of truth and insincere assertions which drive our society increasingly towards the abyss, towards the chaos of a nuclear holocaust.

Within its own geographical context, Venezuela has made efforts to combine the principles of the United Nations and this Organisation and follow them, and we are making constant effort in this direction. The Contadora group, to which we belong, is an example of this effort to seek overall solutions to the problem of Central America. But the Contadora is a small David before the immense Goliath represented by the interest of the major powers. Increasingly the picture in Latin America is becoming dark and sinister. The intervention of the major empires in this fraternal area so close to us is becoming more and more barefaced. We hope that intervention will cause and that the principles of self-determination and non-intervention will prevail not only there but in other troubled areas of world as well.

As the President said in his inaugural speech, it is developing countries like ours that bear the brunt of the world crisis. Some are in a more desperate situation than others, but we all face great difficulties; lack of political stability, growing unemployment, balance-of-payments deficit, enormous external debts, where in many cases the annual debt



service alone exceeds the total potential exports for the same period.

When we attend meetings and various world fora, we find that the story differs from one place to another. On the one hand the international financial bodies such as the International Monetary Fund advocates a hard, cold and insensitive economic policy towards the debtor countries – a policy that is cruel and dehumanised and which necessarily leads the poorest countries to hunger and increasing wretchedness. On the other hand there are fora such as this, with the fine principles promoted by our Organisation: equity, freedom, social justice, equality, co-operation – principles which over the past few years seemed to have been squeezed dry by hard facts. Many countries, and among them many Latin American countries, are faced with a dilemma: to pay their immense debt or to survive. My country is not one of them, that is true, but like them it feels this crisis, it shares their anxiety. That is why we reaffirm the belief we expressed before this assembly last year, that the International labour Organisation should use its full weight to convince the international financial agencies to change their political philosophy radically by making it more flexible and more human. Because, in the light of the dramatic alternative facing some countries between honouring their financial commitments and the honouring and maintaining a dignified life for their peoples, I have to say – no, not say but cry out on behalf of the poor of the world – you must honour life.

*Interpretation from Portuguese:* Mr. PAZ-ZIANOTTO PINTO (*Minister of Labour, Brazil*)—It is with intense emotion and respect that, as the recently appointed Minister of Labour of Brazil, I now address this august assembly on behalf of the new Republic which has just been established in our country under the wise guidance of President José Sarney, inspired by the ideas of our late President, Tancredo Neves.

On this occasion I would like to take the floor, not only on my own behalf, but also more particularly on behalf of all levels of Brazilian society. I offer my cordial and warm greetings to all those gathered here at this historic Palais des Nations in the no less historic city of Geneva, in this admirable country of Switzerland.

I have the honour to inform the distinguished delegates of the member States of the International Labour Organisation at this annual meeting, of the desire of the Brazilian Government to devote itself without delay to improving our labour legislation, and furthermore to take energetic measures to modernise numerous practices that are still in force in the varied and complex field of industrial relations in our country. We must spare no effort to abolish all forms of discrimination based on injustice, unacceptable privilege and violence.

Today we are more than 125 million Brazilians. One half of this enormous population is under the age of 21. Our active population has now passed the 44 million mark and our GDP has reached \$US 212,300 million. Two-thirds of the nation live in densely populated urban areas. But we are very concerned to note the persistence of a migratory movement which is aggravating social problems and is increasing pressure on our food and agriculture

production. These serious difficulties are accompanied, however, by concrete indicators of a promising future. Industrial production has been diversified and has reached high levels of sophistication. Even our notorious oil shortage is being somewhat compensated by our production of alcohol from sugar cane. Thus there has been considerable progress in the establishment of a solid and modern industrial base. Nevertheless, Brazil today is facing a serious economic crisis, the most serious that it has ever known, in which internal difficulties are compounded by the size of our foreign debt which is putting a brake on the development of our country. In the case of Brazil, this crisis is reflected in a dangerously high inflation rate, a decline in wages, higher unemployment, underemployment and naturally the perpetuation of the conditions of absolute poverty in which millions of our countrymen are still plunged.

At the dawning of a new regime, a regime now based on a serious and profound democratic commitment, we Brazilians are definitively convinced of the imperative need for a social order which takes account of the requirement for a balance in relations between capital and labour and a better distribution of income and wealth. We cannot indefinitely postpone the solution to the chronic problems which are adversely affecting our development, such as the lack of work for so many citizens who are looking for a job, the job which they need.

As was emphasised by the late President Tancredo Neves in his last message to the Brazilian people: "In the fight against inflation and in order to stimulate economic growth, it is obvious that we have to balance our internal and foreign debts both of which are reflected on our main debt, which is the social debt contracted by all Brazilians to those who are living at or below the poverty level".

As regards industrial relations, which have been affected deeply by the crisis, we have to carry out an immediate modernisation of legislation. The main principles of this important reform are based in our constitutional tradition and we have to emphasise that we are also preparing a new basic law which will be adopted by our constituent National Assembly.

Our labour legislation is generally speaking paternalistic and authoritarian. Inspired by the corporatism which spread from Europe in the 1930s, but which is now rejected by those countries which invented it, this legislation considers trade union organisation simply as an appendix of the State machinery, and neglects the importance of direct negotiations, accords special importance to individual contracts, restricts and bureaucratises the exercise of the right to strike and expects the labour courts to settle all individual and collective disputes.

More than 40 years after its establishment, the backbone of this legislation is still the old codification of labour laws approved by a legislative decree which, despite the good services which it has rendered, requires not only touching up but an absolutely new approach and new ideas in the dynamic world of industrial relations.

The Ministry of Labour believes that in the blossoming of a true democratic regime and in the light of what is probably awaiting us at the beginning of the next century, the State should recognise the maturity of employers and workers and their capability to organise themselves independently and fully, with account being taken of course of the limits imposed

by national requirements, the public interest and the democratic legislation laid down by the National Congress.

We also consider that economic policy should be directed towards the creation of productive employment for everybody, young people, men and women, and guarantee adequate levels of social and occupational mobility so that, as in the dream of President Tancredo Neves, we can build a nation in which insecurity, ignorance and unemployment belong to the past, a country whose sons can aspire to better living conditions and obtain them by their own labour.

It is in this context that we see Convention No. 87 of the ILO, in which are enshrined the universal principles of trade union freedom and autonomy and which concretely established the basis of tripartism in the examination of all the problems which arise in the world of production and industrial relations.

Enshrining the right of the workers and employers to organise without any discrimination or prior authorisation, in the way which they consider the most appropriate, without their organisations being subject to suspension or dissolution by administrative decree, Convention No. 87 has been a decisive turning point in the world of trade union history, history marked, as we know, by authoritarian and dictatorial practices by governments that do not accept a free, democratic and pluralistic society or which ostentatiously show themselves to be the zealous defenders of only the interests of the employers.

We have to recognise, however, that the weight of the tradition of trade unions which depends on the law, collaborates with the State and is subsidised by compulsory and obligatory financial contributions, makes it extremely complicated to introduce changes and adopt a truly autonomous model. In the model that we propose for the future, contrary to the guarantee of sole representation, trade unions and associations will be able to compete for representativity and will henceforth be financed by voluntary contributions.

As was quite rightly expressed by President Sarney in accepting his commitment to implement the new Republic, we have to take up this terrible challenge of reconciling the need for an economic upswing with the fight against inflation. For this to be possible without major problems and harsh decisions, we believe that it is vital to achieve a national consensus through a major agreement between employers, workers and the Government on the implementation of measures to overcome our problems in a climate of confidence, democracy and liberty.

Brazil wishes to live under the rule of law. It wishes to accelerate the development and improvement of living conditions of its population, but it refuses authoritarian solutions which do not provide for the maintenance of a democratic State of law. At the same time, in order to be effective and respected, the legal order has to meet the basic needs and aspirations of a free people.

Brazil therefore requires legitimacy, which can only result from the freely expressed consent of the representatives of the people meeting together in the National Congress.

This is our wish and this is the demand which Brazil makes as we reaffirm on this occasion our unshakeable faith in democracy and justice.

Mr. HAPUNDA (*Minister of Labour and Social Services, Zambia*)—May I first, on behalf of the Zambian delegation and on my own behalf, offer you, Sir, warm congratulations on your election to the Presidency of this Conference and express my best wishes for your success in presiding over this session.

I wish also through you, Mr. President, to congratulate your Vice-Presidents. Similarly, allow me to congratulate the Director-General and his officials for producing such a lucid report on the activities of the International Labour Conference for 1984.

In his Report, the Director-General has touched on the issue of tripartism and industrial relations in the face of recent economic, social and technological developments. This theme could not have been raised at a better time than now, when there are serious world-wide economic problems which threaten the international unity, peace and happy future of nations, more particularly the developing countries.

The International Labour Organisation has provided machinery for the orderly conduct of labour relations through the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). This instrument lays down basic terms, rules and procedures for the proper functioning of industrial relations at all levels of economic development of a given country, and for the creation and maintenance of a constructive climate which is conducive to sound tripartite labour relations. The ILO has thus translated into more tangible action its activities aimed at the promotion of collective bargaining, in line with the Collective Bargaining Convention, 1981 (No. 154), the promotion of effective systems for settlement of industrial disputes and the development of constructive labour/management relations at the enterprise and shop-floor levels through different forms of associating workers with enterprise decision-making.

We in Zambia welcome and very much appreciate the ILO's programmes to assist our efforts in providing services aimed at raising the standard of living of the Zambian population. The Organisation's participation with us in various schemes, all aimed at benefiting Zambians, is a welcome gesture of good will, for which I now take the opportunity to thank this Organisation.

I am pleased to say that, through association with the ILO, Zambia's policy for the promotion and strengthening of tripartism continues to move forward. The solid and sound relationships existing among the three labour market parties has done a great deal to minimise areas of industrial unrest in Zambia.

I would observe, however, that to a certain extent some labour standards set by the International Labour Organisation for the improvement of the working and living conditions of workers all over the world are able to be implemented more fully in developed countries than in developing ones. A great number of these standards have been relevant mainly to the conditions obtaining in the developed countries. It has, in some cases, been rather impracticable to apply these standards in developing countries, especially in the rural and unorganised sectors of the economies of such countries, except in cases where partial implementation or modification is provided for in the instrument.

Thus, this development has tended to divide the working class itself in the developed and developing countries, as the workers in industrialised countries enjoy optimum benefits derived from these standards, while in the developing countries they have yet to obtain the full benefits. We should, as far as possible, strive to formulate and implement these standards in relation to the existing machinery of international trade between industrialised market economies and developing countries in order to try and eliminate trade imbalances and promote the establishment of a new international economic order which will enable developing countries to reap full benefit from the standards. Hence, it is advisable for the International Labour Organisation to continue to review existing national practices in developing countries as regards the application of labour standards and to strive to minimise the problems that these countries experience.

At the same time, my delegation would like to appeal to this Organisation and its supervisory machinery to take cognisance of the principle of universality of the ILO. In all its work, the ILO should avoid discrimination against member countries on grounds of social organisation. In this one world, we need only one ILO but, of course, a firm and fair ILO, fair to all its constituent member States.

I note from the items on the agenda of the Conference that, apart from discussing the Reports of the Governing Body and the Director-General, the Conference will also have an opportunity to examine in detail the report of the Committee on Apartheid. The decision to establish a Conference Committee on Apartheid underlines the seriousness which the ILO attaches to this noxious system of repression of, and racial discrimination against, the Black majority of South Africa. Apartheid is a system of both economic exploitation and political repression by the minority Whites over the majority Blacks who are perpetually excluded from participating in the shaping of their destiny. As long as the world community continues to apply half-hearted solutions, bloodshed and destruction far greater than anything known before are sure to occur in that subregion of Africa.

We in Zambia support the aims and objectives of the International Labour Organisation for reasons that are not far-fetched. We are a country of peasants and workers. We therefore believe in the complete freedom and well-being of peasants and workers. Above all, we believe in the equality of man irrespective of colour, sex, race or creed. These are just some of the tenets of our Philosophy of Humanism.

This philosophy is our guiding light in our efforts to strive towards human progress and prosperity. It is not a coincidence, therefore, that the Declaration of Philadelphia which is embodied in the noble principles of this Organisation, makes reference to the equality of humanity and social justice. These principles are a prerequisite to the peace and prosperity of this world.

We in Zambia therefore cannot but condemn in the strongest terms possible the racist system of apartheid in South Africa. We do at the same time condemn all those nations that directly or indirectly support this evil system of government. We call upon those countries, governments and all progressive forces in the world who value Christianity and civilisation to intensify their efforts in liquidating the

racist regime of the Republic of South Africa. No amount of resolutions or talking will remove the brutal and callous system of government in South Africa while those who profess the dignity of man, democracy and human rights daily share with the evil system the secrets of military might.

My country strongly believes in humanism, the United Nations Charter of Human Rights, and respect for territorial integrity. It is for this reason that we are surprised when countries that preach the principles of democracy, Christianity and civilisation seek to prop up the racist regime of South Africa, purely from considerations inconsistent with human dignity, freedom and peace.

We would also like to commend the International Labour Organisation for the role it is playing in alleviating the plight of women. It is a decade now since the subject of equal opportunities and equal treatment for men and women in employment was tabled at this august conference.

In view of the vital role played by women in productive activities in the economies of countries the world over, the interests of this vulnerable group should not be neglected; instead, countries should be enjoined to consider implementing strategies aimed at the reduction of inequalities in the treatment of women at the workplace.

Serious and concerned as indicated in the report, Zambia has endeavoured to accommodate the conclusions of the report. Her labour legislation is based on the principles and objectives on which the International Labour Organisation was founded. Zambia's legislation does not discriminate, among other things, on grounds of sex, marital or social status as these apply to all working persons.

In Zambia, therefore, men and women are accorded equal opportunities and treatment in both employment and training. This is in fact in line with our Philosophy of Humanism which respects man for what he is, simply as man. We respect his inalienable rights to life and liberty.

Let me, therefore, take this opportunity of thanking the Director-General and his staff for the success achieved in technical assistance programmes, especially in employment generation, training and rural development.

Developing countries will continue to value the ILO's assistance not only in standard-setting activities but, more importantly, the technical assistance provided either directly or in conjunction with other United Nations specialised agencies and bilateral or multilateral donors.

Whilst the ILO, through its technical co-operation programmes, is already helping a number of countries in various ways, I should like to call upon this Organisation to offer more assistance, especially to developing countries, in training nationals and in the development and proper utilisation of manpower resources. Furthermore, there is an urgent need for the strengthening of national data collection systems. Many development plans have failed to achieve their targets owing to inadequate, and in some cases totally absent, statistical data which are so vital for making realistic plans.

In conclusion, I wish to express my Government's hope that through such international organisations as the ILO the gap between the poor and the rich will be narrowed, so that the workers of the world can live in peace and prosperity.

*Interpretation from Spanish:* Mr. MARTINEZ BRITO (*Government delegate, Cuba*)—Mr. President, may I first of all congratulate you on behalf of the Government of the Republic of Cuba on your election to the presidency of this Conference—a duty which we are sure you will discharge with your accustomed efficiency.

Although conscious, honest and reasonable people have not yet abandoned hope of a timely solution which may banish the threats hanging over the world, it is obvious that the present situation brought about by the aggressive, exploitive and warmongering policy of imperialism is continuing to threaten mankind with an appalling disaster.

The obsessive and almost demential preoccupation of the Yankee imperialists with military superiority, is keeping all the peoples of the world in constant anxiety about the possibility of a new and terrible war. Their headlong race to accumulate arms has led to incredible increases in military expenditure in the past few years, which, through the abuse and pillaging of economies, have been largely paid for by the sweat and blood of the workers of the Third World.

Such an unprecedented escalation is opening the way to greater instability and dislocation.

The increase in interest rates has swelled the foreign debt of the developing countries to such a size that the leaders of these countries have come to look upon this increase as a form of economic aggression, which seriously compromises the implementation of their policies for the reactivation of the economy. This type of aggression is compounded by a deterioration in the terms of trade and protectionist policies, so that we find ourselves confronted with an extremely complicated picture of destabilisation of international relations.

As the President of the Republic of Cuba, Commander-in-Chief Fidel Castro Ruz has stated, the "economic crisis has spread and in a sense has spilled over to the economies of the less developed countries". A graphic example of this is the serious impact of the foreign debt in Latin America.

The Latin American countries are victims of merciless exploitation and contribute astronomical sums to the financing of the economies of the richest industrialised countries of this planet. Only last year, in 1984, for reasons of the imbalance in the terms of exchange, and as a result of normal and extraordinary interests on debts and the draining away of foreign currency as well as the overvaluation of the dollar, Latin America was robbed by these rich countries of approximately 70,000 million dollars.

To be despoiled to such an extent, to have to cope with the payment of a foreign debt is morally intolerable and economically unbearable for the countries of Latin America and for the underdeveloped countries in general.

The formula used in earlier years to deal with the crises caused by the iron-fisted military dictatorships no longer works today. In the face of pressure from the masses and the efforts of progressive movements against the horrifyingly repressive but inefficient measures to cope with the magnitude of the crisis, the military dictators are falling from power in Latin America and giving way to democratic governments. The few shameful cases which still subsist are shedding blood but are also filled with fear, and will sooner or later join the others on the rubbish dump of history.

For the democratic governments of Latin America which have already stated that they will not sacrifice the development of their countries and will no longer continue to place the burden of the consequences of the economic situation on the shoulders of the workers and the people, it is essential and inescapable, as it is for all the countries of the Third World, to resolve the problem of the unpayable foreign debt. This must serve as an initial step towards something even more important and definitive, namely the installation of the new international economic order proclaimed by the United Nations and repeatedly and insistently called for by the Non-Aligned Countries, so that the exploitation and abuse of underdeveloped countries can be abolished once and for all.

If this situation is not resolved quickly, the economies of the countries of the Third World will continue to be bled white; their development will continue to be hampered to an increasing extent, with a consequent increase in hunger, poverty and unemployment.

This is why we are convinced of the obligation and opportunities which the ILO has to help find a solution to these problems.

This Organisation may work for the benefit of those who, by their work, produce for and serve mankind and thus contribute to the elimination of the focal points of confrontation which exist in the world.

But in order to work along these lines, the ILO must guarantee itself a strong internal structure which works and not be bogged down in counter-productive procedures. Its standard-setting policy must not become part of the cold war. Its supervisory machinery must not aim its attacks to an increasing extent at the socialist regimes which are not capitalist and at the developing countries. It is necessary to democratise this machinery so that dialogue will not continue to be a confrontation, resulting in the alienation of the Organisation from important sectors of the working world. Its standard-setting activities should be given a positive, democratic and equitable spirit which recognises and accepts the realities of the different social systems that exist and should avoid discriminatory practices in the selection of members of the deliberative bodies of the Organisation.

It is not possible to accept the argument to the effect that joining the Organisation under specific rules and practices means that the latter cannot be changed and brought into line with the present situation of society, because this would lead to the stifling of the institution whose importance we appreciate notwithstanding its recognised defects. That is why my country reiterates the importance of supporting the proposal from the socialist countries and other countries for the widening of the representativity and the mandate of the working party which has been set up to review the machinery for the framing and supervision of international labour standards.

We have examined carefully the Director-General's Report in which considerable reference is made to the problem of industrial relations and tripartism.

While the Report does not always express points of view which are shared by my country, we have noted with interest the information contained in it. Nevertheless, we must point out that, in our own Organisation, which should be the world-wide expression of tripartism, it cannot be said that this principle has been fully complied with until the

socialist employers and those from the state sector of the developing countries are represented in the Conference Committees as well as in all the bodies of the ILO in the same proportion and with the same rights as the capitalist employers.

It is accordingly deplorable that problems of structure still remain to be resolved due to the intransigent and retrograde attitude of the capitalist employers. The Cuban delegation to this Conference will continue to defend the compromise solution in the form of a "package deal" embracing all the matters under discussion; it is opposed to partial decisions but ready to co-operate in all respects with a view to eliminating the existing obstacles and finding a full solution to the problems of structure.

In order that all human actions may be carried out effectively, it is indispensable that the world should be at peace. The existence of many focal points of tension in the world is the result of the imperialist policy designed systematically to destabilise international relations and destroy peaceful co-existence, which has already suffered as a result of unequal treatment in the economic field. For just and progressive peoples it is a duty to show solidarity with those who are fighting for their right to live in safety and honour. We must therefore insist on the withdrawal of Israel from Jerusalem, from the occupied Arab and Palestinian territories and from Lebanon, and the implementation of Resolution 435 of the Security Council which calls for the independence of Namibia, under the banner of its legitimate representative, SWAPO. We support the struggle of the people of South Africa, led by the African National Congress against the oppressive regime of racism and apartheid and for the holding of just negotiations to restore peace in Central America.

In this region, in particular, we condemn the economic blockage of Nicaragua, a repetition of the same sinister, interfering and sterile policy which was taken against Cuba 25 years ago. We wish success to the efforts of the Contadora group of countries in order to stop the unbridled warmongering of the Yankee imperialists who are threatening to surround Central America by a circle of fire and who constitute a challenge to the independence and solidarity of Latin America.

In these conflicts, as in all the other conflicts which are conspiring against the independence and sovereignty of peoples, we must express and make effective our support for the triumph of human dignity in the face of exploitation and oppression in order to guarantee to the workers—who are those who create the material possessions of society and who offer their services to it—a future of safety, well-being and prosperity.

This 71st Session of the International Labour Conference is being held in the year in which mankind is commemorating the fortieth anniversary of the destruction of fascism.

Some time after the beginning of the war, in June 1941, the Nazi hordes flung themselves into battle against the Soviet Union and, for a number of years, deployed their biggest and best human and military resources in an attempt to subjugate the country of the Soviets. The repulsion of the enemy in this great patriotic war was irrefutable proof of the tremendous possibilities of socialism, its solidity, its strength and its indestructible power.

In commemorating such an important event, the Cuban delegation pays the greatest possible tribute to the fighters of all nationalities who made their contribution to the vanquishing of the common enemy and the final victory against fascism and reiterates the need to remember well the true meaning of the Second World War, confident that it will be possible to achieve peace and that the peoples of the world will be able to put a stop to the successors of Hitler, whose slogan is military supremacy and aggression.

Mr. RODGER (*Minister of Labour, New Zealand*)—Mr. President, it is with great pleasure that I offer you my congratulations on your election as President of this, the 71st Session of the International Labour Conference. As one attending the Conference for the first time, I look forward to the opportunity of participating under the excellent guidance which your experience and undoubted abilities in labour matters will provide.

For New Zealand, the choice by the Director-General of industrial relations and tripartism as a major topic in his Report to this Conference is timely and parallels the very positive attitude of my Government to consultation and tripartite co-operation. I shall describe a number of these more fully in the course of this address.

It is generally accepted that within a modern economy workers' standards of living are affected by two major factors—by the wages and salaries negotiated by unions and by a range of government economic policies, particularly as regards tax, welfare and spending. To ensure fruitful co-operation between the bargaining system and economic policies, consultation between the interested parties—the unions, employers and government—is essential. This fact is well recognised by my Government. We came to office with a strong commitment to consult and to recognise the central employer and union bodies as key partners, and with a desire to bring about a climate in which solutions to industrial relations problems might be sought through discussion rather than through legislation. This approach has enabled us to formulate a new wage-fixing package, terminating two years of talks on long-term wage fixing. An important feature of this package is that consultation at the national level is, for the first time, built into legislation. The tripartite conference held prior to the annual wage round and the annual budget provides for consultation at this level. Central union and employer organisations receive a full briefing on the direction of the country's economy. In this way we expect that decisions on delivering disposable income across the system will be made in a socially responsible manner and with regard to the objectives of the Government's economic policy.

There are two main issues on which the parties must consult. The first is the nature of the economic environment within which the Government's economic policies will be coming into play and within which wages and conditions in the forthcoming wage round will be settled. Certain criteria laid down to provide a framework for these talks include questions of inflation, income distribution, the competitiveness of New Zealand industry, the implications of the Government's fiscal and monetary policies and the employment situation. Secondly, the tripartite conference provides a forum for consultations about the

low-paid and the protection of their interests. Criteria include mechanisms for establishing minimum wages and standards of employment. Such a process of consultations can work only when the parties are equal partners. Currently, the unions at both national and local level tend to be at a disadvantage. Recognising this, the Government is providing the necessary impetus to trade union training, an area of importance recognised by unions, but one where meagre budgets considerably restrict their potential to deliver. A task force, comprising representatives of private and public sector unions has been established to assist in regard to training needs and their provision. In addition, a working party on paid education leave, representing unions and employers, has been set up to investigate the terms under which paid leave for trade union education may be best provided. We hope that this will be the first step towards the eventual ratification of the Paid Educational Leave Convention, 1974 (No. 140).

An important piece of legislation will be passed this year to further ensure the equality of partners in the consultative process. New Zealand is now in its second year of voluntary unionism. The impact of this—the removal of collective responsibility for union funding and the firm basis for membership—has had a detrimental effect on unions' ability to serve their members. This has had a particularly detrimental impact on low-paid workers, a group for whom the Government has special concern. The new Union Membership Bill introduces a system of union membership determined by ballots of union members. The Government's facilitating role may be noted. Union membership is seen purely as a matter of union concern on which union members may express their views in a democratic system of ballots. It is decided without the involvement of either the employers or government. The inclusion of a union membership clause, which will bind all adult workers, is not, as it was formerly, a negotiable matter. Nor is the Government introducing compulsion to ballot. The decision to ballot thus rests with the unions alone.

However, while this Bill recognises the need for collective responsibility, there is a concern to ensure the protection of individuals' freedom of association. Broadly based exemption procedures are available for those with a genuine objection to unions or to a particular union.

Consultation has also been a feature of the Government's economic and employment policies. An economic summit conference, held shortly after the general elections, was an integral step in helping the Government to define clearly its economic strategy in the medium term, in order to give businesses greater confidence in taking longer-term decisions.

We also recently held a large national employment promotion conference, bringing together diverse groups to discuss labour market issues. This conference has had the important effect of raising the level of understanding of complex labour market issues.

The beneficial effect of the Government's economic strategy on the labour market has been apparent over the past year. For the year ended March 1985 gross domestic product grew by about 5.5 per cent, employment rose by just under 4 per cent and unemployment declined by approximately 25 per cent. Long-term unemployment, which is defined in New Zealand as unemployment for six

months or more, now accounts for about 16 per cent of the total registered unemployed. Although there remains considerable room for improvement, this figure has been declining since its peak of 21 per cent in January/February 1984 and remains low by international standards.

At this Conference we shall be discussing two agenda items relating to aspects of occupational health and safety. This is another field in which the views of employers and workers are essential if we are to gain their co-operation in developing and implementing improved policies and practices.

Consequently, I have just established a tripartite Advisory Council for Occupational Safety and Health. This will make recommendations to the Government on the development of a coherent national policy aimed at preventing accidents and injury to health and improving the working environment. It will be the first step towards the possible ratification of the Occupational Safety and Health Convention, 1981 (No. 155).

The Council will also be able to examine and advise on our compliance with other health and safety instruments.

This Conference will also be discussing questions of equal opportunity and equal treatment for men and women workers.

My Government's ratification in January this year of the United Nations Convention on the Elimination of All Forms of Discrimination against Women is a testimony of our commitment to these principles. We have various new measures under way, including two major innovations.

Firstly, a Ministry of Women's Affairs is being set up for the prime purpose of monitoring legislation and policy, and providing women with channels of communication to the Government. Secondly, permanent employment status for part-time workers in the public service will be implemented in the course of this year. This is an inherent part of a policy designed to fulfil a long-felt demand for a new approach to work opportunities.

I shall address my concluding remarks to Part II of the Director-General's Report and congratulate the Organisation on the extensive range of activities which were carried out during 1984. It is also pleasing to note the response to last year's discussion and review of the ILO's standard-setting and supervisory activities.

My Government will maintain New Zealand's support for what is a primary and highly important function of this Organisation—the setting of standards and the supervision of the manner in which those standards are applied. This function is at the heart of the ILO's activities. Both application and supervision must continue to be exercised on a universal basis. The Organisation and its membership cannot choose to criticise some violations while allowing others to be ignored. To that end we welcome the various measures taken by the Governing Body and the Office, and the establishment of a working party to consider matters relating to the standard-setting process.

The principles of the Organisation have as much validity today as they had in 1944 when in Philadelphia they were accepted by the 26th Session of the Conference. Walter Nash, New Zealand's Deputy Prime Minister at that time, and a future Labour Government Prime Minister, chaired the Philadel-



phia session and placed his signature at the foot of the Declaration. New Zealand's commitment to the Organisation's principles is as strong today as it was then.

I offer the Director-General and his staff New Zealand's full support in their endeavours on behalf of this Organisation and I extend to you our good wishes for the coming three weeks.

Mr. VADANATHORN (*Government delegate, Thailand*)—It is indeed a privilege and an honour for me to lead the delegation of Thailand and to address the 71st Session of the Conference of this Organisation, of which Thailand is proud to be a founding member.

It is also a great pleasure for me, on behalf of the delegation of Thailand, to congratulate you, Sir, on your election to the high office of President of the Conference. It is an appointment that not only reflects the recognition of your personal attributes and achievements, but also of the importance of your country and Africa in the affairs of the world of labour today. My delegation has the greatest confidence that, under your able guidance, the deliberations of this session of the Conference will come to a successful conclusion.

My delegation wishes to congratulate the Director-General for his well-prepared Report and his selection of the subject of industrial relations and tripartism as the main theme for our debate at this Session of the Conference. My delegation agrees with the Director-General that the world of work is being presented with unprecedented challenges as a result of pronounced structural changes in the economic, technological and social fields in all countries irrespective of their location, North or South, East or West.

The subject under debate at the Conference is directly relevant to and very timely for all developing countries and in particular Thailand. All developing countries share a common goal—that is, a drive for social and economic development in view of the recent global recession. Such efforts are sometimes accompanied by social tensions and conflicts in the field of industrial or labour relations. Therefore, one of the most important links between labour relations and development lies in the peaceful and orderly settlement of conflicts and disputes as well as constructive dialogue. Indeed, in a number of developing countries, there is a continuing search for the most suitable machinery and procedure for peaceful industrial relations in national development.

In Thailand, we recognise that the Government, employers and employees have economic and social functions essentially complementary to each other and have responsibilities towards each other in society—a partnership in social and economic development. In this connection, I have the pleasure to inform the Conference that the concept of tripartism is not new to Thailand. It was first introduced in our country in 1956, when the Government appointed a tripartite committee to draft a law on labour protection and labour relations. It became the first comprehensive labour legislation in Thailand, namely the Labour Act of 1956.

Indeed, tripartism in industrial or labour relations found its expression first in the Labour Act of 1956. There was a provision in the Act to set up a labour relations committee with representatives from the

employers, employees and the Government for settling labour disputes and considering cases of unfair labour practices. Therefore, the committee may be regarded as the very first tripartite body for labour and industrial relations set up in Thailand.

Tripartism has now been generally accepted as an essential component of the industrial relations system in Thailand. The Labour Relations Act of 1975, which is still in force, was the direct result of tripartite co-operation. Tripartite efforts are also to be found in the drafting of the Act for the Establishment of the Labour Court and Labour Court Procedure of 1979. Furthermore, a Code of Practices for the Promotion of Labour Relations in Thailand was adopted in February 1982 by the representatives of employers, employees and the Government with the ultimate objective of establishing a more appropriate labour relations model to promote industrial peace in our country. The adoption of the Code affirms the faith and reliance of employers, employees and the Government on the tripartite approach to industrial relations in Thailand.

I wish to add that the Code of Practices has made specific provisions to develop bipartism at the plant level through the promotion of joint consultation between labour and management policies and practices in the enterprise. I wish to take this opportunity to express our appreciation to the ILO for its role in assisting us in the preparations leading towards the adoption of the Code of Practices in Thailand as well as the current reviews of its implementation for the further improvement of our industrial relations system as a whole.

Our labour policy places great emphasis on the bipartite approach to industrial relations through useful dialogue and co-operation at the plant level on matters of mutual interest; collective bargaining at both the plant and industrial levels on conditions of work and employment; and tripartite dialogue and co-operation at the national level on the formulation and implementation of labour relations policies and dispute settlement.

Tripartism has now been extended to other aspects of labour administration in Thailand. For example, we have the National Advisory Council for Labour Development, which is a tripartite body set up to advise the Government on labour policy matters. At present, it is considering and advising the Government on the adoption of a system of social security appropriate to the economic, social and cultural environment of our country. I do not wish to burden the Conference with the details of other tripartite bodies we have in Thailand, but I can say that tripartism has deep roots in our industrial relations system and labour administration in general.

My delegation has given careful consideration to the proposed Programme and Budget for 1986-87 submitted by the Director-General. We would like to see more emphasis being given to several programmes, in particular, technical co-operation for the developing world and especially for Asia and the Pacific. Any zero growth in the Programme and Budget would not be able to reconcile the diversified needs of different member countries and would affect the mandate of the Organisation. Thailand is one of the developing countries and we feel that the draft Programme and Budget is satisfactory. In view of the new challenges and increasing responsibilities of the ILO towards the developing world, my delegation is

pleased to support the proposed Programme and Budget for 1986-87.

On the subject of international labour standards, my delegation has always accorded great importance to, and has never failed to support, the ILO's standard-setting activities. It has now been generally accepted that the value of the international labour standards adopted by the Conference will have to be universally adopted and implemented. Therefore, the principle of universality will remain the foundation for all ILO activities in the field of standards.

My delegation is pleased to note that as a result of the conclusions of the debates of the last Session of the Conference, the ILO Governing Body has already set up a working party to study all aspects of ILO standard-setting activities. It is the earnest hope of my delegation that the principle of universality will be reflected in the composition and work of the working party with different economic, social and political systems adequately represented. This will indeed help strengthen the principle of universality and the objectives of our beloved Organisation for the benefit of all mankind.

In conclusion, I wish to assure you of the full support and co-operation of my delegation and hope that, under your leadership, this Session of the Conference will further strengthen the role of the ILO as the social conscience of mankind.

Mr. McKNIGHT (*Minister of Labour, Canada*)—Mr. President, I would like to first offer you my congratulations on your election as President for the 1985 Session of the Conference and to assure you the full support of the Canadian delegation at this Conference. As you may know, Canada was one of the founding member States of the ILO in 1919 and has maintained a deep involvement in the Organisation ever since. Many of you may even recall that, during the war years, the International Labour Office was located in the city of Montreal. It is in that same city that the Government of Canada will host a regional conference next March for all American States Member of the ILO. I wish to extend a warm, personal invitation to Government, Worker and Employer delegates from the Americas region to join us next year in Montreal for what I am sure will be a productive and exciting conference.

Since its founding, the ILO has made a vital contribution to the advancement and welfare and the dignity of workers throughout the world. Because of its unique tripartite structure, it has provided a forum where representatives of the three social partners—Governments, Workers and Employers—from all regions of the world have been able to discuss and agree on fundamental principles and guide-lines designed to quote from the Director-General—“to make work more human”. The principles contained in the ILO Constitution and the ILO Declaration of Philadelphia are as valid today as when were adopted. The work done by the ILO throughout the years in implementing these principles has affected the entire world, both industrial and developing countries, market economy countries and countries where the economy is centrally planned. Evidence of this can be found in the more than 5,000 ratifications of international labour Conventions which have been registered to date. The ILO labour standards activities constitute the cornerstone of the Organisation. In this regard, I fully endorse the decision to

establish a working party of the Governing Body to review this subject and I would like to add that the mandate given to the working party by the Governing Body has the full support of the Canadian delegation. The ILO is to be congratulated on its past accomplishments and it must be commended for its orientation toward the future.

The Director-General's Report to the 71st Session provides a good example of this forward-looking approach. In discussing the roles of the industrial relations system and tripartism and the managing of the economic and social changes that we are experiencing, the Report raises some fundamental issues which will have to be dealt with if the security and well-being of working men and women are to be protected in the years ahead. Although we come from different countries and different cultures there is a common thread running through the experience of all delegates to this meeting. In our own lands, each of us has seen a period of unparalleled change in recent years. I know that we all carry our own story of how advancing technology, shifting world markets, changing patterns of competition, have dramatically influenced the way we live and the way we make our living. Established economic and social structures are being remodelled and this is having a major impact on workers everywhere. No doubt, much of this change is beneficial, but major change is seldom free of cost or discomfort. There are burdens of adjustment which must be borne. In Canada, we have witnessed significant changes in our economy. There has been a reduction in jobs in secondary manufacturing. While this has been offset by the fast-growing high-technology and service sectors, this transition has been painful for many who lack the education, skills and experience to adapt to new currents in the labour market. We, in Canada, are also facing the realities that our vast natural resources, while extensive, are not as inexhaustible as once was thought and that therefore they must be carefully managed. And there are further challenges facing our economy. These include factors such as an increasing rate of participation in the labour force, persistent regional disparities and a high government deficit which we are committed to reducing. All of these serve to compound the difficulties brought about by structural change.

While it may be of small comfort, we know we are not alone in confronting these challenges. No nation can ignore the impact of advancing technology or shifting world markets. Those who attempt to do so stand to miss out on the opportunities which this coming decade will produce. Structural change respects no borders and thus the challenge of adjustment must be shared by all nations. Adjusting to new economic realities has become a challenge for the 1980s—one which labour, business and governments must all address. We must confront the future with new strategies where those of the past are no longer adequate or appropriate. We must harness our human, natural and capital resources to create new wealth and opportunities and we must ensure that the costs and benefits are shared equally. That is our challenge. I sense in Canadians, in our trade unions and in our business community, a growing realisation that we can equip ourselves better to meet this challenge if we develop a more co-operative approach to the way we manage our economic and social affairs. This is a new approach for Canada and



we are anxious to learn from the experience of other nations, where a co-operative approach to decision-making has led to a greater sense of national purpose and a convergence of public policy and private purpose. By pooling and analysing this experience, the ILO can focus attention on the value of co-operation and assist member States in establishing and strengthening tripartite institutions.

The Director-General's Report has sparked some thoughtful discussion among the Canadian delegates and we are intrigued by the experience it records in some of the Western European countries, in Japan and most recently in Australia; where formal tripartite arrangements have been made they have paid significant economic dividends. At the same time, however, we realise that each nation must evolve its own co-operative model. In Canada, we are not well suited for formal tripartite decision-making at the national level. We have, for example, no fewer than five central labour bodies and, on the employers' side, we have several national groups. Our federal system complicates things further with one national, ten provincial and two territorial governments. There is also the question of who speaks for the public sector. Furthermore, there are the problems of geography; distances are vast and strong regional differences prevail. Thus, it is very complicated to develop a national agenda and in certain circumstances it may not even be desirable to do so, given Canadians' strong feelings about respecting this regional diversity.

As one might therefore expect, our approach to tripartism in Canada is an unstructured one. We prefer to call it a consensual approach, but we see it as a key element in meeting the adjustment challenge. Simply put, this consensual approach involves deliberate efforts to foster discussions of important national policy issues among labour, business and other groups in Canadian society. It also entails the commitment of the Government to listen to and learn from these discussions and to respond to whatever those recommendations may be.

We recently held a national economic conference which brought together all the key partners in the Canadian economy to talk about the future and how best to address the adjustment challenge. Through the discussions, a conviction emerged that the traditional adversarial approach in our industrial relations system does not preclude the possibility for constructive common action to deal with pressing national problems.

Most participants left the conference convinced that the exchange of views had been useful and that further talks with a sectoral focus would offer the best opportunity to move towards consensus in the period ahead.

Along these lines, a recent meeting was sponsored by Canada's largest industrial union, the United Steelworkers of America, and the Canadian Steel Industry. The rationale for this gathering, in the words of the union and company leaders was as follows: "The better governments, companies and workers understand the steel industry and each other, the better equipped each will be to meet the challenges and seize the opportunities which the next decade will present."

These words also capture the rationale for our Government's consensual approach in dealing with important national economic issues. We believe we

can learn from business and labour about the needs of industries and the kind of adjustment policies required to provide a smooth transition to the future.

Issues such as industrial adjustment, training, re-training, social security and other matters cannot be responded to by Government alone. We believe that we must develop a common information base and an understanding with all parties, including labour, business and Government. If we do that we will be able to draw upon that base, arriving at decisions to take to the collective bargaining table or to the national conference table.

We believe that our corporate and trade union leaders share a deep and abiding concern about the future of our country and that they want to be involved actively in charting new directions for our economy. As a Government, we are committed to working with these groups.

I would like to raise one further point which the Director-General has stressed in his Report. This concerns the responsibility for developing tripartite institutions. I agree with his views that this responsibility lies with each of the parties. No co-operative approach to decision-making, be it formal tripartism or some other variant, will succeed if it is seen to be an initiative of Government. It is not something that can be imposed; it must evolve from the fabric of the industrial relations system in each country.

Where industrial relations systems are advanced and based on strong trade union and employer organisations and where governments are open and flexible, the conditions are ripe for co-operative decision-making to be developed. However, where there is little mutual respect and the parties cannot come to the table as equals, prospects for tripartism will be remote.

In Canada, I am confident that we are seeing the beginning of a more open and constructive approach to decision-making. For this reason, we will continue to follow with great interest the developments in other countries so that we may learn from their experiences and draw upon their knowledge. We have no doubt that co-operation among labour, business and Government can help chart an optimal course through the turbulence of economic and social change. And we commend the ILO for its efforts aimed at building and strengthening tripartite institutions among other nations.

In closing, I am particularly pleased to note that the ILO has scheduled a special discussion on equal opportunities and equal treatment for men and women in employment. This event will mark the end of the United Nations Decade for Women and will provide an opportunity to review the achievements that have been made and to identify continuing obstacles to equality, as well as to develop plans of action for the future.

Issues of equality demand a concerted commitment on the part of labour, business and Government, and as far as the Canadian Government is concerned, I can assure you that we are fully committed to achieving equality for women in all aspects of social and economic development.

*Interpretation from Spanish:* Mr. BARRIONUEVO (Minister of Labour and Social Security, Argentina)—Mr. President, I should like to express to you my sincere congratulations on your

election. I am sure you will be a successful President of this Conference. I am particularly honoured to have this opportunity to take the floor at the International Labour Conference in my capacity as Minister of Labour and Social Security of the Argentine Republic, having been appointed to that function by our President, Dr. Raúl Alfonsín. But it is not only the democratic legitimacy with which I represent my country which gives me this feeling. I feel doubly honoured because I come from the labour force myself, being a worker and a trade union official, and that gives even more value to my presence in this Organisation which is not only the doyen of the United Nations system but which, being based on the concept and practice of tripartism, is the most wide-ranging and representative Organisation in this system.

The Director-General proposes to us for discussion at this year's session of the Conference a subject which covers two of the major themes of the social reality of member countries, whether they be industrialised or developing, namely industrial relations and tripartism. Since we come from a developing country and we in the Ministry of Labour are responsible for the restoration of genuine labour and social justice, we realise the timeliness of the submission of this Report to the world of labor in these times of international crisis.

Tripartism constitutes a central feature of this concept since the administration of this precept is the responsibility of the political institutions while its formulation and development must also involve the participation of the civilian community, that is to say the workers and the employers. This conception of the ILO is extremely democratic and we therefore regard it as essential. We are convinced that modern democracy requires the active participation of workers and employers if it is to be genuine, and that the absence of democracy is the worst possible obstacle to the success of the noble universal objectives of making work more human and dignified.

But participative democracy does not in itself suffice for the achievement of these objectives; just as the interactions of the political and the civilian forces of society makes it possible for all to participate in the national institutions in a spirit of solidarity, the building up of a material basis for human activity constitutes an irreplaceable factor which makes all these meaningful. Progress in establishing fairer labour standards, improved social security benefits or better working condition is bound to be limited if, as unfortunately happens, vast masses of the population have no access to the modern world of production where such achievements can prevail.

The problem should be tackled from three simultaneous and convergent angles: (1) consolidation of participative forms of political democracy; (2) the building up of a body of laws and instruments based on equity and social justice which take account of the real social and economic policies so that the laws are feasible and based on reality and not mere wishful thinking; (3) generation of productive and adequately paid employment.

As concerns the first aspect, Argentina has recovered its political democracy and is making a serious attempt to consult the social partners through participative machinery and to ensure the exercise of trade union rights so long kept in abeyance by authoritarian regimes.

As concerns the second, the body of labour laws has a long tradition associated with the struggles of the labour movement, and the democratic Government is making great efforts to update and improve this legislation in the midst of a complex social and economic situation.

Where the situation is less encouraging is in the field of employment. As stated in the estimates of the ILO's Regional Employment Programme for Latin America and the Caribbean, there is a serious structural lack of jobs. My country is faced with this situation, too.

This is perhaps the most democratic feature of underdevelopment, because the lack of jobs has its origin in extreme poverty, as expressed in marginality, malnutrition, morbidity and illiteracy. However, it not only gives rise to these disasters but at the same time leads to the political instability which for decades has affected this region.

Full, productive employment is an objective of paramount importance for a democratic society and at the same time one of its foundation stones. We believe that the inability to promote adequate productive employment is one of the factors which weakens democracy because it creates room for authoritarian regimes which perpetuate conditions of marginality and poverty, interfere with individual political and trade union freedom and give rise in turn to savage and bloodthirsty dictatorships.

At a time in history when we are witnessing a technological revolution and the advance of computerisation and micro-electronics is raising the levels of productivity and well-being, the economies of the South find that our modern sector is shrinking, incomes are declining and conditions of life and work are deteriorating. In my country—one of the main producers of foodstuffs in the world—we have had to launch a National Food programme to make up for the shortage of food suffered by a million families because of the instability of employment.

This difficult picture obliges us to multiply our efforts to promote economic growth and create productive employment. Political democracy therefore has to set up machinery for social participation and to support a process of development and fair distribution of its fruits. Once political freedom has been achieved and a state of law established, the achievement of economic freedom to satisfy these aspirations comes up against serious limitation because of the after-effects of the military dictatorship and disparities in the world order.

The foreign debt burden obliges us to transfer resources, which limits the creation of productive jobs and prevents the standard of living of the population from rising.

This is the crux of the problem. There is no provision in the international system for the adjustment of foreign debts, which means that the burden falls more heavily on the weakest countries and the least protected sectors.

The crisis has an economic origin, but both the way of tackling it on the part of the developed countries and its effects on the underdeveloped countries undeniably have a political component.

We do not deny the need for our country to make extensive adjustments its economy. That is what we are trying to do. But it must not be a recessive adjustment; it has to be a positive adjustment so we can recover our capacity for accumulation and

growth. Whereas recessive adjustment means a great sacrifice for millions of people who are eking out a bare existence and have no other resource than their capacity to work, positive adjustment means making use of this productive capacity and multiplying our efforts to raise the level of well-being. Whereas the one means disinvestment and entrepreneurial decline, the other offers the possibility of raising production levels, incorporating technological progress and creating employment opportunities.

In all of this, we are grateful for and support the efforts of the ILO to remind the international financial authorities of its preoccupation with the social implications and heavy cost that recessive measures may entail. We recall Francis Blanchard's observation in his Report last year that the ILO must recognise that human needs form the basis for the economy and cannot be subordinate to it and that the economy is not an end in itself.

Since it came to office, the constitutional Government of Argentina has laid special emphasis on meeting the most urgent social needs. It is true that the expectations of well-being awakened by the restoration of democracy have been beyond our real possibilities, but one has to recognise that efforts are being made to bring relief to the labour sectors which has been put off for so long. As concerns unemployment, for instance, our Government has introduced subsidies for unemployed workers whereby they receive 70 per cent of the minimum wage in addition to their family allowance and health benefits.

The Government's pledge to increase real wages in 1984 by 6 to 8 per cent has been fulfilled, as both official and private statistics attest.

Nevertheless, the achievements in respect of wages have been gradually undermined by inflation, but the Government is persisting with its wage-fixing policy in an attempt to maintain purchasing power. It has accordingly had to postpone collective bargaining, though the setting up of joint committees continues to be an objective we hope to achieve in the short term to deal with all conditions of work, bearing in mind the economic facts of the situation.

In these times of high inflation, far from guaranteeing a steady increase in the real incomes of workers free bargaining over wages poses the danger of even graver economic and social imbalances.

We are therefore pursuing a severe anti-inflation programme to remedy the structural imbalances in our economy and, above all, to reduce the public sector deficit, reform the financial system and devise a fairer tax system.

The Argentine Government is convinced that any modern society has to have workers' and employers' organisations which are healthy and strong and capable of facing up to the technological and economic realities of today in order to contribute with the Government to the exercise of tripartism in conditions of political and social equilibrium.

The difficulties arising out of an initial attempt to reorganise the trade union movement prevented the right climate for proper discussion in Parliament of a new trade union Act that enabled the Government to seek agreement directly with the labour movement over a set of transitional measures subsequently dubbed the Congress of the Nation Act.

Once the new Act was operational, elections were rapidly called which enabled the workers to vote for candidates of their choice, since all kinds of restric-

tions and impediments had been lifted, so that they might participate freely and actively.

During the months since the Act was passed, 590 first-degree trade unions have been included in the normalisation process, making a total of 2,260,000 workers, or 67 per cent of the total trade union membership. To these should be added another 480 trade unions, whose authorities have been elected in accordance with Act No. 22105; a further 10.8 per cent of the total number of organisations still have to be normalised.

We should like to point out that only a few hours ago, the Government decided to restore the assets of the General Confederation of Labour to the national trade unions that have been normalised, and a provisional committee has been set up to carry out this task.

The Argentine Government wishes to express its appreciation to the ILO for the work it carried out during a particularly difficult period in our history. We wish also to pay a tribute to the genuinely unifying role carried out by the supervisory machinery for the application of international standards—in particular the Committee on Freedom of Association—which has fought for the rights of workers in our country and for human rights on the whole.

By a joint effort and with the active participation of the social, economic, political and cultural sectors, we shall continue to endeavour to achieve a society characterised by rationality, equity and a high spirit of solidarity and social justice.

Mr. MWAKAWAGO (*Minister for Labour and Manpower Development, United Republic of Tanzania*)—Permit me at the outset to congratulate you, Sir, on your election to the Presidency of this important Conference. Your election reflects the confidence which this assembly has placed in you and I am sure that your long experience will be useful for guiding the deliberations of this Conference.

Permit me also to congratulate the Director-General of the International Labour Office for the report which he has placed before this Conference. The report, which is comprehensive and forward-looking, clearly outlines the performance of the International Labour Organisation in 1984 and points out the enormous challenges which we face in the years ahead.

I will start my comments regarding the Special Report on Apartheid. Humanity continues to face the challenge of apartheid in South Africa. This past year we have witnessed unprecedented acts of wanton brutality against the majority of the people of South Africa whose crime is asking for nothing else except their birthright to live in peace and equality in their own land. The world has witnessed systematic murders of Black South Africans, including women and children who peacefully protested against the diabolic system of racial discrimination, forceful removals from their land and continued refusal to allow them to participate in the running of the affairs of their country. The world has also witnessed barbaric acts of state violence in suppressing workers who, organised in their trade unions, have demanded the right to organise and bargain for their conditions of work, which is part and parcel of the philosophy of the International Labour Organisation.

Apartheid in South Africa has taken on a new dimension by intensifying internal and external

aggression. We are aware that certain circles in the West have praised the Pretoria regime for what they considered to be the regime's positive measures in constitutional developments. But the record is there for everyone to see. The overwhelming majority of the people who were supposed to be beneficiaries of the so-called constitutional dispensation boycotted the elections. The Sharpeville Massacre of the 1960s was repeated again in March of this year. There are disputes as to the actual number of Blacks killed. Nevertheless many people were killed. That is only part of the sordid story of South Africa.

As if that were not enough, the racist regime has continued aggression against its neighbours under the pretext of guaranteeing its own security. Mozambique, Lesotho and Angola, to mention but three, have witnessed constant harassments from groups of bandits who have South African backing.

The international community, and the ILO in particular, cannot surrender to the forces of evil. While it is not at this moment feasible for the international community to seek a military solution to the impasse in South Africa, it can, however, take other measures which will force the racist regime to come to reason. The adoption of mandatory sanctions against the racist regime and its complete isolation from all civilised gatherings would certainly yield positive results. I am aware of the orchestrated campaign in certain Western countries which maintains that mandatory sanctions would be counter-productive in South Africa. But we all know that sanctions have been and are being enforced against countries which by any yardstick do not resemble racist South Africa. The hypocrisy behind that stand needs to be seen in true perspective. We are also told that sanctions will hurt the Blacks more. That is hollow. They are already suffering. To suffer a little more for their eventual true freedom will not be too big a price to pay.

We need to be unequivocal regarding the system of apartheid. The system is evil and deserves nothing but complete abolition. Let the international community, including the ILO, work for the abolition of the system. There is no midway point between supporting apartheid and condemning or working for its abolition. Let this assembly add its voice to those calling for complete mandatory sanctions against South Africa. Let this assembly join other bodies which have stood by the victims of apartheid and helped them in the struggle to win back their inalienable rights. I appeal to this Conference to consider more effective measures which would rid humanity of the anachronistic and dehumanising system of apartheid in South Africa.

Let me turn to the question of Namibian independence. The situation in Namibia is, to say the least, gloomy. Social conditions are deteriorating and the Special Report is full of detailed accounts of the sufferings of the Namibian people. But Namibia is a United Nations territory. In 1978, the Security Council of the United Nations adopted Resolution No. 435 which was aimed at systematically leading the territory to independence. What have we seen over the last eight years? Firstly, the Contact Group tried to by-pass the United Nations Resolution and it inevitably came to nought. Then a new element was introduced—that of linkage. Tanzania and Africa have consistently and vehemently condemned the linkage principle. Angola is a sovereign State and can

deal with any country in the manner it feel fit. Does any State need any reminding on that cardinal principle?

So what is the answer to the Namibian impasse? Our position is quite clear. Firstly, SWAPO must be helped to intensify the armed struggle. Secondly, the issue should be taken back to the Security Council so that an appraisal of the implementation of Resolution No. 435 can be made and a new strategy adopted. There is need to intensify pressure on the South African regime to comply with United Nations Resolutions concerning that territory. Furthermore, the attempts by the Pretoria regime to create a puppet administration of so-called internal parties should be condemned in the strongest possible terms.

The other challenge ahead of us is the Palestinian question. My delegation, as it has always stated previously, would support all efforts genuinely aimed at creating a democratic Palestinian nation where all the people would live in peace within internationally recognised borders. We note from the Report of the Director-General that an ILO mission was sent to the occupied Arab territories in March this year in pursuance of the commitment he made at the 70th (1984) Session of the Conference. The mission is reported to have found an increasing trend to establish Israeli settlements on the West Bank, contrary to the wishes of the Palestinian and Arab peoples and in defiance of international opinion. The international community needs to increase pressure on Israel and her supporters so that a lasting solution may be found to this endemic problem.

Having made these few remarks, let me turn to the other aspects of the Report of the Director-General. Part II of the Report has been of great interest to my country for two main reasons. Firstly, it touches on the problem of employment which has been aggravated by the world economic recession, and secondly, it deals with some aspects of the economic imbalances which have had a serious impact on developing countries. Most developing countries have been facing slow economic growth and even stagnation, which has consequently reduced employment opportunities. Youth unemployment has been a characteristic feature of many developing countries, including Tanzania.

We in Tanzania face a considerable problem regarding the employment of youth, particularly after the attainment of universal primary education and the near-eradication of illiteracy. One of the resulting features is a large army of primary school-leavers, currently estimated at 500,000 a year. One of the viable solutions to this problem is the expansion of vocational training which will equip the school-leavers with skills capable of making them self-reliant. In that regard, emphasis should be placed on rural vocational training centres where the majority of the young people live, otherwise the problem of rural-urban migration will be exacerbated. We passed the Human Resource Deployment Act in 1983, and measures are at present being taken to provide gainful employment to all able-bodied persons. This is a task of vast proportions which calls for considerable resources.

This task is not an easy one, and cannot be tackled by a country acting on its own. It involves a critical area and calls for the combined wisdom and resources of the international community and the ILO in particular, since the problems facing Tanzania

with regard to youth employment are very similar to those confronting other developing countries. We must arrest the situation now because tomorrow will be too late.

I also noted, in the Report of the Director-General, the efforts being made by the ILO to work out a solution to the problems of employment, trade and North-South co-operation. I am happy to say that Tanzania was one of the countries in which a study was conducted on alternative stabilisation policies to help maintain employment levels in periods of balance of payments disequilibrium. It is also encouraging to note that staff discussions were held in Washington late last year with the World Bank and the International Monetary Fund (IMF) with a view to exchanging ideas on the social consequences of adjustment policies. At this juncture, I would like to call the attention of the Conference to the debt crisis facing the Third World countries and the conditionality of the IMF which conflict with the philosophy of the ILO, which is to promote and preserve social justice. So far, the social consequences of the debt crisis and the conditionality of the IMF have led many countries to the brink of disaster. I am convinced that the ILO has sufficient influence with IMF and the World Bank to enable its clientele to resume development. In this connection, although we are aware of the terms under which these international financial institutions operate, we feel that they ought to be more responsive to conditions in the Third World countries. The ILO therefore has a vital role to play through its consultations with the World Bank and the IMF, namely to convince these institutions to have a more positive approach to the Third World. For, should the present trend continue, I foresee that the realisation of the ILO's ideals of social justice might be jeopardised.

This Conference will discuss, among other matters, occupational health services and safety in the use of asbestos with a view to adopting new international instruments on this area. While noting the importance of asbestos in industry, it is our responsibility to ensure that the hazards associated with this substance are minimised, if not eliminated. Third World countries, where occupational safety and health systems are neither well established nor equipped to meet safety requirements in the handling and use of asbestos, would stand to benefit from the guidance to be provided in the new instruments which, I hope, will be adopted by this Conference. Irrespective of economic problems, we are bound to invest in the safety and health of the workers because the very purpose of economic production is the development and the welfare of people. However, those countries which have greater technological capabilities to combat hazards related to asbestos or other similar substances must play a part in assisting the less-developed ones so that the international standards adopted by the ILO can be universally applied.

As far occupational health services are concerned it might be useful to point out that such services could be run by governments and supplemented by the independent efforts of industry. In my country groups of employers have pooled their resources to set up joint occupational health services which cater for all the members of the group. Such independent efforts must be encouraged for they are economical and therefore easier to run in a country whose scarce resources are distributed among competing priorities. Governments should encourage employers' and workers' organisations to negotiate appropriate ways of extending occupational health services to all working people. The rich experience of the ILO in this field will certainly provide a vital contribution in this respect.

This year is the culmination of the United Nations Decade for Women which was declared in 1975. It is gratifying to note that this Conference will dedicate a general discussion to equal opportunities and equal treatment for men and women in employment. This serves to remind the international community and individual countries that equity is the basis of justice and that without justice peace cannot be achieved. The opportunity to discuss equality of opportunity for men and women in employment at this Conference should enable us to evaluate the achievements of the past decade in this regard. It also serves to remind us of those women in the world who are denied equal opportunities because of their colour, race, social origin, political views, customs or even on religious grounds. Since the prime objective of the ILO is to promote and maintain social justice, it has a special role to play in efforts to redress any imbalances between men and women in terms of employment opportunities. In this respect the ILO could pursue its programmes on equality with more vigour by promoting education for women, skill development and material assistance with a view to the achievement of this noble objective. Tanzania, as of independence, provided equal opportunities to all, without discrimination but we know that Tanzanian women were not very fortunate in education facilities. Over the years the Government has therefore endeavoured to promote education for women. This is a problem which sentiment alone cannot solve. Concrete measures must be taken.

May I conclude by thanking the Director-General and the staff of the International Labour Office for the many fruitful exchanges Tanzania has had with the ILO during the year 1984-85. My country is determined to increase its co-operation with the ILO at both the national and international levels. We shall always collaborate with the ILO to achieve world peace, disarmament and development in a world where equity will be the basis of international conduct. Once again may I thank you and wish this Conference success.

*(The Conference adjourned at 1.15 p.m.)*

## Seventh Sitting

Tuesday, 11 June 1985, 3.00 p.m.

*Presidents: Mr. Ennaceur, Mr. Grekov*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—We shall resume the discussion of the Reports of the Director-General and the Governing Body.

Mr. SHAVA (*Government delegate, Zimbabwe*)—On behalf of my delegation I would like to congratulate you, Mr. President, and your Vice-Presidents, on your unanimous election to chair this Conference. My delegation expresses its confidence that under your able leadership and guidance the Conference's proceedings will be most fruitful.

My delegation wishes to express its appreciation to the Director-General and the secretariat of the ILO for providing an exhaustive, objective and thought-provoking report on industrial relations and tripartism. It is most appropriate that the world's largest forum of tripartism once in a while requires nations to address themselves to concrete national issues on tripartism and industrial relations.

Zimbabwe believes in and fully supports the basic principles of tripartism. Furthermore, Zimbabwe supports the fundamental rights of the freedom of association, collective bargaining and other aspects of tripartism enshrined in the various ILO Conventions.

It is also Zimbabwe's belief that with good faith and objectivity tripartite dialogue can be very useful in reconciling economic realities and government policies with the interests of both the workers and employers. There is no doubt that constructive tripartism can provide the forum for concerted solutions to pressing problems such as unemployment, national indebtedness, inflation and famine.

Zimbabwe concurs with the Director-General and other governments who have spoken before us on the need to review current ILO standards as well as individual national policies and laws on industrial relations and tripartism, so as to resolve the problems we have encountered. Zimbabwe would like to emphasise, however, that in order for such a review to be relevant and practicable, cognisance must be taken of the peculiarities of the ILO member States with respect to their respective economies, ideologies or social beliefs, and other national constraints and characteristics. Labour standards must be set by those to whom they are intended to apply.

In addressing industrial relations and tripartism in Zimbabwe, the point must be made that at the advent of independence in 1980, the Government of Zim-

babwe inherited colonial labour legislation which was racist and dualistic and totally negative in its outlook. Under the notorious colonial Industrial Conciliation Act, the coloniser was all-powerful—he was the ruler, the employer and the arbitrator in industrial relations. Under the same law African trade unions had neither official recognition nor the right to collective bargaining. Consultations and collective bargaining were restricted to White trade unions, even though their agreements with White employers were binding on Africans. The cornerstone of colonial industrial relations was to subvert African trade unionism, and to divide and rule the workers through the sponsorship of multiple splinter labour organisations.

Consequently, the Government of Zimbabwe has taken steps to correct the situation and to establish sound industrial relations in the correct and honest spirit of tripartism. In this context, it was hoped to resolve the immediate dichotomy between the highly privileged and powerful White employers and workers and the terribly weak, underprivileged and inexperienced Black labour organisations. The Government had to play a more predominant and mediating role than would have been necessary under normal circumstances. Therefore the Government pursued several concurrent legal and administrative measures to achieve industrial peace and harmony in an atmosphere of maximum communication.

Accordingly, legislation was promulgated to create instruments of dialogue between workers and employers in the form of workers' committees and works councils. Administrative measures were taken to ensure maximum effectiveness of the Ministry of Labour, Manpower Planning and Social Welfare by increasing and educating labour relations officers. All these measures were aimed at achieving certain objectives: (1) to guarantee all workers the right to freedom of association and collective bargaining; (2) to strengthen the workers' organisations so as to make them comparable to employers' organisations in strength, quality and representation; (3) to involve the new workers' and employers' organisations in constructive tripartite dialogue on the pressing task of transforming colonialist economic and labour laws into democratic socialist institutions; (4) to promote economic productivity and harmonious worker/management relationships.

In Zimbabwe there is agreement among the Government, the workers and employers that these institutions must be strengthened in order to guarantee economic success. As a result the Zimbabwean tripartite forum is advocating unitary employers' and workers' organisations in each industry. The workers are desirous to see one trade union in one industry as



this will strengthen the voice of labour in that industry. The employers for their part are committed to a similar approach. This process of integration and amalgamation is championed by the two national organisations, namely the Zimbabwe Congress of Trade Unions and the Employers' Confederation of Zimbabwe, whose representatives are part of our tripartite delegation at this Conference.

This policy stems from our nation's desire to promote strong representative and effective organisations for the workers and employers of Zimbabwe. It is our strong conviction that there can only be meaningful and productive tripartite dialogue when the three partners are of relatively comparable strength and effectiveness.

We have concrete results in tripartite consultation and decision-making in Zimbabwe. The most obvious example is the new Labour Relations Act, whose preparation required four years of serious discussions and bargaining with the workers and employers.

The Act provides, among other things, (1) fairer distribution of collective bargaining power between workers and employers; (2) the integration of all classes of workers and employers into a single machinery for settling disputes; (3) the amalgamation of the present fragmentary representation of workers' and employers' interests; and (4) legal remedies and administrative machinery for the prompt and fair settlement of labour disputes.

The Act provides for workers' and employers' rights to freedom of association, collective bargaining and tripartism in accordance with national laws and practice. It stipulates guidelines for the organisation and representation of the workers and employers, for the formation and operation of industrial boards, and for labour administration structure and instruments. It defines the duties of labour relations officers, of the labour relations board and of the tribunal. It specifies the legal procedures for settling labour disputes.

In addition, the Ministry of Labour, Manpower Planning and Social Welfare has established a permanent Tripartite Consultative Committee consisting of five government officials and five representatives each from the Zimbabwe Congress of Trade Unions and the Employers' Confederation of Zimbabwe. The duties and responsibilities of the Committee include the following: (1) to consult, discuss and advise the Minister on labour matters; (2) to consult and discuss ILO matters such as ratification of Conventions, applications of standards, conference agenda, reports and seminars; and (3) to inform and consult the other partners on sectoral matters such as seminars, official visits and communications.

The Tripartite Consultative Committee is currently drafting the accompanying regulations for the new Labour Relations Act. The same Committee has just completed the annual wages review exercise.

The Ministry also had the following specialised tripartite subcommittees of experts who advise the senior heads of departments: (1) the National Employment Advisory Committee; (2) the National Occupational Safety Council; (3) the Manpower Development Training Authority.

On the question of women, the Government of Zimbabwe has made gigantic strides in the last five years in promoting equal opportunity for men and women. Research carried out in 1981 revealed that women were particularly under-represented in vari-

ous professions as well as in both the workers' and employers' organisations. Although they constitute 51 per cent of the population they comprise only 21 per cent of the professional sector and 15 per cent of the skilled workers of the country. African women, who constitute 95 per cent of the female population, suffer from the doubly unenviable plight of job discrimination based on their sex and colour.

To correct the situation, the Government has introduced the following legal and administrative measures: (1) the Minimum Wages Act, which removed discrimination between men and women in wages and salaries. This Act enabled the Minister to fix, enforce and apply minimum wages and prohibited discrimination in the payment of such wages on grounds of sex and age; (2) the establishment of the legal age of majority which, in conjunction with our common law, enables female or male employees of 18 years of age or above to contract, buy, sell and own property without the customary need for a male guardian; (3) the Labour Relations Act which, among other positive aspects, allows for paid maternity leave and permission for lactating mothers to care for their infants for one hour per day; (5) the creation of a Ministry of Community Development and Women's Affairs, which is responsible for co-ordinating and monitoring the practical application of government policies and programmes for the advancement of women at the village, ward, district and provincial levels; and advocating and mobilising for the effective participation and integration of women as equals in all development processes.

The political will and determination to improve industrial relations, tripartism and equal opportunities for both men and women now exists in Zimbabwe. However, much remains to be done in order to improve education, training and career guidance to enable women to take up higher-level jobs and to change the customary sexist attitude towards women; and to provide child-care and labour-saving and labour-sharing facilities in domestic work in recognition of women's multiple roles as workers, employers, mothers and homemakers.

Finally, we applaud the Director-General and the ILO secretariat for their unflinching support for the self-determination of the majority of the South African and Namibian people. There is a continuing need among the liberation movements of South African and Namibia for material, political and diplomatic support. For Zimbabwe's part, the necessary support will continue to be accorded to liberation movements through the normal channels of the OAU and the OAU Liberation Committee. We salute the South African workers, South African men, women and children for intensifying, in the past 12 months, the fight against apartheid.

While referring to self-determination, my delegation would like to reiterate its militant solidarity with the Sandinist Government and the people of Nicaragua against external aggression and any further Honduranisation of their border areas; express our total solidarity with the Palestinian people in their fight against Zionism and for an independent Palestinian State, as well as our solidarity with the Sahrawi Arab Democratic Republic and East Timor.

We extend our solidarity to other non-aligned States, the United Nations and the ILO, in the struggle for the freedom and well-being of all peoples and in the continuing search for world peace.

*Interpretation from Russian:* Mr. KOSTINE (Government delegate, USSR)—Mr. President, first of all allow me to congratulate you and your deputies on your election to your important posts and wish you success in your responsible task.

Results of the work of the ILO over the past year, as described in the Report of the Governing Body and that of the Director-General, indicate that, within the framework of our Organisation, a certain amount of useful work is being done in some specific social and labour fields. Being called upon to contribute to improving the position of the workers, the ILO rivets the attention and inspires the hopes of millions of people in every corner of the planet. They are hoping that the ILO will be able to contribute to the solution of the most urgent and difficult social and economic problems. However, we have to be perfectly frank and say that these hopes are unjustified since in the ILO's activities—and that includes its work over the last year—insufficient attention is paid to basic issues that concern the vital interests of the workers.

Our appreciation of the work of our Organisation and of the management of its secretariat is summarised in the Declaration of the socialist countries on the situation in the ILO, the contents of which were described at the present Session in a statement by the Government delegate of Czechoslovakia, Mrs. Molková. The Soviet Union and other socialist countries have consistently spoken in favour of a radical improvement of the work of the Organisation. If this does happen, the ILO will stray further and further from the path leading to the achievement of its main objectives: to improve the conditions of life and work of the workers and to contribute to international co-operation in the social and labour fields; it will still further isolate itself from the broad masses of the world and, in the final analysis, will turn itself into an object of shameful political manipulation.

The Declaration of the socialist countries is a serious warning to those who are trying to steer the work of the Organisation along the road of political and ideological struggle against the socialist and progressive developing countries, and to disrupt international co-operation in social and labour matters.

It is perfectly clear that the international situation is the factor which has the most direct impact on the entire work of the United Nations, including the International Labour Organisation. Today, perhaps, as never before, the problem of maintaining peace is worrying more and more people on our planet. You, Mr. President, said in your speech after your election, that the ILO was a symbol of peace. Yes, the ILO should be a symbol of peace but unfortunately, at the moment, it is not such a symbol—and is not doing very much in order to become one. And this is at a time when the arms race is taking on unprecedented proportions. The nuclear weapons of mass destruction stockpiled at present are sufficient to destroy all life on earth several times over.

The Soviet Union, together with the other socialist countries, is carefully directing energetic measures towards preventing a further dangerous slide by humanity towards the brink of a nuclear abyss. These measures and initiatives are already sufficiently well known. For example, the Soviet Union is proposing to impose a freeze on nuclear weapons both quantita-

tively and qualitatively. We are in favour of the speediest conclusion of a treaty on the full and complete banning of nuclear weapons testing and we are in favour of holding the relevant negotiations for this purpose. The socialist countries appeal to the Powers possessing nuclear weapons, which have not yet done so, to commit themselves not to be the first to use such weapons, is still on the table. As you know the Soviet Union has already entered into such a commitment. Equally well known is the decisive stand taken by the USSR and other socialist countries to prevent the militarisation of space and to use it exclusively for peaceful purposes and for the benefit of the whole of humanity. The Soviet Union will continue firmly to follow the Leninist course of peace and peaceful co-existence, which is determined by our social structure, by our moral values and by our world outlook. These steps are consistent with the aspirations of the peoples of the world who are deeply concerned by the present course of events. We are convinced that world war can be prevented, but the struggle for peace and the guaranteeing of general security is something that is not easy and that demands ever-renewed efforts.

However, the International Labour Organisation, despite the fact that the Preamble of its Constitution, enshrines the desire of the members of the Organisation for the establishment of "universal and lasting peace", is in substance ignoring the views of millions of people and of their occupational organisations, and is not making a contribution commensurate with its possibilities to strengthening people's security. The problem of disarmament has, in our view, to take its due place in the ILO programme and be seen as an answer to the pressing demands for raising the level of employment and the workers' standard of living.

The question of the ILO's standard-setting activities, which was the basic issue dealt with in the Director-General's Report to the last Conference, is still of importance at the present time. The need to bring all the questions relating to the standard-setting activities and supervisory machinery into line with the realities of today is dictated by life itself.

Nevertheless, on the initiative of the Director-General, at the 229th Session of the Governing Body a decision was adopted to set up a working party on international labour standards, which is a body of limited composition, since there are no directors of socialist undertakings in it, and furthermore, it has no mandate to consider questions regarding the democratisation of supervision over the way in which States implement ILO Conventions.

The political backdrop to this decision of the Governing Body is the attempt by reactionary forces in the ILO, and in its Secretariat, to prevent the implementation of the proposals made by the socialist countries regarding the restructuring of the supervisory machinery of the ILO. It is for these reasons that the USSR, and a number of other socialist States, have refused to participate in the activity of the working party that was set up and continue to call for the formation of a body in the ILO which would consider the standard-setting activities and the supervision of the application of Conventions as a whole. We categorically reject the assertion that the socialist countries are demanding special treatment in the supervisory bodies of the ILO. We have consistently stated that these bodies should work objectively and democratically and should not cast aspersions in



some form or another on our realities and achievements in the social field.

It is really democratic that the representatives of socialist countries should never, for instance, be elected to the post of Chairman of the Governing Body? They have never been members of the Governing Body's Committee on Freedom of Association. Why is it, we wonder, that this Committee, as distinct from all the other Committees, has the most limited composition—nine people—and that the number of its members has not changed since 1956, whereas since that time the number of Members of the Organisation has doubled?

The period that has elapsed since the 70th Session of the ILO General Conference has again graphically shown that reactionary forces are continuing to use the Organisation for ideological subversion against the socialist countries, putting forward demands that are inadmissible in the international context for changes in the political and social structure of socialist states.

The unseemly role of the ILO was particularly evident in its attitude to the Polish People's Republic. The Organisation, as is stated in the Declaration of the socialist countries, has openly sided with the circles most hostile to socialist Poland and has become an instrument for gross interference in the internal affairs of the Polish People's Republic, as a result of which the Polish Government gave notice of its decision to withdraw from the Organisation. The Soviet Union expresses its full solidarity and support for the position of the Polish People's Republic in regard to the ILO. We declare that the activities of the ILO, which run counter to the provisions of Article 2 of the United Nations Charter, which demands that there should be no interference, are undermining the principles of the universality of the Organisation and confidence in the Organisation may lead to the beginning of its collapse.

On 9 May this year our people celebrated the 40th anniversary of the great victory over fascism and nazism. It was truly a nation-wide celebration. The Soviet people, which experienced the horrors of war, destruction and hunger, knows the value of peace. We have been, and remain, true to the memory of the people who gave their lives in the struggle for this victory. For 40 years already the Soviet people—as well as the other peoples of Europe—have been working in peace. During these years, the Soviet people have achieved remarkable successes.

During the war, the fascist barbarians destroyed and plundered almost a third of the national wealth of the country. Over 20 million people were killed or tortured. Yet, thanks to the heroic labour of the Soviet people, the country rose rapidly from the smouldering ashes of war.

By 1984, the national income of the country was 16.3 times greater than in 1940, before the outbreak of the war, and real per capita income had increased 6.3 times. The population has grown significantly. After a long period of declining birth rates, an active demographic policy resulted in an increase of 610,000 births in 1983 as compared with 1980, bringing the total number of children born in that year to over 5 million. Birth rates have increased throughout the country.

The successes of the Soviet Union in economic and social development would be even more impressive were it not for the need to devote considerable

material, human and financial resources to defence.

At present, the Soviet Union is pursuing qualitatively new economic and social objectives. These primarily imply, the scientific and technical upgrading of production processes and the achievement of the world's highest level of labour productivity. This in turn presupposes deep changes in the sphere of labour and in the material and spiritual conditions of life. These objectives also call for the activation of all the political and social institutions, and the consolidation of socialist democracy and the self-management of the people.

We are in favour of fruitful, constructive co-operation between States participating in the work of the Organisation in order to improve the status of workers. The significance of international co-operation cannot be underestimated. As was emphasised by the General Secretary of the Central Committee of the Communist Party of the Soviet Union, Mikhail Sergeievich Gorbachov: "The only reasonable solution today is to establish active co-operation between all states in the interest of a peaceful common future, to create, use and develop such international machinery and institutions as would enable us to find an optimal correlation between national, state and common human interests." That is why the Soviet Union has so actively supported and continues to speak out in favour of improving the activities of the ILO and effectiveness of its work. The USSR, which is a workers' State, before the eyes of our fellow workers in all countries, has fought and will fight even more actively to ensure that the Organisation which calls itself the International Labour Organisation will in fact constructively work to uphold the fundamental rights of the working people, the right to life and the right to work, and will fight against unemployment and inflation, against the intensified exploitation of workers in developing countries by transnational corporations and for an equitable international economic order.

Mr. ARAYA (*Government delegate, Ethiopia*)—Mr. President, may I, first of all, express to you on behalf of my Government and myself, most sincere congratulations on your election to the presidency of the Conference and wish you success in carrying out the important task with which you have been entrusted.

The main theme of the Report of the Director-General for this year is industrial relations and tripartism, a subject which is of paramount importance to the social partners. Let me take this opportunity to express my delegation's sincere thanks to the Director-General, Mr. Francis Blanchard, for his comprehensive and timely Report. As stated in his Report, the world economic situation is characterised by a serious balance-of-payment problem, debt crisis, high rate of inflation, severe unemployment, declining income and deterioration in conditions of employment and work. The problem is even more pronounced in developing countries where poverty, mass unemployment and underemployment have become constant landmarks. Such problems manifest themselves in different ways, embroiling the social partners in confrontations. Harnessing such problems remains the primary objective of sound industrial relations in any country. In his Report the Director-General advances the notion that adjustment to structural change, even though it depends on the

uncertainties of economic, social and technological developments, can be made more palatable if based on dialogue. In a period where recession, employment and income security are burning issues facing the worker of today, the decision of the Director-General to deal with industrial relations and tripartitism is to be highly commended. Nevertheless, his decision to deal with the prevailing situation in a few countries only is lamentable, because we are not in a position to appreciate what the socialist world is doing as regards workers' participation through their trade unions in making decisions at the national and enterprise level affecting their social and economic life.

No one will disagree with the Director-General's conclusion that dialogue leads the way to a meeting of minds, whether it is in the field of industrial relations or of relationships among nations. However, dialogue should not be taken as the final stage in resolving differences. The social partners' involvement from the outset paves the way for joint endeavours in the settlement of outstanding issues. In this regard, the honoured practice of socialist countries of involving workers in planning from the initial stage is to be appreciated. Dialogue presupposes equality among the groups represented. This is not true in most developing countries where unions are not well developed or are not as strong and as influential as their counterpart in the developed world. The ILO has a role to play in this regard. A strong workers' education programme with emphasis on collective bargaining and industrial relations in general would be welcome.

One of the most important functions of the Conference is to afford an opportunity for countries representing different economic and social systems to express their views in a wider perspective.

It is only when the general debate of the Conference is based on the experience of member States of the Organisation as a whole that the Conference can make a substantial contribution to the growth of common understanding.

The common understanding reached at the Conference can have a lasting effect on the conduct of member States of the Organisation only when it is formulated in appropriate Conventions and Recommendations, and it is because of this that the standard-setting activities of the ILO are considered by the majority of member States as the most important function of the Organisation.

However, in recent years there is a strong tendency, with regard to the standard-setting activities and supervisory machinery of the ILO, to turn this Organisation into an arena for airing differences of opinion.

This problem was thoroughly examined and discussed at the 70th Session of International Labour Conference. During the Conference my delegation noted that, although the increasing interest of the Organisation in standard-setting was encouraging, the unfair and politically motivated criticisms directed against many developing countries acted as a barrier against the adoption of measures to promote the interest and unity of the workers. It was further noted that the supervisory machinery, by failing to recognise the merits of the prevailing social, economic and political conditions of the countries concerned, has lost its impartiality and objectivity, thus casting doubt on the integrity of its members.

Hence, it was pointed out that restructuring the composition of the committee of experts with an equitable representation of all economic and social systems was timely and urgent.

If the International Labour Organisation is to fulfil its mission, it must have a structure which promotes fruitful co-operation among countries at different levels of social and economic development and with different social systems. Accordingly, to ensure such co-operation it is necessary to review thoroughly the ILO's standard-setting activities and supervisory procedures.

It is my understanding that the discussion related to the ILO's standard-setting activities and supervisory machinery at the 70th Session of the Conference clearly established the necessity of such a review. But, unfortunately, from what is indicated in the Report of the Director-General to this Conference, the series of measures adopted by the Governing Body at the 228th Session do not exactly reflect the spirit of the discussion of the 70th Session of the Conference.

The standard-setting activities of the ILO are one of the major instruments for improving the working and living conditions of workers. It is with this aim that an overall examination and review of procedures for the supervision and application of standards were repeatedly called for in various meetings and conferences.

As the economic and social systems of different member States vary, it is imperative that these realities be reflected in the standard-setting activities and the supervision of the application of standards. The Working Party on International Labour Standards set up at the 229th Session of the Governing Body should, therefore, extend its mandate to the question of the supervisory procedures in the light of the opinions expressed in various fora of the ILO Conference.

Turning to Part II of the Report dealing with the activities of the ILO in 1984, mention is made that a number of Recommendations were adopted to strengthen the activities of the ILO in the struggle against apartheid.

The struggle against apartheid is gathering momentum. In South Africa the lives of the people, particularly of the workers, are subjected to the atrocities of the barbaric system of apartheid. The international community, in particular the ILO, should intensify its anti-apartheid activities to stop the merciless arresting, torturing and even killing of innocent people by the fascist regime of Pretoria.

The continuous and persistent action taken against the system by the African workers recently should be unequivocally supported morally and financially by the peace-loving people of the world. That is why the ILO, as an organ of the United Nations, should outline action programmes within its field of competence to intensify its activities.

The other serious and pressing problem of Africa is the current drought and famine that has affected millions of people. At this juncture allow me to express my delegation's appreciation of the ILO's effort to alleviate the effects of the drought in Africa.

Ethiopia is one of the many African countries hard hit by a continuous shortage of rainfall resulting in serious drought in the country. Although there have been misrepresentation and distortion of facts about the drought in Ethiopia, the international community

by and large has responded positively. Though the drought has come with unprecedented magnitude, the Government and the Workers' Party of Ethiopia have given top priority to combatting its catastrophic effects in the country.

The National Committee for Relief and Rehabilitation (NCRR), which has been established with the aim of saving the lives of millions of people affected by the drought, has intensified its activities by providing relief assistance and rehabilitating those who were already dislocated and who volunteered to establish a new life in the virgin lands of the new settlement areas. The effect of the drought, however, cannot be fully resolved without long-term and continuous assistance. In this respect, my delegation would like to take this opportunity to express its heartfelt gratitude to the people and governments of many countries as well as to international and humanitarian organisations for the generous assistance they have provided to Ethiopia. However, unless emergency assistance is accompanied by long-term development aid, the effects of the drought cannot be fully combated. May I therefore appeal to the international community to direct its assistance to meeting these demands and saving the lives of millions of people.

*Interpretation from French:* Mr. DELEBARRE (Minister of Labour, Employment and Vocational Training, France)—May I begin by associating myself with the congratulations of those addressed to you, Mr. President, on your election to the presidency of the Conference.

My satisfaction is for two reasons: firstly, the traditional links of friendship forged by history between the French and Tunisian peoples and which have become closer during the present period; and, secondly, the fact that Tunisia, by virtue of the geographical position it has held in the past and its economic and social development in recent years, is one of the nations best able to further dialogue between industrialised and developing countries.

In my opinion, it was essential that I should return to this International Labour Conference to show forcefully how much importance I attach to these proceedings and to the activities of the International Labour Organisation and Office. This Conference does indeed afford an opportunity and a privileged setting for a wide-ranging debate between representatives of governments, employers and workers. It should also be a source of encouragement for the activities to be carried out later by the Organisation.

I should like here to express the satisfaction of the French Government at the follow-up given by the International Labour Office to last year's general debate on standards. The setting up of the Working Party on Standards, chaired by my fellow-countryman Mr. Ventejol to whom I should like to pay tribute here, should indeed make possible in the very near future a detailed and thorough review of this vital topic. While regretting that not everyone chose to participate in this very useful study, I can assure you of the total support of the French Government for the work of this Working Party.

A review of standards is indeed indispensable in the present context. The existence here and there of difficult economic situations and the need for adjustment to technological change should not be allowed

to whittle away the rights of the workers. The adaptation of working methods and the reorganisation of working time which must accompany the changes in manufacturing processes if employment is to be maintained call for social dialogue, that is to say negotiations between the social partners. It should not lead to the dismantling of social legislation or of the required contractual guarantees. This is essential if the modernisation of the economy is to be consistent with social justice and result not in social regression but in a positive transformation of the relationship between man and work.

The Director-General's Report this year also concerns the problem of adapting to change, viewed this time from the angle of industrial relations and tripartism.

The general framework for these industrial relations was designed at the time the ILO was founded. The very composition of the ILO was evidence of a determination not to leave the task of enacting international labour legislation to governments alone. At the same time, it recognised that governments had a responsibility which had to be shared on an equal footing with representatives of employers and workers.

The role of the State in industrial relations was thus clearly spelt out from the outset.

The Director-General's Report notes that state intervention has resulted in the submission of an increasing number of complaints and representations to the International Labour Office to report infringements of the principles of freedom of association and collective bargaining.

The Report mentions that certain governments have imposed temporary general wage freezes while other have placed restrictions on the indexation of wages.

I should like to make it quite clear what the specific policy of the French Government is in this respect. France, a freedom-loving country, has always promoted and defended the right of workers to freedom of association. I recall in this connection that President Ramadier was Chairman for more than ten years, of the Committee on Freedom of Association, whose work France always follows with close attention. France has ratified Conventions Nos. 87 and 98 respecting freedom of association and the right to organise and collective bargaining and since 1950 its legislation has provided that wages should be governed by collective bargaining.

However, the Government cannot preclude the possibility of adopting temporary measures to reduce rapidly the rate of inflation, that is to say to prevent a too rapid increase in prices that would upset the balance of the economy and ultimately be prejudicial to wages. This prompted the French Government from June to November 1982 to block all prices and incomes, including unearned income.

In doing so, the State, which is responsible for the general well-being, exercised an inalienable prerogative. I would also like to remind you that many countries have a large public sector which obliges the State to exercise its responsibilities as an employer, particularly as regards wage policy.

The Director-General's Report observes that the means must be found through negotiation and consultation of devising solutions which will be both more acceptable to those concerned and reconcilable with the demands of government policy.

This does not mean that the margin for manoeuvre of the social partners is going to disappear because of the more restrictive framework imposed by the State in exceptional circumstances.

Though collective bargaining has often taken wages as the main subject for negotiation, it can be extended today to cover a wider field, bearing in mind all the problems of adapting the economy to changes in manufacturing and marketing conditions and to the emergence of new technologies.

Governments, for their part, should encourage the development of social dialogue and take into account its results. This is why the French Government has for four years attached so much importance to creating the conditions for a new form of collective bargaining.

This applies first of all to negotiations between the social partners at the sectoral level—wage negotiations have been compulsory since 1982, for example.

Moreover, collective bargaining has had its scope enlarged through legislative measures taken since 1981 and now extends to vocational training.

Negotiations are also needed so that agreements between the social partners can define the conditions for the exercise of the right of the workers to express themselves directly in the enterprise. For the heads of undertakings and the workers, collective bargaining represents a means of resolving through agreement a certain number of problems relating to the flexible organisation of the enterprises, especially working hours.

We live in a time of rapid technological progress which cannot fail to lead to an adaptation in skills and changes in job content.

This modernisation can and should make possible a reorganisation of work and the adaptation of enterprises to the new technology while at the same time taking account of the aspirations of the workers. Modernisation can thus by means of negotiation and dialogue provide an opportunity to ensure that the workers occupy their proper place and play their proper role thanks to a clear understanding of what the workers can offer the undertaking and of what a forward-looking undertaking can offer the workers.

It is necessary to stress from this viewpoint the essential role played by those efforts supported by the ILO in trade union training and workers' education.

It seems to me that our reflection should cover several fields.

First of all, the area of training, and more particularly that provided in the undertaking, as part of a general effort in regard to vocational training. A genuine policy for the social and occupational insertion and reinsertion of the social categories most greatly affected by the crisis, namely young people and unskilled workers, those who have been seeking jobs for a long time and immigrants, must provide them with an opportunity to find their place again in society and working life. This effort is in line with the principal objective pursued by the French Government, to maintain and develop employment. Such efforts regarding training and insertion are also a way of ensuring greater occupational equality between men and women, a subject to be discussed by the Conference at this session.

The modernisation of enterprises may also require greater flexibility in the organisation of work in order to adapt it to the introduction of new technologies.

This flexibility, devised in liaison with workers' representatives, may correspond to certain of the workers' aspirations, particularly as concerns hours of work, part-time working and work periods chosen by workers—which are means of making the best use of the tools of production and preserving employment while adapting working life to the evolution in lifestyles and outlook.

Dialogue in the enterprise should also make it possible to improve job content. The introduction of new technologies offers an opportunity to do this by replacing the extreme division of labour by a more flexible and rewarding form of co-operation. The end of Taylorism, repetitive and compartmentalised jobs is a positive development for the undertaking and constitutes progress, the importance of which for the workers can be readily appreciated by all.

Lastly, the introduction of new technologies and machines should be seized of an opportunity to reappraise working conditions and to endeavour to improve safety. Modernisation offers a possibility for workers and employers to discuss working conditions in close liaison with the occupational health authorities, to improve working conditions and to promote preventive and safety measures.

In regard to these different aspects, thorough reflection is necessary, and this must be done quickly as the rapid changes occurring in our economy and enterprises are leading to different forms of social behaviour which are giving rise today to a certain number of questions for which it is difficult to find answers but which concern new developments in social relations, the organisation and collective representation of workers, and forms of collective bargaining. It is time to ask ourselves about the manner in which these factors are taken into account for the promotion of social progress and the orderly transformation of social relationships.

Before concluding, I should like to express my satisfaction at the initiative taken by France in proposing this year a draft resolution submitted by Mr. Ventejol regarding a programme in support of food security in Africa. This initiative is in line with the preoccupations constantly expressed by my Government and its representatives in international bodies, and I hope that it will strengthen the International Labour Organisation's efforts along these lines which we have always supported.

Dialogue between the countries of the North and South, particularly in international institutions such as this, and co-operation among them, is today a necessity for all since, as has constantly been recalled by the President of the French Republic, Mr. François Mitterrand, there will be no lasting solution to the problems of the countries of the North as long as the difficulties of the countries of the South have not been overcome, and racial discrimination eliminated, and I am thinking in particular of apartheid.

Allow me to conclude my remarks by paying a two-fold tribute.

I should first like to pay tribute to the International Labour Organisation and the International Labour Office. In them we have at our disposal valuable tools for ensuring that social relations develop harmoniously, while rejecting all forms of retrogression and progressing towards social justice. Their existence demonstrates that social isolationism or economic autarky must no longer occur.

The French Government places its trust in the Governing Body and the Conference for adapting the structures of the Organisation to the requirements of the modern world. It has shown this by making numerous proposals in this connection.

My second tribute will be for the Director-General of the International Labour Office, Mr. Blanchard. His qualities, courage and dynamism make him a genuine ambassador of the International Labour Organisation throughout the world, anxious to preserve the balance between the three components of the Organisation, which constitute its originality and its wealth. I should like to bear witness to this and to thank you, Mr. Director-General, for your tireless action in 1984 intended to persuade international financial institutions of the need to link economic and social matters.

*Interpretation from French:* Mr. VANDEN BROUCKE (*Workers' delegate, Belgium*)—May I first of all congratulate you, Sir, on your election as President of this Conference and stress how happy I am at this. I know your country, but above all I know its people and its history. As a trade union movement we have woven bonds of friendship with our brothers from Tunisia. But our own trade union organisation has also benefited from the participation of many Tunisian migrant workers in Belgium. They have passed on to us the wealth of their culture, their independent way of thinking and the great feeling of solidarity which exists among the workers of your country.

It is with the greatest interest that I have read the Report to the Conference by our Director-General, Mr. Blanchard.

The remarkable analysis of the evolution of industrial relations and tripartism in all countries, both industrialised and developing, is of considerable interest.

The many examples quoted illustrate the role that tripartite co-operation can play in settling the major economic and social problems today.

Other examples also prove that wherever the State tries to achieve its objectives by restricting collective bargaining, the problems remain unsolved and lead to unacceptable social disequilibrium.

Belgium, as elsewhere in Europe, is among those countries where a long tradition of collective bargaining was swept aside within a few years.

Indeed, we used to have a system of social relations based on the principle of free negotiation between employers and trade unions.

This principle made it possible to establish a true set of labour legislation with its source in collective agreements. These agreements determined wages, adapted them to the cost of living, regulated hours of work, and dealt with everything concerning the occupational life of workers.

Of course, with the crisis the margin for manoeuvre in these negotiations was narrowed. Discussions became more difficult, but our trade union organisation, like others, had assumed its responsibilities. In February 1981 a general inter-professional agreement on the freezing of wages was signed between employers and trade unions. This two-year agreement, however, still retained a system of linkage between wages and the cost of living.

In spite of the serious economic situation, the mechanism for collective bargaining was therefore far from having been frozen.

In 1981, when a right-wing Government came to power in our country, its first concern was to destroy the system. The justifications for this policy were manifold and varied in time. Sometimes it was argued that competition between undertakings had to be restored, at other time it was argued that the deficit of public finance had to be reduced or that it was necessary to increase employment. But all these measures were imposed unilaterally without prior consultation with the workers and their representatives. This in fact explains the failure of the policy today.

Our country, indeed, is left with a deficit in public finance which was further worsened and with a rate of unemployment which remains one of the highest in Europe. Competitiveness between undertakings, which was restored only through reducing wages, has not revived employment and has only served to further enrich privileged social classes.

Our trade union has made a number of representations with the International Labour Organisation against the Belgian Government. Hearing a list of some of the unilaterally imposed measures, you will understand that our concern is legitimate.

Since 1981, wages have been the subject of a general freeze. The agreement of February 1981 which was concluded for a period of two years has been prolonged by a Government decision until the end of 1986. No room is therefore left for free negotiation. Of course, what had originally been preserved, in other words the adjustment of wages to the cost of living, has, through a series of successive measures, been considerably abridged.

All these social restrictions have reduced, in four years, the purchasing power of the workers by over 13 per cent.

Other even more structural measures have been imposed by this Government. Some of these measures deal with the way in which working time is organised in the undertaking. In the name of this new slogan used by conservative circles, flexibility, employers have been empowered, without any real guarantee for negotiations, to adapt from one day to the next the hours of workers. In some undertakings the regulations concerning night work or Sunday work are the subject of exceptions authorised by the Ministry of Employment alone.

Other measures again deal with the status of the workers. Thus, the advance notice required for the dismissal of workers has been shortened, the duration of trial periods has been lengthened and the possibilities of precarious work contracts have been extended.

Social security has not been spared either. A reduction in allowances, a reduction in the reimbursement of the cost of health care, a strengthening of administrative repression—such is the lot of beneficiaries today.

Finally, certain steps, timid ones up to now, aim at dismantling trade union organisations themselves. The representation of trade unions in small undertakings has been done away with. With a great deal of publicity, one of the component parties of the coalition in power has announced its intention to exercise financial control over the trade unions, to expand requisitions in the event of strikes and to strengthen repression against the strikers.

The members of the Government have described this policy themselves as "social deregulation". In

other words, their objective is clear: to destroy our system of industrial relations.

All these reasons, as I said, have prompted us to make representations to the International Labour Organisation against our Government. Of course, our aim is not to arrive at a condemnation of our Government; in any case, this would only serve a limited purpose since the ILO cannot impose any constraints. We are acting this way because we have confidence in the primordial role that the Organisation can play in ensuring the respect of international Conventions which have been ratified by our country.

The consideration of the case of Belgium will be an opportunity for all those taking part in the social life of our country to define the meaning of these Conventions in the light of our present situation and to remind the Government of the rules of the game, so to speak, and of its rights and duties.

The case of Belgium, however, is exemplary in many ways. It demonstrates, in fact, that even in an industrialised country with a long democratic tradition, trends towards state authoritarianism can re-emerge.

Far be it for me to assimilate our country with those where abominable dictatorships reign. However, we must bear in mind that when there is a grave economic crisis, conservative circles are tempted to bypass discussion and negotiation and to impose their own views.

The emergence of authoritarianism, as I see it, does not serve any purpose and only postpones the problem, especially because the social partners are drawn into playing the political trump card rather than having recourse to collective bargaining.

In our ranks, I sometimes hear people say today, that, on the occasion of the forthcoming legislative elections next December, the hour of revenge will be nigh. I do not believe that this is the right way of approaching the problem; we must view it dispassionately. It is for this reason that our organisation, whatever the future composition of our Government might be, requires only one thing: the restoration of collective bargaining.

In concluding, I should like to stress that the representations we have made with the ILO against our Government show our attachment to and our trust in this institution, to the role the latter plays not only in the setting of standards but also in supervising the implementation of these standards. Our trade union organisation is among those that believe that the ILO must continue on the path it has charted for itself and that it has the right and duty to question governments, all governments, when it comes to the application of international standards.

I should also like to say something else clearly. The representations that we have made must not be used for political ends. In other words, the governments which infringe trade union freedoms and human rights must not be allowed to take advantage of these representations in order to classify Belgium among those countries where fundamental freedoms are flagrantly violated.

On the contrary, my dearest wish is that all the States should agree to submit loyally to the supervision of the ILO because, as much as the drawing up of Conventions and Recommendations, this is the sole guarantee of social progress, justice and freedom.

*Interpretation from Spanish:* Mr. SALAZAR CHAVES (*Government delegate, Colombia*)—On behalf of the delegation of my country I address to you, sir, our congratulations on your election to the Presidency of this Conference and our best wishes for your success in this function.

The present session of the International Labour Conference comes at a time of particular difficulty for the nations of the world due to the crisis afflicting all economies, the most visible effects of which are the increase in unemployment and the loss of purchasing power of wages.

It is clear that one of the bodies which, at the international level, has the greatest part to play in attempting to resolve this situation is the ILO.

The aims which inspire it, the instruments at its disposal and, in particular, its tripartite composition, make it the most suitable forum for the discussion and analysis of social and economic problems between the three sectors most closely concerned with these problems.

Accordingly we should be asking ourselves how best to ensure collaboration between these groups at the national level and within the ILO, and what attitudes the ILO should adopt to the present crisis.

In our analysis of tripartism it is worth reflecting on some of the main instruments of labour policy.

The interaction among the three fields (economic, technological and social) mentioned by the Director-General in his Report as being those where the effects of structural change are most keenly felt, is undeniable. The minimum or even negative growth of economies in recent years has led to the closing down of undertakings and prevented the establishment of others, in contrast with the sharp pressure simultaneously exerted by the demand for jobs by population groups which formerly did not participate in the employment market.

Vocational training may constitute an effective means of enabling the unemployed to find jobs in certain occupations, but here too, there are certain limitations.

In the developing countries the population generally opts for traditional vocational training programmes and even though new technological developments are not introduced so rapidly as in the industrialised nations, the population is not able to prepare itself for them sufficiently far in advance.

This leads to a twofold situation: on the one hand, the process of saturation of available manpower in certain activities occurs more quickly, and on the other, vocational training institutions cannot be sufficiently up to date in their programmes in areas where, due to technological developments, there will shortly be a large demand for workers.

It is obvious that tripartism in the field of vocational training is indispensable, because as I said before, it is one of the most suitable means of enabling the unemployment problem to be tackled adequately. If employers, workers and governments agree on, and contribute towards encouraging training in occupations in which manpower is required, and if they promote industries which help to generate employment, the scourge of unemployment may perhaps not disappear, but it will almost certainly decline substantially.

Industrial relations, and by this I mean not only relations between employers and workers or their unions, but all relations associated with the economic



activity and policy of a country, rule our lives today, and should serve as a basis for all studies and policies devised now and in the future.

There is no longer any situation which can be considered independently or in isolation from the social and economic context; any government or private measure connected with the economy will have a positive or negative impact on industrial relations.

It therefore seems necessary for tripartism to begin with industrial relations in the widest sense, that is to say, in the formulation of policies for foreign trade, industrial promotion, development in general, and not be confined to the narrow field of collective bargaining, in which the workers' claims are finally shaped by the factors which I have just mentioned.

It is important to consider, in discussing economic factors, various aspects which play a vital role in non-industrialised nations.

First of all, special attention should be devoted to the strengthening of the farming sector, which in many countries of Latin America is fundamental to the economy. The migration of peasants to the cities, their joining the queues of jobseekers in industry leads to great upheavals which deeply affect them and their families as well as the urban labour force whose own difficulties in obtaining employment are thus increased.

This migration is also harmful to the national economy because the fall in agricultural production leads to a shortage of jobs in the food industry and this may make it necessary for food to be imported, with a consequent deterioration in the balance of trade.

Secondly, the control of inflation has a marked impact on wage increases, thus reducing the purchasing power of the workers, which may sometimes lead to social unrest. Nevertheless it is clear that unrestrained rises in wages, by leading as they do to higher prices, will result in the same situation even while giving an artificial picture of solvency.

A third aspect of paramount importance concerns employment in the informal sector of the economy which is daily growing in importance.

This sector covers large sectors of the population in the developing countries which either do not have the minimum level of training required to obtain employment or have not been able to obtain employment for the reasons I have mentioned above.

The people belonging to this branch of economic activity, even though they do not enjoy the same benefits as wage earners, do play an important role as generators of income for many families, and provide jobs which directly or indirectly enable them to keep afloat.

The informal sector, rather than being considered the object of excessive protection with a view to bringing about its disappearance and thus preserving the contractual form of employment as the only acceptable relationship, should receive close attention and stimulation from the ILO and from governments with a view to its organisation and protection.

In Colombia, private associations and the Government, together with the organisations of small employers, are today making major efforts to stimulate micro undertakings and associative forms as a means of combating unemployment.

The objective is to provide training and financial support to persons who establish handicraft indus-

tries which can provide work for members of their families or neighbours, and which may well be the only or main source of income for these people.

Through training and the granting of cheap loans attempts are being made to enable these small rural or urban enterprises to optimise their production and be run on more economic lines, as well as acquiring the machinery they need.

Through a process of association between persons with different but complementary occupations, an attempt is being made to establish industries whose final product will be the result of the work carried out by all.

In addition to the incentives of the kinds I have mentioned, the competent bodies encourage small undertakings by opening up outlets for their products, advising them on marketing or actually taking over the marketing of their production.

If the supply of jobs by undertakings cannot be increased satisfactorily in the short-term—indeed it may even decrease—it is necessary to find other solutions than those I have mentioned with a view to making the crisis less painful.

Returning to a more general plane, I can say that technological changes have tremendous implications for employment because of the resultant displacement of workers, the need for training of new and old staff and, finally, the unemployment which is frequently produced.

The rapid and constant evolution in technology gives rise to complicated problems because the speed at which it is taking place, which does not always allow time for training.

Nevertheless, such problems do not arise in the developing countries with the same intensity as in the industrialised countries since, in the case of the former, the cost sometimes involved in the introduction of new technology makes it preferable to do without it and continue using less advanced processes.

Even though the solution of the difficulties arising in connection with the displacement of workers as a result of technological innovation is tackled in a concerted manner between the groups concerned, there is no doubt that harm will be done in the medium term. This cannot be avoided because there will be a conflict between the standard of living benefits of the community resulting from the introduction of new goods and services and the disappearance of workplaces whose occupants may not find other jobs.

Yet despite this damage, remedies may be found if the three sectors work harmoniously together.

Close tripartite co-operation is also called for in tackling the problems involved in the demand for work by women and young people, as well as in response to the natural desire of all workers for better working conditions.

I need to stress the need for a united front to make sacrifices which, though I do not want to be pessimistic, will be necessary on the part of employers and workers in the public and private sector.

There is no doubt that no government can spare its efforts to overcome the difficulties resulting from the economic crisis but, in doing so, there will have to be restrictions on wages and a reduction in the possibilities of engaging workers; furthermore, it may not always be possible to find the investment necessary for improving working conditions.

Bearing in mind that tripartism is a chosen means of overcoming difficulties, it is obvious that the ILO has great responsibility to bear in the task of providing the social partners with the necessary machinery for constructive dialogue.

It is vital that the ILO should actively promote programmes for training and the exchange of knowledge and experience for trade unionists, employers and government officials at the regional level, to enable them to have a wider view of the economic factors on which we depend in the difficult times in which we live.

More direct work should be undertaken by the ILO's regional advisers in relation with the employers' and workers' organisations, with a view to finding ways to apply ratified Conventions—bearing in mind the economic recession—so that, by guaranteeing that the spirit of these instruments is maintained in collective bargaining, the way will be paved for machinery enabling the implementation of policies to tackle these problems.

At the same time, this work must aim at making these organisations more aware of the need to co-operate actively with governments in the formulation of replies to ILO questionnaires and to propose measures for the application of the instruments adopted at the Conference, as it is clear that many of them play a passive role, thus preventing true tripartism.

The Government of Colombia firmly supports the promotion of tripartism as an effective means of achieving the living and working conditions to which all our people inspire. I am speaking these words on behalf of a Government which pays tribute to peace and freedom.

Mr. LOGUL BUTELE (*Minister of Labour, Uganda*)—Mr. President, I am greatly honoured to have this opportunity to address this august assembly on the occasion of this 71st Session of the International Labour Conference. May I join other distinguished delegates who have spoken before me to express the pleasure of the Government of the Republic of Uganda on your well-deserved election to guide the deliberations of this Conference. There is no doubt that with your vast experience as Minister of Labour and Social Affairs in your country and current Chairman of the ILO African Regional Labour Conference you will steer the work of this Conference to a successful conclusion. My delegation wishes to assure you of our support and co-operation throughout the session.

The Director-General has very rightly selected a very important issue this year for discussion by the Conference.

My country fully supports the principles, objectives and ideals of tripartism advocated by the ILO. Soon after the attainment of its sovereignty in October 1962, Uganda applied to join the United Nations and its agencies. It became a Member of the ILO in June 1963 and honoured all the international obligations—including those conferred by ILO instruments—entered into on its behalf by the former colonial power.

The Uganda People's Congress (UPC) Government is trying very hard to re-establish the democratic institutions which had been trampled upon for several years by military dictatorship and misrule. The Government of the Republic of Uganda is

convinced that the principle of tripartism is a sure way of achieving democracy in industrial undertakings. The existence of trade unions is not only encouraged by the ruling Uganda People's Congress (UPC) but is indeed guaranteed by the Constitution of the Republic and relevant trade union laws.

In addition, employers and industrialists have, through the Federation of Uganda Employers (FUE), been assured by Government of every assistance possible in running, expanding and rehabilitating their business enterprises without any interference from any quarters. Both the National Organisation of Trade Unions and the FUE are encouraged to participate with the Government in promoting good labour-management relations. This is in line with the Governments policy of non-interference in the workers' and employers' organisation and with the principles of tripartism.

In my address to this august assembly in 1983, I informed the delegates of the bold economic measures that my Government was undertaking to revive the country's economy. In pursuance of the Rehabilitation Programme, the Government has endeavoured to review producer prices from time to time so as to raise the morale of the farmers and increase the incentive to produce more both for domestic consumption and export. These economic measures have done so well that I am happy to state that Uganda is no longer regarded as "the sick man of Africa" economically, to quote the words of His Excellency the President Dr. Apolo Milton Oboto, M.P., when opening the current session of the Fourth Parliament. Uganda is also not among the 20 countries in Africa seriously affected by famine.

Please allow me to comment briefly on some of the items on the agenda. My delegation wishes to join other distinguished members of the African region in supporting the convening of a world conference on training and emphasising the desirability of the ILO to increase the regular budget allocation of the Turin Centre to enable it to expand its training activities and the need for a greater allocation for operational activities in Africa.

In my capacity as current Chairman of the OAU Labour Commission, I wish to echo what several colleagues who have spoken before me have said, namely, that Africa is currently passing through a critical socio-economic period characterised by famine, drought, desertification and indebtedness to mention but a few. All these have compounded the employment problem. In realisation of the gravity of these problems, the African Heads of States and Government decided, during their last Assembly in November 1984, to convene a special conference to consider specifically the economic crisis in the continent and come out with concrete measures to deal with these problems. The conference will be held next month in Addis Ababa.

One of the emergency measures taken by the OAU is the establishment of a fund aimed at increasing food self-sufficiency. The fund will be administered by the African Development Bank. I would like to take this opportunity to appeal to the distinguished delegates representing governments, employers and workers, and indeed to the international community at large, to complement our efforts towards making the fund viable.

On the two related items concerning occupational health services and safety in the use of asbestos, I



wish to say that my delegation will contribute to the technical discussion in the Committee. Suffice it to state here that the Government of the Republic of Uganda attaches great importance to these subjects. To cater for the safety, health and welfare of the working populations, the Government took steps to establish the Factories Inspectorate and the Occupational Health and Hygiene Departments within the Ministry of Labour, which have been operational for many years now.

On the item regarding the structure of the ILO, my delegation wishes to thank the Conference Delegation on Structure for what it has so far achieved. However, it is the wish of my delegation to see an early conclusion of the ILO's structural reforms so that the Organisation conforms and responds to present-day political, social and economic realities.

I wish to associate my delegation with all peace-loving peoples of the world and distinguished delegates who have spoken before me in condemning the racism regime of South Africa and its policy of apartheid and the mass killings of Africans currently being carried out by that regime. The Government of the Republic of Uganda supports all efforts being taken by the ILO to rid the Black majority of Azania and Namibia of the yoke of oppression in their own homeland. We also condemn the destabilising manoeuvres perpetrated by the same regime on the front-line States.

Before I conclude, I wish to express my delegation's gratitude to the ILO, other international agencies and friendly nations for all they continue to do for my country through technical assistance in various fields. Special mention must be made of the special public works programme. As I informed delegates of the Conference at last year's Session, the projects under the programme have been very helpful in providing employment and income in the areas where they are located as well as training Ugandans to plan and manage labour-intensive works. The Government is very much indebted to the ILO, donor agencies and friendly countries. We are hopeful that the bilateral contacts made during the recent Seventh Donors' Conference in Geneva will bear fruit so that the programme projects can be spread to either parts of Uganda.

I wish also to thank the ILO for responding to the requests of my delegation at the 70th Session of the International Labour Conference in 1984. During my meeting with the ILO Director-General, I requested an expert to come and make a feasibility study followed by the preparation of a project document for ILO/UNDP assistance to strengthen occupational safety and health in the country. Since then two experts have been to Kampala and a project document covering reorganisation of the Departments of Factories Inspectorate and Occupational Health and Hygiene, as well as training and equipment needs, has been prepared and sent to the ILO. I am pleased to state that the document has now been approved. I would further wish to express my gratitude to the ILO for conducting a joint ILO/Ministry of Labour course in labour administration in Kampala for senior officers and for assistance provided in support of the workers' and employers' education programmes.

Let me conclude by emphasising again my Government's commitment to the principle of tripartism in all its forms and, in particular, in labour adminis-

tration and labour relations as we are convinced that this is one of the ways of ensuring social justice, industrial peace and economic and social development.

*(Mr. Grekov takes the chair.)*

*Interpretation from French:* Mr. MBAYANGANG (*State Commissioner for Labour and Social Welfare, Zaire*)—Allow me first to carry out a pleasant duty, that of extending to this august assembly the greetings of the founding President of the People's Movement for the Revolution, President of the Republic of Zaire and the people of Zaire.

Further, on behalf of the delegation which is my honour to lead, I should like to join previous speakers in addressing my sincere congratulations to Mr. Ennaceur on his election to the Presidency of the 71st Session of the International Labour Conference. I am convinced that under your enlightened guidance the deliberations of this Conference will be crowned with success.

I should also like to take this opportunity to congratulate the Director-General of the International Labour Office on the excellent manner in which the Conference has been prepared and also on the instructive and complete report which he has submitted for discussion.

The Report of the Director-General gives us a clear view and a penetrating analysis of the questions requiring the urgent attention of the Conference. Part I of the Report deals with industrial relations and tripartism in the light of structural change.

It is a fact that the slowing down of world economic growth, the burden of foreign debts together with the burden of stabilisation programmes introduced in order to absorb these debts, changed methods in international trade in raw materials, and the technological revolution, to mention just a few factors, are changes which are having a harmful impact on collective bargaining and are leading to industrial disputes.

It is our view that the essential precondition for preserving and developing free collective bargaining and constructive tripartism is the capability and the will of the parties concerned to engage in dialogue, because when a permanent dialogue exists, the spirit of co-operation provides greater advantage than the spirit of antagonism. Furthermore, adjustment to structural change may be facilitated only if it is based on dialogue.

It is clear, moreover, that the purpose of consultations and tripartite negotiations is to assure the broad involvement of employers' organisations and trade unions in the elaboration of official policy regarding the major economic and social problems faced by the State. They also provide a defence against the serious threats posed by the economic crisis and structural change in regard to security of employment.

The delegation of Zaire welcomes the initiative taken by our Organisation to convene a high-level meeting to examine the impact of international commercial, financial and monetary policies on employment and poverty.

Such a meeting, we are sure, will provide an opportunity to introduce the principle of tripartism in international debate on economic policies by involving the competent international institutions and the

decision-makers in governmental, employer and worker circles.

We welcome the establishment in the Republic of Zaire of machinery to promote effective tripartite consultations on questions regarding labour standards and related issues. All the social partners, namely the representatives of the National Association of Enterprises of Zaire and those of the National Union of Workers of Zaire take part in equal numbers and on an equal footing with representatives of the State in the deliberations of the National Labour Council. The Council is a tripartite consultative body set up under the Labour Code whose functions include consideration of all problems relating to labour, the workforce and social security, and putting forward opinions and proposals on legislation to be adopted in these fields. Tripartism is supported by the President of the Republic of Zaire.

In his "Achievements and Prospects" address of 5 December 1984, the President of the Republic of Zaire, Marshal Mobutu Sese Seko, reaffirmed the policy of the "handshake" between the social partners. He thereby directly associated the partners of the State seeking solutions to all the social problems arising in Zaire. Thus, in order to assure a balance between the general interest which is served by state policy and the individual interests of the social partners, the National Association of Enterprises and the National Union of Workers are empowered to participate freely in decision-making by the Executive Council in the economic and social fields.

Part II of the Report of the Director-General concerning the ILO's activities in 1984 paints an impressive picture of the work accomplished and in progress and of plans regarding the short-term programme of our Organisation.

During 1984, the ILO's action was essentially concerned with standard-setting activities and the technical co-operation programme, in particular assistance in the area of industrial relations, labour administration, the improvement of working conditions and environment, the World Employment Programme, and training.

Overall, the delegation of Zaire is satisfied to note that in spite of budgetary constraints affecting these programmes our Organisation has been able to meet the expectations of its Members in carrying out its major activities.

It is clear that the standard-setting activities of the ILO play an important role as a means of promoting harmonious economic and social development. In contributing to the improvement of working conditions, the protection of workers' fundamental rights and the furtherance of social harmony, international labour standards have considerably widened the field of international co-operation.

In this particular area, I consider that direct contacts, which serve to establish continuing dialogue between the member States and the supervisory bodies of our Organisation, should be intensified in order to clarify and resolve the complicated situations that persist in regard to the application of international labour standards.

Furthermore, with respect to the technical co-operation programme, we share the view of the Director-General of the ILO to the effect that technical co-operation is an essential means of achieving the ILO's objectives and the most practical way of assisting developing countries.

The ILO has of course carried out a considerable amount of work in the field of technical assistance in 1984.

Nevertheless, considering the effects of the economic and social crisis in the world, the increase in new needs and the progressive reduction of the resources of our Organisation, we are tempted to wonder whether the ILO will be capable of providing all the necessary assistance to its member States.

We feel that, for the ILO to increase its activities it is vital, as was emphasised by the Director-General, to diversify its sources of financing and to resort to the resources of the World Bank and of other banking institutions.

In Zaire, the third seven-year term of office of the Founder-President of the People's Revolution Movement, the President of the Republic, which started on 5 December 1984, is social-oriented and devoted to seeking solutions to social problems. The programme of action of this new seven-year mandate revolves around three main development strategies: territorial development, financial resources and human resources.

Because it is determined to adopt a coherent employment policy directed towards the mobilisation of human resources and maximising the productive employment of young people by adapting training to meet job requirements, my country appealed for a multidisciplinary JASPA/ILO team to carry out a detailed study on this question.

Between May and June 1984, the JASPA/ILO team carried out a very detailed, well-documented study. The proposals and recommendations put forward at the end of the mission and the identified development projects have just been approved by the Executive Council.

Here again, we would like to appeal urgently to the International Labour Office to assist the Executive Council in carrying out this broad social-economic programme.

I now would like to turn to the annexes to the Director-General's Report and say that my delegation appreciates the efforts made by the ILO, in spite of the limited resources at its disposal, to implement the resolutions adopted by the Conference from the 66th to the 70th Sessions.

I refer particularly to the resolutions on young people and the ILO's contribution to International Youth Year, employment policy, ILO activities for rural development, the role of the ILO in the International Development Strategy, and the strengthening of action for the least developed countries. All these achievements will contribute, we are sure, to eradicating poverty and social injustice and to improving working and living conditions throughout the world.

The other questions on the agenda will be examined in detail in the specialised committees of the Conference. Nevertheless, may I briefly refer to what they imply here in this assembly.

As regards occupational health services, the Zaire delegation considers that the draft Convention and Recommendation proposed by the Office constitute a satisfactory basis for discussion by the Conference.

These new texts encourage the promotion of national security, safety and health policies for workers, facilitate the drawing up of strategies to protect the health of all and contribute to the creation of models for the Organisation of occupational health

services adopted to the economic and social conditions of member States.

Furthermore, Zaire considers that the adoption of an international instrument on safety in the use of asbestos is vital to guarantee protection for a large number of workers against the risks inherent in the widespread use of this product.

With respect to the revision of the Convention concerning statistics of wages and hours of work, 1938 (No. 63), it is our view that the texts submitted as a draft revised Convention and Recommendation would be suitable as a basis for discussion. True, Convention No. 63 was no longer up to date, either with respect to its scope or to its contents. It should be revised so that its application can be extended.

As regards equal opportunity and treatment for men and women in employment, we consider that it is important to adopt new international standards aimed at improving the conditions of women workers and eliminating all types of discrimination based on sex, of which women are still the victims in the working world. In my country, Zaire, the right to work for women is guaranteed. In addition, with equal working conditions and with equal skills and output, wages are equal for workers of either sex.

The Constitution of the Republic of Zaire guarantees the equality of all before the law. Men and women thus enjoy the same protection vis-à-vis employment as they do in other sectors of national life.

Finally, before concluding this message, I would like to emphasise that the Republic of Zaire energetically condemns the policy of apartheid in South Africa. In that country the persistent use of violence has led to the violation of equitable working conditions and of the right of Black workers to organise and defend in common their trade union rights and their dignity as men. This is why we sincerely hope that the programme of action elaborated by the ILO to increase technical assistance to southern Africa and to intensify supervision of the application of the ILO's Declaration on apartheid can be carried out in order to fight against this odious practice.

These are the main lines of thinking of the Zaire delegation on the questions on the agenda of this Conference.

*Interpretation from Spanish:* Mr. FERNÁNDEZ FAINGOLD (Government delegate, Uruguay)—On behalf of my Government and in my own name, I wish to express our satisfaction at Mr. Ennaceur's election to preside over the 71st Session of the International Labour Conference because he possesses personal qualities which guarantee the effective fulfilment of this high responsibility.

At this Conference my country once more comes back to the place which it in fact abandoned when, in 1973, its democratic institutions were interrupted by a *de facto* Government. For almost 12 years the political parties in Uruguay, the workers' movement and other social sectors fought incessantly to recover the full operation of these institutions, the effective exercise of human rights and the untrammelled exercise of fundamental freedoms.

The return to civilian institutionality has occurred in Uruguay under very special conditions which have endowed it with special significance for this Organisation. I refer in particular to the process we describe

as the "concertation for national programming". During the last year of the *de facto* Government, all the political parties, workers, employers and other social forces constituted a mechanism which was initially informal and almost hidden, but which later became formal, public and highly diversified in its organisation. Its aim was to take by a process of *consensus*, the major political decisions which were to consolidate the institutional solution and political viability of the transition towards democracy.

This effort, carried out before the November 1984 elections, guaranteed the social and political conditions for the change of regime. Its results and the agreements reached have been respected and promoted by the new Government and, in fact, have become the political key for democratic consolidation.

Among its first actions, the institutional Government set up on 1 March last proceeded to cancel the repressive labour and trade union legislation established by the previous regime. At the same time, it decided the immediate release of prisoners imprisoned for political and trade union motives. It embarked simultaneously on the task of drawing up an ambitious and progressive programme of legislation to transform the operation of labour justice and take the first step towards a democratisation of employers' organisations in the State industrial, commercial and financial spheres and to protect labour credits which may be endangered by the insolvency of the employer, amongst other things.

We know that these measures must be supplemented by a new wage policy which will halt the decline in real wages in the country and thus launch its process of recuperation. This has to be done concurrently with the revival of the national economy which is facing the worst crisis of its history, and with the creation or restoration of workplaces. The Government has pledged itself politically to the fulfilment of these objectives, with the firm aim of ensuring that the Uruguayan worker should progressively be in charge of an increasingly large share of the product of his work.

As regards wages, the Government has special emphasis on the establishment on tripartite machinery for negotiation, the foundations of which were established during the "Concertation for national programming". For this purpose a Supreme Wage Council has been set up where the executive is represented by the Ministries of Labour, Economy and Finances and by the Director of Planning; the worker sector through a high-level delegation of the Secretariat of the Inter-Union Plenum (ISNT) and the employers by the presidents of the most important employers' organisations of the country. Simultaneously, today we have in operation 48 councils, tripartite in their composition, and almost 100 sub-groups responsible for wage negotiation in each branch of activity.

The Government is fully aware of the difficulties and constraints in the way of the correct functioning of these mechanisms, only just over 70 working days after the termination of the *de facto* regime and has manifested its intention to adjust the functioning of these bodies and fine-tuning the organisation of wage negotiation in the immediate future after an appraisal of the experiment under way.

Our urgency in initiating an orderly and progressively more technical process in the sphere of

wage negotiation springs from the Government's decision to avoid the application of retrograde adjustment models where the workers bear the greatest burden for the revival of the economy.

In this connection, the Uruguyan Government views with great interest and intends to give its full support to the efforts made by this Organisation, at the international and regional levels, to pursue technical analysis in the matter of wage policy in the context of inflation. We think also that the strengthening of tripartite machinery in the design and administration of these policies at the national level is one of the most effective ways of guaranteeing the effectiveness of tripartism in all spheres of labour relations.

Likewise, I wish to mention that the strengthening of tripartism has a place of equal priority at other levels for our Government, which has arranged for machinery of this kind to be set up in all its relations with this Organisation. We plan the installation of similar machinery as regards labour, employment and wages statistics and for questions linked to technical co-operation. In particular, we have sent the text of Convention No. 144 this subject for parliamentary ratification.

We also believe that tripartism should be enhanced by increasing efforts concerning the democratisation of employers' organisations. In this connection, we have sent to Parliament a Bill, regulating a constitutional provision, to establish representative staff committees in establishments which are part of the state industrial, commercial and financial complex. Provision is made for these committees to act in an advisory capacity in the various directorates concerning the implementation of the civil service rules, the study of budget management, the general organisation of services, the organisation of work and the application of disciplinary measures.

The philosophy that has inspired the Institute is to ensure a greater participation of civil servants in those decisions concerning problems which, because of their activity, are within its own sphere of activity or directly connected to them. This occupational experience applied to the enriching of the organisation of public undertakings will obviously lead to technical improvements in management and—hopefully—will initiate a process of reflection at the national level which will lead to a more ambitious degree of participation by workers in the public sector as well as in the private sector.

All these initiatives and others which we do not believe it is appropriate to examine in detail here, are of great importance to us in the restoration of the democratic life in our country. They have to be seen realistically in the context of the very serious restrictions imposed by the size and conditions of our foreign debt. Our Government feels that all its efforts to improve the conditions of life of the workers cannot be based only on internal factors, although these may be very important for the redistribution of the wealth or concern in particular the more depressed parts of the population. All these measures will be insufficient unless they are accompanied by a renegotiation of the foreign debt in terms compatible with an effective revival of the economy, a sustained increase in investments, the expansion of employment and of the internal market. Our country is ready to make important sacrifices conducive to the reduction of its fiscal deficit and public expendi-

ture—in fact it is already doing so—but we are conscious of the fact that the restrictions imposed by the payment of our debt in the present conditions, together with the progressive hardening of commercial relations and a significant reduction in the price of our main exports might close the way to the consolidation of our democratic regime which has been reconquered through the efforts and sacrifice of all our people.

It is for these reasons that Uruguay, which today holds the Secretariat of the Cartagena Group, ratifies in an energetic and solidary manner its fullest support for the political dialogue initiated between debtor and creditor countries. We are conscious of the fact that subjects linked to debt and development are inseparable and that there is no possible solution to our crisis if we do not manage to incorporate the concept of joint responsibility into our dialogue.

Finally, I wish to refer to the historic support of my country for the basic principles at the origin of this Organisation, because it is from these that we have derived the commitment which we shall assume in the future.

Uruguay has ratified 83 international labour Conventions. Seventy working days after the reinstatement of democracy in our country, the executive power is requesting the ratification by Parliament of two other Conventions. Our interest in and commitment to the standard-setting work done by this Organisation reflects the spirit of successive democratic governments towards the ILO and demonstrate the clearly progressive approach which we feel to the establishment and protection of the rights of Uruguyan workers.

But, in the last few years, our country has gone through a regressive period in its institutional life, when the former link which we had established with this Organisation was reduced to its most minimal expression. What is even more serious, there was a significant step backwards in the implementation of standards and Conventions to which our country was—and still is—committed. In particular individual and collective rights were infringed and violated, rights which had been enshrined in our legal system and in the Constitution of this very Organisation.

This created difficulties between our country and the ILO. Fortunately, it did not result in our departure although there were frequently situations of conflict between us. During this time lapse we were able to appreciate the full significance of the role played by the ILO in supervising the observance of ratified international Conventions, especially as regards freedom of association.

The tenacity, the perseverance, the technical aptitude, the skill with which the supervisory bodies carried out their work contributed decidedly to the restoration of the trade union activity and by extension, to the process of reinstitutionalisation and normalisation of the country.

This very harsh and very recent experience qualifies us in very special way to measure the full importance and the effectiveness of this work of supervision and defence of workers' rights and trade union freedoms, with all that this means for the effective protection of human rights.

Uruguay believes that human rights, which include freedom of association, have a universal value which transcends national borders and which therefore are necessary for international protection. No organisa-

tion can accomplish this very important mission better than the ILO itself.

Hence, while we express our deepest gratitude for all the work done by this Organisation in its defence of human rights in our country, we should also like to express our commitment to work decisively wherever we can to help perfect the machinery and instruments designed to achieve such an objective.

This includes resolute support for the efforts already initiated by the Organisation through its higher management bodies, and any other action to strengthen this policy in the future.

My Government is sure of serving in this way the ideas of the ILO with which the Uruguayan people has always identified, this reaffirming its constant and unswerving respect for the value and rights of the human being and the permanent quest for social justice.

*Interpretation from Spanish:* Mr. PRIETO (*representative of the Permanent Congress of Trade Union Unity of the Workers of Latin America*)—The Report submitted by the Director-General reviews the interesting activities of the ILO, and reflects its desire to continue progressing in its work. In addition, the items on the agenda of the Conference are matters which are of interest and concern to the workers.

It is to be hoped that these problems will be resolved and not keep arising and that decisions will be taken to apply and comply with the instruments adopted, instead of Conventions being adopted which are not complied with as usually happens, in at least the majority of Latin American countries which violate trade union rights and freedoms.

The effective application of the Recommendations and Conventions and the genuine implementation of the decisions of the ILO are, in our opinion, of fundamental importance for the activities of this Organisation and its contribution to improving the conditions of life and work of the workers to have a positive outcome.

My organisation, CPUTAL, repeats yet again that for the ILO to be able to attain its essential objectives of freedom and justice and carry on its action in conformity with these objectives, it really has to become more democratic, bear in mind the realities of every country in the world and pave the way for genuine representation and participation.

This 71st Session of the International Labour Conference is being held at a dramatic moment for the world, and especially Latin America. We must devote all our efforts to the struggle for peace, to eliminating threats of war and to ending those which exist. We must put a stop to the arms race and use these vast resources for economic and social purposes. It is up to the ILO to find a way out of the economic crisis, as the collapse of the international economic order coupled with the arms race is aggravating the situation and the risk of war.

Our countries of Latin America and the Caribbean cannot pay a foreign debt our people have not contracted—a debt amounting to \$360,000 million. Nor can we pay the usurious interest of \$40,000 million a year.

As clearly demonstrated by the President of Cuba, Comandante Fidel Castro, this debt is politically, economically and morally unpayable.

This being so the governments of the developed countries should themselves pay off the debt by spending a little less on military resources.

Our countries cannot gear their policies to the payment of such a debt. They need an economic recovery programme under which they would increase employment, boost the domestic market, give priority to social rather than military expenditures, encourage productive investment and strictly control movement of capital.

We have to continue democratising Latin America and support in every way the development and extension of the democratisation process of Argentina, Uruguay and Brazil, in which the trade union movement has each time played and continues to play a fundamental role. We have to pursue our joint struggle to oust the dictatorships that still persist in Chile, Paraguay, Guatemala and Haiti. We have to unite our efforts to tie the interventionist hands of imperialism, particularly in Central America, and support the efforts to bring peace to the region being made by the governments of the countries of the Contadora Group.

We are conscious of our responsibility as a trade union movement towards our respective peoples. Hence our obligation to debate these problems and together to seek ways out of them in the interests of our countries.

CPUTAL has been uniting its efforts with other organisations and exchanging ideas with a view to organising a united trade union meeting representing the whole of the trade union movement of Latin America and the Caribbean to deal with this grave problem of the foreign debt. We have done this with CLAT and with the national federations of countries in the Southern Cone, inter alia.

In accordance with this proposal, a recent trade union conference of unity and solidarity of countries of the Caribbean held in Guadeloupe, agreed to convene a conference on the foreign debt along the same lines and proposed that it be held in Cuba. The Workers' Central of Cuba, the CTC, agreed with this proposal and has invited the whole of the trade union movement, without any exception, to attend this meeting in Havana from 15 to 17 July.

The CPUTAL enthusiastically supports the holding of this conference and declares its readiness to co-operate in ensuring its success, as well as offering its support for any initiative to this end.

We are sure that the whole of the trade union movement in Latin America and the Caribbean will wish to attend this conference, irrespective of their political or philosophical ideas, their orientation or their national or international affiliation.

As stated in the invitation to this meeting, there is only one item on the agenda: the foreign debt and the policy of the International Monetary Fund; furthermore, the PIT-CNT of Uruguay has stated, in a document that never, since the struggles for independence of the past century, have the workers been so clearly united in a common cause; the burden of the foreign debt and the despoiling of our wealth is coming to threaten the very existence of our nations.

It is obvious that we are faced with problems of the utmost gravity, at a time of serious risk. The dramatic economic situation resulting from the foreign debt and its usurious interest is compounded by the dangers inherent in the constant policy of warmongering, interventionism, threats, blackmail and extor-

tion of the Government of the United States, in particular against Nicaragua and the peoples of Central America and the Caribbean.

With rightful and proper indignation, we denounce the economic embargo recently applied to Nicaragua by the Government of the United States, at a time when this same Government was coolly and calmly announcing its intention to invade Nicaragua.

Alarmed by the resounding declarations of the President of Cuba, Comandante Fidel Castro, calling for the cancellation of the foreign debt and the institution of a new international economic order as the only genuine alternative for our countries and the just, firm and dignified policy of Cuba in the defence of the rights of our people and the safeguarding of peace, the Reagan Administration, in a vain attempt to undermine the greatness and authority of Cuba, has committed the despicable act of installing a transmitter which beams subversive and anti-Cuban broadcasts inside Cuba; this action violates all international law and the sacred principle of sovereignty and self-determination of a sister people. What is more, this transmitter, which insults and profanes the name of the national hero of Cuba and the glory of America, has been called José Martí.

In the face of such condemnable actions, manoeuvres and slander engaged in by the imperialists against Cuba, in an attempt to create focal points for tension around Cuba and cause conflict between it and other peoples, we reaffirm our unreserved solidarity with the Cuban revolution, with the workers and people and the Revolutionary Government of Cuba.

More than ever, we must declare our solidarity with free Nicaragua and its glorious Sandinista People's Revolution, with the whole struggle of El Salvador for national liberation and with the people of Guatemala, whose struggle for freedom and democracy is growing and spreading.

As always, we are behind the heroic struggle of the peoples of Chile and Paraguay and support them wholeheartedly in their efforts to throw off the repressive dictatorships by which they are afflicted.

We extend our greetings and solidarity to the trade union movement of Colombia which, on 20 June next, will be holding a national, civil strike in support of the demands of the Colombian people.

We join with the unanimous demands made by all those involved in the May Day celebrations in every country for the rejection of the policy of hardship and exploitation implemented by the International Monetary Fund and for the defence of labour and wages against injustice and privation, we wish to see freedom and democracy given expression in every country through strikes, demonstrations and the occupation of factories. This heroic struggle will receive our wholehearted support.

Mr. MARAH (*Government delegate, Sierra Leone*)—On behalf of my delegation and in my own name, I extend to Mr. Ennaceur our heartiest congratulations on his election to the presidency of the 71st Session of the International Labour Conference.

I can vividly recall the wisdom and skill with which he presided over the Sixth African Regional Conference of the ILO, which was held in Tunisia in 1983. My delegation is fully confident that he will assume his onerous responsibilities with the integrity and confidence for which he is well known and bring this

conference to a successful conclusion. May I take this opportunity, on behalf of my delegation and my Government, to extend fraternal greetings to my colleagues the ministers and other delegates assembled here today.

Please allow me also to congratulate the Director-General, Mr. Blanchard, for his Report on the activities of the ILO in 1984. His Report shows that, despite the progress that has been achieved we need more understanding and co-operation from member States, particularly in respect of the ratification of ILO Conventions and the payment of membership contributions. I would like to point out here that direct contacts between the regional representatives of the ILO and my country have proved very useful during the year under review.

The ILO pilot projects in the Kanbia and Bonthe districts of Sierra Leone are making good progress. My Government is most grateful for this assistance and would like these projects to be extended to other parts of the country.

The tripartite nature of our Organisation gives us ample opportunity to discuss our business in depth, taking into consideration the views of governments, employers and workers. It is the very tripartite nature of our Organisation which calls for the principle of give and take, particularly at this point in time when international economic activity has generally declined drastically as a result of the global recession of 1974-75 which has remained virtually constant ever since. The developing countries have been the hardest hit mainly because of the international economic situation. In most developing countries, raw materials are still the main source of hard currency earnings. Yet, these are adversely affected by fluctuations in the very low, set prices of raw materials over which the developing countries have no control whatsoever. It is therefore difficult, if not impossible, for most developing countries to earn the foreign currency which they need to carry out their development programmes. This has resulted in the consistent deterioration of economic and social conditions in the developing countries, particularly in Africa. The solution of our economic problems now seems beyond our own capability. We therefore need the assistance of the international community.

Realising that rapid economic development does not necessarily imply better living conditions for the majority of the population living in rural areas, the Government of Sierra Leone has adopted a development plan whose social objectives include the reduction of unemployment and underemployment, the reduction of social inequalities, the expansion and improvement of educational and health facilities, the improvement of the level of nutrition and the expansion and improvement of housing facilities, especially for the low-income group. This plan also provides for balanced regional development on the assumption that "the chronic and widening urban-rural gap in productivity, incomes and living standards has been responsible for the drift of the population from rural to urban areas and for rising urban unemployment".

The aspiration of the developing countries to raise the living standards of their peoples, especially in poor rural areas, cannot be attained if the industrial structure inherited from the colonial past is maintained for it mainly serves the interests of a minority. We are therefore confronted with the challenge of reconciling the objectives of economic growth with



the social objectives of employment promotion and income distribution.

In the sphere of industrial relations, our concern is to promote institutions and systems with a view to alleviating poverty and improving living and working conditions. These include programmes capable of establishing effective recognition of the right of collective bargaining, as well as co-operation between management and labour for the constant improvement of productivity and efficiency, and collaboration between workers and employers in the preparation and application of social and economic measures. However, it should be remembered that trade union concepts and practices which are current in developed countries do not necessarily apply to conditions in the developing countries. Such concepts, practices, techniques and ideologies were shaped and developed in a specific social, economic and political context which does not necessarily conform to the situation in developing countries. Indeed, if they are applied rashly they might conflict with our national aspirations. We therefore have to find ways and means of applying universally valid principles to different situations, and of adapting industrial relations, practices and techniques to the requirements of these situations.

I am pleased to report that tripartite relations in my country are very cordial. All partners have shown understanding for one another at this difficult time. We want to maintain these warm and cordial relations and will resolutely oppose any external intervention aimed at undermining them.

The problem of unemployment, particularly that of young people, is one of the foremost concerns of my Government. Employment opportunities are still becoming scarcer while the labour force is still increasing. At this time of the year, when universities, colleges and schools turn out thousands of qualified job seekers, we are faced with the problem of finding work for them. The Government, which is the largest employer, cannot provide jobs for any proportion of these candidates. The private sector cannot be of much help either. Some private enterprises are closing down for lack of business, lack of raw materials, and lack of foreign exchange. Too much emphasis was placed on white-collar jobs as a result of our colonial past and background. Only now are we embarking on vocational and technical training programmes which, to a great extent, can help people to find employment in the private sector and set up businesses of their own. Therefore, the transfer of technology in this area from the developed to the developing countries is earnestly solicited.

Another source of great concern to my Government is that we now have thousands of unemployed seamen who served in various ocean fleets for many years. We are endeavouring to find employment for them. May I take this opportunity to solicit the assistance of the maritime member States of this Organisation which might be able to employ some of our seamen. These men have spent the greater part of their lives at sea. They are now suffering because they cannot easily find alternative employment. This has negative effects on their families and considerable social consequences for the Government. I might even add that in some families men have been seafarers by tradition for many generations.

My Government lends its full support to the principle of equal opportunities for women in

employment. In fact, the heads of some of the important Departments in Sierra Leone, namely Education, Health and Social Welfare, are women. Until recently, our Deputy Commissioner of Labour was a woman. She has just retired. My Government encourages the active participation of women in all sectors of the economy. They are also very active in the trade union movement.

Allow me in closing, Mr. President, convey to you and to this august assembly the greetings and good wishes of our revered and respected President, Dr. Siaka Stevens, who himself was a leading trade unionist in Africa for many, many years and who fought relentlessly for the rights of workers during the colonial period. I also wish to say that my Government and the people of Sierra Leone wish you good luck in your deliberations. Let me also, through you, Mr. President congratulate the Director-General and his staff for the wonderful work they have been doing for this Organisation. Lastly, I extend special greetings and congratulations to my fellow Sierra Leoneans who work for the ILO and I have no doubt that more Sierra Leoneans will be granted the opportunity to join this august organisation.

*Interpretation from Russian:* Mr. ANDREEV (*Workers' delegate, Bulgaria*)—Allow me to congratulate Mr. Ennaceur on his election as President of the Conference and to wish him successful and fruitful work.

The Director-General's Report to the present Session of the International Labour Conference represents a serious attempt to respond to the burning questions of present-day social development and this deserves positive appreciation. The clarification and solution of these questions is of great importance for the future of the ILO and the fate of millions of workers throughout the world.

These questions are very complex and the concern expressed in the Director-General's Report is quite justified. We cannot fail to agree with him that the working world is faced with an unprecedented challenge. What is this challenge?

Firstly, it is a challenge to the cardinal right of man—the right to work. I come from a country where people years ago forgot unemployment as a social phenomenon. However, as you very well know, for workers in capitalist countries it is now a veritable scourge. Unemployment is now approaching the level of the Great Depression of the 1930s and the forecasts are even grimmer. At the same time, the real wages of workers are dropping. The utilisation of scientific and technical progress in the interest of monopolies, and particularly of the transnational corporations, is further worsening the position of the workers and undermining their social and political conquests.

However, we should point out that the Report does not give the real reasons for these disruptions in the non-socialist world. The measures proposed in the Report for ILO assistance to the workers do not represent radical solutions. The formula proposed by the Director-General—productive dialogue between the social partners—raises doubts because there is no balance between the social partners in countries with a capitalist economy; there is a situation of acute class struggle. In these countries, under the pressure

of monopolies and above all transnational corporations, the State increasingly makes compromises and becomes an active champion of anti-worker policy. An alarming fact is that the all-out attack against the workers is accompanied by a menacing reduction in the number of trade union members. Thus the policy of "social partnership" is losing its substance because the positions of the State and the workers are becoming weaker and the power of the monopolies is growing enormously. In fact the fair balance in this triangle—the State, the employers and the trade unions—is being rudely destabilised. All this sharply increases the responsibility and role of the ILO in resolving the most pressing social problems of today. And yet 66 years after it was set up, the ILO has not come forward with any real way of eradicating unemployment and effectively protecting the basic right of every person—the right to work.

Forty years ago the right to life was defended by the peoples of the anti-Hitler coalition, with the decisive assistance of the Soviet Union, which shouldered the main burden of the Second World War and sacrificed 20 million human lives.

Today, we are again facing the danger of a war which, if it broke out, would mean the end of the human civilisation. If war is not prevented then everything else in the world would be senseless, pointless. And yet there are statesmen who close their eyes to these grim prospects and, stressing political differences, are planning not only on wars on earth but also star wars. It is true that we are living in a world with many faces, with different social systems managed by people with different philosophical and political outlooks. It would be completely naive to think that one system could impose on the other its conceptions of the social and class structure of society and the world. But the most absurd thing is to think that one of these systems can force its views and social principles by force or by war on the other. This is particularly absurd in this nuclear age. What is to be done, then? The real way to guarantee peace is through disarmament. That is why the workers are placing such great hopes in the Soviet-American talks on disarmament which are taking place here in Geneva. They are expecting genuine negotiations regarding the cessation of the nuclear arms race both on earth and in space. But we are witnessing something different: a headlong race to stockpile weapons of mass destruction. The earth is quite simply being crushed under the weight of arms, as are the workers who have to shoulder the heavy burden of military expenditure. The arms race in itself is a war—it is a bloodless war but it is an exhausting and insidious one. Hence the questions of disarmament, reconversion, employment and development represent the field in which we now have to fight for the right to life, the right to work and for a better future. It is not by chance that the anti-war movement includes millions of workers throughout the world.

In the meantime, however, the ILO's contribution to the solution of these problems remains rather modest. We, the representatives of the Bulgarian trade unions, fully share this appreciation and also other views and conclusions expressed in the joint Declaration of the socialist countries on the situation in the ILO transmitted to Mr. Blanchard on 28 March this year. Quite rightly the Declaration stated that the significance of questions which affect the vital interests of the workers, and above all the

struggle for peace and disarmament, is minimised and ignored.

It is perfectly natural in this highly representative auditorium that we should ask what the value of human rights is when the right to right is not guaranteed, and when the right to work is transformed into a mirage for millions, while the shadow of unemployment has become a nightmare for those who are in work.

It is high time also to answer the question raised in the Declaration of the socialist countries as to why the positive experience, verified in practice, of the socialist countries in the field of employment, the role of trade unions in the solution of the problems of society and other problems is not studied and is not disseminated.

We see on the contrary a resolute attempt to distort the realities that obtain in socialist countries.

We hope that these questions will receive a true answer.

The problems we are discussing at the present session are not of a general or universal character. In countries with different social systems they manifest themselves in different ways. However, the line of demarcation is not drawn in the Report. What, for instance, is the most characteristic feature of Bulgaria today? The major and most characteristic factor in our country today is stable economic and social development; yet at the same time we are a society that is in movement, dynamic, and in which rapid changes are taking place—that is its essence.

In recent years new major reforms have been introduced in our country. The economic base is undergoing change and in future will be founded on the latest achievements of the scientific and technical revolution. Economic management methods and the economic machinery are changing. We are moving towards practical implementation of the economic approach, with the result that all relations in society are gradually coming to be based on the principles of economic interest and economic responsibility. The autonomy of undertakings and their economic interest in the final results of their work are increasing.

All these changes can be expressed in a single word: democratisation. The major active force in bringing about these changes is the labour collective. The labour collective draws up plans, applies economic accounting methods and the principle of self financing, establishes relation with other collectives on a contractual basis, assumes responsibility for the quality and marketing of its products, forms its own funds, is self-financing and distributes the income thus obtained, and elects its own managers. The labour collective thus acquires important rights, real power and opportunities, including those of a financial nature, to resolve its vital problems and to satisfy its essential needs. Through its management bodies, the labour collective is moving towards effective self-management. This means that socialist democracy in our country is entering a new stage of development, the main feature of which is the broadening of direct forms of democracy and of direct participation by the workers in management.

Bulgarian trade unions are a powerful factor in these changes. Their role in society is increasing in objective terms since it is through them that workers can fulfil their role of ownership, resolve economic and social problems, distribute income and engage in self-management. In respect of all the problems



encountered by the workers, the trade unions formulate their position and defend that position at different levels of management, from the brigade level right up to the Council of Ministers. The most important aspect of their relation with state and economic bodies is co-operation, common efforts for the solution of common problems. If we are to speak of balance and dialogue between partners, then it is time to say that such fair and constructive dialogue genuinely exists in our country. But the trade unions also apply strong social supervision and require state and economic bodies to provide timely solutions to the issues raised by the workers. In this respect the trade unions are responsible organisations without which not a single standard may be adopted nor a single problem resolved concerning the vital interests of working people.

I should like to emphasise here that state bodies do not interfere and do not possess the right to interfere in trade union activities, and for that reason we cannot agree with the conclusion drawn in the Report of the Director-General that the trade unions in socialist countries are "integrated in the political and economic system of the State". Indeed the contrary is true. They are an independent element in the political system of society as a whole, an element without which that system could not function correctly.

Naturally we also have many unresolved problems. We experience difficulties too. We also make mistakes, sometimes quite serious ones. But to neglect our experience in the radical solution of workers' economic and social problems is a step fraught with serious consequences. In this respect, the ILO has a debt to the socialist countries and their trade unions. If the Organisation considers our experience objectively, then it will be in a position to promote considerably the social progress of mankind.

*Interpretation from French:* Mr. NDAGIJIMANA (representative of the Economic Community of the Countries of the Great Lakes)—First and foremost, as representative of the Economic Community of the Countries of the Great Lakes, I should like to discharge a pleasant duty by extending to Mr. Ennaceur and to the other officers of this 71st Session my congratulations on their brilliant election and my sincerest wishes for the success of the Conference. I am convinced that under their direction the Conference will doubtless achieve the desired objectives.

It is also a great honour for the Economic Community of the Countries of the Great Lakes and a real privilege for its representative to take the floor on this occasion. I should like to express my heartfelt gratitude to the Director-General of the ILO and to the Governing Body for the kind invitation addressed to the Economic Community of the Countries of the Great Lakes and for the opportunity that is thus afforded to its representative once more to take part in the International Labour Conference.

The International Labour Conference is certainly an annual manifestation of the common will of the international community to promote human welfare in the field of labour and employment and to strengthen the bonds of co-operation among peoples.

Over the past few years, in all the fora within and outside the United Nations system, sustained efforts have been made to arrive at a significant dialogue

between the developed and developing countries in order to improve the fate of mankind.

Because of its tripartite structure, the International Labour Organisation is a privileged framework for promoting this dialogue.

The balance sheet of the International Labour Organisation, ever since its inception, is entirely positive in this regard. This is particularly creditable since the ILO was practically a pioneer in the field of multilateral technical assistance. Since its inception, a great deal of progress has been made but unfortunately, certain human problems such as poverty, unemployment and hunger are still acute. This being so we have to strengthen our faith in the value of international organisations such as the ILO. No country, large or small, should see them as having only marginal value in terms of its vital interests or simply ignore them because they do not seem useful to its own national strategy. Universality both of participation and of financial or political support is essential to an international organisation if it is to be efficient and fulfil its mandate satisfactorily. You cannot allow divergences between nations or internal conflicts to have harmful repercussions on this universal character. I sincerely hope that ILO will continue to enjoy the universal support which it fully deserves.

In its programme of action, the ILO pays great attention to the most critical and basic sectors in the context of the new international economic order which all nations would like to see established.

We may affirm that all the efforts deployed under the auspices of the ILO are not just necessary but are in fact an essential condition for improving the general conditions of the peoples of the member countries. The most significant aspect of the ILO's action is that it is directed essentially at man as the cornerstone of development. Seen from this angle, the training of skilled manpower merits all our attention. We know that many countries suffer from a chronic lack of skills and manpower, and that underemployment and unemployment can only be reduced if unskilled workers are trained so as to be able to increase their output.

Freedom of association for all workers has to be guaranteed; forced labour has to be banished forever. Workers must be protected against dangerous working conditions. Job security is not enough, more also has to be done about the workers' health problems.

I am happy to say that the items on the agenda are in line with these aspirations and are of particular interest to our Community, especially those on occupational health, the wages statistics and hours of work and equal opportunity and treatment for men and women.

The member countries of our Economic Community, like many other countries of the Third World, suffer from extensive underemployment and unemployment, a situation calling for a coherent employment policy with which our Organisation is actively concerned.

The Economic Community of the Countries of the Great Lakes has already included in its programme the carrying out of comprehensive studies on employment problems in its member countries.

Sectoral studies are also envisaged, specifically on migration, the use of manpower, training and the promotion of small-scale undertakings. These studies

are being carried out with the help of the Jobs and Skills Programme for Africa. Other studies are being carried out with the help of the Economic Commission for Africa.

Since occupational health services help to increase the qualitative and quantitative productivity of workers by enabling better use to be made of manpower thanks to the improvement of the physical condition of the workers and of their environment, our Community is planning to undertake a study of occupational health and safety in its member countries.

We also intend to discuss statistics of wages and hours of work on the basis of a study designed to identify the labour-intensive sectors of the member countries. To carry out this programme, our Community is very much relying on the usual co-operation of the ILO.

I cannot finish my statement without referring to the very effective help given by the ILO in the preparation of the Convention on freedom of movement and the right to settle in the member countries of our Community, the draft of which is being examined in the appropriate fora.

As our general Convention on social security has just become operational, our Organisation welcomes the programme for the training of social security workers which the ILO has undertaken in the member countries.

We hope that the co-operation between our Community and international organisations such as the ILO will increase.

I take this opportunity to thank all the countries and international organisations which, in one way or another, help our organisation.

In concluding, I should like to express my wishes for the full success of this meeting.

Mrs. DOURTCHEVA (*representative of the Women's International Democratic Federation*)—Being the first NGO representative to take the floor, I congratulate Mr. Ennaceur and his colleagues of the presidency on their election and wish them success in the discharge of their duties.

Allow me on behalf of the Women's International Democratic Federation and its 134 national women's organisations in 116 countries to express our thanks for this opportunity to address the 71st Session of the International Labour Conference.

As this Conference is supposed to take decisions which will be brought to the World Conference for the United Nations Decade for Women, Equality, Development and Peace, to be held in Nairobi, Kenya, next month, and to contribute to the formulation of the strategies for the future until the year 2000, allow me to bring to your attention the viewpoint of the millions of women in the world, who are targeted beneficiaries of action in the field of employment.

The WIDF and its national affiliated organisations note with appreciation the positive effect which the adoption of a number of significant United Nations documents has had on the struggle for promotion of the equality of women in all spheres of life in their societies, including in the economic field. Among them are the World Plan of Action, adopted by the World Conference on International Women's Year (Mexico City, 1975), the United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979), the Programme of Action for

the Second Half of the United Nations Decade for Women (Copenhagen, 1980) and the United Nations Declaration on the Participation of Women in Promoting International Peace and Co-operation (1982).

The ILO has made its own sizeable contribution to this process by the unanimous adoption in 1975 of the resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers and the Declaration on equality of opportunity and treatment for women workers alongside its usual norm-setting and other activities.

At this point we would like to restate our high appreciation of the activities of the Office for Women Workers' Questions, which plays a vital role in co-ordinating the efforts of the various ILO programmes and units with respect to women and acts as a driving force for further action. Its publication *Women at Work* has grown into a useful handbook for easy reference on all developments related to the problems of working women. The organisation's continued support for this specific branch of activity is one more proof of its dedication to the burning issue of how to promote to the full the economic contribution of women to development.

The inclusion of the item "Equal opportunities and equal treatment for men and women in employment" in the agenda of the present session is an expression of this involvement of the ILO in the ongoing search for the effective solution of the problems facing women in employment and a concrete step towards the evaluation of the ILO's contribution to the achievement of the goals of the United Nations Decade for Women "Equality, Development and Peace" and the sub-themes Employment, Education and Health.

While paying due respect to the ILO's efforts in setting international standards for the abolishment of discrimination in employment and occupation, for the promotion of equality in remuneration and for maternity protection, the numerous WIDF seminars on the problems of working women in different regions of the world have clearly indicated that there are still certain deficiencies in their implementation which are hindering the full and equal participation of women in many countries in the economic life of their societies.

Aware of the fact that the implementation in full of these standards depends on the national conditions, political will and attitudes of the individual countries we state with regret that the organisation's image is being constantly challenged by the continuing and ever growing discrimination against women in employment and training for employment, in the field of remuneration and career opportunities, especially in the market economy countries.

To take just a few examples, let us mention the disproportionately high number of women in these countries working in the few clerical occupations in business life, as assembly line operators in industry or in low-paid, low-prestige jobs as shop assistants, domestic servants, nurses and primary teachers in the services sector. Many of the national programmes, geared at improving the vocational training and employment for women, have fallen short of expectations due to the lack of sufficient control on the part of the State on their implementation, the discrepancy between their contents and the requirements of the labour market in the era of the rapid introduction of

advanced technology and, last but not least, the lack of sufficient budgetary back-up.

In spite of the ratification of the ILO instruments in many of these countries a wage differential of up to 40 per cent between men's and women's wages is officially quoted by the *World labour report*.

However, all these problems are reflected in their most acute form in the figures on unemployment. The unemployment rate for women, which was originally higher than that for men, has doubled and trebled during the Decade, attaining 10 or even 20 per cent of the female labour force in some countries. Inaccurate as the figures are because they do not include many cases of hidden unemployment, they indicate that female unemployment is increasing faster than male unemployment and at a growing pace.

A more active involvement of the ILO in the solution of these problems presupposes further concerted action to enforce the implementation of the already existing international standards. There is also an urgent need to adopt new instruments adapted to the pressing requirements of our day and age.

It is the firm conviction of the WIDF and its national organisations that the efficiency of action in the field of employment depends to a large extent on the ILO's special commitment to guarantee the right to work as an inalienable right of all human beings, as solemnly proclaimed in the Universal Declaration of Human Rights (1948). This guarantee has been reiterated in a number of other international documents adopted by the United Nations, among which the Convention on the Elimination of All Forms of Discrimination against Women, and declared a fundamental principle in the ILO Plan of Action with a view to promoting equality of opportunity and treatment for women workers. On account of the ILO's unique tripartite structure, with its inherent strength and efficiency, an explicit official ILO dedication to the guarantee of the right to work in its documents would greatly contribute towards the realisation of this guarantee. At the same time, the guarantee of the right to work would give new impetus to and provide the legal basis for consistent national and international action to combat unemployment. In view of the urgency of the problem and the extent to which it affects women, the WIDF sincerely hopes that the present Conference, in discussing its Programme and Budget, will draw upon the expertise within the organisation to launch an efficient campaign at all levels, until unemployment and the causes behind it have been eradicated.

In addition, the WIDF shares the opinion that, in spite of the wide range of existing ILO standards dealing with the prevention of the overt discrimination against women in employment, there is still room for the adoption of a new ILO standard on the question of equality between men and women in employment; what is more, the time is right for such a step.

One of the greatest achievements of the United Nations Decade for Women was that it made the general public and women themselves aware of the fact that the situation of women in all spheres of socio-economic life is closely dependent on the socio-political system in force in each country and the level of economic development.

In the majority of the developing countries, the situation of women in employment is further wors-

ened by the low level of economic development and the general lack of resources which hinder all efforts for efficient changes in the systems of education, professional training and the creation of sufficient jobs. The prevalence of small enterprises places working women beyond the reach of the supervisory bodies, even in those cases where some efforts have been made through legislation to formulate their rights. The transnational corporations, by offering short-sighted solutions to the hunger for jobs, undermine the search for radical solutions of the problems of women's employment.

However, the report fails to project the impact which a consistent national effort can make towards bringing rapid changes in the condition of women at work. As an example, we can cite a number of newly liberated developing countries in Asia, Africa and Latin America which have taken the part of independent development; we hope that the discussion here will fill in this gap. In spite of the economic difficulties inherited from the colonial past and the attempts of imperialism to hinder these countries in their drive towards economic independence through neo-colonialist methods, the need for full mobilisation of all human and material resources in the process of national reconstruction has preconditioned the enforcement of legislative and practical measures guaranteeing women equal rights with men in the field of work.

At the same time, the serious problems faced by women in the developing countries in general and in the field of employment in particular require enormous financial resources which makes even more pressing the need for effective restructuring of the international economic relations on a just and equitable basis and the introduction of the new international economic order.

In discussing practical measures for the guarantee of equality of men and women in employment, the WIDF and its national organisations are of the opinion that more use could be made in the ILO of the experience accumulated by the countries with centrally planned economies.

Although the activity rate of women and their share in the total labour force in these countries were high enough even on the eve of the United Nations Decade for Women, and equality of opportunity and treatment were not only guaranteed in national legislation but persistently implemented in practice, further measures have been taken to expand the social benefits available to working mothers, in line with the growing economic potential of the States. Specific changes in the services sector had as a primary goal to alleviate working women from the burden of household work. As a result of the increasing introduction of the achievements of science and technology in production and the high educational level of the female labour force, special measures are being taken for the training and retraining of women upon return from maternity leave at the expense of the enterprise. These are only a few examples of the rich variety of flexible measures implemented to promote equality.

It is worth drawing the attention of this forum to the fact that there is still scope within the ILO for better use of the national and international experience of the NGOs accumulated during the Decade. For instance, a specific feature of the process in the developing countries, which is not an easy one due to

the lack of resources and the deficiency of trained cadres, is the delegation of part of the responsibilities in this field to the national women's organisations, thus directly involving the targeted beneficiary in the process of implementation of the new laws and programmes.

Bringing this point to your attention, the WIDF takes the liberty to suggest that part of the ILO's technical co-operation activities for women would produce considerably more significant results if channelled to broadly representative national women's organisations instead of minor community groups. The WIDF has already had the experience of projects being negotiated through it by other United Nations specialised agencies and is deeply convinced of the multiplication of the effect of investments made on this basis.

Broader co-operation between the ILO and the NGOs will expand the scope of application of its policies by making the NGOs not only the recipients of information on ongoing activities but active agents contributing to the success of these activities.

The discussion of the subject of equal opportunities and equal treatment for men and women in employment can bring about positive results only if action is carried out in the framework of the three elements in the motto of the United Nations Decade for Women: equality, development and peace. Stressing the chief importance of peace as a prerequisite for promoting the equality of women and for development, women have constantly underlined the heavy burden which the arms race puts on workers in general and on working women in particular, as they are among the first victims of the cuts in social budgets. The struggle against nuclear war, for peace and disarmament is for women part and parcel of the struggle for their economic rights, and they would welcome a consistent action on the part of the ILO in this respect in implementation of the 1981 resolution of the International Labour Conference concerning the economic and social consequences of disarmament.

In conclusion, allow me to wish this Conference full success on all the items of its agenda and express the hope that the results of its deliberations and the documents adopted on item VII will form a sound basis for discussion of the problems of women in employment at the United Nations Conference in Nairobi and will contribute to the formulation of strategies for action which can produce real results in the aspired-for equality of men and women in the field of employment.

*Interpretation from French:* Mr. DAMEN (*Representative of the World Confederation of Teachers-International Federation of Employees in Public Service*)—Firstly, allow me to congratulate Mr. Ennaceur on his election to the presidency of this International Labour Conference.

It is my honour to speak here on behalf of the well known common front composed of the following five free international organisations: the Postal, Telegraph and Telephone International, the Public Services International, the International Federation of Free Teachers' Unions and the two organisations which I represent myself, the International Federation of Employees in Public Service (INFEDOP) and the World Confederation of Teachers. This common

front at the present time represents more than 20 million workers in the sectors concerned.

As regards the Director-General's Report, upon which I must congratulate him, firstly, I would like to make a few comments on the section concerning public employment in Part I, entitled: "Industrial relations and tripartism: structural change, dialogue and social progress." Both the style and tone of this section lead one to believe, if one reads it superficially, that things are not so bad in the civil service. It talks about greater security of employment and annual salary increments that are higher than can be offered by undertakings and of the State as a model employer. Everybody knows that security of tenure in the public service is given in exchange for higher wages in jobs the private sector requiring the same skills. Today, this security of employment is being increasingly whittled away. As regards salaries and wages, it is a public secret as well that in many countries, particularly in developing countries, they are significantly lower in the public service than in the private sector and therefore we would certainly be very pleased if there were significant annual increases to make up for this difference. However, reality is rather different as can be seen in the short line a but further on which I would like to emphasise and which says that very often public officials are the first to bear the brunt of austerity measures taken by the public authorities because naturally, it is easier to apply such measures to them. This is a clear and precise trend in the industrialised countries as it is in the developing countries. Furthermore, the quality of service is dropping at the same time and the poorest, the average men and women as well as the underprivileged groups in our societies, are the first victims, as they are also of the attempts at privatisation which are reducing the number of public services. Moreover, in the majority of countries, public officials do not have the same rights as other workers as regards collective bargaining and the right to strike, which means that they do not enjoy the same human rights. These are extremely serious facts, both for workers in the public service and for society in general, since as the Report quite rightly says, it is the State which is the largest employer and which should be the model employer. But can we still talk about model employers if seven years after the adoption of the Labour Relations (Public Service) Convention, 1978 (No. 151), only 17 countries have ratified this important Convention? It is clear that in all these fields, we must be able to reverse the machine and look to the ILO to help us to do so.

We are pleased that amongst the three major meetings of industrial committees which took place in 1984 we can include the first session of the Joint Committee for Postal and Telecommunications Services. We should like to congratulate the Office for the excellent basic reports which produced unanimous conclusions on ways of determining remunerations in the post and telecommunication sector, on the working environment and on occupational safety and health. Furthermore, the committee also unanimously adopted six resolutions concerning working hours in postal and telecommunication services, freedom of association and the right to collective bargaining in these services, technological changes in the postal and telecommunications services, women and workers with family responsibilities employed in postal and telecommunications services, youth unem-

ployment and the ILO's activities in the postal and telecommunications field. We are also pleased that for the first time a Workers' member was Chairman of one of the Working Groups, a post which hitherto had been reserved to the Governments alone.

It must be admitted that that Committee saw the light of day thanks to the work and constant pressure for many years by the common front and that, during that session, the Workers' group made considerable efforts and showed a spirit of conciliation in order to ensure that positive results could be attained. We hope that governments will now do their share of the work in the application of the conclusions and there will no longer be this enormous difference between the words of governments in Geneva and their acts once they get home.

We also hope that this Conference will consider the conclusions and recommendations made by the joint committee when it takes up the problem of the occupational health medicine, item IV of the Conference agenda, and the proposals made on the subject of equal opportunities and equal treatment for men and women in employment, item VII of the agenda of the present Conference.

Before taking up the point on the proposed Programme and Budget in the Governing Body's report on the subject, I would like to express our satisfaction that the ILO has convened the joint meeting on employment and working conditions in health and medical services for the period 8-15 October of this year. We would naturally hope to be able to make a constructive contribution towards ensuring a positive meeting. We do, however, regret that this committee is limited to 20 experts (perhaps 26) for the whole world which is entirely insufficient. In view of the complexity of this sector and the subjects involved and the very differing structures in the various countries of the world, we consider that a Committee of only 20 or 26 experts will not be commensurate to the task before it. And therefore here we denounce the extremely limited composition of that committee and we consider that this is really not a serious approach.

In the proposed Programme and Budget submitted by the Director-General for the 1986-87 biennium we have noted with interest and satisfaction that the preface devotes considerable space to two special sectors of economic activity, the first of which is the public sector. In the field of industrial relations, new activities are proposed to promote an improvement in industrial relations, remunerations and labour inspection in the public service and to prepare a symposium on labour disputes in the civil service.

The question of the problems of non-permanent staff in the public service will also be studied by the programme "Salaried employees and professional workers" and in accordance with the decisions of the Committee on Industrial Activities, it is proposed to hold a joint meeting on employment and working conditions in the electrical, gas and water provision services. We also note with satisfaction that this proposed programme "Salaried employees and professional workers" should now include a new subprogramme "Education" at all levels.

Finally, the activities proposed for the other subprogrammes will also concern working conditions for the personnel of public administrations and public services. We note also during the biennium 1986-87 and within the "Employment and development"

programme, new activities will be undertaken in the field of youth unemployment, particularly inquiries at the national level on the various institutional factors such as the structure of salaries and recruitment policies in the public sector. Major programmes specify these activities and I would like to point out a certain number in order to emphasise the importance which we attach to them.

As regards major programme 80 concerning "Collective bargaining and labour disputes settlement", activities are proposed to promote healthy labour relations in the public services on the basis of Convention No. 151 and Recommendation No. 159; it is proposed to study the machinery governing labour relations and in particular the settlement of labour disputes in the public service in the developing countries, a study which would lead to the convening of a technical meeting on the settlement of labour disputes in the public service. Furthermore, it is proposed to undertake a comparative study which will provide the necessary information for solving the technical problems for fixing remunerations in the civil service, and finally a study on the situation regarding labour inspection in the public service. In spite of the fact that public sector activities continue to grow, particularly in the developing countries, public establishments are liable to almost no supervision by this service.

Under major programme 90 concerning policies for the improvement of working conditions and environment, a study is proposed of the new facts in national legislation and practice concerning the introduction of new structures of worktime in the public service.

Finally, a number of proposals, already mentioned, are included in greater detail in programme 100 which deals with sectoral activities.

If we compare all these proposals with those approved by the Governing Body in February of this year, it can be seen that in spite of the positive intervention by the Director-General who also emphasised the importance of the public services as a whole and certain activities more specifically proposed, the decisions adopted for activities to be undertaken in the forthcoming biennium are in sharp contrast with these proposals and inspire considerable disappointment. The study on non-established personnel in the public services has been dropped contrary to the view of the Director-General. No need is seen for a new subprogramme for teaching staff since in general it is said that officials enjoy good working conditions. I will not recall what I have already said on this subject. And the other proposals made in the preface or in the programme proposed by the Director-General are now nowhere to be seen.

This is something which is also valid for the effect to be given to the conclusions of the Joint Meeting on the Conditions of Work of Teachers held in November 1981, which were unanimously adopted, and which included an invitation for the Governing Body of the ILO to set up a permanent joint committee of teaching staff similar to the Joint Committee for the Public Service and the Joint Service for Postal and Telecommunications Services, and to convene a meeting of that committee within a period of five years, that is to say by 1986! No trace of this in the proposals before us in spite of the fact that this very report recognises that they constitute one of the most important groups of workers of the

national economy, both from the point of view of their number and the contribution which they make to economic and national life in general. Nor is there any trace of the other recommendations concerning the activities to be undertaken by the ILO, except for the fact that in the meantime a brochure has appeared, published jointly with UNESCO, on the International Recommendation adopted by the ILO and UNESCO in 1966 concerning the Conditions of Teaching Staff, and the objective of which is to promote this Recommendation, apart from the fact that another study is about to be carried out on the conditions of service of teachers in the developing countries, and that the ILO has taken the initiative of carrying out an inquiry amongst governments and member countries on the possible implementation of the Recommendation of which I have just spoken and its usefulness. Naturally, we are pleased with these few activities and we very much support the last initiative concerning the adoption of a Convention by the ILO on conditions of work and employment of teachers, an initiative to which we will give our full co-operation, as is shown by the fact that this subject was debated at our Congress two weeks ago and will be debated at the world Confederation of Teachers' Congress in October. However, we have to note that these activities are too restricted to meet our expectations and aspirations and demands.

We must make the same comment as regards the conclusions and recommendations of the Third Session of the Joint Committee on the Public Service and the frequency of its sessions; be it a question of the Joint Committee on the Public Service or specific sectors of it. The programme approved by the Governing Body for the next biennium gives no space for the preparation of the Fourth Session of the Joint Committee on the Public Service. We urge that all necessary measures be taken for the next session to be held in 1988. The last one was held in 1983, and the interval has already been too long. I would at the same time like to recall that the First Session of the Joint Committee for Postal and Telecommunications Services unanimously requested that the second session be held in 1988 as well, and the common front also insist on this unanimous recommendation.

As you can gather, we are far from satisfied with the activities decided upon for our sectors in the programme for the next biennium. In spite of the long overdue convening of the joint meeting on electricity, gas and water, we can but not notice the enormous contradiction between the words emphasising the importance of our sectors and the acts which should ensue. Furthermore, we would like to recall and stress the proposal recently made to the Director-General that, in view of the need to extend the Organisation's activities in the field of the public service, the ILO should create a specific branch dealing solely with issues affecting the public service and education. We are well aware of the financial difficulties of the Organisation, but we are convinced of the urgency and the legitimacy of such a request in view of the importance of the sectors concerned.

One concern of ours which is related to the ILO's mission is the role that some international organisations are playing or trying to play in dealing with the problems of our sectors and here I am talking particularly about the International Monetary Fund and the World Bank. The IMF recently carried out a comparative study of the level of wages in the public

service, and yet the ILO has not undertaken any statistical research in this field even though, as we see it, it comes clearly within its terms of reference. The danger exists that studies carried out by other inter-governmental international organisations, in which the workers are not represented, will be used by governments to fix wages in the public sector, whereas it should be for the ILO to provide such fundamental information. Thus, the IMF and other monetary or economic institutions are interfering in ILO affairs, diverting it from its true objectives, in some cases doing the ILO's work—all without the workers being consulted. They thus dictate measures which have a considerable social impact with the sole purpose of establishing economic and financial equilibrium. This is why we ask the ILO to carry out a comparative study whose findings would be studied by a committee of experts.

To conclude, may I once again express our feelings on the subject of a dispute which continues to arise in the ILO concerning the application of standards. We entirely agree with the Director-General and the majority of the Committee of Experts and Committee on the Application of Conventions and Recommendations that there can be no room for flexibility, either in the standards themselves or in the supervision of their application. Though there are clearly different economic and social systems, it is just as clear that standards have to be universal and that their application should be the same for all workers, men and women, throughout the world. You cannot have two or three forms of social justice. Social justice is one and indivisible for everybody everywhere. We cannot accept a plethora of different measures and form of applications in this field.

I should like to emphasise very strongly the belief of the common front in the need to maintain universality of standards. Furthermore, it is our view that the monitoring of ratified Conventions is an essential task of the ILO and must remain so. We must maintain the present system. Furthermore, the common front is opposed to any attempt to turn the ILO simply into a United Nations agency for the administration of labour problems. I reaffirm our dedication to the fundamental objectives of the ILO as regards standards and, above all, as regards the violation of these standards, particularly by countries that pretend to respect the rights of the workers but in fact flout them every day and hope to be able to escape an objective evaluation of the application of international standards – or otherwise leave the ILO.

In conclusion, I would like to congratulate the Director-General on his Special Report on apartheid in South Africa and tell him that we entirely support his action and the ILO's position in this respect.

*Interpretation from Spanish:* Mr. LÓPEZ (*Workers' delegate, Panama*)—I should like, first of all, on behalf of the Panamanian working class, to express to the President our tremendous satisfaction at his well deserved election as President of this great assembly. The Panamanian workers offer their congratulations and their best wishes for a most successful Conference that will bring the greatest possible benefits for harmonious labour-management relations based on respect for the rights acquired by the workers of the different nations we represent.

In the same way, we express our satisfaction at the way in which the work of the ILO has been reviewed



in the Report of the Director-General, which thus becomes an incalculably useful guide for the conduct and successful outcome of this Conference.

I bring you the fraternal greetings of the Panamanian working class, which through me wishes to state its position on the problems facing the people of Panama, where the National Council of Organised Workers, CONATO, the highest unitary organ of Panamanian workers, plays a vital role in the solution of these problems, making possible the restoration of acquired rights which had been snatched away from the working class through the manoeuvres of sectors inimical to the workers. Thus it has been possible to recover the second half the 13th month's pay and a difficult battle is being waged to secure the handing over to the labour movement of the money designated for workers' education.

The Panamanian labour movement draws pointed attention to the non-observance of freedom of association and the right to organise through the denial to bank employees of the right to have their own trade union and the refusal to allow employees of the State to provide themselves with an organisation for their defence by forming their own trade union.

In the same way, we condemn the policy of sapping and pillaging our economy pursued by the transnationals and international financial institutions which, through usurious means, combine to make our economy subservient to the interests of the oligarchies which own these institutions, plunging our countries into planned indebtedness with the clear intention of using this as a weapon to dominate our people with the collaboration and complicity of governments in which some people receive bonuses and commissions and thus become millionaires while the people are suffering from starvation and poverty. Thus, they pool their efforts to impose ridiculously low prices on what we produce and export, while still charging high prices for the money they lend us and the machinery and technology they sell us—a form of trading which results in hunger, poverty, death and outbreaks of violence on an incalculable scale as has been stated by the President of a Latin American country.

All possible analysis of this supposed foreign debt shows that it is unlawful, unjust, irrational and unpayable and should therefore not be paid. In this connection, the CONATO considers that it is the transnationals, the international oligarchies which own them and the developed countries which are really indebted to us, because they have unlawfully taken our wealth away from us by force, deceit, robbery and looting.

Faced with the proven policy of submission of our governments to the transnationals, the International Monetary Fund and the World Bank, the Panamanian workers have devised and put before the Panamanian people an alternative form of independent and sovereign development outside the framework of the austerity policies of the IMF and the World Bank with clear policies for short-, medium- and long-term development to enable us to maintain trade relations with all the countries of the world and choose who are to be our friends, while pointing the finger at the enemies of our development.

We, the workers of the Central American isthmus declare our solidarity with the workers of this region,

many of whom have been forced to leave their jobs, if they had them, and go off to fight as the only alternative to the conditions of repression and murder imposed by the governments in power in the region. Today, the situation in the region is worsening as a result of the embargo decreed by the Government of the United States on the fraternal people of Nicaragua, an attitude which forms part of the warmongering policy practised by the Government of the United States.

We wish to denounce the harassment to which the Panamanian people is subjected by the IMF and the World Bank, which are endeavouring to impose a package of measures detrimental to the welfare of the Panamanian workers; the reform of the Labour Code, the dismissal of thousands of public servants, the reduction in expenditure on public services such as health and education are threats to the workers of Panama and constitute a flagrant violation of established international standards ratified by our country.

The non-compliance with the provisions of the Torrijos-Carter Treaty by the United States gives us great cause for concern; the withdrawal of the occupation troops maintained today by the Government of the United States in Panama, as well as the cessation of the utilisation of our territory as a base for attacks on our brothers in Central America, is one of the fundamental objectives of the CONATO, as well as the return of the canal to its legitimate owner, the Panamanian people. We therefore condemn the training on Panamanian soil of forces to launch cowardly attacks on the people of Nicaragua. We condemn the preparations for the invasion of Nicaragua, which constitute a serious threat to peace and are likely to lead to a bloodbath with incalculable repercussions. Here, the CONATO declares its solidarity with the noble cause of the people of Nicaragua.

The delegation of the Panamanian working class considers that this Conference should adopt resolutions recommending the Government of our country, as well as the other governments of Latin American and Third World countries, to break with the IMF and the World Bank. This break should bring as a consequence the establishment of a new international economic order and a change in the international monetary system which will wipe off the face of the earth the dictatorship of these instruments of repression and destruction of our people. These objectives should be achieved through a meeting of all the presidents of Latin America and the Third World in order to avoid the continued spread of the African disaster which is now beginning to penetrate the countries of Latin America.

This Conference should recommend the lifting of the embargo on Cuba and Nicaragua and the cessation of the intervention of the Government of the United States in Central America through the financing of bands to spread death and destruction, and the immediate withdrawal of foreign troops from these territories.

Lastly, we ask that the American Government be called upon to cease violating the Torrijos-Carter Treaties and using our territory of the free canal zone for the training of mercenaries and murderers of Central American people.

On behalf of the Panamanian delegation, we repeat our thanks and support and best wishes for a successful Conference.

*Interpretation from French:* Mr. FREY (*representative of the International Confederation of Executive Staffs*) – It is my pleasant duty to extend to Mr. Ennaceur the heartiest congratulations on his election, on behalf of the Steering Committee and the member organisations of the International Confederation of Executive Staffs, which I have the honour to represent at this rostrum. His skills, together with his great experience, are a sure guarantee for the success of the the 71st International Labour Conference.

Allow me briefly to recall that the ICES brings together the national confederations of executive staff of the principal industrial European countries, as well as the international federations of executive staff of the major economic sectors of those countries: chemicals, metal trades, mines, agriculture, insurance, transport.

The board and leaders of the International Confederation of Executive Staffs who, like myself, have read the reports presented by Mr. Francis Blanchard, wish to express to the Director-General of the ILO, and all his colleagues, warm congratulations on the very high calibre and exhaustive nature of the presentations made regarding the activities of the International Labour Organisation in 1984.

At this time, of economic and technological change, we are profoundly convinced of the absolute need for fruitful dialogue between the social partners. Such fruitful dialogue, by developing mutual confidence among the parties concerned, will provide economic benefit to our enterprises and will promote the employment of those working in them. Negotiation on economic matters is an integral part of the doctrine of our Confederation and we naturally welcome industrial relations based on bipartism and, even more, those founded on tripartism.

Any form of dialogue serving to reduce the effects of inflation, foreign debt, the energy and raw materials crisis, and hence to restore growth and promote employment, will meet with our support. However, it is not possible at one and the same time to seek the elimination, or at least reduction, of the power of trade unions and on the other hand, to call for participants that are representative, and thus in a position of strength. There lies a choice on which the social harmony and economic development of our nations depend.

With respect to tripartism, while tripartism can and must foster industrial relations, it must also assure a balance between the parties and their interests. It must not entail the unilateral imposition of an arbitrary or excessive burden on one of the parties.

The technological changes that are affecting a substantial number of sectors in our economies constitute a field where bi- or tripartism can and must assist in finding solutions to technical and economic problems, while taking account of the human dimension. So far as manpower is concerned, these technological changes will give rise to both qualitative and quantitative changes. Do they not entail the risk of running counter to Recommendation No. 169 as regards full employment in the member States?

The ICES has already had an opportunity to suggest the adoption of programmes for the purpose, *inter alia*, of providing specialised training or re-training for personnel required for the introduction of new technologies. Such a method together with the provision of full information for executive staff would

make it possible to attenuate the general rise in unemployment, the great fear in the modern world.

From the economic viewpoint it will always be important to find the point of equilibrium, that can allow technology to become fully profitable, without, however, adversely affecting income in terms of capital or real wages. This is one of the social and technological aims in the provision of manpower.

As regards changes in the composition and nature of manpower, ICES does not hesitate to affirm its systematic opposition to any form of segregation, whether it be founded on colour, sex, age or level of education.

As far as we are concerned, marginal forms of employment must cease to exist. To each according to his merits, training, skills and responsibilities. At all hierarchical levels efforts must be centred on the humanisation of labour. Economic rigour must not be invoked as a pretext for failure to promote the International Programme for the Improvement of Working Conditions and Environment (PIACT), and this applies throughout the world.

Regarding the role of the State, ICES denounces any intervention made with a view to reducing wages. This field must remain within the preserve of collective bargaining, i.e. bipartism. The State must assure the maintenance of the real purchasing power of workers, which presupposes effective control of consumer prices. It is true that inflation originates in higher production costs, but it also results from excessive and unjustified price mark-ups.

Coming back to the question of negotiation in economic matters, we remain convinced of the need for a renewal of trade union action. In the face of structural changes, the trade unions can no longer in all cases guarantee protection of the purchasing power of their members. They can, however, by demonstrating a spirit of co-operation, imagination and above all flexibility, contribute to safeguarding employment. Dialogue on the shorter hours of work, on the reduction in annual hours of work, on fixed-term contracts, on promoting and raising the status of women's work, on "useful" training may be the answer.

To create jobs, the International Confederation of Executive Staffs proposes that the dialogue focus on encouraging innovative research, developing new markets and co-operating with developing countries.

We will never agree to the economic crisis serving as a vehicle for egalitarianism. Executive staff, because of their specific role, claim the right to have their social category recognised and to be heard as such at all levels of decision-making.

It is in this spirit that the member organisations of the ICES intend to dialogue and collaborate.

For us, trade union and political mandates must be respected. What would befall a nation in which the most educated citizens shut themselves up in the ivory tower of their own craft or job?

Whether dialogue is on a joint or tripartite basis, the executive staff intend to be heard, which means that they must be represented as professional workers in these meetings, whatever the level.

Furthermore, the ICES ardently wishes to participate in the activities of the ILO as a non-governmental organisation with consultative status.

With regard to the national executive staff organisations which are often victims of a certain amount



of segregation, we claim total representativity in the same way as other categories of workers.

Coming now to the activities of the ILO, I wish to recall how attached our organisation is to freedom of association and to the promotion of equality. As regards women workers, we will never give credence to the thesis that they are second-class citizens and that it is therefore justified to underpay them and pass them by for promotion purposes.

Within the context of the PIACT, the publication of a Code of Practice, *Safety in the use of asbestos*, will certainly help to inform workers and thus protect them better. The adoption of an international standard is highly desirable in this regard.

The World Employment Programme remains one of the major technical co-operation activities of the ILO. In this regard we would like to stress the importance of almost permanent dialogue between the senior officials of the ILO and the officials of the World Bank and International Monetary Fund on the dramatic social consequences for the economies of some developing countries of what is usually known as adjustment policies.

The engineers, executive staff, and specialists of the ICES who have retired or taken early retirement

are prepared to collaborate with the ILO as experts in technological information programmes or management programmes in the developing countries and to act as advisers in the developed countries.

The ICES has noted with interest the efforts deployed by the ILO in the field of training in favour of executive staff, young people and women.

In conclusion, our organisation would like to pay a tribute to the ILO for its efforts in defence of human rights, the quality of conditions of work, the development of human resources, industrial relations, employment and the fight against unemployment and poverty.

Our organisation regrets that the financial resources made available for this great humanitarian work, after allowing for inflation, should be lower than it was some 20 years ago. We would therefore like to congratulate the Director-General on his Programme and Budget proposals for 1986-87, which are inspired by a concern for economic management.

(The Conference adjourned at 7 p.m.)

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Eighth Sitting

Wednesday, 12 June 1985, 10.00 a.m.

President: Mr. Grekov

### FOURTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—The first item on the agenda is the fourth report of the Selection Committee. I call on Mr. Georget, Employers' delegate, Niger, Vice-Chairman of the Selection Committee, to present the report.

*Interpretation from French:* Mr. GEORGET (Employers' delegate, Niger; Vice-Chairman of the Selection Committee)—In the absence of the Chairman of the Selection Committee, Mr. Vargas, I have the honour, on his behalf, to submit to the Conference the fourth report of the Selection Committee, which contains certain changes in the composition of committees.

I recommend that the Conference adopt this report.

*Interpretation from Russian:* The CHAIRMAN (Mr. GREKOV)—The discussion on this report is now open. If there are no objections, I assume that the fourth report of the Selection Committee is adopted.

*(The report is adopted.)*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

*Interpretation from Russian:* The CHAIRMAN (Mr. GREKOV)—Now we will move on to the second item on the agenda: the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from French:* Mrs. SASSO-MAZ-ZUFFERI (Employers' delegate, Italy)—It is with great pleasure that I should like to express on my own behalf as well as on that of the Italian employers, my most sincere homage to Mr. Ennaceur, President of the Conference, as well as to you yourself, Mr. Vice-President.

This year's Report of the Director-General contains a detailed analysis of the causes and effects of economic policies resulting from the world recession which prevails in a large number of countries. It includes an objective evaluation of the results of these policies on inflation, employment, foreign trade and conditions of life and work. We therefore wish to express our gratitude to the Office for preparing this Report.

The search for a reasonable balance between economic imperatives and social justice remains the great challenge facing the system of industrial relations and tripartism. This is stated in the Report and it is something we note day after day in our work.

Italy is one of the countries which set the example of having chosen tripartite national agreements to tackle the unfavourable consequences of inflation and unemployment. Indeed, in the face of the critical points which characterise our social and economic reality—inflation, public deficit, high labour costs, the cost of financing enterprises and the rigidity of the factors of production—the “triangular” method has been put to the test since 1981 when inflation ceilings were established which had to be taken into account by all concerned in the development of labour costs.

The successive stages of this approach, which proved more difficult than expected, are well known. The Report mentions the most significant: the tripartite agreement of 22 January 1983 and, one year later, a government document dealing with economic and income policy. Although this document was not supported by the trade union confederation CGIL, it was signed by all the other public and private employers' and workers' organisations concerned in the various sectors.

But, in addition to a number of successive developments—a legislative law, an act and a referendum on the possibility of establishing wage index ceilings through legislation—a profound change occurred in industrial relations. This was characterised by a loss of representativity of the trade union organisations, particularly as regards the highest occupational categories. This is a phenomenon common to many other European countries, as the Report indicates.

The dialogue between the employers' and workers' organisations was initiated and was then interrupted. This was one of the aspects of the recession which the various social forces of the country wish to resolve to the benefit of all concerned.

It remains true, however, that triangular negotiations and bipartite collective bargaining, which after the 1983 agreement led to the renewal of the majority of the branch collective agreements which had expired, were an interesting development. Different guide-lines from those followed previously had been established. Efforts were made to move from a more exclusive consideration of “independent variables” to one of “system compatibilities”. The wage policy as a whole was reoriented towards recognising professional commitment and merit as opposed to egalitarianism and the excessive recourse to guarantees which dominated throughout the seventies. Greater, though still limited, emphasis was again

placed on negotiation by reducing the scope, which remains excessive, of automatic mechanisms for wage increases. This was the first aspect of the action of the employers, which is still being pursued with a view to achieving other constructive results. However, the cost of labour, one of the structural axes of public expenditure and the competitiveness of our undertakings, however, has not yet been solved.

The Report of the Director-General has enlightened us on the methods which have been adopted, with variable results, in a number of countries. We note that efforts to this end are being made everywhere.

We are convinced that integration between the various Western economies is a reality and an obvious necessity. Labour and capital, technology and research interact beyond national frontiers and beyond historic protectionism.

This integration presupposes the updating of the relationship with the new realities obtaining within the enterprises, the modernisation of wage structures and the system of indexing wages. This is one of the methods contained in the Report.

The employers of Italy have courageously and realistically proposed the necessary reforms which are closely linked with the other aspect of our concerns, namely the challenge—again at the European level—of employment.

While it is true that the present-day situation is less favourable than before to job creation in Europe, we must recognise that it is no longer possible to meet the needs of change in our societies without flexible and appropriate instruments for mobility. Convincing explanations on this point are contained in the Report. Nor is it possible to adjust the speed of the demand for employment with the availability of jobs when the constraints and rigidity are largely due to rules which have become outdated in our society. On this crucial subject, we have noted a growing consensus in public opinion.

In our country, and unfortunately this is true in many other countries as well, both in Europe and elsewhere, there are still absurd desires for rigid controls, for bureaucratic licences, provisions for excessive guarantees, which make the instruments of recruitment, vocational training, apprenticeship, and partial unemployment compensation obsolete.

In our opinion, without greater legal and administrative flexibility and greater mobility on the labour market an active employment policy becomes illusory. This policy must deal with all the stages of the training of young persons. First of all at school, by devoting greater attention to vocational training and new technical skills, apprenticeship and the entrance to the employment market, with wages which are adequate and working hours which are adapted to flexible work contracts, beyond the dominant formula of contracts without limit of time. However, we must pay proper attention to those regions especially hit by the problem of unemployment, particularly as regards young persons.

These are the reasons why employers are puzzled at the idea of employment creation by decree, the principle of which is akin to welfare. In our opinion employment is the product of economic development and the proliferation of enterprises. State planning alone cannot solve the problem. The experience in our country shows that the price paid by society in this respect is measured in terms of waste of financial

and human resources, favouritism and sometimes corruption.

The future of industrial societies is based on their capacity to create wealth and to distribute it to all sectors of society. The market alone can judge whether the system works effectively and there is sufficient competition, and profit is the measure of an undertaking's success. Modern states must face up to change by promoting this process so as to secure the resources needed to protect the weakest elements of society and those not yet part of the labour market. The modern state, rather than being oppressive, should promote individual liberties and guarantee proper rules for respecting the role of the social partners. This is our interpretation of tripartism.

The solution to the employment problem adopted by countries which have obtained undeniable success in this sphere can be summarised in three stages: greater productivity, more productive investment, more employment. On the other hand, in countries in which rates of growth have been sacrificed in favour of wages it has proved more difficult to find job outlets. Studies carried out in various countries concerning the effect of shorter working hours on employment all reach the same conclusions: that this alone is not sufficient to guarantee new jobs. Moreover, the large differences in the hours actually worked make it difficult for every country to introduce the same system. Reorganisation of working time is the solution which has been most widely adopted and more and more is being done by way of flexibility to harmonise the interests of the workers and employers.

The employers of Italy—both nationally and regionally—have made concrete proposals concerning the recruitment of young persons by introducing part-time and fixed-term contracts, training contracts and other measures which would render the present system more flexible. The results have been encouraging and promise to continue being so.

While we do not wish to deny the historical trend towards shorter working hours, we are convinced that this is possible only if there is satisfactory and solid economic growth, which is both the source and consequence of an effective and competitive system. In various parts of the Report, the Director-General makes us reflect on one constant fact: that the competitive nature of industry can nowadays be measured no longer by a single country but by a set of countries. Western Europe is faced with economic and trade challenges which go beyond the important, but limited social considerations. There can be no social progress without taking into account the inter-relationship between these aspects and technological change.

The widest and most rapid dissemination of technological progress at all levels and in all sectors is therefore imperative for any modern society and enterprises are having to make tremendous efforts to adapt and cope with many problems, particularly those deriving from the changes in job profiles and job content that are analysed in the Report.

Information and consultation of workers through adequate procedures are a widespread reality. However, we must beware of giving in to the temptation of regulating problems by imposing rigid standards on a process which may well be based on national practice and differ as to the methods used but gives satisfactory results.

Before concluding, allow me to confirm once again this year the support of the Italian employers for the co-operation programmes of the ILO. We hope that the difficulties referred to in the Report will be solved as soon as possible. Our major interest relates to activities in favour of employers, in which I have been privileged to co-operate, particularly those carried out at the Turin Centre where the high level of the programmes and trainees merit due appreciation. In this connection we reiterate our appeal for other countries who are also aware of the need for technical assistance and training in the various continents to lend their support to the efforts made by the Italian Government, supported by the employers' and workers' organisation. A serious commitment by several governments will preserve this most valuable tool of the ILO which deserves more concrete support than just unanimous appreciation.

Mr. KAZMI (*Government delegate, Pakistan*)—Before I make my submissions on the Report of the Director-General, I feel privileged and honoured to congratulate the President most sincerely on his assuming the distinguished and coveted office of President of this Conference.

There is not doubt in my mind that under his able leadership not only will the proceedings of the Conference be smooth but we shall also be able to deliberate successfully on the various issues of far-reaching importance for which we have gathered here. I would also take this opportunity to offer my sincere compliments to the Vice-Presidents of the Conference.

While going through the Report of the Director-General about the activities of the Organisation during 1984, I have found that he and the team of his experts have done a good job in presenting the gist of what the Organisation has achieved during the past years and the way it proposes to move further. The Report has analysed in detail the economic, social and technological developments that have taken place and the likely impact of these changes on the member States, their institutions and individuals. The challenges that have been raised by the new developments call for the attention of each one of us here, irrespective of whether one belongs to the developed or the developing world, especially with regard to preserving tripartism and improving industrial relations.

As you know, the tripartite structure of the ILO is its unique feature, one which has no parallel. I consider it the "bridge" that brings together representatives having different interests and holding divergent views, I mean, the employers, the workers and the governments. It is this special feature of the ILO which has helped us to work together and it is again this quality which offers the guarantee of safe sailing in the future.

Tripartism is simultaneously the core of consensus at the highest international level, I mean this Conference, as well as the edifice of the industrial relations system both at macro and micro levels in the national context. Industrial relations, therefore, draw their sustenance from tripartism.

Tripartism and industrial relations, as pointed out by the Director-General in his Report, are being subjected to great stress and strain due to the new

emerging realities in the social and economic fields. It is, therefore, imperative that the ILO consider measures which should preserve both these institutions.

Pakistan fully recognises the role of the co-operative tripartite relationship, since we believe that consultation and co-operation are *sine qua non* conditions for mutual understanding and good relations between the partners of production and the Government. And let me say that being among the active Asian Members of this Organisation, we have been introduced to tripartism by the ILO itself. Following the analogy of the ILO, we have set up in Pakistan a Tripartite Labour Conference, which meets from time to time, and a Standing Labour Committee, the executive arm of the conference, which holds its meetings more frequently. These two bodies advise the Government on matters relating to labour and also comment on the social and economic policies of the State. Believing firmly in the intimate collaboration of workers, employers and the Government, representatives of the three groups are included on the executive bodies responsible for various welfare programmes being run for the workers in the country. The workers' and the employers' representatives are invariably associated with the formulation of our five-year plans and the national budget.

In its efforts to develop a labour-management system which may react to the needs of the economy, the Pakistan Government has not only taken into consideration the level of development of our workers both from the educational and skill point of view, including their ability to hold against a bigger partner, I mean, employer, by encouraging the existence of autonomous and representative organisations, but has also kept in view management aspects among employers and their overall ability to reward the work taken by them and also to prepare them to sit across the table to negotiate with the former.

Pakistan's labour laws have been so framed as to bring about the settlement of differences whenever they arise. Apart from a number of labour courts, we have established at the highest level a National Industrial Relations Commission which is the highest judicial body in the field of labour and hears both parties in order to resolve their differences in the light of the provisions of law and the facts which may be presented before them.

The recommendations of bipartite and tripartite fora and the court decisions have a healthy impact on the relationship between workers and the employers.

The labour policy of the Government of Pakistan envisages viable and effective labour-management relations. The workers at the factory level participate with management through their representation at joint management boards, management committees and works councils. The system of shop stewards is an effective channel for the redress of individual grievances at the shop-floor level. The Industrial Relations Ordinance of 1969, which provides for the settlement of collective as well as individual grievances, trade unionism and the institution of CBA, has effectively helped in promoting healthy labour-management relations in my country.

There is no law or convention more important or dear to us than the tenets of Islam which are the guiding principles for us in all walks of life and in the field of labour-management relations in particular. It is to the credit of my Government, which started the

process of Islamisation of laws including labour laws, that both the parties now fully appreciate and wholeheartedly subscribe to their new role under the Islamic system. Accordingly, labour-management relations in Pakistan are governed by the principles of Islam, which safeguards the rights of workers as well as of employers.

It is a matter of satisfaction for me to inform the house that in spite of heavy odds and pressures, both external and internal in character, Pakistan has been able to achieve a reasonably good performance so far as economic development is concerned.

Pakistan's economy has shown progress during the last eight years. We achieved 90 per cent of targets fixed during the Fifth Five-Year Plan which was completed in 1982-83. Not only did the country maintain an overall 6 per cent growth rate converting a huge deficit into a modest surplus, but we were also able to bring down the rate of inflation to one-digit level.

We are in the third year of our Sixth Plan now—the two years that have been completed have been a difficult period because of resource constraints and natural calamities. The targets laid down in the agriculture sector could not be adhered to because of shortage of rainfall and water supply. Shortage of water has been adversely affecting the supply of power to our industries, which have had to resort to load-shedding.

Dependence on the traditional sources of energy has become a nightmarish experience for many developing countries and we have had a particularly bad experience in this regard. Pakistan's thermal, as well as hydro energy resources, are at a level far below demand. It is because of the needs of employment and basic human requirements that we are obliged to develop indigenous sources of energy, bio-gas and solar energy being on top of the list. But these sources put together do not meet even half of our requirement. We are therefore compelled to develop nuclear energy for economic purposes.

Turning to Part II of the Report of the Director-General, I wish to place on record the Pakistan Government's appreciation of the keenness of the ILO to continue to play the role of the question of the rights of both the workers and employers and to come up with programmes for their well-being. The Director-General's efforts to prepare new international labour standards and to promote the application of these standards concerning, for instance, the reporting system for occupational accidents and diseases, the protection of workers in case of bankruptcy of the employers, protection of workers against substances considered hazardous for health, special emphasis on safety and health in the building and construction sectors, or extra care for indigenous and tribal populations—these are some of the areas—deserve support and demonstrate the dynamism of this Organisation. Let me declare, on behalf of Pakistan, that we wholeheartedly support the new initiatives of the Office in this direction.

The ILO has very well advocated the cause of human rights and the concrete measures taken by it in the form of international labour standards are a testimony to the concern of this Organisation to protect them, more particularly in the social sphere. The various activities outlined in the Report to promote the application of these standards deserve commendation. Pakistan reaffirms its commitment to

the principles set out in the various Conventions and supports the measures taken through direct contact methods, dispatch of missions to the problem areas and through the activities of the Committee of Experts.

Pakistan recognises the work done by the ILO to combat the policies of apartheid and the financial assistance offered to workers in South Africa for human resources development, vocational rehabilitation, employment and rural development under the regular budget for the technical co-operation programme of the ILO.

While on this subject, I would like to acknowledge with thanks the support extended to Pakistan by the ILO for the promotion of human resources development through its regional agencies such as ARTEP, ARPLA and APSDEP and through other multilateral donor agencies. The ILO's efforts in the field of technical co-operation have played a dominant role in identifying areas where technical co-operation is necessary and in establishing projects which have resulted in a positive contribution to the well-being and safety of workers, especially those belonging to the developing world. As far as Pakistan is concerned, we very much appreciate the efforts made by the ILO and other participating agencies in establishing various training programmes in my country, including safety centres in the field of mining, population planning and workers' health programmes.

The importance of these efforts cannot be over-emphasised. The fact remains that the tendency towards a lack of mobilisation of adequate funds for these programmes will be a serious blow to the very objective of welfare of the workers so steadfastly being pursued by this Organisation. It is, therefore, a matter of concern for us that the decline in resources from multi-bilateral and donor agencies has been posing a threat to the targets set out on this front from 1982 onwards and there is no certainty regarding the flow of aid, and this is going to affect the programmes of the ILO, especially in the least developed member States.

We therefore support the diversification of funding resources planned by the Director-General and hope that the new relationship which the Organisation is going to establish with the World Bank and other regional financial organisations will bear fruit.

With a view to meeting the requirements of economic and social development, Pakistan still has a long way to go to enjoy the fruits of progress for its rather large population. Given peace and tranquillity that would, *inshallah*, be a possible task. Let me, here, draw the attention of the Conference to a problem that has been imposed on us from outside; I mean the influx of Afghan refugees who have been forced to seek shelter in Pakistan because of the intervention of foreign forces in their country. This has compelled us to divert our scarce resources to the upkeep of more than 3 million of our Moslem brothers from neighbouring Afghanistan. Pakistan has welcomed these refugees on purely humanitarian grounds and desires that a political solution be found to the situation in Afghanistan as early as possible, in accordance with the principles of justice and the decisions of the United Nations. Such a political solution, in accordance with which the foreign troops would be withdrawn, could enable the Afghan refugees to return to their own country in peace, dignity and honour.

I would like to take this opportunity to express Pakistan's deep gratitude for the moral and material help which has been extended to us by the United Nations and the ILO.

I should be failing in my duty if I failed to express our concern about the continuing violence and turmoil in the Middle East. The root cause of this turbulence is the continued denial of the right of the Palestinian people to self-determination and to establish a State of their own in their own homeland. Pakistan hopes that a viable mechanism will soon be established for broad dialogue aimed at the achievement of a comprehensive and just settlement in the Middle East. In particular, we hope that the agony of people in Lebanon will soon abate following the complete withdrawal of Israeli invasion forces.

Apartheid and flagrant disregard of human rights by the White racist minority regime still continues. This House has repeatedly condemned the atrocities that are committed on the Black majority. Pakistan once again denounces the Pretoria regime for its inhuman policies which have resulted in the loss of innumerable innocent lives. We also strongly condemn the efforts of the Pretoria regime to circumvent Security Council Resolution No. 435 on the independence of Namibia by the imposition of an interim government on the territory, and we salute the valiant struggle of the people of Namibia under the leadership of SWAPO for the independence of their country.

The loss of thousands of lives because of famine on the African Continent is a great tragedy. It is imperative that adequate international assistance be mobilised for the famine-stricken people in Africa. The Government of Pakistan has already contributed 15,000 tons of food to several African countries and we are examining other possible means to assist them.

I would also like to express my delegation's deep sorrow and concern at the recent tragedy causing colossal loss of life and property in Bangladesh. The people of Pakistan share the grief of their brethren living in Bangladesh. Our President has already visited the affected areas and we pray to God Almighty to give strength and courage to the affected families and the Government of Bangladesh to face this situation with confidence.

Before I conclude, I wish the Conference every success.

**Mr. OPLE (Minister of Labour, Philippines)**—Mr. President, I am personally delighted to see you at the helm of this critical and highly strategic session of the International Labour Conference. Your presidency inspires confidence and respect, for you bring to this Office the weight of your vast experience in the service of both Tunisia and the international community.

Exactly ten years ago, in 1975, I had the privilege of occupying that office. The energy crisis had then inflicted its most severe affliction on the entire world economic order but especially on the non-oil-producing developing countries. At the same time, it made possible the release of about US\$600,000 million in capital flows to the developing nations: one event announced the end of energy profligacy and an era in economic history, and the other announced a grand opportunity for the development of the poor nations through massive capital flows. That opportunity has

now turned into a catastrophe and the lofty dreams have become a nightmare. How to manage the worst effects of that catastrophe, especially on the working people who are the worst sufferers, is our major preoccupation in this 71st Session of the International Labour Conference. The specific task of the International Labour Organisation and its tripartite constituencies lies, as a matter of fact, in sorting out, from under the massive debris left by these two inter-related events, some nuggets of hope. We are searching for possibilities of using the ILO's unique tripartism to give that hope a concrete form both at national and international levels. This is what the Report of the Director-General has set out to do. It suggests that the proven power of the social dialogue, based on tripartism, can be harnessed to bring this current disruptive crisis in many countries under control and see that it helps buttress national unity instead of endangering it.

The Report wisely counsels that dialogue implies the existence of a minimum degree of trust and faith as a precondition for its success. It recognises that a dialogue is doomed to fail where ulterior political goals overshadow the merits of a process towards a social compact. Such dialogues must be based on the assertion of a common force of rational will to overcome difficulties, certainly not to exacerbate them in the service of clandestine political designs.

Within these limits I believe the Report succeeds in revealing a hard core of hope amid the debris of the debt crisis and the persistent economic stagnation of most countries, especially those in the Third World. Nations afflicted by the debt crisis and balance-of-payments shortages may either fall back on the democratic process and its often marvellous recuperative and healing powers or fall into the temptation of using naked state power as a more decisive short-cut for bringing about national stability, no matter how illusory.

In our own time, Germany has exemplified these contrasting choices. It chose fascism as a result of Versailles, following the First World War, and embraced democracy with equal ardour after the Second World War from the same soil of defeat and temporary impoverishment. This lesson of contemporary history, however, is not always instructive for developing nations, whose own histories are shorter and whose economic and political frames are more fragile.

The ILO's unique tripartite tool of consensus through open dialogue based on trust can indeed help tilt the balance for democracy and social solidarity in many countries. This is more critically true in proportion to the rapid accumulation of impatience and frustration with tedious and inefficient democratic institutions.

In my own country, there is now an historic mass of experience in democratic tripartism, which we consider a national asset in the management of social and economic crises. The Philippine Labour Code itself stands as an eloquent testimony to the power of tripartite consensus. I have no doubt that without this unique approach, which President Marcos has exalted to the level of a national policy, the pernicious effects of the IMF-inspired economic adjustment policies would have wrought far greater damage on the fabric of our national and social stability.

In September this year a national tripartite congress in Manila will examine all aspects of the current

crisis from the standpoint of employment, incomes and industrial peace in what will be the equivalent of a national social summit. We hope this meeting can catch the early inputs of a team from the ILO, specifically the Asian Regional Team for Employment Promotion (ARTEP), which has agreed to research the implications of economic adjustment policies in the Philippines on wages, employment and working conditions jointly with our National and Economic Development Authority and the Ministry of Labour and Employment.

We are grateful to the Director-General for authorising this pioneering study which may have significance later for other developing countries that are in the grip of these harsh policies pursued in the name of economic stabilisation.

These policies, as they have applied to the Philippines, directly caused the retrenchment of over 100,000 workers, mainly in the manufacturing sector, in 1984. They triggered a total of 282 strikes or lock-outs, involving more than 65,000 workers, and may have emboldened the forces of subversion to step up their agitation and illegal activity. This train of events began in October 1983 when the Philippines was cut off from its international trade facility and sought the restructuring of its foreign debt with the help of the International Monetary Fund and the World Bank.

A settlement has now been achieved, which restores the trade facility of US\$4,000 million to the Philippine economy. The scourge of inflation has now been reigned in and we have moved forward to a new plateau of economic stability and recovery. The strain on the social fabric has been considerable, to say the least, and would have been much worse without the healing power of the tripartite consensus.

The ILO is obviously faced with the task of setting off or marking the specific areas within its own competence in which it can render meaningful help to the recovery of all these distressed and often socially fractured nations. To a real extent, the ILO's ability to do this will define the limits of its relevance in a world now perpetually besieged by economic crisis and threats of social and economic dislocations.

I cannot think of a challenge to the ILO more critical and strategic, or more fundamental, since its founding in 1919. The ILO then emerged as a message of hope amid the debris of the First World War, as though all the human losses in the carnage of that war could be justified in terms of a flowering of the world's social conscience. We have just seen in our own time how the power of finance could so easily and cavalierly shame the power of the world's social conscience so carefully nurtured by the ILO. While we here struggle to put together the nuts and bolts of social progress through international Conventions and Recommendations, a decision taken in the councils of men of finance elsewhere could instantly unravel this ball of thread painstakingly formed out of the just conscience of mankind. And this has been done even without a passing gesture of polite recognition towards those institutions that represent the social dimension of development.

The Philippines, in the past several years, has urged this forum and the ILO to recognise the existence of a vital interface between the decisions of the world financial institutions and the ILO's own role as the pace-setter of social progress. We also have advocated an international conference which

will bring together the decision-makers of finance, trade and labour precisely to address this interface between social and financial policies. I am glad that there is now a convergence of minds on this fundamental issue of policy co-ordination. The Director-General has taken the initiative to create a global framework of dialogue between the ILO and its fraternal agencies under the United Nations system, notably the IMF, the World Bank, the GATT, and UNCTAD. The Philippines welcomes without reservation the announcement by the Director-General that in the fall of next year, 1986, the ILO will bring about a major high-level meeting in Geneva of all these agencies and which I also hope will provide a forum for the workers and the employers to articulate their perceptions of the social implications of IMF/World Bank economic adjustment policies.

Perhaps, no matter how hard we look and exercise our imaginative faculties, there are no solutions in sight. Perhaps God wants to chastise mankind for its arrogance and he is using the bankers to work his will. The technological innovations of this century, after all, dwarf all the achievements of science and technology since the dawn of mankind. The sudden arrival of the information age, based on the microchips, is threatening a more rapid obsolescence of classic industries and the institutions based on them. But all history argues an optimistic view of mankind. The raw power of technology, which generated the industrial revolution, has been tamed and civilised through a constantly advancing social morality which the ILO has promoted and enforced through its international labour standards. Perhaps the ILO should now proceed to tame the beast of money as it has civilised the earlier beast on the world historical stage, the industrial machine. Perhaps we need a new ergonomics, tailoring the machinery and technologies of money to the needs and welfare of working men and women who comprise the vast majority of mankind, although their interests are not always the most visible or the most commanding in both national and international councils.

There is a sense in which international institutions, including the ILO, must choose between boldly facing new frontiers or risking obsolescence or, even worse, irrelevance. This is not to say that the more mundane tasks of standard-setting should be eclipsed in the ILO by sweeping new visions; the concrete work of the ILO in terms of standards and technical co-operation will still be its essence.

But the strategic interfaces between the ILO's work and other powerful forces shaping the world's future must equally engage us. And I am glad that this recognition, especially at the crucial junction where labour and finance meet, has already taken place in the ILO. I welcome this commitment to explore new possibilities of setting benchmarks of human dignity even in the arcane world of money and trade, with all the brute power they represent over mankind. Certainly this is the most urgent and most daunting challenge to the ILO and its tripartite constituencies today.

*Interpretation from French:* Mr. NADJIR (Government delegate, Niger)—Allow me to join with the preceding speaker at this rostrum in congratulating Mr. Ennaceur most warmly on his brilliant election to the Presidency of the 71st Session of the International Labour Conference.



The delegation which accompanies me and I myself are convinced that, thanks to his knowledge of the world of labour and his experience in international assemblies, the deliberations of the present session will be extremely successful.

Furthermore, I should like to express my gratitude to the distinguished personalities who have been kind enough to honour us with their presence and to ask you to convey to them our welcome.

I should not like to conclude this part of my statement without expressing my encouragement and that of the delegation accompanying me to the Director-General of the ILO in his continuous devotion to the cause of humanity.

Once again, Sir, please be our spokesman and assure the Director-General that my country, Niger, will continue untiringly, with courage and determination, to lend him the support he may need so as to attain the noble objective which is ours, namely the well-being of all the working peoples throughout the world.

I should also like to take this opportunity to congratulate the Director-General and the Governing Body of the ILO on the excellent quality of the report, which once again this year, has been submitted for our consideration.

The choice of the subjects put before us for reflection, the precision and the clarity of the Report as a whole, are once again clear evidence of the Director-General's continuing devotion to the cause of improving living conditions throughout the world and in the developing countries in particular.

In examining closely this report, two main points emerge. It is evident, on the one hand, that solutions are being sought for the evils from which our world is suffering and, on the other hand, that the activities of our organisation's secretariat are becoming increasingly efficient under the enlightened guidance of its Director-General.

As regards Part I of the Report, which deals with industrial relations between employers and workers, I should like only to deal with questions that are connected with the developing world in general, and Africa in particular, as illustrated by Niger which I represent.

As has been so well stressed in the Report, the world of labour today is facing unprecedented challenges owing to the fact that we are living through a period of very deep structural change, which has most probably never been experienced before. Although this crisis has not spared any country in the world, we must nevertheless admit that the Third World has been the most severely affected.

In addition to the difficulties due to the pernicious recession, the burden of international debt and costly development programmes, the Third World is confronted with serious food crises linked to adverse climatic conditions, which have considerably disrupted labour.

Apart from all these problems, African countries south of the Sahara, among them mine, have been suffering from the scourges of drought, famine and malnutrition, prompting a flow of manpower to the less affected regions outside the country. These have resulted in the consequences linked to exodus that we know so well.

The fact that I am recalling this problem from this rostrum does not mean that I am going to discuss these matters at great length, as they have already

been discussed elsewhere, both within this organisation and at other international meetings. However, I should just like to clarify the special situation of my country, as regards the important theme of our discussion "industrial relations and tripartism".

Although industrial growth in the developing countries represents one of the main objectives of international co-operation for development, the fact remains that practically the entire working population of our countries is working in agriculture and craft industries, as well as in very many individual commercial activities where there is no real wage relationship. Thus a large proportion of the workers are occupied in this informal sector, or in small family enterprises, which do not come under the supervision of the public authorities and trade unions.

It is for this reason that I should like, first of all, to discuss the efforts made by my Government to ensure that this important group of workers is not placed in a secondary position, as they constitute the very fabric of the social and economic life of my country; I shall then turn to so-called modern sector which, for its part, is very much concerned by tripartism and industrial relations.

The Government of Niger, in its constant attempt to guarantee safety and well-being to all its subjects by providing equal opportunities for all, felt, at an early stage, that it was necessary to integrate the whole of the population of the country in the work of national construction.

To this end, the Head of State, on the 14th anniversary of Niger's Independence on 3 August 1974, launched the idea of a society for development, which would provide a framework for an accelerated, coherent and harmonious development policy, involving the active participation of all strata of society. He said, and I quote: "The setting-up of a Society of Development implies that we must build up a morally healthy and balanced society, fundamentally united, which is reaching for common goals and fired by the same will to progress. A society such as this successfully combats disease, hunger and ignorance; it is a society within which man works and produces results; within which the woman takes part without renouncing her role of wife and mother, teacher of her children and homemaker; it is a society which must foster the self-fulfilment of young people and inspire them with patriotism and a civic spirit, whilst also ensuring their full participation in national life." Economic and social development in Niger therefore has three basic maxims: "consultation, dialogue and participation." From the smallest hamlet to the urban centre and town, each citizen participates in the life of the nation, through development counsels to which representatives are freely elected.

Both at the local and at the national level, the population has inexorably become the masters of its own destiny.

At this stage, I should particularly like to emphasise that, during the past decade, several national debates were organised on the various vital sectors in Niger to find just and equitable solutions for our country's social and economic problems. These included national debates on education and the educational system, on health, on desertification, reforestation, agriculture and animal husbandry, to mention just a few.



The National Development Council is working on the solutions, advocated during these debates by drawing up programmes designed to make them effective. This bears witness to the fact that Niger has found an efficient formula for getting out of a situation of underdevelopment.

The rural workers and those in the informal sector, who are not directly concerned by tripartism in the strict sense of the term, have thus found an adequate framework for dialogue, consultation and participation in the solution of socio-economic problems.

The fact remains that Niger is basically an agricultural country and the peasant farmer constitutes its driving force.

Our country needs a moral order. Faced with an international economic crisis and scourges of all kinds, such as desertification and drought, Niger, aware of its natural and human resources, has decided to meet the challenges of the time and play a role commensurate with its past so as to preserve the dignity and pride of its people. In mobilising and putting to rational use our human potential we must inevitably resort to dialogue and consultation.

As our Head of State has said: "In our attempts at development, we have overlooked one basic factor. The traditions and customs of our African continent form the very fabric of our civilisation—and this we have forgotten in adapting models from other cultures."

Niger, through its original method of development, has turned once again to one of Africa's most sacred practices: namely dialogue and the right of national collective expression.

I should therefore like to express the hope that tripartism will be built up on the basis of healthy industrial relations and that this will lead to harmonious development and social progress for the whole country in all sectors of activity, and in the development process.

I now come to the second subject we must consider: tripartism and industrial relations in the modern so-called structured sector.

The Director-General has very well emphasised in his Report that the international economic crisis started in the countries of the North following two energy crises, in particular due to the increase of hydrocarbon prices. This led to increased protectionism in these wealthy countries, resulting in a drop in commodity prices on world markets.

The consecutive reduction of exports, added to the increase in the cost of imports, caused a disaster nearly everywhere in the balance of payments situation, especially in countries which depend on commodities for their foreign exchange income. In Niger there was a decline in the demand for uranium and consequently a drop in the purchasing price, leading to a reduction of investment capital to the detriment of the building and public works sector. Faced with a drop in sales, the enterprises providing goods and services had to dismiss a large number of staff so as to lighten their social security contributions and remain economically viable.

This situation was an unprecedented blow for industrial relations and tripartism.

However, in a sincere effort of solidarity, going beyond more declarations of pious intent and transcending individual self-interest, workers and employers formed a common front to brave the crisis.

Having associated the employers and workers during times of economic euphoria in the equitable distribution of the fruits of collective success, the machinery of solidarity and tripartism once again fully played their part by bringing employers and workers to assume in peace, dignity and justice their share of the sacrifice which was required for the survival of the undertaking.

In spite of the constraints of the crisis, the world of work was characterised by a serene social climate and healthy industrial relations.

There is no doubt that this peace and serenity are due to the concerted action of the administration, the employers' and workers' organisations.

It is because they are aware of the fact that tripartism, which is dear to the International Labour Organisation, must be the guide-line for all sustained social progress that the authorities have always associated the social partners, employers and workers in decision-taking.

No economic and social development plan can be conceived, elaborated or carried out without the full participation of the representatives of the employers and workers. As regards trade union rights, within the framework of the activities of the International Labour Organisation, I would like to mention that Niger has ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No 98), which supplement the legislative texts and regulations on this subject at the national level and monitor their strict application.

The trade union central organisation is also a member of several advisory committees including those responsible for labour, occupational safety and health and vocational training as well as other tripartite bodies and in particular the Board of the National Social Security Fund over which it presides.

In Niger we have understood that industrial relations are a guarantee for the viability of economic resources, a factor of social promotion and constitute a barometer for the moral health of the social partners and this is why everything is done so as to consolidate its indispensable complement, namely tripartism, which prevails in all areas of interest to the working world.

With the persistence of the economic crisis, anxiety continues to prevail in the developing countries regarding a possible deterioration of industrial relations. Although some indicators of economic recovery have shown a significant improvement, it is nevertheless painful and depressing to see that the recovery has not yet arrived in our developing countries.

If up to now financial rigour has been socially bearable with the slowness of the economic recovery, what will be the future of industrial relations or even tripartism?

In the developing countries, faced with a scarcity of financial resources, the drop of commodity prices and the high cost of indebtedness, the constant concern is to combine economic growth and social stability.

The common objective of tripartism and industrial relations can be thus summarised.

As I have already said, the Government of Niger has always denounced and will always continue to denounce in all international force any form of co-operation with South Africa, whether it be economic,

cultural, military or of any other kind. Faithful to its principles, the Government of Niger reiterates its commitment to the respect of all decisions aimed at eliminating apartheid in all its forms because it constitutes an odious crime against humanity as a whole.

Allow me in this connection to quote from President Seyni Kountche on the occasion of the 23rd anniversary of the Republic of Niger on 18 December 1982: "My thoughts go naturally to the oppressed peoples. It is in equality, in liberty and justice that we shall actively seek the accession of Namibia to national sovereignty, the recognition for our brothers of South Africa of their inalienable national rights and the final return of the Palestinian people to its unjustly usurped homeland."

It is in repeating once again this firm commitment that I wish full success to the work of the 71st Session of the International Labour Conference.

Mrs. LEIJON (*Minister of Labour, Sweden*)—On behalf of my Government and on my own behalf, I should like first of all to extend to the President my warmest congratulations on your election to the presidency of the 71st Session of the International Labour Conference.

My own experiences from last year, when I had the privilege to fulfil the same function, tell me that you will be experiencing a very busy time indeed these coming weeks. But I can also assure you that it is a highly rewarding responsibility that you have been entrusted with.

The Director-General's Report to the Conference is, as usual, a very valuable piece of work. I am sure that many other speakers here will agree with me that the subject of "industrial relations and tripartism" is at the core of what the ILO's work is all about. Deepening and developing relations on the national level is an essential mean by which to solve very difficult problems arising from structural changes in demand and output of goods and services and resulting strains on employment and work in almost all parts of the world.

The inevitable process of renewal and reallocation can best be carried out in an open and continuous dialogue between the three parties involved, both on the national level and in a multinational forum like the ILO.

In a study carried out by a private Swedish research institute entitled *Jobs in the eighties* a comparison is made of the attitudes of people in various countries to their work. In Sweden it was found that more than 80 per cent of employed persons had a sense of full involvement in their work—a very high figure indeed.

This in my view gives an indication of how vital it is that those in employment should have job security and be given an opportunity to practise co-determination at work. In the report, this commitment to work is called "the invisible contract".

Women constitute half the world's population. Women, according to the ILO, account for two-thirds of all the work-in hours of work-performed in the world. Despite this, they receive no more than one-tenth of all the incomes in the world and they own less than 1 per cent of the world's riches. So we can summarise the position of women in the world today.

Opportunities for both women and men to have their own work and their own income are, in my view, a basic precondition for equality. In Sweden, women have strengthened their position on the labour market in the past 15 years. Today there are nearly as many women as men in gainful employment.

The United Nations Convention on the Elimination of All Form of Discrimination against Women states that a change in the traditional role of men as well as the role of women in society and in the family is needed if full equality between men and women is to be achieved. This is a view which is actively pursued in Sweden and to which we are committed also by having ratified the ILO Workers with Family Responsibilities Convention, 1981 (No. 156).

With the present employment situation in the world the mere fact of holding an employment is today unfortunately something of a privilege. In my part of the world—northern Europe—more than 600,000 persons are unemployed today. One third of this number are between 16 and 24 years old. An increasing number of persons are also unemployed for long periods.

If we look at the world outside northern Europe, the picture becomes still darker. Thirty-five million people in the industrialised countries and some 330 million people in the developing world are out of work. These figures clearly show that the fight against unemployment must be given all possible attention everywhere in the world. If we fail to do this, we shall end up in an uncontrollable situation of social tensions and human suffering.

Last but not least allow me to make some comments in the subject of the safe use of asbestos. Like most other industrialised countries, Sweden has been using asbestos in a variety of fields for a long time now. In the early 1970s, sustained research resulted in unequivocal results that established beyond doubt that the asbestos mineral fibre was very dangerous to health. As a consequence, in 1976 the use of crocidolite, that is blue asbestos, was forbidden in Sweden. At the same time the rules concerning other uses of asbestos were made stricter.

In 1982 it was decided to ban in principle the use of asbestos and materials containing asbestos. Certain exceptions were allowed with regard to friction elements and packing material containing asbestos for which acceptable substitutes are not available. For all other uses of asbestos and materials containing asbestos, individual permits are now required.

Sweden has thus drastically reduced the use of asbestos and materials containing asbestos. Imports of raw asbestos have been cut down from about 20,000 tons in 1971 to about 900 tons in 1985, that is less than 5 per cent of the previous figure. Imports of materials containing asbestos have likewise decreased. Nevertheless, asbestos still constitutes a considerable risk to health.

The Swedish Government has decided to appoint a government commission which in a few months time will submit proposals for further action against the use of asbestos. Even before the commission began its work, the Government decided to ban, as of 1 January 1987, the use of brake linings containing asbestos in newly manufactured cars and motor cycles. We have started the international negotiations which are necessary in order to implement this decision. The Government has also made provisions

for persons who have had contact with asbestos in their previous jobs to be entitled to health examinations free of charge.

From the Swedish side we cannot agree with the basic viewpoint taken in the ILO document entitled *Safety in the use of asbestos*. Even when the asbestos worker handles this material under safe conditions, the products he works with will sooner or later have negative effects on other workers. For instance, asbestos released in the course of the life of a building can be injurious to the occupants but is certainly dangerous to those who for any reason come to handle material containing asbestos in that construction. The same goes for the use of asbestos in brake linings in cars, buses, lorries and subway trains. We on the Swedish side consider that the ILO should have submitted a document proposing how this very unhealthy material could be eliminated from working life altogether. A useful step in this direction would be to agree on a Convention on asbestos containing provisions for the total ban of the use of blue asbestos.

*Interpretation from French:* Mr. NSANZE (Government delegate, Burundi)—Since Tunisia has been called upon to provide the President for this world forum in the person of its Minister of Labour, the delegation of Burundi has pleasure in referring to two historic facts: one relating to Africa as a whole and one relating to Burundi in particular.

We appreciate the remarkable example set by President Bourguiba in his struggle to secure the independence of African countries. He is a model for all of us and the work he has accomplished has had a snowball effect. As far as Burundi is concerned, it was when the United Nations General Assembly was under the presidency of the Minister from Tunisia that Burundi was able to obtain a guarantee that it would be able to accede to independence in 1962. We are very grateful to Tunisia for the decisive role it played at that time through its Minister.

As concerns the President of the Conference, we wish him success in his mission and should like to associate ourselves in the congratulations offered to him on all sides.

Part I of the Director-General's Report deals very skilfully with the influence of the problems of structural change in the world on industrial relations and tripartism. Burundi, an enclave in the heart of Africa, has not been spared the crisis which the world has been facing. The sector most affected is the modern sector which employs about 20 per cent of the population of Burundi and which since 1979 has suffered a considerable decline in productivity, employment and incomes.

To cope with the economic difficulties facing it, the Government of Burundi has always stressed dialogue between the government, the employers and the workers in order to cope with structural changes satisfactorily. A series of measures to improve industrial relations in a spirit of tripartism have been embarked upon.

By way of example, I may mention, first of all, the frequent meetings of the National Labour Council where the three components of the trilogy deliberate on behalf of the Government, employers and workers.

Secondly, all enterprise works councils are required to set up trade union committees and occupational health and safety committees.

Thirdly, large enterprises have been encouraged to have worker participation in their senior management bodies.

Fourthly, a system of collective agreements, tripartite training seminars, etc., has been instituted.

The dialogue between the social partners in Burundi finds a very appropriate setting in the policy of democratisation of all institutions pursued assiduously by the President of the Republic, Mr. Jean-Baptiste Bagaza.

The problems of structural changes have also affected the informal agricultural sector which employs 80 per cent of the population. The Government has, of course, devoted the bulk of its efforts and resources to the improvement of the living conditions of the population of this social category through development programmes drawn up after consultation with the beneficiaries concerned. These programmes provide for various agricultural projects in such areas as reforestation, erosion control, road building, co-operatives, drinking water training, health care, etc.

Part II of the Director-General's Report reviews the activities of the ILO in 1984. Certain aspects referred to in the Report call for congratulations on our part to the member countries of the ILO and the Director-General and his staff, who are the kingpins of the work that has been accomplished. The developing countries, particularly in Africa, have been the main beneficiaries of these activities, and it is only fitting that the poorest countries should benefit from the attention of the international community. The fact that the Report deals with one year only, of course, does not dispense the ILO from ensuring that earlier programmes are finished on time. And here I should like to pay tribute to the smooth and harmonious co-operation that has always existed between the Burundian Government and the ILO.

The projects initiated by the ILO in previous years continue to run smoothly.

I may mention as examples the special labour-intensive public works programme, the development of the co-operative movement, human resource planning and the promotion of social workshops for women. My Government fully appreciates the competence shown by the ILO in the implementation of these projects.

In addition to its valuable contribution to the programmes I have mentioned, the ILO has delegated experts to help us deal with specific problems as they arise.

Equality of opportunity is a fundamental feature of working conditions in Burundi, and nobody inside or outside the country could possibly detect the slightest discrimination towards any given category of workers. The Government does everything possible to encourage individual initiative and do away with any discrimination based on differences in personal capabilities. In order to guarantee all members of the national community an opportunity for fulfilment and advancement in their respective occupations, the Government is conscious of the need to intensify training for women and is doing everything possible to extend the benefits of schooling to all the sons and daughters of the nation who are of school age. The

measures being taken to this end include making schools co-educational and compulsory for all children.

We renew our appeal to the ILO to diversify its various forms of assistance to our country.

May I draw the Conference's attention to a few highly topical issues, particularly regarding the budget. It seems to me important for the wealthy countries to be in a position to concentrate their discussions on the concept of solidarity, which is the backbone of our Organisation. The economic difficulties facing Africa call for particularly close attention if we are to avoid undermining the cohesion among member States and compromising the future of the ILO. It is therefore not a waste of time to plead for a large budget in keeping with identified need, and preferably a much bigger budget. As concerns the Governing Body, which has submitted a report to the Conference on which the African group has already commented, we wish simply to associate ourselves with the statement made by the African group in the Governing Body.

Before ending my deliberately brief speech, I would like to mention a number of burning topical issues. I refer for example to the anachronistic apartheid regime which continues to brutalise innocent peoples on our continent and whose effects are felt even in Namibia, which was declared an international territory, by the League of Nations, as long ago as 1920 when it was placed under the direct responsibility of the United Nations. But it continues to suffer under the illegal *de facto* rule of South Africa. We urgently appeal to the international community to help to remedy the situation. We should also like to remind the Conference of the fate of the Palestinian people in the occupied Arab territories. It is time a definitive, objective and impartial solution was found to this painful problem.

Lastly, the universality of the Organisation should be constantly at the centre of our preoccupations so as to ensure that any conflicts arising out of false or artificial problems are excluded from our debates. Our member States can only live up to the aspirations of the world if our debates are consistent with the fundamental ideals of the ILO and are constantly protected from any outside interference with the lofty aims set out in the Constitution of the ILO.

*Interpretation from Arabic:* Mr. HASSAN (Minister of Labour and Social Development, Jordan)—In the name of God, the Merciful, the Compassionate.

I am very happy at the beginning of my statement to associate the voices of the Arab group and my own with those that have preceded me in congratulating Mr. Ennaceur on his election to the presidency of this session. We wish him every success and we hope that concrete results will be reached at the Conference.

First of all, I should like to mention that the whole of the Arab group in its tripartite composition—Government, Employers' and Workers' delegations—have done me the honour of asking me to address your noble Conference during the discussion on item I which deals with the application of the resolution adopted by your Conference concerning the implications of Israeli settlements in Palestine and other occupied Arab territories in connection with the situation of Arab workers. The relevant document is Appendix III to the Director-General's Report.

First of all, I should like to say to the Director-General that we greatly appreciate the way in which he is constantly following the situation of Arab workers in Palestine and in the other occupied Arab territories. He is thus taking as a basis the resolutions adopted by the Conference in 1974 and 1980 and he also is responding to the invitation made by the United Nations General Assembly last December and at earlier sessions. In particular, he is basing himself on the spirit, the philosophy, the very *raison d'être* of this Organisation, on its Constitution, which constantly upholds peace and social justice based on respect for fundamental rights and freedoms. This is in accordance with the law of our time, which works in the sense of the international labour Conventions which reject all forms of occupation, oppression and deprivation of rights and freedoms.

As we expected, the report of the mission of the ILO to Palestine and the other occupied Arab territories only confirms once again the deterioration of the social situation and the conditions of work of the Palestinian workers. Nothing else can be expected as long as the occupation continues and as long as the policy of annexation, settlement and creating a void according to a well laid Zionist plan persists, a plan which takes advantage of all kinds of factors as a pretext for the pursuit of an expansionist policy.

The report of the mission this year confirms once again the obstination of the Israeli occupation forces which constantly defy all the decisions of our Conference and other international conferences. According to the report, the recommendations of this mission, although modest, are disregarded and flouted by the occupying forces. These forces are claiming to bring reforms whereas, in fact, these are only pretexts for a long-term policy aimed at doing away with the Palestinian identity and with sowing despair among the Palestinian people who continue to resist.

In the time available to me, allow me to recall certain paragraphs of the report of this mission this year so that I can prove to the members of the Conference that the situation of the workers and people of Palestine and the other occupied Arab territories is extremely bad because of the permanent occupation, because of the annexation and settlement policy, and I would sum up these violations and practices of the authorities as follows. First of all, the continuation of the Israeli occupation and the setting up of settlements in Palestine and the other occupied Arab territories are contrary to the development objectives of the local population concerned, since the economic and social consequences of this occupation have a negative impact on the situation of the Arab inhabitants. Secondly, the Israeli forces are continuing to promulgate so-called security and public order regulations which are used for repression against the population and workers of the occupied Arab territories. These are instruments of spoliation and violation of fundamental rights and freedoms. Thirdly, I may mention the progressive deterioration of the situation of the workers in east Jerusalem and the occupied Arab territories, interference in trade union affairs and the refusal to register new trade unions on the pretext that these non-registered unions preserve primarily political objectives. The Israeli occupation forces continue to violate rights and freedoms and to apply discriminatory racist practices in employment, vocational training and

social security. They exploit young people outrageously, making them work to serve the Israeli economy and its institutions.

The list is a long one and we do not have the time to recall everything here, either what is clearly stated in the report or what can be read between the lines, or other facts that the mission did not wish to mention because these facts lay outside its terms of reference, although the borderline between what is political, what is social or economic, what is human and what is relevant to labour is very difficult to define.

To remedy the effects without dealing with the causes is to run away from one's responsibilities. The efforts of the mission are praiseworthy. It attempted to clarify some aspects of the question but it did not take into account certain facts, certain truths which it is the Arab group's duty to point out, not in order to belittle the efforts of the mission, which we greatly appreciate, but in order to positively encourage the work of the mission which has to be carried out effectively and in an objective and neutral manner.

We refer these observations to the ILO for study. We should like to record the following: the mission did not sufficiently study the negative effects of the new settlements or the effects of colonialist practices and the inhuman aggressions on the peaceful inhabitants, including the workers. The mission did not take into account what was already referred to last year in the reports sent in by States regarding the violations by the Zionist entity of human rights in 1983 and 1984 on the basis of what was stated by Amnesty International. The mission did not go into details as regards the impact of Israel's policy of seizure of the economic resources of these territories and the effects of this policy on their agriculture. Nor did it mention the economic stifling of the Arab Electricity Company of Jerusalem and other economic institutions. It did not study the economic and social consequences of the measures aimed at changing the laws and the legal system which was in force before the occupation and their replacement by military orders. The mission did not study the intentions of the Israeli authorities to destroy the authentically Palestinian cultural identity. The feeling of inequality is growing among the Arab workers. These workers wish to have their identity and dignity recognised. The mission should take into account the fact that the problem does not consist of asking that the situation of Arab workers be improved or that they should be given more rights: the issue at stake is the destiny and the identity of a whole people that has been uprooted from its territory, whose members are living as foreigners in their own land and whose day-to-day existence is threatened.

The Arab group would like to express its regret and surprise at seeing in the report of the mission, paragraph 9, the fact that there is a new concentration of Israeli settlements in the region of the two capitals, Jerusalem and Tel Aviv. This, as regards Jerusalem, is contrary to all the resolutions of the United Nations and its institutions, which refuse to recognise Jerusalem as being the capital of Israel.

We know that the problem, with its political dimensions, is being dealt with in a number of international fora, but the problem that has been before us all for many years now is the following: has Israeli responded to the resolutions which condemned it and invited it to put an end to racist

practices and violations? Has it responded to your resolution asking that the Israeli occupying forces should put an immediate end to the establishment of new settlements in Palestine and the other occupied Arab territories, including Jerusalem?

We want to recall here that your resolutions have not been respected and that the reasons for which such resolutions were adopted still remain. We must condemn the occupation forces because the reasons still remain. In spite of all the possibilities open to the ILO to act both objectively and subjectively, to play a dominating role and to offer all forms of necessary assistance to the Arab inhabitants and workers of Palestine and the occupied Arab territories so that they can develop their economic and technical potential, the impact of the occupation remains. The measures adopted by the ILO to implement these resolutions are very modest and the technical assurance offered to the workers in the occupied Arab territories do not correspond to the true needs of these workers and do not measure up to the aspirations, expectations and hopes of the International Labour Conference of 1980 when the just and equitable resolution in question was adopted.

The Director-General has committed himself to make use of every possibility open to the ILO to improve the situation of the Arab workers in the occupied Arab territories, and to improve it significantly. Nevertheless, the measures undertaken are not even minimal compared with the possibilities offered by this great Organisation, and are not commensurate with the challenge facing our people, who demand their legitimate right to establish an independent State of Palestine, under the aegis of the Palestine Liberation Organisation.

We invite the Governing Body and the Director-General to apply this Resolution through specific plans and programmes, which would produce concrete and real results for the benefit of the Palestinian people, so that they be assisted in developing their economic and technical possibilities to face up to the impact of the Israeli occupation and the settlement policies, and which would really correspond to the needs of the workers and the people of Palestine. The Arab group would like to insist here that the Director-General should continue to submit annual reports regarding the situation of Arab workers in Palestine and the occupied Arab territories for as long as the occupation continues, and that these reports be prepared and circulated sufficiently early so that delegations can study them and follow the situation closely.

In conclusion, I wish your Conference all success in its work so that it may attain its objectives for the good of all mankind.

*Interpretation from Spanish:* Mr. ZERTUCHE MUÑOZ (*Under-Secretary for Labour and Social Welfare, Mexico*)—I should like to extend to Mr. Ennaceur the congratulations of the delegation of Mexico on his election as President of the Conference and also extend best wishes for the success of this Conference.

Once again, as in previous years and pre-war periods, delegates have gathered to discuss the severe forms of the crisis which has occurred and which continues to impair the well-being of all peoples. It makes the poor poorer and the rich richer.

The representatives of non-industrialised or developing countries bear testimony to injustice and show the symptoms of suffering which I do not wish to dwell on, nor do I wish to elaborate on the concept of social justice which, however, does not mean that I minimise the need for solidarity and fraternity with all peoples.

Instead, I reiterate the position of a sovereign country and a nation which is prepared to learn from others. More than that, we are also committed to the decisions which would enhance the quality of life of all people.

For all of us, the course followed and continued collective difficulties encourage a pessimistic attitude. Vain indeed seem to be the objectives set out by President Wilson in 1918 of creating a general association of nations in order to secure mutual guarantees of political independence and territorial integrity for the small as well as the large States.

Then again in Teheran, after the failure of the League of Nations and the horror of the Second World War, when Roosevelt, Churchill and Stalin promised that they would seek the co-operation and active participation of all nations, large and small, whose peoples are dedicated, body and soul, to the elimination of tyranny, oppression and intolerance.

You all know that the United Nations was built on these concepts and on this basis. Today, when we commemorate the start of the fifth decade of its foundation, we note—with fear—deterioration and paralysis. The Government of Mexico has criticised the aspects it considers negative on many occasions. However, Mexico, regardless of the situation, has always maintained, and will continue to maintain in the future, that the United Nations is a noble system which should be changed and improved upon from within on the basis of solidarity and compromise.

Our Organisation has similar problems. It is on the verge of disaster, rocked by apocalyptic storms. This is due to extreme groups who cannot reach agreement; they are belligerently rocking the boat on which they all sail.

We are not only thinking of opposition and confrontation; there is also a conservative spirit which aims at converting a strong, lively institution into a mausoleum. The structures and attitudes of peoples and nations have changed in thousands of different ways so that it would be denying reality to maintain nineteenth century criteria in the ILO to solve present-day problems as well as those of the twenty-first century. This would be living in a dream world.

Mexico maintains that multilateral bodies are useful and in many cases necessary. It therefore supports the aims of preserving this Organisation and particularly appreciates the full participation of workers and employers. My country advocates the need for fulfilling the essential responsibility of the ILO, namely, to promote the well-being and dignity of all workers.

It also supports ideological pluralism. Mexico does not preach infallible truths and prefers to draw all that is best from different views and opinions, in full respect of diverse ideas, structures and criteria.

We share the fundamental ideas expressed in the Report of the Director-General of the ILO. We should like to express our paramount interest in finding flexible formulae for solving the problem of the Government representatives of the American region on the Governing Body of the ILO. Mexico

believes that a satisfactory solution has been reached and will fight for its final acceptance.

Let me now turn to a controversial and explosive issue: the application and supervision of Conventions and Recommendations. The very existence of the ILO, which finds its justification in the vast system of international labour standards, seems to be jeopardised by the radical and extreme positions taken by the opposing parties. We would recall, in this context, the unvarying position of Mexico, namely, that a constitutional text should be elaborated to cover the powers and activities of the supervisory machinery because, as we have said, the discord is due to the fact that legal standards are silent on certain subjects. Let us make its powers clear and precise and then no one will be misled. We further propose that criteria be established for the interpretation of standards. It is not a question of seeking to justify failure to comply but rather to achieve the genuine application of international labour instruments which must be adapted to the diversity of the historic and cultural development of human organisations.

We share the Director-General's evaluation of the function and essential role of employers and workers. We have every confidence in the strength of the wage-earning classes and all action they undertake to achieve, stimulate and preserve trade union organisation will serve the future interest of Mexico. The constitutional principles of my country attach the highest priority to unity and workers' occupational associations.

The promotion of full unionisation provides a vehicle for change. We should therefore like to suggest that this aspect should be clearly and firmly encouraged since there can be no doubt that it offers a solid basis for accelerating social progress in developing countries.

In the Declaration of Philadelphia, it is stated that discontent caused by injustice, hardship and privation of a large number of people constitutes a threat to universal peace and harmony. I am convinced that we all agree with this excellent formula and that we condemn the persistence of unworthy conditions.

I refer to this Declaration as it is the basis of the responsibility of our Organisation. We cannot avoid nor impede discussion of the causes underlying the present crisis and which prevent the access of human beings to decent jobs.

The Government of Mexico affirms the need to accord suitable priority to world disarmament. This is without doubt a question of survival and utility.

For those who believe in the limited frontiers and supposedly limited purview of the ILO, it is essential to stress a simple fact: the economic resources required to achieve full employment are being wasted on arms and munitions, on military organisations and formulas for destruction.

For those who believe that a human being can transform his future, we would say that this is not a naive position nor merely an expression of good intentions. We ask that, in addition to condemning and rejecting jointly the final holocaust, the moral force of our Organisation and the will to establish new international standards be directed towards the elimination of wars and the conversion of our economies into instruments of peace and welfare.

The crisis in the Latin American countries, similar to that faced by so many countries on other continents, is threatening to stifle our ways of life. Its



impact confuses, inhibits and weakens areas—both geographical and human—which merit fortune and well-being.

Foreign debt places excessive burdens on the majority of the population of our country, the workers and rural people. The President of Mexico is presently on the European continent to deal with this matter. He has come to reaffirm the right of Mexico and other countries to prevent our fragile economy from becoming even more vulnerable.

The International Labour Organisation, bringing together governments, employers and workers, must speak out in view of this difficult situation. A common tripartite front is required to tackle the ominous threat that faces us, including those who are powerful, since what is harmful to some will ultimately come to affect all.

The delegation of Mexico wishes to affirm that the ILO should bring its weight to bear upon those economic institutions which attempt to express the future of mankind in terms of balance of payments.

The Government of Mexico daily reiterates its commitment to the working class of our country. The workers represent the vanguard of social progress and together with our peasants constitutes the strength of our nation.

This is the reason for the presence of Mexico in the ILO, as we seek to establish institutions to promote and protect the dignity of the workers of Mexico and throughout the world.

We despise orthodoxy and anachronism. Change for progress is the legitimate driving force in our societies. We therefore affirm our moral and ethical values in the social sphere, with all our similarities and differences in regard to other peoples, in a spirit of solidarity for the attainment of equality.

We thus wish to give clear expression here to our lasting commitment: to fight and struggle—with passion and reason—for human welfare.

*Interpretation from Spanish:* Mr. FAVELEVIC (*Employers' delegate, Argentina*)—We are honoured by Mr. Ennaceur's election to preside over this Conference. This well-known virtues and experience which are being expressed in his performance of this delicate task already presage the success of our deliberations.

It is, once again, an honour and a privilege for me to head the Employer's delegation of my country in my capacity as Chairman of the Industrial Union of Argentina and to address this 71st Session of the International Labour Conference.

I cannot continue without first of all extending to the Director-General of the International Labour Organisation, Mr. Francis Blanchard, my greetings and those of my Employer colleagues and to congratulate him on his excellent and timely Report which deals in a highly topical way with the problems of the social and economic circumstances affecting our own country, especially as concerns industrial relations in the light of novel economic technological and social developments and tripartism, which is the very essence of the Constitution of the International Labour Organisation.

I must also thank the Director-General and the Office for the efforts they are making in Latin America, which are a faithful testimonial to the way in which the ILO is responding to the anxiety of our

countries for greater knowledge of the international principles in this respect and the means of implementing them.

In this firm conviction and in this readiness to learn we should like to make our own modest contribution.

Our country is deeply concerned about the subjects under discussion. Today, more than ever, in a society re-invigorated by pluralism which can only be guaranteed by democratic life, industrial relations logically become of particular relevance.

Social, economic and technological changes resulting from progress are giving rise to unforgivable polemics in which workers and employers are equally involved.

I do not think we should blindly accept this, but should open the discussion of the respective roles of the parties within the context of a philosophy in which a model of economic growth, which gives precedence to private initiative is combined with social justice.

Bearing this in mind we should like to make a few remarks on the subject of the Director-General's Report.

The Western States, whether because they have suffered from the effects of a crisis which followed the wars of this century, or because they are going through a difficult stage in the process of overcoming underdevelopment, unemployment or any of the other circumstances affecting their structure and their possibilities for growth, have felt it desirable to take emergency measures to deal with situations of conflict.

Technically speaking, this process has come to be known as "social or inter-occupational concertation", even though its scope has been extended beyond the inclusion merely of the social partners, since sometimes political parties are called upon to take part for instance or other subjects—economic, cultural, and political—are also covered.

In the use of such an approach, account is taken of the need to reconcile a variety of very different interests which are being felt more keenly in these critical times and which are seriously hampering the possibility of overcoming the present unfavourable circumstances.

There is no doubt at all that all this will help to minimise the harmful effects of the political, economic and even social transition which requires unpostponable structural adjustments.

We know and are grateful for the concern of the Organisation for this subject which from being a problem applicable only to Argentina has become the most serious challenge to all countries of Latin America.

I should like to repeat a few paragraphs of my speech last year. I said on that occasion: "Owing to unavoidable circumstances and mistakes in economic policy, Argentina must today repay a very high foreign debt, the annual interest on which amounts to 50 per cent of our export incomes. In the past, we have shown that we will fulfil our international obligations, and we intend to continue doing so. However, I must point out that the restrictions imposed on imports of our products and the subsidised exports of certain countries make it extremely difficult for us to achieve this objective. Free international trade and the facilities extended to countries suffering from the most serious financial problems can be a vital element in their recovery and help to

prevent domestic recession from becoming even more serious. The external debt must be reassessed in such a way that repayment periods and the high payment of annual interest will not jeopardise domestic growth or the imports required for maintaining the standard of living."

This is one of the most serious economic problems and its solution is not easy and requires a maximum consensus at the national and international level.

That is why, by exhorting the vocation of participation, emphasis may be laid on the virtues of concerted effort.

This should not be merely formal participation or the bringing together of the parties concerned. It should, on the contrary, involve the awakening of a responsible consciousness based on the principles to which the community subscribes and with which the authorities of the different sectors should be imbued.

It is for us to refer in this connection to the role of the political parties or other sectors in the achievement of these objectives. Our task should be confined specifically to the role of the workers and employers for whom such action should not be simply the result of a fashion or obeying the instructions of any co-operative body.

It is and should be the most genuine evidence of a commitment to tripartism as a generator of participatory conduct with a view to fulfilling harmoniously the objective of social peace through generalised consensus and thereby minimise the effects of the crisis, all of which comes down finally and essentially to social justice.

Many questions may be asked in this connection, not only in political circles but also in connection with the motivations of the social partners as they engage in negotiations. On the one hand, it would be pertinent to ask whether it is possible to overcome the crisis without the active participation of all citizens and whether strictly political machinery goes far enough. At the same time, whether concerted effort does not end by denaturing the political system and result in neo-cooperative or pseudo-cooperative formulas.

In order to deal with these complex problems it is necessary to remember that the aim of concerted efforts must be the consolidation of the political system and the strengthening of its stability by narrowing the basis on which it lies and without it being distorted either formally or substantially.

To this it must be added that concertation in the widest sense of the word stimulated an awareness of the prevalence of the general interest and which is nourished by a full understanding of national realities and the demand which the community as a whole makes to each sector concerned to look beyond individual interests with a view to participating actively in the furtherance of the common good.

But concerted social effort is only an idea which does not have a soul. Its soul, its spirit are to be found in tripartism.

The aims of the International Labour Organisation cannot be properly achieved except within a context of conscious and responsible participation. The complexity of the daily problems encountered calls for an immediate answer on the part of the sectors involved which can only be given within a context of flexible interaction.

In this spirit, just as concerted effort is tripartism, so tripartism is communication.

However, one must avoid the temptation to opt for apparently easy solutions and plough through the delicate budgetary network confronting such tripartite participation.

The point of departure unquestionably has to be the acceptance of a system in which all the sectors concerned play their part within the juridical constitutional reality appropriate to them.

To this should be added ground rules which are unequivocal and accepted by all parties so that social dialogue will be feasible, i.e. as regards the economic and social structure of the community, the role of the State and private investment, etc.

Thirdly, it is necessary to ensure that everyone is ready and willing to play their part in resolving common problems. This will render social dialogue not only feasible, as I have said, but also fruitful in its development and achievements.

This will necessitate information and training on the problems to be tackled and knowledge of their nature and possibilities. Political societies today more than ever need to pursue the aim of an indispensable improvement in the standards of education of the population and of those who have been chosen as their representatives.

There is no point in the bodies appointed by the community having a voice if they are not able to express themselves properly. There is no point in their enjoying the right to express their opinions if their judgements lack weight and reasonableness or if their knowledge of the real facts is partial and deficient.

There is no point in having tripartite dialogue if it only takes the form of a monologue and a monotonous repetition of just one point of view.

Tripartism, as conceived of by the ILO, responds to needs which are historically unquestionable. Its implications and effects will depend in each case on the degree of preparation and responsibility and consciousness of those involved.

Thus the Organisation, in the course of its history, has laid emphasis first of all on legislation to regulate individual work and, later, turned to the problems of the community, for instance as regards freedom of association, and then to collective bargaining and its promotion. Today, however, the focusing point is tripartism in so far as this is an efficient means of achieving a mutual interpenetration and discussion of common problems.

By its practice, workers and employers can each bring their own point of view to bear and the value of which, in accordance with the ILO's precepts, goes beyond the mere formal expression of an opinion and becomes an integral part of the chosen formula.

Tripartism also involves smoothing the rough edges of situations of dispute, whenever the social dialogue that results from tripartism can be used to attenuate the impact of a conflict, thus contributing towards the finding of a possible solution. This will be so because those involved in making negotiation and the harmonisation of interests the fundamental instrument for dealing not only with industrial relations but also human relations, *cannot and must not* forget these noble intentions simply because of some circumstantial dispute.

And it is this which constitutes the proof of the virtue of tripartite deliberation. It is here that the ILO will have crowned its actions with further



success in the delicate field of conflictive relations between human beings.

Mr. TZILKER (*Government delegate, Israel*)—I should like to express the congratulations of my delegation on the unanimous election of Mr. Ennaceur and the other officers. Under your devoted guidance, this Conference will no doubt come to a successful and constructive conclusion, contributing to a still better understanding of the many problems with which our Organisation is confronted and to the establishment of adequate long- and short-term policies.

My delegation wishes also to pay tribute to the Director-General, Mr. Blanchard, for his masterful annual Report and express to him and to the whole staff its warm appreciation for the tackling of their most complex tasks with efficacy, resourcefulness and abnegation.

As a newcomer to the ILO Conference, I look forward to discussing issues of mutual interest in the field of labour and social welfare with the view of fostering better understanding and strengthening international co-operation. I shall mainly focus on a recent development in Israel which is of major concern to us: the increase in unemployment and our preparations to cope with the situation.

To contend with the inflationary pressures and dwindling foreign currency reserves, the Government has initiated a policy of economic restraint which emphasises the restriction of domestic demand, the encouragement of production for export and the restructuring of employment, with a view to increasing employment in export-oriented industries and reducing it in services, particularly in the public services. To achieve these aims, an increase in unemployment is inevitable, though it is a basic tenet of our national policy that corrective measures should not bring a slide into severe unemployment. The steps already undertaken in remedy have naturally been reflected in the labour market, where unemployment has risen from the low annual average of 2.9 per cent to about 6 per cent today. Although our unemployment is still moderate in scope, relatively short in duration, and has not yet seriously affected heads of families, we clearly need to plan ahead. We must be ready to assist the currently unemployed and to prepare for the possible further deterioration in the labour market particularly among new immigrants, young people, and the inhabitants of development towns. Against this background, our programme falls into three broad categories.

First and foremost, measures for alleviating the distress of unemployment throughout the economy, measures to tide the workers over what we hope will be a transitory period of restraint and readjustment, until economic growth is resumed. In particular, this means the utilisation of unemployment insurance as the "first line of defence" in relieving the hardship of job loss by providing workers with substitute income and giving them time to find suitable work. The Ministry of Labour and Social Affairs is also giving professional counselling to enterprises in difficulty as a result of the present economic conditions. Other major components of our programme are wage supplement and mobility arrangements to encourage the transfer of displaced workers to export-oriented industries. Within this framework, vocational train-

ing will be co-ordinated with available job openings, and dismissed workers will be trained specifically to fill them.

In development areas, provisions for maintaining and even creating employment are being prepared. Up to now, the Israel Productivity Institute has carried out special surveys of this nature in 17 development towns. In the short term, emergency measures include product stockpiling, the award of governmental procurement contracts and other incentives to employers to maintain employment. For the long term, more basic solutions are under consideration such as providing additional incentives for new industries, shifting to export-oriented products and improved plant efficiency.

Needless to say, a programme on this comprehensive scale is a co-operative undertaking of the Government, workers' and employers' organisations and local authorities. Regional employment committees, formed with representatives of these bodies, have been established. In addition to this network, two subcommittees of the national Tripartite Economic Council have centred their efforts on combating unemployment in specific areas. One deals with the prevention of pockets of unemployment. The second is concerned with improving the utilisation of existing plants and equipment to expand employment opportunities.

I would like to stress that special attention is given to Judaea, Samaria and the Gaza District. The level of employment among Arab workers has not been affected by the slow-down of economic activity in Israel and unemployment stands at 2.6 per cent, whereas in Israel it is higher than 6 per cent. Nevertheless, contingency plans have been designed should the situation become more serious. In this respect, I must mention our dissatisfaction with the failure of the last ILO report to capture the essence of economic and social progress which has occurred in these areas since 1967, with the intentional focusing on political considerations and extrapolations whose impact on economic activity and employment is marginal. I shall not embark here on contesting or even enumerating the many shortcomings of the report that could be easily pointed out. I shall only stress that the duty and objective of the Government of Israel is to protect the interests of all sectors of the population under its administration—Arab and Jewish. This is exactly what we are doing and we shall not be deterred by political considerations from continuing to do so. Israel is, at the present time, the only and sole State engaged, directly and actively, in the promotion of the well-being, the safety and the socio-economic development of the Palestinian Arabs in Judaea, Samaria and the Gaza District. During less than 19 years of Israeli administration, they have made spectacular progress in each and every field of life, making them one of the most advanced ethnic groups of the region. Israel is proud of what has been achieved in benefit of the Palestinian Arabs with their own active co-operation and is determined to continue doing its best in this respect.

*Interpretation from French:* Mr. ONDONDA (*Workers' delegate, Congo*)—Before fulfilling the task conferred upon me by the workers of the Congo, which my delegation represents at this Conference, I take pleasure in congratulating Mr. Ennaceur on his election to this important office of President of the

71st Session of the International Labour Conference. I wish to join the previous speakers who have already complimented him on the manner in which he is conducting our debates and I am sure that this will continue up to the end of our discussions.

A year has elapsed since our last Conference and yet no change as regards preserving peace in the world is emerging. On the contrary, the world population continues to live in fear of imminent war which, we must realise, would destroy all mankind. Despite the efforts of most countries to improve international relations, there are no grounds for optimism, in view of the increase in the number of hotbeds of tension in all continents. Regional conflicts are becoming more numerous than in the past and are responsible for the deaths of men, women and children in many areas. If the great Powers were to cease threatening the world with sophisticated and deadly weapons we might hope that peace would one day reign; but as long as the most sophisticated techniques for weapons manufacture continue to attract the scientists of the world Powers, we shall never escape the threat of nuclear war.

Nothing is more horrible than to talk of war when we know that the history of mankind teems with tragedy and disaster. The first two world wars are terrifying and eloquent evidence of this fact.

Apart from the fear of possible nuclear war, the world is profoundly shaken by economic recession which scarcely allows the population of the various continents to live in peace. The slow recovery of the world economy does not offer much hope for the elimination of unemployment, which has become chronic throughout the world, or for putting an end to the food crisis which aggravates poverty in the developing countries.

It is hardly necessary to recall that among the problems confronting mankind, hunger, and particularly famine in the underdeveloped countries, is an important factor in the destruction of human lives. In Africa hunger is more destructive than ever.

It is estimated today that some 100 million Africans suffer from chronic malnutrition. From the shores of the Atlantic to the Red Sea, this scourge continues to spread at an alarming rate. Present trends indicate that soon the continent will be unable to cover even half of the food requirements of its population from its own resources. The causes of this famine arise out of a number of difficulties including the drought which is ravaging entire regions and which offers no hope for survival to the populations concerned. Natural disasters together with the effects of the recession are severely affecting the fragile economies of our countries.

The harmful and disruptive activities of transnational companies seeking to maximise profits, the burden of foreign debt, the constraints imposed by the policy for social restructuring adopted by the International Monetary Fund, the refusal of the capitalist industrialised Powers to establish new relations in order to achieve a New International Economic Order—all of these are factors responsible for increasing poverty in African countries.

This dark picture should leave no one indifferent, least of all the International Labour Organisation, which, amongst the fundamental principles laid down in the Declaration of Philadelphia, stated that: "poverty anywhere constitutes a danger to prosperity everywhere". It must be realised that a considerable

number of problems remain to be solved before it can be claimed that lasting and universal peace based on social justice has become a reality.

The International Labour Organisation, whose action is strengthened by virtue of its tripartite character, is the most appropriate place for discussing world-wide social problems. Since we are called upon to promote the social and economic welfare of the workers throughout the world, it is most appropriate that the eradication of poverty, the elimination of unemployment, the improvement of working and living conditions and the establishment of social justice be matters for consideration at sessions of the International Labour Conference. Our common objective should be to create conditions in which all can work in freedom and dignity. We could thus assign an important role to the workers in the elaboration and implementation of development programmes in their countries.

The stifling atmosphere created by the political and economic situation which I have outlined should have brought about greater unity among the workers of the world. As far as Africa is concerned, we are compelled to note that owing to the lack of concerted action in the African trade union movement, the various problems affecting the continent continue to lead it to destruction.

Well-known difficulties including the economic recession, the harmful effects of transnational companies, the constraining and restrictive measures of financial institutions, drought and desertification, to which I referred earlier, affect a large part of the continent. In the face of this tragic situation, the Organisation of African Trade Union Unity (OATUU) must become an active force that is able to mobilise workers in order to eliminate the consequences of natural disasters.

All these crucial problems call for greater unity and perfect cohesion in the African trade union movement. New struggles must be waged in order to achieve the prime objectives of all African workers and to make our continent into a respected and valid partner.

The Conference includes in its agenda an item regarding information and reports on the application of Conventions and Recommendations. Allow me to make some comments on the subject of international labour standards. The supervision imposed upon us by the International Labour Organisation in respect of ratification and application of Conventions should serve as a stimulus to member States. We must not forget that the ratification and application of Conventions often bring about improvements in the institutional and administrative framework. At all events, developing countries should welcome the ILO's initiative in exercising such supervision.

The provision of an ILO official to each country for technical assistance to assist governments in overcoming difficulties in the ratification and application of Conventions is an initiative which should be continued. Moreover, the International Labour Organisation should strengthen its regional activities in this field by organising symposia, seminars and training of experts.

The problem of equality of opportunity and treatment for men and women in respect of employment has on many occasions been a matter of concern to the ILO and this shows the importance accorded by the Organisation to its fundamental principles.

Indeed, despite the efforts made by governments and international and national trade union organisations, the problems encountered by women remain acute in certain regions.

The most recent calculations based on statistics compiled by the ILO and the United Nations show that women receive only about 5 per cent of income world-wide and that in most cases their income is so low that they cannot set aside savings and cannot therefore acquire assets of any kind. They are therefore unable to play a role in income-generation activities. The relevant calculations would probably show that they do not own even 1 per cent of the planet's productive assets. The inequalities would appear even more striking if women's non-remunerated activities were also considered.

In many developing countries, particularly in Africa, women continue to be the victims of archaic customs and traditions, exploitation and other factors which inhibit their initiative.

We therefore believe that in order to deal more effectively with the problem of equality between men and women, the problem should not be viewed in isolation but rather in the context of national, regional and international planning efforts in the economic, socio-cultural and political spheres.

My country, the People's Republic of Congo, has not yet reached the stage of absolute equality between men and women, but many efforts are being made to this end. Women, like men, are involved in all sectors of activity. We are therefore pleased to be able to affirm that the integration of women is proceeding without difficulty in this country which has opted to build a new society in central Africa. There is no difference in wages paid to men and women. The slogan "Equal pay for equal work" is applied systematically to all sectors of society in Congo. For this reason we would request the International Labour Organisation to make efforts to eliminate the inequalities which still exist in certain parts of Africa, indeed throughout the world. The workers of Congo remain indignant in the face of the situation which continues to prevail in South Africa. They will always firmly oppose policies of colonialism, racism and apartheid in all their forms. They will continue to make their modest contribution to the efforts made by the ILO to uphold social rights in South Africa and support the Organisation in respect of all its measures to promote justice and peace, because they believe that peace is indispensable and that the arms race is a crime against humanity.

For this reason the Congolese workers support the Declaration of the socialist countries on the situation in the ILO. This declaration, which will undoubtedly be examined carefully by the Conference, gives firm support to the struggles in southern Africa against the fascist and criminal Pretoria regime. It denounces and condemns all forms of discrimination and provides necessary indications for achieving peace and social progress throughout the world.

*Interpretation from Russian:* Mr. DAGVADORJ —(Chairman, State Committee on Labour and Social Security, Council of Ministers, Mongolia)—Allow me to congratulate the President and the Vice-Presidents on their election to these high posts at the 71st Session of the International Labour Conference. I should like to wish them success in carrying out this responsible mission and to express also the hope that

the present session will make a due contribution to the solution of the substantive problems which are of concern to workers throughout the world.

In 1984, the People's Republic of Mongolia achieved new successes in the consistent implementation of social and economic programmes aimed at the steady increase in the material well-being of the people and the improvement of their conditions of work and life. The material and technical basis of the national economy is being strengthened and the availability of skilled personnel in all sectors is being improved. The productive capacity of the country is being developed rapidly and there has been a continuous increase in social production and in its efficiency. In 1984, as compared with 1980, the national income increased by more than 30 per cent and labour productivity by 21 per cent.

The Report submitted by the Director-General to the present session contains a lot of useful and interesting information. However, when studying it carefully, it becomes ever more clear that it is one-sided as regards both the selection of material and the conclusions and proposals contained in it. In the opinion of our delegation, the Report would be more valuable if it duly reflected the experience of individual countries which have managed to eliminate such negative phenomena as economic crises, inflation, unemployment and poverty. And one could also deal in more detail with the experience of certain countries, for instance developing countries, where certain successes have been achieved in connection with the application of the principle of tripartism in the development of industrial relations.

The present session is taking place in a complicated international climate. As a result of aggression by imperialist circles practising a policy of confrontation, world tension is not decreasing. In an attempt to upset the existing military and strategic balance, they are speeding up the nuclear arms race and attempting to extend it into space. Under these circumstances, it is the duty of all States and the international community as a whole to work together to prevent a slide towards nuclear catastrophe, to prevent a new war and to achieve a complete elimination of nuclear weapons. This is particularly worth mentioning in the year of the fortieth anniversary of the victory over Hitler's fascism and Japanese militarism. The historical lessons of the Second World War show that we have to fight decisively and as one against aggression and prevent the flame of war being ignited. In this connection, I would like to mention that the 39th Session of the General Assembly of the United Nations adopted, on the initiative of the People's Republic of Mongolia, a declaration on the right of peoples to peace. The logical extension of this right of nations to peace is the right to defend peace and international security. It is our deep conviction that no international organisation, including the ILO, can stand aside from the holy cause of defending peace in the world, which is an essential condition for protecting the rights and interests of the workers.

However, we must unfortunately note the fact that the ILO is unduly holding up the development of activities connected with the problems of peace and disarmament. Furthermore, the ILO administration is artificially and for political reasons holding up the implementation of decisions already adopted by the General Conference regarding the contribution of this Organisation to the efforts made by the interna-

tional community to reduce the arms race. I would like to express the hope that the ILO will make a concrete contribution to international co-operation with a view to promoting peace and disarmament and especially since 1986 has been declared by the United Nations the International Year of Peace.

Unemployment in non-socialist countries has reached an unprecedented scale. It has become the most acute and immediate problem worrying the workers and it is fully understandable that working people should feel disappointment when they today evaluate the results of the activities of the ILO in the field of employment. The ILO has up to now not managed to ensure genuine protection of a basic human right, namely the right to work. Taking into account the fact that not all countries today are ready to assume the solemn obligation of guaranteeing workers the right to work, the ILO must undertake active and urgent measures aimed at assisting the developing countries in ensuring the right to work.

The People's Republic of Mongolia, together with other countries in the socialist community, is greatly concerned by the situation that has developed in the Organisation related mainly to the activities of the so-called supervisory machinery which is acting like a tribunal as regards a number of countries. We are firmly in favour of a restructuring and democratisation of this machinery based on the principles of justice and equality, taking into account the socio-political realities existing in the various countries. In this connection, I should like to point out that the ILO directorate should draw the relevant conclusions from the fact that as a result of gross interference in the internal affairs of the People's Republic of Poland its Government was forced to withdraw from membership of the ILO. The People's Republic of Mongolia considers this decision to be a decisive step in the anti-Polish campaign and expresses its full solidarity with and support for the Government of Poland.

The delegation of the People's Republic of Mongolia feels that the mandate and the composition of the Working Party on International Labour Standards of the ILO set up at the 229th Session of the Governing Body are such that it cannot touch on the main problems connected with the improvement of the supervisory machinery and therefore cannot contribute to a positive solution of the present problems relative to the standard-setting activities of the Organisation. That is why we attach great importance to the resolution submitted by a number of socialist countries at this session regarding the setting up of a working party to examine questions relating to ILO action for the supervision of the application of international standards and we express the hope that this resolution will meet with your understanding and support.

Now, moving on to the Programme and Budget for 1986-87, I would first of all like to point out that the International Labour Office has done a great deal of work in connection with the preparation of the proposals for the draft Programme and Budget for the next biennium. The document contains quite a number of proposals which correspond to the interest of many member States of the Organisation. At the same time, we must point out that the proposals which were made repeatedly by the socialist countries have not been duly reflected. In particular, when preparing the proposals for the Programme and

Budget for 1986-87, account was not taken of the proposal of the socialist countries that a special programme be developed by the ILO entitled "Social and economic aspects of disarmament". As I have already said, the draft Programme and Budget for the coming biennium has not given priority to such important issues as the fight against unemployment and the guarantee of the right to work and thus does not meet the vital requirements of the workers.

As regards the question of the structure of the Organisation, the position of my country is clear; we are in favour of a rapid and comprehensive solution of all structural problems taking due account of the legitimate interests of all countries and parties.

The delegation of the People's Republic of Mongolia has noted with great satisfaction that the question of equality of opportunity and treatment for men and women is on the agenda and is being discussed at the present session. This is particularly significant in view of the forthcoming World Conference to Review and Appraise the Results of the United Nations Decade for Women: Equality, Development and Peace, to be held in Nairobi. The ILO, following its basic objectives, can and must make a significant contribution to ensuring equality in employment and vocational training, equal pay and the improvement of working conditions for women.

In conclusion, I would like to draw your attention to the Declaration of the socialist countries regarding the situation in the ILO which was transmitted in March of this year to the Director-General. The delegation of the People's Republic of Mongolia is convinced that the ILO, in view of the contents of the declaration, will take effective measures aimed at improving the efficiency of its work, the solution of major social problems which are of vital interest for workers throughout the world, the establishment of co-operation on an equal footing on a non-discriminatory basis in the social and labour fields between all parties and countries as well as making an active contribution to the strengthening of peace and achieving disarmament.

*Interpretation from Arabic:* Mr. ALDULAIMY (*Workers' delegate, Iraq*)—In the name of the workers' group of the Iraqi delegation, I warmly greet you and convey to you the greetings of our working masses in Iraq and their trade union organisation represented by the General Federation of Trade Unions on the occasion of the 71st Session of our Conference. I would like to emphasise in my name and on behalf of the workers' group our heartfelt congratulations for the great confidence bestowed on the President by our Conference and our best wishes for full success in this grand mission, hoping that our Conference will reach the positive and constructive conclusions sought by us all.

Among the significant issues to be discussed by our Conference is the ILO Director-General's Report, and specifically Appendix III concerning the Zionist settlements in Palestine and other occupied Arab territories and the painful conditions of Arab workers there. We stress the importance of the information given in the report, although it constitute only a meagre part of the daily suffering of Arab workers in the occupied territories and place great emphasis on the importance of efforts to improve the Arab workers' conditions. The promotion of equality, as

the report states, is a real problem that ought to be settled. The report draws attention to the grave situation, daily suffering, vicious exploitation, repression and racial discrimination suffered by the Arab workers in Palestine and other Arab territories occupied by the Zionist racist entity, all of which is a component part of the terrorist Zionist settlement policy pursued against the Arab population, the legitimate owners of the land. A joint effort must be exerted for recognition not only of trade union rights but rather of the full human and social freedoms of the Arab Palestinian people, so as to enable them to liberate their homeland, recover their territories and enjoy self-determination.

My second point is that for five years now the International Labour Conference has been meeting while war blazes between my country Iraq and Iran, devours the sons and resources of both countries and harms all categories of society, including the workers who are those who suffer most from the war. There is no hope on the horizon of an end to the bloodshed, all because of the obstinacy of the other partner and its rejection of all efforts and resolutions of the United Nations Security Council and the Islamic world and all attempts at mediation to terminate the fighting and restore peace.

For five years, we have come to this world forum to denounce the continuation of the war and to call on all peace-loving peoples and on the forces of good and love to terminate the war, but to no avail. We therefore consider that time has come for our Conference at its current session to adopt a positive and effective position on this issue. You have before you...

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I give the floor to Mr. Shafii, Government delegate, Islamic Republic of Iran, on a point of order.

Mr. SHAFII (*Government delegate, Islamic Republic of Iran*)—My delegation wishes to rise to a point of order under paragraph 5 of article 14 of the Standing Orders of the Conference. According to paragraph 4 of the same article, the President may require a speaker to resume his seat if his remarks are not relevant to the subject under discussion. Therefore, Mr. President, since the speaker has gone beyond the framework of the subjects under discussion, may I ask you to kindly prevent him from continuing his speech.

My delegation would like also to reserve its right to reply to the allegation made by the speaker.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would like to ask the Workers' delegate from Iraq to refrain from making the kind of comments that he is making and to continue with his statement.

*Interpretation from Arabic:* Mr. ALDULAIMY—You have before you a resolution concerning the continuation of the Iraq-Iran war and its serious social and economic effects. This resolution awaits a responsible and effective stand vis-à-vis security and peace in the region and in the world. You are requested to vote in favour of this resolution so that our Conference can assume its proper role in

the interest of a just, comprehensive and honourable peace.

However, I am not going to deal with the humane, honourable dimensions...

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—The Government delegate of the Islamic Republic of Iran has asked for the floor again on a point of order.

Mr. SHAFII—Again my delegation rises to a point of order under the article I already mentioned.

Mr. President, the speaker is not speaking about the subject under discussion, so I kindly ask you to prevent him from speaking further.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would once again like to turn to the Workers' delegate of Iraq and ask him to avoid touching on the matter he has been discussing.

*Interpretation from Arabic:* Mr. ALDULAIMY—While we are taking part in the work of this session, our working masses in Iraq are assuming an honourable role in two respects: by defending the homeland against aggression, and by pursuing the work of construction, production and development of the homeland. I avail myself of this opportunity to transmit to you some of the brilliant results and great achievements achieved by our workers in the shadow of the glorious 17 July Revolution, under the leadership of His Excellency President Saddam Hussein. This movement was spearheaded by the consolidation of democracy for all sectors of the population, and particularly the workers, through freedom of association, the free election by rank and file workers' representatives of trade union leaders, the provision of every facility for the trade union movement and its central leadership to raise the cultural, social, vocational and political level of the working masses, the promulgation of laws to safeguard the workers, preserve their rights and define their role and responsibilities in social development within the context of Labour Law No. 151 of 1970 and Workers' Pensions and Social Security Law No. 39 of 1971, the regulation of working conditions, the disciplining and rewarding of workers, etc.—all of which has enabled the workers to participate in the planning and administration of production and, administrative boards, joint labour committees and the labour inspectorate.

I note with great pride that my country, Iraq, is one of the countries which pay great attention to ILO Conventions by adopting most of them.

Among the issues of particular importance before the current session is the discussion of the action taken on the Declaration on apartheid in South Africa adopted at the 67th Session of the Conference in 1981, which provides for the setting up of a standing committee on apartheid for the international administration of measures against apartheid.

We reiterate our full support of all measures against racist regimes in Africa or in other parts of the world, especially in occupied Arab Palestine where the racist Zionist regime dominates the lives and freedom of the Arab Palestinian people. We express in the name of the Iraqi Workers' group our full solidarity with the struggle of the Arab Palestinian and South African peoples, and announce our

stand on their side in the struggle against all forms of coercion, oppression, exploitation and racial discrimination.

On this occasion, we should like to point out the importance of the resolutions which call on the ILO to contribute to the solution of the most important economic and social problems of Africa, the reduction of military expenditure and the use of the funds so released for social development, and trade union rights and democracy within undertakings.

As we endorse these resolutions which are of great importance, we hope that the volume of support they receive will ensure their adoption by the Conference, as a contribution to the economic and social development of Africa and the world as a whole.

By drawing attention to the importance of the issues raised by the agenda of the Conference, we hope that our joint efforts will be conducive to the adoption of the best possible Conventions and Recommendations, in favour of the development, prosperity and social progress of the world.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—Mr. Kherad, Government delegate, Afghanistan, has asked for the right to reply to a statement made by Mr. Kazmi, Government delegate, Pakistan. I give him the floor.

*Interpretation from French:* Mr. KHERAD (Government delegate, Afghanistan)—My delegation apologises for asking for the floor at this late hour. The reason it has done so is because the Government delegate of Pakistan, in his speech this morning, referred to our country.

My delegation does not think that any purpose will be served in replying to the delegate of Pakistan. This is not the first time that this international body has been forced to listen to fallacious and contradictory statements from the delegate of Pakistan. This delegate who sheds floods of crocodile tears over the so-called refugees from Afghanistan, expressed at length his concern for the interests of the Afghan people and the fate of the so-called refugees. This delegate deceived nobody when he spoke of his alleged humanitarian duty and his good will. I do not think that such statements can be convincing since the delegate comes from a country which has turned its territory into a base for attacks on its neighbour and for unceasing acts of banditry and incursions by mercenaries against the peaceful villages of Afghanistan.

As concerns the so-called refugees, the Democratic Republic of Afghanistan has already set forth its position in the statements published in the United Nations document.

My country has constantly clarified its position concerning the identity and number of these refugees

and on the general amnesty decreed on 18 June 1981 and other special legislative measures.

Owing to lack of time, I will therefore not deal any further with this point.

However, I would like to draw your attention to the fact that the figures mentioned by the delegate of Pakistan have been deliberately and ridiculously multiplied and inflated with the deliberate intention of giving a much more spectacular dimension to this so-called problem, and to increasing the credit of the refugees, although it is possible to obtain information from United Nations sources which bears out what we have constantly maintained as concerns the double registration and over-registration of nomad tribes and the local population belonging to the same group, tribe and ethnic origin as those across the frontier. They should not therefore be assimilated to refugees, as our enemies have attempted to do.

In this connection, I would like to draw the attention of delegates to a passage in a report published by the United Nations Research Institute for Social Development, published in 1983.

The number of refugees is therefore much lower and does not constitute a problem. We would like to draw your attention to the fact that, in reality, there is no obstacle to the return of the Afghans to their country. This return is provided for by decisions taken by the Government regarding the general amnesty and a message from Babrak Karmal, President of the Revolutionary Council of the Republic of Afghanistan to Afghan people still temporarily living out of the country, and which has been published as an official document of the United Nations.

This document, as well as the declaration of the Patriotic National Front of the Democratic Republic of Afghanistan and that of the Supreme Council of Afghanistan confirm the protection of the rights to freedom, property and private life of persons and of all the rights approved by the Decree of 8 June 1981 respecting the general amnesty.

In answer to this call, thousands of Afghans have returned home and are now living a normal life. This number would have been even greater if certain barriers and artificial obstacles had not been put in their way by Pakistan.

My delegation hopes that Pakistan will cease putting up obstacles preventing those who left their country, on account of the lying propaganda of their enemies, from returning home.

I should like to stress once again that such action would not only help to solve the so-called problem of the refugees but would also help consolidate peace in the region, resolve a situation which is being maintained in the border area and exert a decisive and positive influence on the process of détente and the improvement of international relations.

*(The Conference adjourned at 1.30 p.m.)*

## Ninth Sitting

Wednesday, 12 June, 3.00 p.m.

*President: Mr. Smith*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT (Mr. SMITH)—This afternoon we shall resume the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Spanish:* Mr. BOLEKIA (*Government delegate, Equatorial Guinea*)—On behalf of the Government delegation of the Republic of Equatorial Guinea, I wish to join the speakers who preceded me in expressing our sincere and hearty congratulations to Mr. Ennaceur on his brilliant election as President of his distinguished assembly. We extend our congratulations also to all the other officers of the Conference. My delegation is convinced that under their wise and prudent chairmanship the Conference will reach a successful conclusion.

I should also like to take this opportunity to congratulate the Director-General of the International Labour Office on the excellent Report he has put before us. I congratulate also his distinguished team of colleagues.

Notwithstanding the world economic crisis, whose effects are particularly severely felt by the developing countries in general and the Republic of Equatorial Guinea in particular, I have pleasure in informing you that on 22 May this year my country transferred to this Organisation a sum of money representing the arrears of contributions due for the years 1983 and 1984. The necessary arrangements are being made for the transfer very shortly of the contribution due for 1985. This is evidence of the constant determination of the Government of my country to respect the Constitution and regulations of this international organisation.

This is an appropriate opportunity to inform this distinguished assembly that, of the Conventions in the process of ratification by the Government of my country, as I announced in this same hall when I had the honour of addressing this illustrious conference last year, the following instruments have been ratified: Hours of Work (Industry) Convention, 1919 (No. 1); Weekly Rest (Industry) Convention, 1921 (No. 14); Hours of Work (Commerce and Offices) Convention, 1930 (No. 30); Equal Remuneration Convention, 1951 (No. 100); Maternity Protection Convention (Revised), 1952 (No. 103); and the Minimum Age Convention, 1973 (No. 138).

The Government of Equatorial Guinea has been pursuing a policy of restoring the dignity of labour. Article 52 of our Constitution states: "The State shall recognise labour as the main source of wealth.

Work is a right and a social duty. It is incumbent upon the State to promote economic and social conditions which will eliminate poverty and hardship and provide the inhabitants of the Republic of Equatorial Guinea on equal terms with the opportunity to perform useful work, as well as protecting them against unemployment in any form. The law shall ensure for every worker respect for his dignity, a decent life and remuneration appropriate to the type of work he performs."

Our country upholds international justice.

I wish to place on record the gratitude of my country to the International Labour Organisation for the technical co-operation it has been offering the country and to express the hope that this co-operation will be extended also to the field of labour and social legislation. We hope too that grants will be awarded for the training of staff in the field of labour administration, employment and vocational training under the training programmes of the Turin Centre, the African Centre for Labour Administration (CRADAT) and, for reasons of linguistic affinity, the Inter-American Centre for Labour Administration.

Lastly, I have the honour to convey to you the best wishes of His Excellency Obiang Nguema Mbasogo, President of the Republic of Equatorial Guinea, for the success of the work of this Conference for the benefit of workers all over the world.

*Interpretation from Russian:* Mr. FOMICH (*Government delegate, Byelorussian SSR*)—First of all I would like to associate myself with the congratulations and good wishes for success in our work addressed by delegates who have spoken before me to you, the President and the other Vice-Presidents.

In consideration of the Report of the Governing Body for 1984-85 and in particular paragraph 61 of that Report, at the request of the delegations of the group of socialist countries. I should like to present their joint declaration in connection with the fortieth anniversary of the people's victory over nazism and fascism and the 40th anniversary of the United Nations. It states the following: The present 71st Session of the International Labour Conference is being held at a time when all progressive humanity is celebrating the 40th anniversary of the people's historic victory over Hitler's fascism and is preparing to celebrate the 40th anniversary of the foundation of the United Nations. These two historic dates are inseparably linked to each other. The bloodiest and most destructive war in the history of human civilisation cost the peoples of the world dearly, claiming more than 50 million lives and causing unprecedented material damage for mankind.



The victory over fascism was the result of joint efforts on the part of all States and peoples of the anti-Hitler coalition, which united States with different social systems and different ideologies. It is universally recognised that a decisive role in the achievement of victory was played by the Soviet Union and its armed forces. The war claimed the lives of 20 million of its sons and daughters.

Humanity serves the memory of those who gave their lives for the victory of freedom and independence, democracy and social justice, reason and progress. Bowing their heads in memory of those who fell, present and future generations will not forget the lessons of this dreadful tragedy. We must not allow a similar tragedy to be repeated in the history of mankind.

The General Assembly of the United Nations, at its 39th Session, declared 8 and 9 May 1985 days of celebration of the 40th anniversary of the victory over nazism and fascism in the Second World War and the fight against them. The Assembly recalled that as a result of this victory the United Nations was founded with the goal of saving future generations from the scourge of war.

The lessons of the Second World War have a lasting significance, chief among them being that States must fight together against war before it ever begins. The very difficult and tense situation existing in the world once again underlines the need for such a joint effort. The most important task facing humanity today is to prevent the unleashing of nuclear war, to prevent the arms race in space and to put an end to it on earth. In order to do this it is more important than ever for all States, large and small ones, regardless of differences in their social systems and ideologies, to unite in the fight against the danger of a new world war which, if it is not prevented, would be unprecedented in its destructive consequences.

The States of the socialist community have always resolutely defended the cause of peace and disarmament and the principles of peaceful coexistence. They call for sincere co-operation between different social and political forces, co-operation based on good will in the cause of peace.

An important role in the search for a constructive way of creating a more healthy international climate could be played by the United Nations and other international organisations, including the ILO. The checking of the arms and the reduction of armament would make it possible not only to reduce the danger of war but also to channel colossal resources towards the solution of the global problems of the economic and social development of humanity, including assistance to developing countries.

Only in conditions of stable peace, détente and disarmament it is possible for the ILO to attain the goals laid down in its Constitution and the Declaration of Philadelphia: improving the working and living conditions of workers, the eradication of unemployment and the solution of employment problems.

The year 1986 has been declared by the United Nations to be the International Year of Peace; the General Assembly of the United Nations has appealed to the international community to step up its efforts to promote peace and disarmament. Unfortunately, the activities of the ILO in this area are more than modest and in no way correspond to its status as a specialised agency in the United Nations

system. Meanwhile, particularly in recent years, we have been witnesses of large-scale anti-war demonstrations by the workers in many countries and their growing awareness of the danger of a nuclear conflict. The workers express their legitimate hope that the ILO will intervene more actively within the framework of its competence to defend peace and that it will make a significant contribution to the development of international co-operation for peace and disarmament.

The ILO cannot ignore the realities obtaining in the world since the Second World War following the victory over Fascism. The Organisation must adapt its structure and methods of work to new conditions so as to make an effective and constructive contribution to the cause of equal and fruitful co-operation between countries with different social and economic systems.

The socialist countries are in favour of increasing the role of the United Nations and the organisations of its system. We feel that this is an important forum for the unification of efforts of States, with a view to strengthening peace and international security and promoting the solution of vital world problems.

I would now briefly like to say a few words regarding the views of the delegations of the Byelorussian SSR regarding questions which are touched on by the Report of the Director-General at the present session.

The ILO must not disregard the fact that in the situation of greater tension which we face there are more and more gross and massive violations of human rights in capitalist countries; there is an increase of the infringement of trade union rights and there is a high level of unemployment and inflation in these countries. Furthermore, in spite of legislation regarding trade unions, the protection of wages and occupational safety and health, there are many persons who are unemployed and underemployed. The positive measures to which reference is made in international labour Conventions and which were included in the World Employment Programme remain a dead letter. The ILO is not carrying out its constitutional provisions regarding the protection of the interests of the workers and in practice is doing very little to promote measures to improve employment. The supervisory machinery of the ILO is doing nothing to implement the Constitution of the ILO whose basic measures for the improvement of conditions of work include the fight against unemployment. It is necessary that the fight against unemployment and the problems connected with it should become one of the priority orientations of the activities of the ILO.

The socialist countries have clearly and specifically stated their desire to co-operate in the solution of these problems in the ILO. This led to the submission on 29 March this year to the Director-General of a Declaration on the situation in the International Labour Organisation. It is necessary to take very seriously the provisions and the proposals contained in the Declaration of the socialist countries. The efforts of the ILO should be aimed at achieving equal co-operation among States independently of their respective social systems.

I should now like to say a few words about the experience of the Byelorussian SSR. Economic and social development in Byelorussia in the 40 years since the war is an example of the rapid and dynamic



development of the socialist national economy of the Republic, the national welfare of which during the period of the fascist occupation suffered serious losses and the economy, as such, was reduced to the level of 1913.

At present the economy of the Byelorussian SSR is developing at a steady pace. The national income of Byelorussia in the past year increased by 5 per cent. We expect an increase in industrial production for 1981-85 of more than 27 per cent.

All this makes it possible to achieve constant improvements in our national well-being. The real income of the population has almost doubled in the past 15 years. In 1984 the average wage of workers and white-collar workers increased by 3.2 per cent. Wages of *kolkhoz* workers in the social economy increased by 16.7 per cent. Social consumption funds, which finance education, health, pension and pensions schemes are also growing. The volume of retail trade is expanding while stability is being maintained as regards retail prices for basic products.

In conclusion, I would like to assure you of our readiness to continue to participate in ILO's work, the purpose of which is the improvement of the conditions of life and work of the workers.

*Interpretation from Spanish:* Mr. PORCEL SALAZAR (*Minister of Labour and Manpower Development, Bolivia*)—On behalf of the Government and the people of Bolivia, I should like to extend fraternal greetings to the President and the distinguished delegates attending this International Labour Conference.

Everyone is aware of the very severe world crisis which is having a painful impact on the weakest economies, those of the developing countries, as a result of factors originating in capitalist countries.

After the economic boom, resulting from an increase in oil and tin prices during the nineteen-seventies in developing countries, the international banks inundated us with credits which were offered indiscriminately and regrettably accepted by de facto governments in an irresponsible manner; the latter were supported in this by insensitive bureaucrats and technocrats who used these credits merely to stimulate excessive growth in the tertiary sector of the national economy, which failed to have a multiplying effect on the economy and resulted in hyper-inflation in Bolivia.

My Government and the private sector found themselves in a very worrying economic situation. What is more, workers lost 45 per cent of the purchasing power of their wages.

At present, workers hardly earn a monthly wage of US\$85 at the black market exchange rate and \$21 at the official rate of exchange.

Despite efforts to avoid negative repercussions on real wages, a sliding wage scale was introduced in an attempt to balance the family budget, with subsidies for foodstuff, to try and control price rises resulting from trade speculation and the drug traffic.

Regrettably, the existence of an underground economy, consisting of groups profiting from speculation and unlawful trafficking, resulted in the displacement of 20 per cent of the national economy. It was very difficult to rule in these circumstances, without entertaining a serious and responsible dialogue with the Bolivian Workers' Confederation, the

Confederation of Private Employers and the political parties representing the majority.

There are no miracles for solving an economic crisis; the solution lies in an increase in production and a rise in productivity to maximum levels. We are at a loss to know how to create incentives for production and export when these are bound by external restrictions, contrary to our interest, which are brought into play by the metropolitan power centres who impose free trade on underdeveloped countries while, at the same time, practising a policy of protectionism for their own internal trade and industry at the national level and this to further their own interest.

The Government headed by Dr. Hernán Siles Zuazo had, because of unfavourable economic circumstances, to accept a Parliament whose majority was in the opposition and a judiciary unfavourable to him; he also had to cope with sectarianism and the radicalisation of the various sectors of the society affected by the recession and with anti-democratic attitudes of the extreme left and the extreme right, who have neither the sympathy nor the support of our population.

In these circumstances, we nevertheless managed to maintain constitutional guarantees at the national level without any restriction, in spite of pressures from the opposition; as a result of these pressures, the President of the Republic resigned from office a year prior to the time required by the Constitution. General elections are to be held on 14 July of this year and we shall have a democratic change of government on 6 August 1985.

My country, having to cope with difficult economic circumstances and without any support from the International Monetary Fund, was obliged to undertake ten devaluations of its currency to a parity of 75,000 Bolivian pesos per US dollar.

We could not grant wage concessions and quote a fair price for our exports without these devaluations. The rationalisation of public expenditure was impossible without having to face up to greater depression. Unemployment at present affects 15 per cent of the working population without counting underemployment and part-time work, which at the national level, including peasant farmers, is as high as 57 per cent.

In spite of all its efforts, in these harsh economic and social conditions, my Government has been unable to secure a social truce—which is what Bolivia most urgently needs. On the contrary, it has had to deal with an increasing number of strikes. Since the democratic regime was established in October 1982, up to November 1983, a total of 280 strikes took place with a loss of 802 working days. In 1984, 482 strikes occurred, in addition to an employer lock-out of one week which meant a loss of \$1,000 million for the State.

The foreign debt is no longer just an economic problem but also a political problem, with only one solution possible, a purely Bolivian solution. Comandante Fidel Castro of Cuba revealed that in the last two years the differential transfer from Latin America abroad amounted to \$56,700 million in profits and interests.

This approach towards the payment of the debt is totally irrational, if one takes into account the unavoidable social repercussions which would occur

in Bolivia as a result of the cancellation of 160 per cent of the total value of our exports.

We entirely agree with Mr. Fidel Vásquez, the head of the Mexican Confederation of Labour, who stated: "If the International Monetary Fund places such demands on debtor countries, the time will soon come when internal problems will occur in Latin America similar to those now experienced by Central America".

My country has, at all times, expressed its firm intention of effectively implementing the principle of tripartite consultation with organised workers as well as employers associated in their own institutions. Regrettably, because of circumstances beyond our control, because of social and political tensions, we have encountered difficulties in implementing this; however, very frequently, we have been able to overcome problems through dialogue. Meetings have been held between the Government and the Ministry of Labour with the Confederation of Private Employers of Bolivia and with the Bolivian Trade Union Confederation, in order to deal not only with wage questions but also problems concerning social security and industrial safety.

As far as tripartism is concerned, my Government has ratified the wage agreements, some of them on an ad hoc basis, because there is no general standard contained in Convention No. 144; nevertheless, we have implemented Conventions Nos. 26, 95, 100 and 131 on methods of determining minimum wages, wage protection, equality of wages and the fixing of minimum wages. Of these four Conventions, Convention No. 26 alone established the obligation of tripartite consultation.

Regarding the National Wage Council which was created by Presidential Decree No. 11706 of 16 August 1974, it is obvious that as a result of restructuration, this consultative body, which now includes representatives of private industry and the workers, is now undergoing administrative adjustments so that it is brought in line with the principle of tripartite consultation.

The discussion concerning items IV, V and VI of the agenda of this international Conference have been examined and, with slight reservation in respect of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), we give our support to the proposed texts.

In Bolivia we have fully introduced workers' participation in state undertakings. Through this system of administration, the workers control 70 per cent of national production in the strategic areas of ore, mines and metallurgy.

Equal opportunity for women in employment has been implemented ever since Bolivia's historic change in 1952 because it is one of the fundamental motivations of our National Government and of the social sectors.

Even before this date, the Political Constitutions of 1938 and 1945 initiated the enactment of legislation relating to the family, to compulsory social security for both sexes without discrimination, the regulation of the work performed by women and minors, fixing of maximum working hours, minimum wages, weekly rest and holidays, annual holidays and maternity leave, without loss of wages and social benefits, medical care, and many others without distinction based on sex or any discrimination whatsoever.

Since 1952, when the unrestricted universal vote was introduced in my country, women have enjoyed full rights as citizens and been able to exercise the vote and have access to all public posts. There have been a number of women councillors, deputies, senators, ministers of States; we even elected, in accordance with the Constitution, a woman as President of the Republic. This was the second such case in Latin America.

The General Labour Code, the Education Code, the Family Code and Social Security Scheme, the Agrarian System, the Act on Co-operatives, as well as settlement and other amended codes, do not allow any discrimination against women who have the same rights and obligations as men in respect of political, civil and social affairs.

May I suggest that, when making democratic changes in the structures of the ILO, we take into account in future that state enterprises should have their representatives within the ILO, with the same obligations and rights as those enjoyed by private industry.

We confirm at this international Conference our firm determination to defend the principle of non-intervention and self-determination to which all the peoples of the world are entitled, peoples who seek national and social liberation.

In concluding my remarks to this august international forum, I should like to express the wish that the results of the 71st Session of the International Labour Conference will be wise and fruitful for all mankind, since ultimately the destiny of all peoples depends upon this.

*Interpretation from French:* Mr. BENLAKHDAR (Workers' delegate, Algeria)—On behalf of the General Federation of Algerian Workers (UGTA), I should like, first of all, to congratulate Mr. Ennaceur on his election to the presidency of this 71st Session. His election is a tribute to his personal qualities, to the sister Republic of Tunisia and to the whole of the African continent. I wish him every success in the performance of his functions.

With regard to the items on the agenda of our Conference, we felt that it would be desirable to give particular attention to the first part of the Report put before the Conference by the Director-General concerning industrial relations and tripartism.

I should like to thank Mr. Blanchard for having proposed for general debate a subject which we consider to be most important and delicate.

It is indeed an important subject since the topics dealt with in this Report have a far-reaching impact on the world of labour.

How could it not be a delicate subject when we think of the passionate debates to which it constantly gives rise and when we recall the misunderstanding, prejudice and occasionally intolerance which it arouses?

While he has chosen to deal with industrial relations and tripartism, the Director-General has nevertheless chosen also to speak with conviction, and sometimes with legitimate passion, about certain questions bound up with trade union freedoms, relations between trade unions, parties and governments, and the role and place of trade unions in developing countries.

Similarly he has proposed a highly apposite subject at this time of great economic and social crisis which,

I hardly need remind you, has resulted in despair and distress in the southern hemisphere.

It is therefore with great interest that we have read this Report.

In general terms, we can say frankly that, as representatives of the workers of a developing country, we have the feeling that we have been somewhat left aside in the great debate the ILO is proposing to encourage on matters such as industrial relations and tripartism.

While it has to be recognised that the authors of the Report have a thorough knowledge of the questions referred to and while it must be acknowledged—and they do—that the changes taking place in the economic, social and technological fields have an effect on these relations, we should also point out that a very large part of this study seems to be addressed first and foremost to the representatives of the rich market economy countries.

As proof of this, it suffices to quote the Report where it says that “a key concern of governments and enterprises is that of preserving or rebuilding an economic basis of productivity and growth”.

What we have to say is that one cannot preserve or rebuild something we have never had. The question which therefore arises is to what extent the poor countries can feel concerned by such a statement, which at the same time is at the heart of the reasoning advanced with respect to industrial relations and tripartism.

In the same way, the Report stresses that these relations are subject to the constant tension that exists between the need to revive the economy and the need to maintain a decent standard of living.

Here too we are faced with a basic statement which prompts us to demand what economic recovery and the maintenance of a decent standard of living are supposed to mean in the many countries referred to as the least advanced.

Finally, when the document states that the most important change in the economic order is a downward trend in the rate of growth, we would say that it would have been desirable to recall also the increasing impoverishment of the poor countries and the ever-widening gap between these countries and the industrialised countries.

It is not my intention to make a critical analysis of Part I of the director-General's Report. What we would like in future is that, in reviewing these matters, the ILO should say more about the anxieties and preoccupations of individuals and about the sensibilities, the aspirations, the convictions and the plans of poor and rich countries, socialist economy and market economy countries alike.

Learning to understand others through their history, their traditions, their special talents and the destiny they have freely chosen seems to us to be the best way of proceeding in order to overcome and vanquish all these evils engendered by misunderstanding, hasty judgements, narrowmindedness and intolerance.

May I revert to the Report itself and dwell for a few moments on what is referred to in some quarters as the problem of trade unionism and freedom of association in developing countries.

Here, too, it is with real regret that we note the persistence of certain attitudes and manners of thinking and saying things which make it appear that many trade unions in the Third World countries are the

pure creation or pale copy of the regimes and parties in power.

Does it take a special effort to make some of our comrades in the wealthy countries understand at last that the mission and role of the trade unions in certain developing countries can in no case and in no way be a reflection or a faithful copy of what happens elsewhere in the world?

In this connection, on behalf of the UGTA, I would like to remind you that, as far as my federation is concerned, trade unions in Algeria are the democratic and representative emanation of all the Algerian workers.

The wording of the Report to the Conference does have the weakness of disregarding or misinterpreting the historic, economic, social and cultural realities of the countries concerned, to mention only the formal aspect of things.

We have an opportunity today to recall also that the setting up of the trade union movement in Algeria is closely linked with its colonial background.

First and foremost, it was the natural and logical outcome of all the battles waged by the Algerian workers against the colonial occupants since the beginning of this century.

What should be borne in mind is that the trade union movement in Algeria was, by a unanimous and responsible commitment, the natural extension in the working world of the action of the National Liberation Front (FLN) during the armed struggle for liberation.

Today, with our independence restored and within the context of the continuation of the revolutionary movement, the trade union movement in Algeria has clearly affirmed its total adhesion to the choices and socialist policy defined by the Party of the National Liberation Front.

In the same way, to revert once again to the Director-General's Report, I would say that in Algeria the trade union movement fights for the objectives of our revolution, as defined in our National Charter and by the FLN.

Parallel with its natural mission of defending the moral and material interests of the workers of Algeria, the UGTA participates through dialogue and concerted effort in the carrying out of all the tasks of national construction and the building of a just and prosperous socialist society.

To conclude this part of my remarks, I have noted with interest all the information, remarks and suggestions made in the Report as to the path to follow and the means to be used to infuse more efficiency and greater justice in relations between workers, employers and governments.

It is perhaps not irrelevant to recall that my trade union organisation is a member of the Organisation of African Trade Union Unity (OATUU) and in this capacity fights for the unity, credibility and independence of that organisation. The UGTA reaffirms its firm support of the decisions taken at the fourth congress of the OATUU held in Lagos in January 1985 and for the interim committee set up to prepare for the next congress due to take place in Accra, in unity and dignity, in democracy and clarity and in the real independence which will guarantee the success of this meeting.

In the same way, we strongly condemn all those who, consciously or unconsciously, continue to sow dissension in order to perpetuate their rule at the

head of the organisation in violation of the decisions of the fourth congress.

We call on all African trade union confederations to rise above circumstances and divergencies in order to preserve and strengthen unity among all Africans, to reaffirm the bonds of solidarity and brotherhood in the context of Arab-African dialogue and to ensure that our continent will become the pride of the African trade union movement throughout the world.

I should also like to stress that we agree with the Report when it stresses the determination of all parties to engage in dialogue and exchange views and proposals in order to achieve mutually advantageous agreement.

We also hope that this dialogue will go beyond individual countries and develop into a truly effective and sincere dialogue between poor and rich countries, particularly within the context of a new international economic order since this is of such importance in the quest for a lasting solution to the grave crisis affecting the whole of mankind, the genuine victims of which are none other than the workers and the toiling masses in general.

Having expressed our views on the Report submitted to the Conference, we should like to remind this assembly that today there is a whole environment which exerts a powerful influence on the proceedings and outcome of our Conference.

What we must remember is that, in this month of June 1985, there are millions of men, women and children for whom the maintenance of employment, the guarantee of a decent income and the recovery of growth are just empty phrases.

In saying this, we simply want to say that, for whole populations in Africa, Asia, Latin America and the Arab world, the problems they face must be viewed first of all in terms of survival in the face of natural disasters such as drought, famine, floods and other cataclysms, as well as the criminal actions of imperialism, colonialism, Zionism and racism.

In the African continent, I need hardly dwell on the tragedy suffered by populations because of drought and famine, which it would be unjust to attribute only to natural elements. In this context my organisation has filed a draft resolution as a contribution to the work of this Conference.

In the face of suffering which is barely imaginable, the international community has a duty to act effectively and in a humanitarian spirit in order to banish the hideous spectre of famine, disease and ignorance, on the understanding—and we affirm this forcefully—that it is incumbent at the same time upon the countries concerned, and the developing countries in general, to shoulder the burden of their own destinies in a spirit of national effort and self-reliance.

We have also referred to the criminal actions of imperialism, colonialism, Zionism and racism. In the Arab world we are thinking more specifically of the veritable genocide threatening the Palestinian people—whose only offence, it seems, is to aspire to live freely and decently on the soil of their own mother land—as a result of the conjugated efforts of the Zionist forces and certain reactionary forces and regimes.

In Lebanon we hope for a return to peace and stability and national unity, territorial integrity and the Arabisation of this sister country.

We also deplore the continuance of the fratricidal war between Iraq and Iran which can only give satisfaction to world imperialism. We hope for a settlement of this conflict very shortly through peaceful negotiations between the parties concerned in the interests of the workers and peoples of these two sister countries.

In the North-West of Africa, in Western Sahara precisely, there is a people which is fighting, women, children and old people who are suffering because of the actions and reckless ambitions of a whole regime engaged in a war of colonial occupation, in defiance of all logic and of the resolutions adopted by African and international institutions.

In southern Africa, the world's conscience is constantly shaken by the poignant drama of the conditions imposed...

The PRESIDENT (Mr. SMITH)—Mr. Ben Seddik, I give the floor to Workers' delegate, Morocco on a point of order.

*Interpretation from Arabic:* Mr. BEN SEDDIK (*Workers' delegate, Morocco*)—In accordance with paragraph 5 of article 14 of the Standing Orders of the Conference I raise this point of order because the Workers' delegate of Algeria has gone outside the subject under discussion, namely the Report of the Director-General. What he has said regarding the tension which exists in West Africa has nothing at all to do with the subject matter of the Report or its appendices. I therefore demand that the Standing Orders be respected and call on the President to exercise his authority in accordance with paragraph 4 of article 14 of the Standing Orders of the International Labour Conference and ask the speaker to resume his seat if he abandons the subject under discussion. I reserve my right to reply in due course, Mr. President, and ask you to give me my right to reply should this prove necessary.

The PRESIDENT—This Conference must abide by generally accepted parliamentary language and procedure. I therefore request the speaker to keep to the subject under discussion and avoid referring to extraneous matters, bearing in mind the words of President Ennaceur when he opened this Conference.

*Interpretation from French:* Mr. BEN-LAKHADAR—If I may say so, I think that the remarks I have made are highly relevant to the contents of the Director-General's Report. The references I have made relate to problems of populations who are subjected to the consequences of natural and structural disasters as well as disasters bound up with the problems I have referred to in my speech.

Though mindful of the remarks that have been made following the raising of a point of order by my colleague, the representative of the Moroccan regime, I would request you, Mr. President, not to interrupt me any more and to allow me to carry on with my speech which does fall within the context of the Director-General's Report to the 71st Session of the International Labour Conference.

In southern Africa, the world's conscience is constantly shaken by the poignant drama of the conditions imposed on millions of Africans by a racist,

minority and criminal regime, a regime which is helped in its actions by certain Western Powers.

In Latin America, the Pacific and the Caribbean, there are peoples and workers who are fighting heroically for their independence, freedom and dignity against imperialism, fascist dictatorships and colonialism. And opportunity is offered to us here to renew our support and solidarity with our brother workers and with the peoples struggling for the attainment of their legitimate aspirations.

I should like also, on behalf of the UGTA, to express our readiness to work and fight with all our strength in the ILO for progress in the world and, more particularly, for the furtherance day by day of the ideal of justice, progress and peace for the benefit of all peoples.

I wish the Conference every success.

The PRESIDENT—The delegate who raised the point of order is not a representative of the Moroccan regime, he is the Moroccan Workers' delegate.

Mr. PURI (*Employers' delegate, India*)—It is my proud privilege to offer Mr. Ennaceur warmest felicitations on his unanimous election as President of this esteemed forum for the current session. I am sure that under his able guidance this Conference will focus on the emerging issues of industrial harmony and social adjustments in the context of economic development in today's world and will evolve policy guide-lines to chart out the future course of action.

May I also take this opportunity to congratulate the Director-General on his excellent Report which presents a comprehensive analysis and brilliant exposition of the various facets of industrial relations and tripartism in the context of present social, economic and technological developments. The Report deals with the manner in which "we can assure that the process of decision-taking provides for fair consideration of the human as well as the economic interests involved" and has rightly recommended continuous dialogue through the institutions of industrial relations and tripartism.

The ILO was created to promote social progress, to work out developmental policies and to ensure that the fundamental rights of workers are protected. The unique feature of the ILO is its tripartite structure. In today's world of rapid social, economic and technological transformations the need for institutionalised relations between government, employers and workers cannot be overemphasised.

In my country, India, the Government has been encouraging closer interaction of the employer and the employee through participative fora. The Government has sought to provide policy guide-lines on issues having intersectoral implications such as wage policy. This has brought in the much-desired tripartite element and has provided the right climate for rapid industrialisation. The efficacy of these institutional arrangements needs to be viewed with reference to their ability to adjust to the structural transformation taking place in India, from a predominantly agrarian towards an industrial society.

I have heard some members expressing doubts about the ability of workers in developing countries to participate. In this context, I would like to say a few words regarding my personal experience in my own public sector company, Bharat Heavy Electricals Limited. Some years ago there were many of our

managers who has serious doubts, but our experience is that by promoting a participative culture at various levels between management and workers, a climate of trust and mutual respect can be built up, revealing a change of attitudes on both sides. Instead of confrontation we now have co-operation and in the organisational climate that is gradually emerging it is easy enough for us to start productivity drives and to successfully introduce quality circles, thereby increasing substantially our production and profitability. Such co-operation has also facilitated the introduction of sophisticated technology. We are convinced that participation is the surest way to solve even some of those problems which would otherwise defy solution.

The year 1984 has been an eventful year for India. The whole world was shocked at the tragic death of Mrs. Indira Gandhi, the late Prime Minister of India. She was truly an international personality who in her capacity as Chairperson of the Non-Aligned Movement, was deeply involved in building bridges of understanding and co-operation between developed and developing countries. Her abiding love for nature and concern for the welfare of the human being was evident in the policies she evolved. She had firm faith in rapid industrialisation as the key to development, but at the same time, was equally anxious that the human element receive its due share of opportunities for a decent standard of living. With her passing away an epoch has come to an end, and a new era has commenced under the dynamic and progressive leadership of Mr. Rajiv Gandhi, the new Prime Minister of India. The resilience of Indian democracy was amply demonstrated during this smooth transition. With his vision of building a modern India he has been actively pursuing progressive and pragmatic policies to carry India into the twenty-first century. Central to this is the theme of industrial resurgence through liberalised industrial policies and the introduction of state-of-the-art technology. These measures are essentially aimed at tackling the chronic problems of unemployment, poverty and the population explosion.

The performance of our economy during the Sixth Plan, 1980-85, has been impressive. We have a comfortable level of grain buffer stocks and balance of payments. The savings rate continues to be at around 24 per cent of GNP. There is a new dynamism in infrastructure, industry and the public sector. The democratic constitutional system is strong enough to handle local socio-political disturbances with tolerance.

The Bhopal gas tragedy which brought in its wake suffering to thousands of innocent citizens was a major calamity.

The need for implementing adequate industrial safety measures and the primary responsibility of the enterprise in this regard has been brought into focus the world over. This also points to the necessity to have a fresh look at the effects of technological innovations on the environment, particularly with regard to the threat they pose not only to flora and fauna but to human life as well. When one realises that about 60,000 chemical compounds are in use in industry and the effects of only 80 or so on the biological system are known, one shudders to visualise the dimensions of the danger that would confront mankind in case of any mishap. Hence, a sense of urgency needs to be injected into the analysis and

evaluation of the toxic effects of chemical substances and in chalking out systematically an action plan to prevent chemical disasters.

With this background one needs to be concerned about the new safety and health hazards that have arisen and the inadequacy of the present safety rules and culture to prevent catastrophes. In the developing countries far too many workers are still employed in conditions that, to varying degrees, constitute a threat to their health and lives. Multinational corporations operating in these countries seem to attach less importance to safety provisions than in their home plants. Hence priority needs to be given to the task of helping developing countries to set up adequate safety and health infrastructures that must accompany the industrialisation process and not follow it.

The agricultural sector too has its own hazards arising from the characteristics of its environment, such as exposure to severe climatic conditions, the demands of long and arduous working hours at a stretch during specific periods and cultivation techniques including mechanisation, use of fertilisers and pesticides. Unfortunately, this vital aspect in the most important sector of the economy, especially in developing countries, has not received the attention it deserves.

It is clear that if a safety and health policy is to be successful the active co-operation of the employer is essential. The employer should be actively and personally concerned with the prevention of occupational hazards. This implies the laying down of a clear policy in the matter, by the top management, the issuing of detailed written instructions to those responsible at the various levels and the provision of essential equipment.

Health is the result of a complicated reaction involving the body, mind, environment and occupation. An enlightened approach and a conscious effort to meet the total health needs of personnel covering all these dimensions is occupational health services. In addition to tackling occupational risks, modern occupational health services lay emphasis on the people, the conditions in which they live and work, their attitudes towards their jobs, fellow workers and a host of similar other factors which may impair health. Some of the major potential benefits of occupational health programmes are improved well-being of employees leading to increased productivity, quality of work life, derived benefits for the family and society and an improved corporate image.

Realising the importance of occupational health services programmes, the Indian Government has been encouraging organisations in both the private and public sectors to incorporate this function into their operations. Bharat Heavy Electricals Limited has been one of the pioneering organisations in introducing occupational health services at the enterprise level. The programme was initiated in the mid-1970s and has now developed into a full-fledged occupational health services with the active support of UNDP. This is now functioning as a model centre for other organisations in India and the region. We are convinced that in a properly operated organisation it is cheaper, in the long run, to provide occupational health services than not to provide these services. I am happy to note that various aspects of occupational health services are being discussed at this session. I am sure that the Conven-

tions and Recommendations which are being evolved will help both developed and developing countries in implementing this concept.

In addition to taking care of its own people, an organisation has to maintain a balanced relationship with the society in which it operates. The business enterprise must also function as a good citizen in developing its community values as distinct from business values and contribute to developing a society that cares for people. In my country, enterprises have set up operations in less developed areas with the encouragement of the Government and have thus helped in sharing the gains of economic development with people of different areas and diverse backgrounds.

The various developmental projects undertaken include provision of drinking water in rural areas, planting of trees, providing gainful employment to the local population and popularising the use of alternate energy sources such as solar-powered appliances, windmills, bio-gas, etc. In addition to the above economic programmes, social programmes such as family planning are given high priority by the employers in India in accordance with the guide-lines of the Government of India and the ILO. On the basis of these guide-lines, certain family welfare schemes have already been initiated and are being implemented. The promotion of people's interests and engineering social change form a larger objective towards which every organisation must pay increasing attention, particularly in developing countries.

An important element in meeting the social objectives of an enterprise is its commitment to pollution control. In order to maintain a pollution-free environment, enterprises should introduce all the necessary measures. As a matter of fact, the Government of India has introduced regulations under which every new enterprise is compelled to take account of air and water pollution control aspects right at the formulation stage. Legislation has also been enacted to serve as a deterrent to erring parties. A major plan has already been initiated to clean up the river Ganges, the lifeline of India.

In conclusion, I would say that the world today is going through a phase of rapid change due to technological innovation, changing economic and political alignments and the transformation of the social order.

At the centre of all this is the key element for progress and prosperity, that is, the human resource. Organising, developing and fostering this resource alone can enable mankind to meet future challenge. For this reason there is an urgent need for the coming together of minds and congruence in the goals selected. Tripartism in its broad sense calls for bringing together all the components of an industrial society for the achievement of a synergistic process of benefit to all. It is not sufficient to obtain the best from human resources, it is also essential to see that humans are properly looked after during their working life by making work more humane through the provision of proper working conditions and environment. Safety and health aspects need to be given top priority. To this end, the wholehearted co-operation of the employer and employee in educating all concerned will be essential. In addition, society's needs should always be kept in mind, and the government and enterprise should strive towards achieving a society in which excellence thrives.



Avoiding the extremes of capitalism and statism, we in India are modestly succeeding in a tripartite consensus society. We will be happy to share this experience with our sister countries and also to learn from their experience.

*Interpretation from Spanish:* Mr. ESCANDELL ROMERO (*Workers' delegate, Cuba*)—Allow me to express to the President our congratulations on his election as President of the Conference and wish him success in the conduct of the 71st Session of the International Labour Conference.

If we examine closely the Report which the Director-General has submitted to us, a Report which deals with the agonising problems confronting us, we have to regret the fact that the analysis is not more detailed, more direct and does not identify those who are really responsible for the problems which are mentioned. Perhaps these topical problems go beyond the confines of traditional language.

The present 71st Session of the International Labour Conference is being held against the background of worsening international situation. A profound economic crisis is shaking the capitalist world, with harmful repercussions on the lives of the workers and particularly on those who live in the under-developed countries.

As the Report of the Director-General states, many countries of the Third World have seen their objectives of economic and social progress compromised as a result of the burden imposed by their foreign debt and the readjustment programmes which have been imposed.

Latin America and the Caribbean are suffering the worst recession in their history. Their population has increased significantly and the problems have multiplied. As you know, the foreign debt of the countries of the region exceeds \$360,000 million. In these circumstances, it is not possible for them to pay \$40,000 million per year on debt servicing and at the same time reduce inflation and readjust their budgets. The remedies of the International Monetary Fund only lead to the dissatisfaction of the masses and imply economic, political and social disaster whose consequences are incalculable. It is not possible to have political and social stability if our countries continue to be subjected to such relentless extortion. If these problems are not solved there will be violent social clashes in our continent.

The President of the Council of State and Council of Ministers of Cuba and Commander-in-Chief Fidel Castro, in a recent interview with the Mexican newspaper *Excelsior*, stated: "It is therefore understandable why I believe that if we do not achieve this new international economic order, the terrible problems of our countries cannot be solved simply through social change. Social change, I repeat, even in a poor country, can result in a better distribution of resources and resolve important problems, make life more human by putting an end to terrible social injustice and inequality—all of which may occur in rich as well as very poor countries—but I believe that the problem and premise of fighting for a new world economic order is the most important question now facing the countries of Latin America and the Third World, because it will enable them to create the necessary conditions for their real independence, their real sovereignty, including their right, and not

only their right, but the objective possibility to achieve social change."

There is a growing conviction that the foreign debt and its interest cannot be paid and that they must therefore be cancelled. Everyday, more and more people are becoming aware of the unavoidable need to promote international co-operation which would lead to the eradication of inadequate terms of exchange and protectionism in all its forms, dumping, arbitrary and abusive monetary policies as well as other financial and commercial practices which are selfish and deprive our countries of their resources and weaken our population.

There is no doubt that this would require the genuine unity of the debtor countries as well as a common strategy in the face of the transnational banks and the IMF.

Recently, trade union leaders or various trade union organisations of the region have expressed the need for preparing action to defend the interests of the workers and peoples of Latin America and the Caribbean.

Last May, the Fourth Trade Union Conference of Unity and Solidarity with the Workers of the Caribbean, which met in Guadeloupe, proposed the convening of a trade union conference of the workers of Latin America and the Caribbean, dedicated solely to discussing the problems of the foreign debt and the attitude to be adopted to this problem by the Latin American and Caribbean trade union movement. The Conference agreed that this meeting should be held in Havana and, after co-ordination with the Cuban Central Trade Union Organisation, it was decided to convene it for 15, 16 and 17 July of this year.

On the basis of the mandate conferred on us by the trade union participants of the Fourth Trade Union Conference of the Caribbean, we are calling for a conference of not only one sector or tendency of the trade union movement of Latin America and the Caribbean. Instead we are calling for a conference which would represent all the workers of the trade unions of the continent irrespective of their political, philosophical, religious or any other views. Thus the doors of Havana are open to those trade unionists of Latin America and the Caribbean who wish to attend this conference.

We call for a conference which respects all our tendencies and which, armed with powerful arguments, will be capable of reaffirming the intolerable character of this foreign debt and the need to have it cancelled. If we are fully and sincerely united, we shall be able to confront this challenge to the survival of our people and our future well-being and progress.

It is only through united action that we shall be strong enough to be heard and ensure that the solution to the problem of the debt opens the way towards a new international economic order, with equitable financial and commercial relations, and thus allow our nations to attain genuine development.

As far as my country, socialist Cuba, is concerned, despite the stringent blockade imposed by the Yankee imperialists which has lasted for a quarter of a century and despite the constant threats of aggression of all types, we are steadily moving towards economic and social development and at the same time systematically preparing ourselves in the military sphere

to confront any aggression which the imperialist enemy may unleash.

Of course, Cuba does not want to have war. It desires peace in the region and throughout the world, but peace with dignity and equality for all which will guarantee the security, stability, respect and co-operation urgently required by all people so that they can devote themselves to building their future.

At the present time, the Cuban trade unions are free of the yoke of unemployment and other social scourges of the past; we are working to raise productivity and efficiency and attain even greater progress in the field of education, health, occupational safety and health, recreation, culture and other aspects which contribute the quality of life of workers of our new society.

In addition to the many tasks of socialist development, our trade unions offer their military support to the struggles of workers and their trade unions faced with exploitation and repression in various parts of the world.

From this rostrum, we express our support with the Sandinista brothers who dream of in building a new Nicaragua. We support a political and negotiated settlement to the conflict in Central America based on the proposals of the Contadora group. We condemn the illegal blockade of Nicaragua by the administration of the United States.

We express our militant support for the positions of the Salvadorian revolutionaries led by the FMLN-FDR who have reaffirmed the readiness to negotiate a political solution to the situation in El Salvador.

We reiterate our unswerving support for the solution to the problem of the independence of Namibia based on the strict application of Resolution 435 of the United Nations, which implies the withdrawal from this country of South African troops and the exercise by the Namibian people of their full sovereignty throughout their territory, together with the cessation of foreign aid to counter-revolutionary organisations which are working in Angola and effective international guarantees for the respect of their sovereignty, territorial integrity and security. The Cuban trade unions have always supported the fighters who confront the odious system of apartheid.

We express our full solidarity with the struggle being waged against Zionist imperialism by the Arab peoples and in particular the Palestinian people, for the recuperation of their illegally occupied territories.

Our solidarity goes also to the heroic workers and trade unions of Chile in their fight to overthrow the present tyranny.

We take this opportunity, in the name of the workers and trade unions of Cuba, to pay tribute to the outstanding events which are taking place this year, 1985, the 40th anniversary of the victory over Hitler's Fascism, which peace-loving peoples will be celebrating with honour and dignity; the 40th anniversary of the foundation of the World Federation of Trade Unions, the XII Festival of Youth and Students to be held in Moscow this summer, as part of the International Youth Year.

We also lend our full support to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, which will take place in Nairobi in a few days' time.

Finally, we should like to express the resolute determination which inspires the Cuban trade union

movement to work for the implementation of the agreements to be adopted at this 71st Session of the International Labour Conference. At the same time, we wish to express our appreciation to the Director-General, Mr. Francis Blanchard, and the delegation accompanying him on his recent visit to Cuba for the fruitful exchange of views and experiences which resulted during the meetings with the trade union leaders of Cuba and as well as the rank-and-file workers.

The world situation on the eve of the 21st century is infernal. Let those few who may be living in luxury and opulence not be blinded by the glitter of gold: behind their doors there are millions of hungry and sick and unemployed—millions of children and old people whose eyes are killed with horror—millions of human beings who do not want to listen to Dante, and are not prepared to resign themselves to losing the hope at the gates of hell. Let us not forget them.

*Interpretation from Portuguese:* Mr. MELLO (Workers' delegate, Brazil)—The Preamble of the ILO Constitution states that "universal and lasting peace can be established only if it is based upon social justice".

Brazil is living today in a new and historic stage of its political life. We, the Brazilian workers, are playing an active part in this process of transformation which our country is now undergoing and culminated in the election of a civilian president after 21 years of an authoritarian regime. I am referring to Dr. Tancredo Neves. Unfortunately, the President Elect died before he could take office.

It is essential to stress that we, the workers, are continuing to fight for recognition of our basic demands, conscious of the fact that we still do not have national laws guaranteeing freedom of association and trade union autonomy. We are still subject to an authoritarian, archaic "Consolidation of labour laws", which was imposed on the country in 1943 and is still in force today. We have still not managed to achieve a minimum wage which satisfies in the slightest the minimum demands of the working class. Our public servants still do not have the right to form their own trade union and we are forbidden by law to have unemployment insurance. Nor do we even know what the official position of the Brazilian Government is with regard to Convention No. 87. Our rural workers are still suffering from the most unfavourable conditions of work and life and are continuing to live in poverty. Women workers continue to be the victims of discrimination. They do not have either the same pay or the same job opportunities as men. And, lastly, the trade union movement is kept in the dark about the importance and value of the work of the International Labour Organisation—a remote and unapproachable entity for the majority of our nearly 5,000 trade unions.

We must accordingly continue our struggle against international pressures by economic groups who are only concerned with imposing sacrifices on our country and subjecting it to internal pressure, forgetting that Brazil is inhabited by Brazilians, who are people who want and insist on their right to live. We seek a life with dignity, employment and social justice in particular.

In all justice, we should point out that the new Government that has just come to power has already taken measures to democratise the trade union



movement, such as offering the opportunity for each trade union to hold elections in accordance with rules approved by its members and no longer in conformity with a model set of rules provided by the Ministry of Labour; the lifting of the ban on link-ups between trade unions, rehabilitation of trade union officials who have been stripped of office and prevented from standing for election in their trade unions, and proposals for a new Act on collective bargaining, which is now being examined and debated in Parliament, that is to say, a new law covering strikes.

For the first time, we can bring to Geneva a Brazilian delegation which has the unanimous support of national confederations of workers responsible for the appointment of the delegate and his technical advisers. This delegation was selected by the trade union organisations and not by the Ministry of Labour or the Government of our country, and there has been no veto by any political party, as has been the custom in recent years.

The Brazilian legislation in force allows the State to intervene in trade union organisations and even go so far as to invalidate trade union officials who have been elected, or convict them or send them to prison. It prohibits the setting up of trade union confederations; it provides for a trade union tax which should benefit trade unions but which, in practice, is an important source of income for the Ministry of Labour itself, and it does not allow a trade union to represent a worker who is denied his rights unless the worker requests it.

Another characteristic of the present Brazilian labour legislation is the excessively high job turnover as a consequence of the famous Length of Service Guarantee Fund, popularly known by its initials FGTS. This has led to a levelling down of the wages of the workers, who are therefore obliged to work without any guarantee of job security.

In Brazil, it is a great challenge for the workers to secure the abolition of this Length of Service Guarantee Fund, which was set up by the previous regime and yet still exists and allows employees to be dismissed at any time. It has served as the strongest brake on the organisation and mobilisation of the working class because of the fear it arouses among workers in general.

At the same time, there is still much cause for alarm in our employment statistics, not to mention underemployment, with respect to which there seems to be connivance between employers and Government.

Our labour courts, which should be the guardians of the labour laws, lack powers for standard-setting as well as independence and they are not even allowed to change wage rates, since that is the privilege of the Government. At present, the National Congress has before it more than 1,500 Bills with a view to the amendment of the labour legislation.

The new minimum wage for Brazilian workers, involving an increase of 100 per cent which came into force on 1 May last, is now 330,000 cruzeiros, or less than 61 dollars a month. And more than half of the nearly 45 million workers in our country are on this minimum wage.

As a heritage of the authoritarian regime which has governed Brazil for the past 21 years, we have 18 million workers without any contract of employment and thus without any legal employment relationship.

To this must be added the fact that state undertakings and public services in general have the unfortunate custom of engaging manpower through third parties, meaning agencies which hire out workers.

It is not possible to consider the social and economic problems of a developing country like Brazil without bearing in mind the concentration of incomes in the hands of a few, low wages and poverty, and without referring to the agricultural question. In this connection 86 per cent of our registered land consists of large estates owned by 4 per cent of the population of Brazil, which is now 120 million people. Thus, 10 million rural workers' families who depend on the land for survival have no land to till.

In the face of these alarming figures, the new Government of Brazil is currently submitting for widespread debate throughout the country its proposals for a national agrarian reform plan.

In rural circles, the situation is made worse still by the increasing numbers of what we call *bóiafria*, that is to say rural workers not covered by law because they do not have any type of contract of employment or social assistance and do not have any fixed place to work or live with their family.

As concerns Convention No. 98, I have to inform you that public servants continue to be deprived of the right to organise, even those who are working for autonomous enterprises.

As to Convention No. 87, this is now under study by the National Congress of our country. In 1984, it was approved by the Chamber of Deputies and it is now before the Federal Senate. A communication on Convention No. 87 was submitted to Parliament by the Government as long ago as 1949 and is still pending precisely because of the lack of interest of successive Brazilian Governments in taking a decision on it.

Regarding equal opportunities and treatment for men and women in employment, it is of vital importance to stress that we need an ILO Convention on the subject which provides a minimum guarantee that there will be day nurseries for the children of working mothers, medical care and guidance in voluntary family planning, equality of wages, job opportunities and vocational training, guaranteed access to food programmes for mothers and children in need, including food at workplaces, access for working women and their children to schools—including vocational training schools—with hours that are compatible with the working hours, democratisation of opportunities for women workers in trade unions to ensure that the offices they hold are in proportion to the percentage of women who are members of the union, incentives for vocational training programmes for women workers, a demand by the ILO itself for the participation of women workers in all national delegations to the International Labour Conference in the same proportion as the proportion of women in the population of the country concerned, abolition of the practice of dismissing workers because of pregnancy or the need to look after children, prohibition of wage discrimination on grounds of sex, equality in pensions and social benefits for men and women, prevention of arbitrary rulings by courts in the cases of complaints by employers on grounds of sex against women workers within the undertaking, compliance with minimum standards with respect to all occupations without exception, including guarantees with

respect to employment, contracts, working hours, weekly rest and social security, and provision for women workers with families to be recognised as workers and not simply as housewives.

But it is also necessary to encourage meetings of women workers in order to draw up specific claims on behalf of women, to train women officials to help their unions to carry on activities on behalf of women, to enable women, including those living at home with their husbands or fathers, to join unions, and to provide incentives for the distribution of books and documents on women workers, on the national experience on their history and on their achievements.

Faced with the great challenge of the need to find employment for the adult working masses, the Government has taken measures aimed at young people only as concerns their entry into the employment market and vocational training; but they are paid lower wages so as to lower labour costs and so increase profits. There are no real programmes for young workers in either the rural or the urban environment, as a result of which they tend to be socially marginalised.

As regards occupational safety and health, the practice, when investment has been made, has been merely to insist on the use of individual protective devices whereas, ideally, resources should be earmarked to eliminate unhealthy and dangerous environments and their causes.

The Government's policy is one of wage restraint in which earnings are no longer indexed on the grounds that this is necessary to combat inflation. The only one to gain from this refusal to meet the demands of the workers has been the employer.

Today the workers' struggle comprises the pursuit of stable employment (which was replaced by the FGTS after reference to it was removed from the legislation by the authoritarian regime that dominated the country for the last 21 years), the reduction of the working week from 48 to 40 hours and the quarterly adjustment of wages and incomes. The employers and the Government have invariably opposed these demands. Lastly, we wish to call vigorously for more dynamic action by the ILO in our country. We ask that the ILO Office in Brazil have more regular exchanges with all trade unions and that use be made of all available means of communication (radio, television, mass-circulation newspapers, union publications, etc.) to disseminate information on the activities of the ILO, its deliberations and meetings, the courses it offers and, above all, amendments to ratified Conventions and regulations in force.

The purpose of this is to increase our awareness of what this international organisation has to offer and to ensure that, though it may not be able to punish offenders, it guarantee universal political sanctions and identify, those who do not respect workers' rights and achievements in the field of labour relations, which is the cornerstone of social justice.

*Interpretation from French:* Mr. SAMBAT (*Minister of Labour and Employment, Gabon*)—Before I go into the substance of my statement, allow me to convey to Mr. Ennaceur, on behalf of the delegation of Gabon, which I am heading at this 71st Session of the International Labour Conference, my warmest compliments on his brilliant election to the Pres-

idency of this Conference. His election, is a special tribute to Africa, his native land. The delegation of Gabon wishes to express its unconditional support to him in the performance of his onerous and noble task.

I would like to pay special tribute to the Director-General, Mr. Blanchard, for the excellent report he has submitted to this 71st Session. The two subjects addressed in Part I of his Report, namely tripartism and industrial relations, were deliberately selected because they are not merely highly topical in the context of the social economic development of member States, but they also confirm once again the importance attached by the ILO to efforts to achieve harmony between people and all the social and economic development processes. It is in fact imperative that people should remain the focal point of the development of our countries and this is possible only to the extent to which dialogue and participation are to be effectively established at all levels of the economy through tripartism and industrial relations.

In view of the great recession which is confronting all countries today and affecting the growth rates of the developing countries, the social partners of our countries must show unfailing solidarity. Active solidarity will no doubt create optimal conditions for the mobilisation which is needed to meet the historic challenge of this world crisis through a tripartite approach.

The road towards sound industrial relations is no doubt fraught with obstacles, the most basic of which are the excessive politicisation of social and economic machinery, the insufficient education of the workers in relation to economic phenomena in their countries and the lack of genuine, international solidarity in the face of the current crisis, which stems from each country's belief that it can overcome the crisis on its own, unfortunately forgetting that no country is self-sufficient nowadays and that the problems of one country are bound to affect all the others. This fact is being demonstrated today in the desolation and repercussions of the war and famine which are devastating several countries.

Gabon understood at an early stage the importance of the concepts of tripartism and industrial relations for the achievement of the social and economic objective.

As regards industrial relations, all the production units in Gabon have consultative bodies whose role is to minimise conflicts and enable all those participating in production to analyse the operation of their enterprise, in accordance with existing regulations. By way of example, I might mention the important role played by economic and social consultative committees, the activities of staff representatives or yet the establishment of integrated committees designed to promote the employment of Gabonese nationals and follow up the gradual implementation in enterprises of plans and appropriate training programmes to that effect.

These means of consultation and participation are expected to produce highly positive results because they make it possible to measure the level of co-operation and effective participation of the social partners in the economic life of the country. These efforts to ensure participation are supported by the Government of Gabon which has never prevented the Trade Union Confederation or the Employers' Confederation of Gabon from participating in major

debates on the orientation of educational and vocational training policies, or on the problems posed by industrial relations in enterprises and problems connected with integration mechanisms in enterprises, such debates are generally broadcast on radio and television.

The State's financial support to the Trade Union Confederation of Gabon under its worker education programme as well as the management's present and growing desire to set up, with the encouragement of the State, training packages in their enterprises, in an obvious effort to make rational use of plans to promote the employment of Gabonese nationals are concrete reflections of concerted tripartism which is the basis of social peace, of political stability which Gabon has enjoyed for several decades, and of the credit we receive from investors throughout the world.

The problem of equality between men and women in employment is a matter of concern to our Organisation. This question cannot be settled through strict compliance with fundamental human rights alone, although this is an essential prerequisite of the full utilisation of the human resources needed for the development of our countries. My country soon realised the importance of the participation of women in development. This is clearly reflected in the existence of a Ministry for the Welfare of Women, and in the greater responsibilities assumed by women at all levels of social and economic life. Women have a very important social and economic role to play in the history of our country, as free and responsible citizens.

The activities of the ILO in 1984 which are covered by Part II of the Report of the Director-General are particularly important. Indeed, by devoting special attention to direct contacts, the Organisation was able to solve some of the problems confronting member States and to dispel misunderstanding to a certain extent. I would therefore urge the ILO to continue its co-operation with member States, particularly in the spheres of employment, vocational training and labour administration. Similarly, for reasons that are specific to Africa, we encourage the ILO to continue its leading role in promoting CRADAT.

I wish the Conference every success, in the interests of all member States.

*Interpretation from Russian: Mr. KOŽÍK (Workers' delegate, Czechoslovakia)*—Allow me at the beginning of my statement to congratulate Mr. Ennaceur on his election to the responsible and high office of the President of the Conference. I am convinced that under his guidance the work of the Conference will be effective and that the discussions will be carried on in a spirit of constructive co-operation.

We have carefully studied the Report of the Director-General of the ILO regarding the ILO's activities during the past period as well as the draft Programme and Budget for the coming biennium. We value certain important proposals, particularly those concerning the convening of the European Regional Conference of the ILO and the Tripartite Conference on Problems of Employment. These proposals are certainly positive elements. However, in examining the activity of the International Labour Organisation as a whole, and more particularly

taking into account the pressing problems confronting mankind at the present time, I must unfortunately state that we cannot be satisfied with the current state of affairs. There are several reasons for our dissatisfaction and they are outlined in the declaration of the socialist States regarding the situation in the ILO. This document covers the basic insufficiencies inherent in the ILO's activities. As is well-known, during the course of the last Conference we already expressed our deep concern in regard to the gross interference by certain parties within the framework of the ILO, in the internal affairs of the People's Republic of Poland. At the same time, we pointed out that the activities involved were directed not only against the People's Republic of Poland but against the whole of the socialist community and other progressive forces. Many delegates have also spoken from this rostrum about the unsatisfactory operation of the ILO's supervisory machinery and asked for the adoption of measures to democratise it. However, the only response to this was the setting up of a restricted working party, the mandate of which is so restricted that its activity cannot lead to any significant changes.

The impression has been created that the senior officials of the ILO and certain other forces have not yet drawn the relevant conclusions from this criticism and continue to follow this dubious line. It is to be hoped that the ILO will not confine itself to taking note of this criticism but will draw the appropriate conclusions from it, and that they will be applied not only at the level of general considerations but in the form of specific measures. If no such approach is adopted, the present practice would only strengthen doubts as to whether co-operation among countries with different social systems is possible in the ILO. Nevertheless, the declaration does not only contain criticism of the present unsatisfactory state of affairs but also indicates ways to resolve the situation. It should be emphasised that the questions involved are ones close to the heart of every worker.

The International Labour Organisation claims that its struggle to uphold the rights of workers and to protect trade union rights is one of its main objectives. There can be no objection to this. However, a clear lack of conformity between this assertion and actual practice becomes apparent if we bear in mind that the factor of greatest importance is the right to life in conditions of peace, for it is on this that all the advantages gained by the workers and their organisations depends.

The 40th anniversary of the victory over fascism was celebrated a month ago. All progressive people remembered the innumerable victims, the suffering and destruction brought about by the Second World War and, in particular, the important role played by the Soviet Union. However, this anniversary was not only a reason for solemn celebrations but also an encouragement to carry out a deeper analysis of the present dangers in the international situation, which are in striking contrast with the great hopes and optimism which characterised the beginning of a new era in the life of peoples 40 years ago.

It would not be appropriate for the International Labour Organisation to look with indifference at the fact that these hopes are seriously threatened, and at the preparations by imperialist circles and military-industrial complexes for a new world war, preparations which represent for them lucrative activity, providing huge profits that increase as international

tension rises and the arms race develops. That is why the workers quite rightly expect the ILO not merely to take note of this state of affairs but to use its influence in order to foster the curbing of the arms race, by adopting other concrete measures to this end.

These questions are closely related to the problem of the reallocation of resources from the military sector to peaceful and creative spheres of human activity. The ILO should give greater attention to this issue and take more decisive action in this area than has hitherto been the case, particularly as the arms race and increasing arms production are failing to resolve the serious economic and social problems encountered by the capitalist countries today. Evidence of this is the rise in unemployment, inflation and high prices which maily affect the workers.

I think that you will agree with me that there are no technical difficulties which would prevent such a reallocation of resources, as the supporters of the arms race claim. Any possible difficulties that may be involved in such efforts cannot be compared with the catastrophic consequences for humanity of a further escalation of the arms race and the possibility of outbreak of nuclear war.

These matters are also closely related to the need to provide greater assistance to the developing countries, to promote their social development and enhance their production capacities. Unfortunately, I am once again obliged to point out that the use of human and material resources for military purposes not only weakens the social and economic development of these countries but in a number of cases has tragic consequences. Should the ILO not adopt a more decisive approach to this problem?

As has been emphasised in the declaration of the socialist countries it is necessary to focus our attention on the question of the transnational corporations whose policies are increasingly running counter to the interests of the workers. There has been insufficient analysis of the activities of the multinationals in regard to the further escalation of the arms race, the adoption of neo-colonialist policies, and despoiling the resources of the developing countries. The catastrophe that occurred in the Indian city of Bhopal, which led to the deaths of many thousands of persons and was due to gross non-observance of safety instructions, is a very convincing example of the real approach of transnational corporations to questions of occupational safety. We expect the International Labour Organisation to draw concrete conclusions from this tragic event and to adopt appropriate measures.

In a similar vein, I might draw your attention also to the ineffective, although extremely expensive, activity of the Organisation directed towards solving the unemployment problem. Every year from this rostrum members of trade unions and politicians from various countries of the world speak about the dark prospects of the uncontrollable growth of unemployment in capitalist and developing countries. At the same time, the causes of this problem are not sufficiently studied. What is involved is not just overall figures and statistics. Every registered case represents a personal tragedy for a person who has been deprived of vital prospects—very often a young person who has not been able to find work after he has finished his education. Every year we suggest that account should be taken of the experience of socialist

countries which have voided the concept of “unemployment” of its meaning and have eliminated the striking social difference which up to today continues to exist in the most developed capitalist countries. The ILO directorate, it would seem, has no wish to see this reality and insists on implementing a number of partial programmes which cannot have a substantial influence on the solution of the problem of unemployment. The unfavourable state of affairs in this field is aggravated by the supervisory machinery of the ILO, which is completely indifferent in its attitude to millions of unemployed in many capitalist countries which have assumed obligations arising out the Employment Policy Convention, 1964 (No. 122). At the same time, certain forces are using the ILO machinery with a view to preventing the ILO adopting a binding international instrument which would enshrine one of the fundamental rights of man: the right to work.

I will now touch briefly on the question of trade union activity in present conditions of economic, social and technical development, which is also dealt with in the Report of the Director-General. Taking into account the fact that what is involved is a really topical and serious set of problems requiring in-depth analysis, then we have to say that we are concerned by two points: first of all, the Report of the Director-General reached us, as unfortunately has been the case in recent years, only a few days before the opening of the Conference, and secondly, and this is more serious, although the Report in general refers to the situation in socialist countries it does not concern itself nearly enough with the experience acquired by the trade unions in these countries. Yet this experience is a rich one. In our country alone, in socialist Czechoslovakia, during the time since the last International Labour Conference on the proposal of the trade unions annual leave has been extended by one week and an additional week has been added to the leave of workers in the construction industry. Benefits paid to women looking after children of up to one year have been extended to all women and the number of women who receive such a benefit until the child reaches the age of two years has been considerably increased.

The amounts of pensions have also been increased, as have child benefits and social security benefits, which are administered directly by the trade unions. Our trade unions contributed actively to an analysis of the Labour Code and made a number of concrete proposals aimed at strengthening the social confidence of the workers and expanding trade union rights and freedoms. I could give many more examples of the fundamental role of our trade unions in socialist society. A fitting medium for disseminating reliable information on the role and place of trade unions in a socialist society, their rights and responsibilities and their contribution to state management would be an international seminar, which we have frequently suggested the ILO should hold, but up to now there has been no positive response on the part of the ILO directorate.

In conclusion, I would like to express the hope that the 71st Session of the International Labour Conference will be characterised by a strengthening of international co-operation with a view to solving the most burning problems facing the workers in their fight for social justice and lasting and universal peace.

*Interpretation from French:* Mr. SONKO (*Minister of the Public Service, Employment and Labour, Senegal*)—I should like to take this opportunity to address Mr. Ennaceur in my turn, on behalf of the Government delegation of Senegal, as well as on my own behalf, our warmest congratulations on his outstanding election to the Presidency of the 71st Session of our Conference.

The speakers who have preceded me at this rostrum have already brilliantly emphasised his qualities as a statesman as well as his great experience of international meetings which, in 1976, already made it possible for him here to successfully guide the work of the World Employment Conference. I am certain that he will be equally successful in his work at this Conference.

I should also like to take this opportunity to congratulate the outgoing President, Ms. Anna-Greta Leijon, the Minister of Labour of Sweden, who directed the work of the 70th Session with her well-known authority.

Our congratulations and thanks finally to go Mr. Francis Blanchard, Director-General of the ILO, for his brilliant and important Report which, apart from the theme of industrial relations and tripartism with which he deals, also raises a number of questions which are of concern to the whole world, particularly in this period of crisis.

I should now like to turn to the subject of my speech. "Industrial relations and tripartism: structural change, dialogue and social progress"—this is the theme of the Report of the Director-General. The issues dealt with under this heading constitute the *raison d'être* of our Organisation. They constitute its originality and differentiate it fundamentally from other international organisations.

Senegal is attached to these principles and applies them, in spite of the constraints that free negotiations between social partners may impose on its economy at times. Within this framework, we trust the sense of responsibility of the professional organisations.

What is actually involved in applying these principles? We feel that it is a question of meeting certain challenges of our times, namely employment and how to make optimum use of human resources, security in employment as well as the maintenance, by an equitable distribution of the wealth produced, of the purchasing power of the workers.

But this objective cannot be attained without a permanent, open and frank dialogue between the social partners, namely the government, employers and workers. The role of the State in this context should be restricted to the creation of favourable conditions for dialogue.

There is often a great temptation in our countries, where the State plays a primordial economic role, to tamper with, because of the economic situation, the machinery which promotes dialogue and collective bargaining. This concern, however legitimate it might be, could not justify certain measures which are contrary to the ILO standards.

In spite of economic difficulties aggravated by several years of drought, Senegal has not gone this far. On the contrary, we maintained our policy as regards industrial relations, allowing dialogue and collective bargaining to proceed freely as before, provided, of course, these procedures respected the prevailing economic and social balance.

We did not wait for the adoption of Convention No. 144 and Recommendation No. 152 of 1976 dealing with tripartite consultation in order to undertake the measures which are required for the implementation of international labour standards. Among the bodies established and measures undertaken in this respect, we can mention Act No. 61-34 of 15 June 1961 setting up our Labour Code, in particular sections 79 and 90, which acknowledge that occupational organisations and workers' and employers' groups have the right to negotiate and to conclude freely collective agreements regarding conditions of work.

Sections 158 and following, as well as sections 180 and following of the Labour Code, have set up, under the Ministry for Labour and Social Security, a technical advisory committee for the study of questions connected with the occupational safety and health of workers and a national advisory council of labour and social security, entrusted with studying problems related to labour and social security. Representatives of the National Assembly, of the public administration, employers, workers as well as co-operative movements are represented on these bodies.

The Economic and Social Council was set up on 23 June 1961, immediately after we had attained international sovereignty; in addition to representatives from the administration, it gathers together workers' and employers' organisations, as well as socio-economic groups.

The setting up of this institution responds to a need not only to seek advice from technicians but also to sound out the opinions of representatives of socio-professional groups, who are directly involved in social and economic activities.

At meetings of the Higher Council and the Sectoral Planning Commissions, workers' and employers' representatives together with those from the public administration express their views regarding the main economic and social orientations of the plan.

Apart from these decision-making and consultative bodies, there are regular tripartite consultations of the Government, employers and workers, which have now been institutionalised for more than ten years. These meetings primarily set out to examine the economic and social situation, with a view to finding supportive and responsible solutions to the problems posed.

At this point we should also mention the participation of the most representative central trade union, the National Confederation of Senegalese Workers (CNTS) at various levels of responsibility.

Other actions are being undertaken to resolve specific problems. This is the case of the Committee of Assistance to Enterprises in Difficulty, which acts whenever jobs are threatened. Here again the social partners are involved.

All these structures foster dialogue between the various occupational categories and ensure the participation of the latter in the maintenance of social peace, without which it would not be possible to have any development.

Thanks to these various institutions and in spite of the adverse effects of the world crisis and inflation, Senegal has, up to now, with the help of God, managed to meet its economic challenges and to contain labour conflicts.

As the occupational groups have the possibility of putting forward their views at all levels of negotiation, the Government is in a position, at any moment, to take the pulse of the economic and social situation and to take action in full knowledge of the facts.

However, the good will of all concerned is not enough to resolve the many problems which have resulted from the crisis and which have considerably reduced our capacity to continue our development efforts.

It is for this reason that Senegal, at all international forums, insists on the need to renew world economic relations through a North-South dialogue, so as to guarantee the right to development for Third World countries.

I have briefly explained the position of Senegal in connection with tripartism. The structures set up for this effect show our determination to continue along the path of dialogue.

Recently, at the tripartite consultation of 31 January 1985, the Head of State urged the social partners to engage increasingly in dialogue and insisted that the enterprise, which is the cornerstone of the economy, must play a primordial role so as to meet the challenges which confront us.

Through this reference to the role of the enterprise, the trade unions are invited to go beyond their traditional role of defending the material and moral interests of their members, so that this is reconciled with the task of promoting, together with the public authorities and the employers, the economic and social development of the nation.

Only if the social partners demonstrate this solidarity and agree on their common interests will it be possible for our developing countries to face the major challenges threatening their very existence. These are the comments Senegal has to make in connection with the Report submitted for our consideration. As you will have seen, we fully subscribe to tripartism.

Mr. KGABO (*Minister of Home Affairs, Botswana*)— I have the great honour of addressing this 71st Session of the International Labour Conference and I would like to take this opportunity on my behalf and on behalf of the Botswana delegation to join those delegates who preceded me in congratulating the President in his brilliant and unanimous election to preside over the deliberations of our Conference. This choice is both an illustration of his personal qualities and a very well-merited tribute to his country, Tunisia, and to Africa as a whole. I would also like to congratulate the very eminent personalities who are assisting him during our deliberations, which no doubt will be conducted under excellent conditions.

I should like to express my warm congratulations to the Director-General of the ILO and members of his team for the exceptional quality of the Report which they have placed before us. In going through the Report, one clearly sees the international nature of the ILO because of its technical co-operation activities all over the world.

I am happy to note that, following lengthy discussions during the 70th Session of the International Labour Conference last year concerning the standard-setting activities of the ILO, the 229th Session of the ILO Governing Body decided, in line with the general consensus during last year's debates, to

establish a Working Party on International Labour Standards. It is also gratifying to note that the terms of reference of this Working Party adequately cover the areas which my country had the opportunity to raise during the debates at the last session of the Conference. It is the wish of my delegation, and I believe many other delegations, that the work of this Working Party should be expedited and completed within the time period allocated to it by the ILO Governing Body. In this regard, we wish to urge all ILO regions, including Africa, as represented by Algeria, Ethiopia, Zimbabwe and others, to work tirelessly in order to enable us to achieve our objective. We would not want to see the work of the Working Party delayed as has been the work of the Working Party on Structure.

Related to the work of this Working Party on International Labour Standards is the question of submission to the competent authority of newly adopted Conventions and Recommendations by each member State in terms of article 19 of the ILO Constitution. My Government sincerely believes that the nature of the competent authority for purposes of submission of instruments should be left to each member State. It is our belief in Botswana that, when article 19 (5)(b) was formulated, recognition was given to the fact that the nature of the competent authority be determined by each member State. That is, the Constitution of the ILO could not define the nature of the competent authority. We are aware that in 1980 the ILO Governing Body adopted a Memorandum concerning the submission of Conventions and Recommendations to the competent authority. As far as we are concerned, this attempt to make things easier for member States has in fact made things more difficult. The Committee of Experts has adopted the view that if instruments have not been submitted to the legislative body of a member State then that member State shall have failed to fulfil its constitutional obligations. In Botswana we hold a different view. Our view is that the Committee of Experts is free to state its wishes but these wishes should not be interpreted as ILO constitutional requirements.

Having said this, I would like to make a few comments regarding certain items of the agenda of this session. Before making these comments I wish to make it clear that my delegation's participation in the various Conference Committees will not by any means be prejudiced nor limited by these comments.

We are not unaware of the problems associated with the world economic recession and the ongoing drought situation in Africa. However, the proposed cut in the ILO budget increase below 3.4 per cent is not acceptable to Botswana and indeed the Third World as a whole. The current drought that has hit Botswana and several other countries in Africa requires a concerted effort by the international community for a better and lasting solution.

We in Africa are not happy with the attitude that certain developed countries have adopted towards us regarding the issue of assistance. I understand that certain countries pressed for a zero growth in the ILO Regular Budget during the business of the 229th Session of the ILO Governing Body. This attitude has resulted in a compromise of allocating Africa only US\$500,000. Even as seed money this amount is just a drop in the ocean. Africa wishes to express its desire to be allocated at least a realistic share of the



Budget. A realistic share can only come out of a realistic budget made by all member States in good faith.

Another issue that needs a brief comment is the democratisation of the structure of the ILO. Botswana joined the ILO about seven years ago and we understand that this issue has been discussed for over two decades now. We note with pleasure that the efforts of member States and other interested parties have had plausible results. However, it is disturbing to learn that even at this Conference it may not be possible to conclude discussions on this matter. It is also our understanding that very little progress has been made in the Employers' group and in the Americas region. It was for this reason that when we last met in Africa as the OAU Labour Commission in April this year we resolved as Africans that the two groups that were still lagging behind in their work be urged to finalise their work before the end of this Session. Otherwise the idea of adopting a "package" approach towards the democratisation of the ILO will have to be abandoned. We will have to adopt an alternative approach by formally adopting and implementing what has already been achieved so far. If this is not done we shall have fallen prey to the delaying tactics of those who do not wish to witness a change in the status quo. However, in recognition of the fact that the democratisation of the ILO is just part of the global work pioneered by the Third World to reorganise the world economic and social order, my delegation would like this Conference to note that there is no room for despair because a lot has already been achieved.

Regarding the technical item on occupational health services Botswana's position was made known to those of you who participated in both the Conference and the Conference Committee on the matter. However, I wish to add that it is our intention in Botswana to improve health services for all but we do not want to claim that we are capable of jumping more than one hurdle at a time. It is in recognition of this fact that Botswana will not be in a position to implement a Convention which calls for the provision of health services at all places of work.

We welcome the proposal for the revision of the title of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), to the appropriate title of "Labour Statistics". This revision is necessary as a standard requiring the collection of information which will be very useful to planners and decision-makers. Flexibility in international standards is essential to enable adoption and implementation of sections of the Conventions which are necessary and applicable to a given member State. Collection and compilation of labour statistics should be based on user needs rather than collection for its own sake.

Concerning the provision of equal opportunities and treatment for men and women in employment I wish to reiterate the statement we made in 1981 during the adoption of two instruments concerning equal opportunities and treatment for men and women with family responsibilities. In Botswana the spirit of the Constitution and the general employment policies and laws promotes and provides for equal opportunities for all citizens regardless of sex. The employment law provides for equal treatment of all employees and protects them from any kind of discrimination. Equal opportunities policies are an

essential component of the development strategies because of the significant contributions of women's gainful employment, both to individual well-being and to national growth and development. It is clear from available statistics that the participation of women in formal sector employment has increased in the last ten years. However, women's participation is limited by various factors, such as low levels of education and training, cultural biases etc. which makes it difficult for women to take advantage of the opportunities in the labour market, and particularly rural women. There is also need to critically analyse the objective of some of our protective legislation such as prohibiting night work by women, because in the modern labour market women are engaged in jobs that require night work, for instance, in the nursing profession, and in the trade and commerce sector. Therefore protective legislation such as this might not be necessary and could discourage employers from employing women. Through the Women's Affairs Unit which is located in my Ministry, efforts are being made to improve the enforcement of laws and policies to promote equal access to available opportunities for men and women.

Before I conclude my contribution to these discussions I should like to respond to the Director-General's call upon delegates to this Session to share their experiences concerning industrial relations and tripartism in their respective countries. In the same call the Director-General wishes to know from us how to improve and better utilise this consummate instrument of dialogue which is tripartism. Tripartism in Botswana was not born out of ILO Conventions or any other international standard. It is part and parcel of the norms and values of our society. To us the basic norm is consultation. In this transitional period from the traditional society towards a semi- or full industrial society we believe that consultation is one of the necessary conditions that has to continuously exist for our smooth development and continued existence. For this reason we established, even before becoming a member of the ILO, a healthy tripartite consultative machinery in the field of employment and labour. Just to mention a few formal tripartite structures we have a Labour Advisory Board composed of representatives of Government, employers and workers...

The PRESIDENT (Mr. SMITH)—I am very sorry to interrupt you, but you have exceeded the time-limit of 15 minutes.

*Interpretation from Spanish:* Mr. CALVO (Government delegate, Costa Rica)—May I first of all express the pleasure of the Government delegation of Costa Rica at Mr. Ennaceur's well deserved election to conduct the debates of the 71st Session of the International Labour Conference. We are convinced that his performance of the functions will be highly beneficial to this august international assembly which is concerned with promoting the best possible conditions of life and work all over the world.

The Director-General's Report is one of the most valuable documents put before the Conference. We are accustomed to the brilliance and depth of the Director-General's reflections, complemented and illustrated by an abundance of concrete information. This document must be the subject of meticulous

examination in our countries with a view to obtaining the maximum advantage from this important Report.

It is now an appropriate time to make a few references to some of the facts of life in Costa Rica. Very important statements have been made at the International Labour Conference by my distinguished predecessor in the post of Minister of Labour and Social Security. It is accordingly worth reporting on the progress achieved in the past year in particular.

It is no secret that during the past few years the less developed countries have been particularly affected by one of the most severe economic crises ever known in history. Costa Rica has not been spared. Located in a strife-ridden region it has seen a deterioration in its terms of trade even with its closest neighbours and has been compelled to adopt serious measures which in one way or another are likely to affect its future tasks of reconstructing the national economy which the administration of President Luis Alberto Monge Álvarez took upon itself on taking office on 8 May 1982, after a free election in conformity with the democratic tradition of the people of Costa Rica.

In our country, the Ministry of Labour and Social Security which I have the honour to head, carries out a programme of household surveys which periodically produce information which is very useful for assessing the prevailing situation, particularly as concerns employment and underemployment. From March 1984 to March 1985 the total population of the country increased by 2.3 per cent. During the same period, the labour force increased by 3.9 per cent. It may easily be deduced that the economic system, thanks to the reactivation measures promoted by the Government of the Republic, was able to generate enough jobs not only to absorb the increase in the labour force but also to cater for a large number of people who had hitherto been unemployed.

An examination of the rates of open unemployment, for instance, during the period from March 1980 to March 1985 shows that during the first three years, 1980 to 1982, the relevant indicator varied from 4.6 to 9.5. This figure reached such a critical level that it was logical that special attention should be given to it by the administration from May 1982 onward, as I have already said. The remedial measures introduced in the economy began to take effect in March 1983 and this resulted in a first decrease to 9.0. The conference of the private sector in the actions of the Government as well as production made it possible to reduce the figure to 7.8 in March 1984 and finally, by March 1985, it was possible to reduce it yet further to 6.2, which represents a labour force of about 900,000 workers as against 44,000 unemployed. We are particularly pleased with the progress achieved because we are certain that despite the countless difficulties inherent in periods of crisis, we have managed to set our feet on the path of economic recovery which should make it possible for us to maintain a corresponding rate of social development. Stability in exchange rates constitutes another factor which is helping to strengthen our hope that we have found the right road to follow. And I cannot fail to mention the increase in the gross domestic product as an additional example of the reactivation of the economy of Costa Rica in the interests of the social stability of the country.

An important factor in economic recovery has been the policy followed by the national banking sector of opening credit lines, in particular for housing projects. In addition to generating employment, this has stimulated a series of associated activities and improved the living conditions of Costa Rican citizens.

A highly significant point has been the wage policy implemented by the Government through the National Wages Board. Periodic readjustments are clearly defined at six-monthly intervals to ensure that with reference to series of goods and services which are fundamental for the maintenance of a decent standard of living, the workers can maintain the purchasing power of their remuneration in a rational way. Costa Rica has introduced a measure of fundamental importance to the workers. Although it is true that adequate legislation in the sphere of occupational risks is of basic importance to the protection of workers, we believe that any statutory regulations to compensate workers for occupational accidents or diseases would not resolve the basic problem of safeguarding the physical and moral well-being of the workers as human beings and maintaining the production potential of the country. In order to protect social investments in vocational and other training, intense preventive action is indispensable, based on research, education and the adoption of a set of standards which guarantee basic conditions in the field of occupational health.

Thus we have set up the Occupational Safety Centre, a highly specialised body with clearly defined functions, on the tripartite model of international labour standards. Perhaps the task set exceeds our national capacities. We hope that in the same way as has been done by the Government of Spain, other States, and the International Labour Organisation itself may be able to collaborate with us in developing this form of preventive action through necessary technical assistance in order to put into practice an idea which may serve as a guide or an example to other countries in similar conditions to Costa Rica.

As I have already said, Costa Rica is located in a strife-ridden region. Nevertheless, we maintain a climate of freedom and peace which has been bestowed upon us by our democratic system as an essential part of a nationality firmly based on the most sacred principles of human rights. Our Government has proclaimed its policy of active unarmed neutrality. We live this to the full because we are firmly convinced that our strength lies in the soundness of our system which will stand the test of extremism from right or left of any kind which in any case the Costa Rican people reject. Because just as countries have the right to choose their own system of life in a spirit of self-determination, we too are seeking our own destiny and we shall march steadily forward. President Luis Alberto Monge Álvarez, who was present at the International Labour Conference in 1984, maintains his commitment to social justice. It is to this task, in the difficult circumstances in which we are living as a consequence of the crisis, that we have committed ourselves.

I should like to take this opportunity to thank Mr. Francis Blanchard for his recent visit to our country and I should also like to thank Mr. Jorge Capriata d'Auro, the ILO Regional Director, for the great help being given to us.



We repeat our support for the International Labour Organisation and everything it represents in this interminable struggle to achieve a better world.

Mr. NAKORNSRI (*Employers' delegate, Thailand*) – On behalf of the Employers' Confederation of Thailand and Thai employers, I should like to congratulate the President on his election at this 71st Session of the International Labour Conference. I am fully convinced that valuable results will be obtained under his competent guidance.

I thank the Director-General for the excellent Report he has prepared. It provides us with a clear insight into and a thorough analysis of the issues which will be considered by this Conference. I would like to join in the discussion of this Report and, as I have a special interest in industrial relations and tripartism, my discussion will stress the first part of the Report.

Tripartism was first mooted as a distinct concept by the International Labour Organisation. It became further entrenched through the Peace Conference in 1919 and has over the years formed the bedrock of every facet of the ILO's activities. It embodies the idea of associating representatives of organised employers and workers with the representatives of governments in seeking social justice. Tripartism thus appears as a permanent principle on which the ILO is based and finds a prominent place in its Constitution. It is also remarkable that it is this very same concept which sets the ILO apart from the United Nations family.

At the international level, tripartism is also a constant feature of the ILO's standard-setting activities, its adoption of international instruments and even the supervisory machinery for their successful implementation. The Declaration of Philadelphia accordingly makes provision for the collaboration of workers and employers in the preparation and application of social and economic measures in every country.

In Thailand, tripartism in labour administration was introduced in 1956 with the drafting and amendment of the labour protection and labour relations law. Since then, tripartism has been practised in various forms in Thailand, especially in the establishment of permanent tripartite bodies to take charge of such duties as giving recommendations for the formulations of labour policies, solving labour problems, settling labour disputes, or drafting labour laws and regulations and the establishment of ad hoc tripartite bodies to consider specific problems or draft or amend labour laws, including tripartite meetings and seminars for participants to exchange views, propose recommendations or formulate and adopt a code of practice.

The Employers' Confederation of Thailand supports tripartism and has been participating in various tripartite activities since it was originally formed in 1969. We elect and appoint employers' representatives to all tripartite bodies in existence in our country, including the National Advisory Council for Labour Development, Wage Committee, Labour Relations Committee, Workmen's Compensation Fund Committee, Occupational Safety Standards Committee, Labour Relations Promotion Committee and the Central Labour Court.

Although the basic principle of labour administration in Thailand is based on tripartism and most of

the provisions in our labour laws are based on the provisions of international labour standards, the knowledge and understanding of the public, employers and government officials in other areas related to labour administration are still limited, especially in the area of development planning. Although tripartism, as part of the Government's labour policies, is included in the fourth and the fifth National Economic and Social Development Plans, the preparation of the plan is not based on tripartism. Workers' and employers' representatives are not able to participate in the preparation of the plan. This is also true of the sixth five year plan to be implemented in 1987.

To promote better understanding of employers in the field of labour administration based on tripartism, the Employers' Confederation of Thailand has been providing advisory and training services to employers in Thailand. With the assistance of the ILO Regional Office for Asia and the Pacific through the regional Adviser on International Labour Standards, Mr. K. M. Tripathi, we are now in the process of organising two seminars on international labour standards stressing tripartism, to be held in July and November 1985. We hope that providing education in the form of training through seminars in this field will bring about better understanding and acceptance. We wish to express our appreciation of the excellent co-operation and support extended to us by the ILO as mentioned earlier and hope that this excellent relationship will be further enhanced.

I would like to conclude by wishing this Conference successful deliberations. It is my hope that the conclusions of this Conference will give further impetus to our efforts to realise the ideals by which the ILO stands.

*Interpretation from Spanish:* Mr. PÉREZ GARCÍA (*Workers' delegate, Bolivia*)—First of all, I should like to congratulate the President of this 71st Session of the International Labour Conference on his election. I am sure that this will be a valuable contribution towards the successful conduct of this Conference.

The participation of the Federation of Bolivian Workers (COB) in the ILO in recent years has enabled us to receive technical assistance on problems affecting the workers in their workplace and on the organisation of training seminars by the Workers' Education Branch.

We are therefore glad that the Director-General in his annual report attaches great importance to the ILO's assistance to its member States and are convinced that Bolivia will greatly benefit from such assistance as it might receive in matters relating to education, workers' protection and social security.

The agenda of the present Conference contains an item on occupational health services. The workers of Bolivia attach vital importance to this, particularly since unhealthy working conditions are common in my country. The rate of occupational diseases is high and has grave repercussions on the health of the workers and therefore, logically, a strong negative effect on the production in our country. In the face of the lack of interest on the part of employers and the State in this serious problem, we hope to receive full support from the ILO so that we can evaluate the consequences of occupational diseases so as to be able to tackle them with effective programmes aimed

at eliminating them or at least reducing their frequency.

The ILO's programme for Bolivia provides for seminars for trade union leaders and workers in general on workers' participation. The workers in Bolivia today are participating in the administration of the country's main source of foreign exchange, the Corporación Minera de Bolivia which is fundamental to our economy and produces 70 per cent of its foreign currency. But the honesty displayed by the workers is not appreciated; in addition, there is the apathy of the Government and the boycott organised by the employers who were against the workers' policy right from the start since worker participation has meant limiting their influence and transfers of capital towards the private banking sector and the import trade are now subject to control.

Worker participation is the great challenge that has been taken up by the workers. We are aware of the major financial and technical difficulties faced by COMIBOL, not to mention the obstacles placed in our path by the Government and private enterprise. The Bolivian miners will win through, as one can see from the fact that for the first time COMIBOL has devised a project to step up the enterprise's present rate of production. I refer to the Proyecto Polimetálico Bolívar which, thanks to the favourable economic situation of COMIBOL, aims to expand production by means of the introduction of modern technology.

During 32 years of COMIBOL's administration by the Government and private industry, the necessary capability was never found to achieve positive results. Possibly their objective was to liquidate the enterprise, which is the main source of production in Bolivia. By contrast, in spite of all the difficulties they have encountered, the workers have in just two years begun to tackle the production problem seriously by means of plans and projects which should increase profits and thereby benefit the workers and the country as a whole.

We are also trying to solve the problem of the food shortage by enlisting the invaluable collaboration of our fellow rural workers who are endeavouring to break up the food marketing monopoly maintained by intermediaries. The Corporación Agropecuaria Campesina will free the rural workers from dependency on their employers, who are currently seriously undermining the economy by converting themselves into importers of basic foods. In other words the rural workers plan to produce the wheat that the people need for their daily bread.

The external debt of Bolivia, although low in terms of figures compared to other Latin American countries, is straining our entire production apparatus and has an adverse effect on our rate of unemployment. And therefore the industrialised countries must understand that underdeveloped countries are not in a position to pay the servicing of their debt, because this will aggravate further their political, economic and social difficulties, with unpredictable consequences.

As last year, when we made from the same international rostrum an appeal to all the workers and, particularly, those of Latin America, to close ranks in order to fight against the obligation imposed by the IMF to honour the payment of our foreign debt, we once again stress the need to organise a single block to confront the problem of the foreign

debt from the point of view of the interests of the workers. There must be no more sacrifices for workers and peasants, our peoples have had enough hunger and poverty.

Everyone knows that the economic resources lent to our countries return to countries of origin with very large profits. No one can claim that the dollars lent to us remain in our country. We know that due to the flight of capital and reverse trade these dollars return to their countries of origin-increased many times over. Our countries only have the numbers and a few buildings as memory of these loans. It is also a well-known fact that the debt has to be paid by the workers, peasants, members of the liberal professions and craftsmen with the added value generated and converted into dollars which return to the centres of power.

It is perhaps appropriate to stress that each day the transnational companies acquire greater power and are oppressing our peoples and obliging our governments to pass measures against the workers. This is the classic IMF formula: reduce wages, reduce public expenditure and lay off employees, to provide facilities for investment by the transnationals, to offer them countries which are free of social conflict so that exploitation can proceed quietly, and finally to fulfil their debt-servicing obligations even at the cost of more hunger and misery. This attitude firmly obliges us and in particular the workers to seek every way possible to achieve unity and to postpone the payment of the servicing of the debt or else replace it by a depreciation of the debt. This money could be used for two fundamental purposes: to buy food for our hungry people and machinery and equipment for our industries in order to stimulate our productive output.

It is not we who have sought this situation or indeed we who wish to have it. It is imposed upon us by those who look for only profit and economic domination and if we as the leaders of our people are not able to protect them from economic exploitation, we will not have fulfilled our duty. We reiterate our desire to defend the interests of our people and we shall only do so with the unified support of all those who are suffering from hunger and poverty.

Thus we reiterate our call for participation in a Latin American meeting of workers which will be held in our country in August, as contained in the invitation extended by the COB to other organisations in Latin America.

As a result of the foreign debt which is strangling the weak economies of the developing nations the incomes of the Bolivian workers have declined enormously.

Each day production falls and pushes up inflation even further and the Government has not been able to put a stop to the inflationary process which, in 1984, reached a record of 2,300 per cent. This figure has had disastrous consequences for the wages of the workers; their purchasing power has been declining every day. In the last six months the workers of Bolivia have fought to protect and recover the purchasing power of their wages, despite the agreement between the COB and the Government, which has not been implemented by the regime, which would allow the application of wage indexation and the protection of wages from the price spiral fuelled by inflation and the speculation of those who manipulate the markets.

It is true, in accordance with the figures given by the Minister of Labour of my country, that there were a series of strikes and stoppages, but they were due to the failure to implement collective agreements both by private undertakings as well as by the Government itself.

As a result of the inability of the Government to cope with the economic crisis in Bolivia, the COB has proposed to the Government the discussion of the Emergency Economic Plan which would concern primarily the need to stimulate the productive apparatus of the economy to allow the mining and other industries to activate the Bolivian economy and counter what is happening in the present inflationary process, which benefits the tertiary sectors of the economy such as the private banks and import trade, which in 1983, as a result of the de-dollarisation of our economy, made profits of over \$350 million, deposited in foreign banks.

The Emergency Economic Plan also includes a reasonable income tax for sectors that have permanently been privileged by previous governments to be paid on the basis of the recovery index. Transnational oil companies such as Tesoro and Occidental Petroleum, through harmful contracts imposed on our economy, signed at the time of military dictatorships—are now free from the obligation of paying taxes which rightfully belong to the Bolivian people because these represent non-renewable resources.

The workers are the people most directly interested in finding effective solutions to the economic crisis, and the mobilisation of Bolivian workers is not designed to bring about the destabilisation of the democratic situation in Bolivia, but to seek a clear statement from the Government and to confront the situation of dependence of our country, to prepare optimum conditions for the recovery of the Bolivian economy without placing the main burden on the shoulders of the workers. We are the first to insist on the need to consolidate the democratic process because our present freedoms were achieved by the workers and the people generally. We shall not allow this to fall in the hands of those who claim to be democrats but have a shady past. We cannot forget what the Banzer and Garcia Meza dictatorships did to our country, turning it into a concentration camp where the workers were the first victims.

The fight of the Bolivian workers is the same as that of workers throughout the world. We are all fighting for equality in the workplace, for the elimination of discrimination based on race, creed and sex. Consequently, we condemn apartheid in South Africa as a system which subjects the workers to an unfeeling minority. Neither do we forget the constant violation of trade union rights in Latin America and we condemn the persecution, imprisonment and torture of Chilean comrades and the denial of workers' rights in El Salvador and Guatemala, and reaffirm our solidarity with all the oppressed workers of the world.

Lastly, we vigorously condemn the economic blockade of Nicaragua. Punitive measures against countries invariably affect the workers and peasants more than any other sector. This blockade is directed first and foremost against our fellow rural workers and whoever dreamed it up cannot possibly have

enough sensitivity to have thought of the men, women, children and old people who have to suffer—badly paid as they are. That does not matter a jot to them, only their desire to regain colonial power. In this way our so-called underdeveloped nations are being denied the possibility of building their own future.

From this rostrum we ask those who hold the power to show a little understanding for our peoples and we appeal to the solidarity of our brothers fighting for more justice.

The PRESIDENT (Mr. SMITH)—Before closing this session, I would like to give the floor to Mr. Kazmi, Government delegate, Pakistan, who has asked for the right of reply to a statement made by Mr. Kherad, Government delegate, Afghanistan.

Mr. KAZMI (*Government delegate, Pakistan*)—My delegation has had to ask for the floor at this end of the day in order to exercise its right of reply to certain allegations made by the delegate of the Kabul regime earlier this morning.

My delegation is fully aware that this is neither the place nor the time to debate who is interfering in the internal affairs of Afghanistan. I would only like to clarify the position of my country. The international community is fully aware that more than 3 million Afghan people have been compelled to flee their country and seek in Pakistan. With the assistance of an international organisation such as UNHCR and other related agencies, my Government has tried its best to provide shelter and sustenance to these unfortunate refugees. To say that these people are mercenary of interventionists is to make a mockery of their misery. The Afghan refugee camps in Pakistan are open to international inspection and indeed have been visited on numerous occasions by officials belonging to concerned international agencies as well as independent observers. Their testimony bears witness to the fact that the Government of Pakistan is involved only in extending humanitarian assistance to these refugees. As to the contention that the Government of Pakistan has deliberately magnified the number of refugees on its territory and that most of these people are nomads who periodically cross over into Pakistan from Afghanistan, I would like to refer the distinguished delegates present here to the numerous reports issued by UNHCR and other international organisations involved in relief assistance to these refugees. The size of the Afghan refugee population also defies their categorisation as simple nomads. Afghan nomads who move across the border and have done so for the past two centuries have never numbered more than a few thousand. What is more important is that these nomads have never been subjected to false displacement from the country.

We welcome the United Nations efforts to resolve the problem. The position of my Government has always been that there can be only a political solution to this issue and we are committed to assist the United Nations Secretary-General's special representative to Pakistan in his attempt to find a just and equitable settlement.

(*The Conference adjourned at 6.15 p.m.*)



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# Provisional Record

Seventy-first Session, Geneva, 1985

## Tenth Sitting

Thursday, 13 June 1985, 10.15 a.m.

President: Mr. Grekov

### FIFTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—The first item on this morning's agenda is the fifth report of the Selection Committee. I give the floor to Mr. Georget, Employers' delegate, Niger, Vice-Chairman of the Selection Committee, to submit the report.

*Interpretation from French:* Mr. GEORGET (Employers' delegate, Niger; Vice-Chairman of the Selection Committee)—I have the honour to submit to this Conference the fifth report of the Selection Committee. This report contains recommendations concerning the representation of non-governmental organisations at the Conference and in Conference Committees. It also contains certain changes in the composition of Committees. I therefore recommend that the Conference adopt it.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—The discussion on the report is now open. If there are no objections I assume that we can adopt this report.

*(The report is adopted.)*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—We now proceed to the second item on our agenda, discussion of the Reports of the Governing Body and the Director-General, and before giving the floor to the first speaker, I would like to recall to delegates what was said by the President of the Conference in his introductory statement. All delegates must abide by parliamentary language and the generally accepted procedures, be relevant to the subject under discussion and avoid referring to extraneous matters. I would also ask delegates, in their statements, to give the official name of the country or organisation they are speaking for.

*Interpretation from Arabic:* Mr. AHMED (Minister of Manpower and Vocational Training, Egypt)—In the Name of God, the Compassionate, the Merciful!

I am happy to join all my colleagues who have preceded me and who have extended to the President their congratulations on his election, especially since his filling of this post makes us, his brothers in Africa

and in the Arab world, very proud and I wish him every success. I hope that God will guide his footsteps in this session, so that it will achieve the goals that we long for so much: a better future for the workers of the world and its peoples in general.

The Director-General's Report on industrial relations and tripartism touches upon many aspects of our life today. This is why we believe that it is a really topical issue and here I should like to express my support for what was said in the Report to the effect that the most important things now facing us are the servicing of debts and the solving of the problem of inflation and employment. The most important problem in industrial relations today is guaranteeing employment in the face of new technology. This new technology, which gives us a hope for a better future, threatens at the same time to make many people now in work redundant and to bar access to new work opportunities. The Director-General rightly states that industrial relations should not be looked upon as a means to an end, but as a reflection of the democratic process in decision-making. It has a value in itself also because industrial relations as a notion is fundamental in democratic institutions and democratic systems. Here I should like to mention the experience of Egypt in joint decision-making. Trade unions in Egypt participate in discussing economic and social development plans and give their comments before these plans are put into action. Fifty per cent of the membership of all our political and other institutions set up under the Constitution consists of workers and peasants. Our Constitution states that workers should participate in decision-making and in profit-sharing. In the councils that have been set up, half the membership is made up of workers. The dialogue between the workers and the administration is extremely important and is an ongoing process at all levels; there are tripartite commissions for settling disputes and our experience has shown the importance of giving greater liberty to these institutions and keeping legislation at a minimum. We have abolished many restrictions relating to marketing and price-setting, and here we agree with what is stated by the Director-General in his Report, about giving more freedom to the public sector to take its decisions and run its affairs in a decentralised manner.

The Director-General's Report states that the government policy has to be reconciled with industrial relations. We have to find a balance between these two elements. I believe that such a balance in fact reflects the total social situation in a country. Here I should like to repeat how important it is to have a mechanism for monitoring and the monitoring

process has to keep this end in mind in its workings. The ways and means of implementation will differ, of course, depending on the institutions and on the power balance between the social partners as well as on the economic and social situation. The Director-General also states in his Report that the growth of unemployment in developed countries has made trade unions weaker in their negotiations and we can see that there are fewer strikes in some industrial countries. We can see a trend towards dialogue and co-operation rather than strikes with a view to restoring social justice, seeing to it that there is a balance between the power held by the social partners and avoiding any bitterness in the struggle between the workers and the employers. All the parties have to play a certain role in decision-taking. This is what tripartism is about and we wish to see it effectively implemented in future. The developed countries have shown that strikes are not necessarily a healthy phenomenon at present and that participation and co-operation are much better than confrontation. Why do we not accept that trade unions in the developed world are under the sway of the political parties in power just as they are in Africa and the Middle East?

Perhaps there are fewer strikes because there is less industrial democracy in the developed world. We are now in a world where the developed countries control the international situation. There is international competition among the various systems and we believe that consultation and dialogue between workers and employers is better than confrontation, for confrontation may lead to dire consequences. It is not a shame, we believe, and it is not a departure from democracy for every partner to be flexible and to accept amical solutions without any pressure being exerted by the Government. This is merely an expression of a sense of responsibility, for there is a common interest and we know that the common interest cannot be in conflict with private interests. This is why I felt very happy when the Director-General said that it is necessary for us to review international labour standards constantly to test their current vitality and viability. We believe that the human dimension and the social dimension in any industrial relations system at the national level makes it incumbent upon this system to recognise that there are common interests in the country. From the humanitarian point of view we cannot accept the goal of any industrial relations system to be simply to raise the wages or salaries of some groups, leaving others on the margin. We have understood what the Director-General meant when he wrote about efforts in industrialised countries showing that there is a possibility of new industrial relations that go beyond competition and extend to the retraining of workers. Excess employment has to be absorbed through the setting up of specialised committees. This new trend in industrial relations in developed countries has shown us that the traditional outlook of confrontation has changed indeed. Instead of a show of power on both sides and instead of imposing conditions, each partner now has to renounce certain privileges and to make concessions in order to set up new companies that will open up new possibilities of work. We agree fully with the Director-General that the creative possibilities for consultation at all levels will bring about solutions that will deserve our study. We believe that the right to work and the guarantee

of this right is indeed a step forward in social progress and one of the most important elements of the mission of this Organisation.

In Egypt, in the 1960s, we embarked on such an experiment. This led us to effect a change in industrial relations that gives priority to creating jobs for young people, 500,000 of whom are unemployed every year. It has led to new projects and at the same time to a policy of price subsidies for certain categories of the population. There are committees that are tripartite in nature which study these problems and propose solutions in order to enable some companies which are on the verge of bankruptcy to continue operating. These committees also try to provide raw materials at very low prices, raise subsidies where they are needed and make it possible to pay debts in the long term at concessionary rates.

Turning to the Part II of the Director-General's report relating to the activities of the Organisation in 1984, we indeed appreciate the efforts made by the specialists of this Organisation to help developing countries. However, the efforts made by the Organisation to help developing countries fall short of what is needed and what it can do in this respect. This is why we agree to the Programme and Budget for 1986-87, generally speaking, and we hope, especially as concerns technical assistance, that the Organisation will follow this same path in future, increasing the funds it gives to this area through the regular budget, but in such a way as to maintain the independence of the Organisation. We believe that relying on extra-budgetary measures is something that cannot be guaranteed and is not desirable. We also approve of the international fund for training and development which Mr. Mubarak proposed to this Organisation in 1983 when he addressed the Conference. We approve of this project, therefore, and believe that it will lead us to the positive results that have been outlined by the feasibility study. We believe that this is, indeed, a positive step of the kind many countries of the world need, especially developing countries. I would like to mention here the importance we attach to the steps that the Organisation has to take in order to set up an international training conference in the near future, which we believe will be of great use. Whilst speaking about training, I must congratulate the Organisation for the 20 years of efforts it has deployed in this respect. In its training activities, the services rendered by the Turin Centre have been huge indeed for developing countries. It is one of the instruments of technical co-operation that this Organisation has at its disposal for helping developing countries. The continuation of these activities is possible only if funds are made available in the future.

We have studied, with great care, the Director-General's Report on the situation of workers of the occupied Arab territories. This is a report that the Director-General regularly puts before this Conference. The conditions of the Arab workers are still bad—they are even deteriorating because of occupation and because of certain violations of the rights of workers and the Arab peoples of Palestine perpetrated by the Israelis. Indignities are inflicted upon them and we believe that the question is not merely now one of asking Israel to improve the conditions of workers in Palestine and the occupied Arab territories. It is now a matter of putting an end to the occupation and sequestration of Arab lands and

properties, putting an end to the confiscation by Israel of Arab land, and putting an end also, and especially, to the settlements which are being constructed in violation of international resolutions and which are in fact changing the landmarks of the Holy City of Jerusalem. We should like this Organisation to condemn the practices perpetrated by the Israelis against the occupied Arab territories and the Arabs living in them.

The International Labour Organisation has worked against apartheid in South Africa, yet despite all the resolutions taken by the international community the racist regime is still in control, regardless of humanitarian values, and we should like to ask this Organisation to boycott this regime and to bring pressure against it in order to end its inhuman practices. As an African country we should like to co-operate with this Organisation to put an end to this heinous regime. We are happy to welcome and help Black African students from South Africa in training projects and courses. We wish, in this way, to contribute towards world peace and justice.

Before concluding, I should like to express our dissatisfaction at the stalemate on the structure of this Organisation. We see no justification for this. We hope that there is a glimmer of hope now, and if it is so then we hope that the proposals that were presented by the Director-General recently in order to solve the structure problems will help us arrive at a final solution to all the problems relating to structure in this Organisation.

I wish the Conference every success.

Mr. MOLAPO (*Minister of Commerce, Industry and Tourism, Lesotho*)—On behalf of my Government, my country and on my own behalf, I should like to congratulate the President and the Vice-Presidents on their unanimous election. The President's very well-known qualities as a leader and statesman augur well for the successful outcome of our deliberations at this meeting.

My delegation will co-operate with the President and the Vice-Presidents, in their onerous task of guiding this session. I note with appreciation that the honour which has been bestowed upon the President also goes to the whole African region and indeed his country, Tunisia.

This year's session of the International Labour Conference is of particular importance in that it will deliberate on such significant issues as the Reports of the Governing Body and the Director-General, the Programme and Budget proposals, the application of Conventions, safety in the use of asbestos, the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), equal opportunities and equal treatment for men and women in employment, the structure of the ILO, and the Special Report submitted by the Director-General concerning the Policy of Apartheid in South Africa.

As you are aware, my country, Lesotho, is chairing on behalf of the African region the Committee on Equality in Employment. While we are particularly thankful for the undeserved honour bestowed upon us, we cannot be unmindful of the very heavy responsibility this position entails. We shall, however, attempt to conduct the deliberations of that important Committee in a manner reflecting our firm commitment to the ILO's objectives regarding social justice, and also in a manner worthy of the trust you

have placed in us. I wish to be placed on record as thanking the OAU member States for the support of my country's candidature and also as expressing my gratitude to this session's participants for the unanimous election of my country to the chair of this important Committee.

At this juncture I wish to congratulate the Governing Body and the Director-General on having submitted comprehensive reports. In his Report the Director-General has ably indicated that, broadly speaking, women workers have shown less inclination to join trade unions and to play an active role in the union and its collective bargaining work when they do join.

Without disagreeing with the Report as such, I would like to inform this august assembly that the records which are available at the Lesotho Congress of Free Trade Unions clearly show that women union members in Lesotho are more numerous than their male fellow workers.

So far as remuneration and equal opportunities and treatment in employment are concerned, women in Lesotho enjoy similar benefits, privileges and opportunities to those accorded to men. This is notable in view of the fact that this year sees the end of the United Nations Decade for Women.

My country is looking forward to participating in the tripartite evaluation mission against apartheid early in 1986, as reflected in the Governing Body's report.

Recent trends in South Africa suggest that more meaningful and practical steps must be taken to alleviate problems which are encountered as a result of the policy of apartheid by the Southern African Labour Commission and SADCC member States, with special reference to reducing economic dependence on South Africa and reducing the number of workers migrating from the SALC countries to South Africa.

While we are deliberating on this issue, this session is called upon to note that over 14,000 Black mineworkers were dismissed from the Vaal Reefs No. 8 and No. 9 hostels in May 1985 for participating in strikes, while 3,500 have similarly been discharged from Hartbeestfontein. Of these, 3,023 Basotho miners were dismissed from Vaal Reefs and 840 from Hartbeestfontein.

After these dismissals my Government immediately intervened by asking the South African authorities to request the mining houses to exercise restraint and by directly requesting the Anglo-American Corporation—Gold Division and Anglo-Vaal Corporation—Gold Division to reinstate the dismissed miners or sue those who might have violated their contractual obligations.

At this point in time, Anglo-American authorities at Vaal Reefs have started re-employing, as opposed to reinstating, the dismissed miners. Anglo-Vaal authorities at Hartbeestfontein have been unco-operative, thus rendering the fate of the dismissed miners uncertain.

Coupled with these events, the South African Deputy Foreign Minister has been reported in the British media as saying that if the United States and Western European countries pursue their disinvestment programmes, more than 1 million illegal migrant workers will be expelled from South Africa. It is of interest to know how the so-called illegal migrant workers have been identified and how they were in



the first instance allowed to stay or sojourn in that country illegally.

This shows the volatile situation of the migrant workers in that country at a time when United Nations open-ended meetings on the rights of migrant workers and their families are taking place.

It is a well-known fact that at any given time about 50 per cent of Lesotho's able-bodied men and women are in employment in South Africa as migrant workers, a situation which my Government is determined to reverse. We are, however, realistic enough to acknowledge that this objective cannot be realised overnight. We would therefore wish to appeal to all the friendly countries, Members of this Organisation, and to all the United Nations-related organisations to assist in the creation of employment opportunities in Lesotho. The limited natural resources with which our country is endowed, properly utilised, can contribute significantly to reducing our dependence on South Africa.

An ILO/SATEP mission is currently visiting Lesotho with a full mandate to explore and identify all possible avenues of employment creation.

My delegation welcomes the ILO Director-General's appointment of Mr. Abdel Rahman as an Assistant Director-General responsible for the African region in succession to Mr. Kane who is now the Director of the International Institute for Labour Studies.

My country is committed to co-operating with the two recently appointed Deputies of the Director-General.

In conclusion I would like to reiterate my pledge that the Lesotho delegation will, under the President's able guidance, fully participate in this session's deliberations.

*Interpretation from Burmese:* U OHN KYAW (Minister of Social Welfare and Labour, Burma)—On behalf of the delegation of the Socialist Republic of the Union of Burma and on my own behalf I would, first of all, like to extend our warm congratulations to the President on his unanimous election to the presidency of the Conference. We are confident that under his able guidance and concern for the well-being of workers, the proceedings of this Conference will be brought to a successful conclusion.

Once again, we are assembled here at this Conference, together with our social partners from the other member States, to tackle the task of implementing the activities and programmes sponsored by the ILO and collectively to seek to overcome the many issues and problems that lie before us through consultation and co-ordination.

The presence of tripartite delegations from various member States participating at this Conference clearly demonstrates the underlying wide support given to the objectives and principles of the Organisation. This support is a source of strength and inspiration by which the objectives and principles of the Organisation, aimed at achieving social progress and safeguarding and promoting the rights of workers, are being translated into practical action.

The improvement of working conditions, the uplifting of living standards and the provision of greater opportunities for all workers, irrespective of sex, race or creed, have consistently been the vital concerns of this Organisation. The agenda of this Conference well reflects the importance attached to

these concerns. The items included are implementation of occupational health services, safety in the use of asbestos and revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), with a view to updating it and to bringing it into accord with changing conditions. Another item included for general discussion relates to equal opportunities and equal treatment of men and women in employment. We welcome the inclusion of these items on the agenda.

As all delegations are aware, it has been found that the inclusion of the afore-mentioned three subjects are linked with the adoption of international labour standards. On the basis of past discussions relating to the adoption, ratification and implementation of standards, I would like to make one submission. While it is both desirable and incumbent on the Organisation to adopt standards which are extensive in scope and content, to safeguard and protect the rights of workers, it is equally essential for the Organisation to ponder over the ratification, implementation and effectiveness of these standards. Hence, a concerted effort has to be made to reconcile the adoption of the international labour standards with their implementation.

Our agenda includes the subject of equal opportunities and equal treatment for men and women in employment. This is very rightly so, for it surely is in agreement with one of the objectives of the ILO—the promotion of social progress among workers. Denial of equal opportunities and discriminatory practices against women workers tend to have the effect of undermining their self-respect and self-confidence. The majority of women workers in developing countries lack the opportunity for proper education. They are also found to be deficient in job-related skills. Moreover, outdated attitudes and social customs still persist and continue to hamper the advancement of the status of women. As such, it is quite appropriate that the Organisation should be engaged in a programme designed to foster conditions in which equal opportunity and equal treatment for men and women in employment are ensured. This subject has interesting aspects and should engender stimulating discussion. We hope that the outcome of this discussion will result in the provision of guide-lines for future programmes relating to the subject.

I would like to take this opportunity briefly to touch on the status of women workers in Burma. There has traditionally been no discrimination on the grounds of sex in all fields of activities, be it social, economic or political. Moreover, Burmese women are guaranteed equal status, rights and responsibilities, with men both by the Constitution and by the relevant laws.

In dealing with the structure of the Organisation, it is our earnest hope that this session of the Conference will be able to settle the outstanding questions. Questions of structure are, by their nature, both complex and delicate. Accordingly, member States have over the years taken time in the exertion of efforts to arrive at a solution. It is now about time we reached a meaningful and acceptable solution, meaningful in the sense that the Organisation will be in the forefront of contributing to the successful implementation of plans of action for the economic and social progress of workers and acceptable in the sense that it can meet the wide aspirations arising from the diversity of membership. For this reason, all member

States must strive collectively to work out a meaningful and acceptable solution motivated by a spirit of co-operation and compromise.

We observe that Part I of the Report of the Director-General submitted to the Conference focuses on tripartism and industrial relations in the context of recent economic, social and technological developments. The principle of tripartism is a unique feature of the Organisation that sets it apart from other specialised agencies of the United Nations. In the ever-changing circumstances and progressive development of technological, social and economic conditions, the role of tripartite consultation is gaining in significance with regard to the management of labour affairs.

In Burma, we have been practising tripartism in such fields as the fixing of minimum wages, settlement of trade disputes, vocational training, occupational health and safety, workers' welfare and social security.

Burma has consistently supported the principles and activities of the Organisation. Programmes such as the improvement of working conditions, occupational health and safety, vocational training and collection and analysis of statistics on employment and manpower have been implemented in co-operation with PIACT and with the regional projects ARTEP and APSDEP. Plans are under way for the implementation of some programmes in continued co-operation with the ILO.

Member States are striving for their socio-economic development in accordance with their individual conditions and strategies. At the same time they are trying to foster the emergence of a new chapter in international economic co-operation. In conclusion, therefore, I would like to stress the need for a concerted effort by all members of the ILO to enable the Organisation to make a contribution which is conducive to these endeavours.

*Interpretation from Slovak:* Mr. BODA (*Minister of Labour and Social Affairs, Czechoslovakia*)—Allow me to congratulate Mr. Ennaceur on his election to the presidency of this Session and to wish him success in his work. I have had the opportunity to make his personal acquaintance; I greatly appreciate his sincere interest in the social and labour problems and his efforts to achieve mutual understanding and to further co-operation within the framework of the ILO. Allow me also to congratulate the Chairmen of the Conference on their election.

As the topic of his Report, the Director-General has chosen a very important and urgent problem. Tripartism is specific to the ILO. It reflects the principle of the collective bargaining of issues concerning the world of labour, the principle of the equal and full participation of all workers in national development. It should thus be a tool for ensuring the effective protection of the right of the workers to a respectable existence, their rights to work, and to a just distribution of the results of this work. The concrete application of this tool must logically be founded on the social policy, historical conditions and cultural traditions of States.

Unfortunately I have to point out that, in recent years, certain forces have been forcing upon it a biased concept of tripartism based on the social order prevailing in those capitalist States, which took part in founding the Organisation 66 years ago and are

elevating the role of tripartism from a tool to the objective of the ILO's activities. They ignore the fact that, since the ILO was founded, its membership has dramatically increased, that its members are States with different social systems, and that labour relations in the world have assumed a variety of forms. They refuse to recognise the representatives of the employers of other sectors than the private one, they disparage other forms of collective bargaining and participation of the workers in solving problems of their concern than those which are based on the liberal capitalistic concept of tripartism.

This attitude is one of the main reasons why problems concerning the structure of the Organisation remain unsolved. We have been endeavouring for years in vain to democratise the structure of the ILO and to adapt it to the current reality of the world. Our efforts founder on the absurd resistance of the leaders of the Employers' group who refuse to recognise that there are also other than private forms of management of enterprises in the world. In a number of countries of the world, public and State enterprises play an important or even decisive role in national development and improving the living conditions of workers; with regard to the fundamental objectives of this Organisation, their role is much more positive than that of transnational monopolies which have not surprisingly found advocates in the Employers' group in spite of the proven negative and even destructive tendencies in the impact of their activities on the economies of especially the developing countries.

They are forgetting, or pretending that they do not know, that in 1937 Harold Butler, then Director of the ILO, came to the conclusion that it was "dangerous to make distinctions between workers according to their method of organisation or their political convictions", and that "the right course was to hold strictly to the terms of the Constitution, which simply [refers] to employers and workpeople without making any further distinctions.

During the 1959 session of the Conference, Mr. David A. Morse, true to the above attitude, said in his Report that, although the objectives of the ILO were the same as in the past, the Organisation itself has undergone profound changes as regards its character, number of Members and the means of action. He pointed out that the member States differed considerably in their social, economic, cultural and political situations and he emphasised the necessity to understand and respect these differences without reserve.

I would like to ask those who are now forcing on us their concept of industrial relations whether they are aware of these developments in our Organisation, whether they have not overlooked 66 years of mankind's history. What do they in fact want? Are they interested in a better future for the workers, in their fuller participation in national development, in a higher social justice, or rather do they want to maintain their monopolistic position in the Organisation and to use it for the promotion of industrial relations of a capitalist type and for ideological pressure against the socialist countries and other progressive forces?

Indeed, the existing political and economic orders in most countries of the world no longer conform to the tripartism of the so-called liberal capitalism which the Director-General is forcing on us in his

Report. This is true not just for the socialist part of the world in which a substantial number of the workers of our planet live, but also for a number of developing countries in which the State and public sectors play an important and frequently even decisive role in national development, and where the social situation of the workers in the rural regions and the informal sector, and the weakness of trade-union protection, call for specific forms of guaranteeing the workers' rights.

Social order and tripartite systems should be evaluated with regard to the results which the member States have achieved in relation to the fundamental objectives of the Organisation, i.e. in ensuring the basic right of the workers, the right to work, which is a precondition for life in dignity and security, for full and equal participation in the public and cultural life of the country and for an equitable distribution of the achievements of development. The socialist countries are the only countries where unemployment has ceased to exist. Thanks to full employment, their social order and central planning, in which workers fully participate, their living conditions and incomes and the possibilities of their assertion in economic and social life are very well balanced. This is also due to a generally high level of education and to equal access to free education and training for all young people irrespective of their social background as well as access to further training concerning new technological developments. The differences between urban and rural areas have been eliminated and there are no backward regions or industries or industries and regions with weak trade union protection. I could give a number of examples of the participation of workers in the management of enterprises, of the co-operation between trade unions and socialist direction of undertakings, especially in the field of collective agreements and social planning in enterprises, which are an important expression of our concept of tripartism. This concept guarantees the democratic participation of all the workers in the life of the country and a stabilised and balanced increase in the living standard of all social groups.

It is our opinion that this is the way in which tripartism should be developed in our Organisation, in the interest of improving the lives and security of all workers, and in order to further social justice among social groups and regions in individual countries and among the workers of different countries. This is the trend which the programme of our Organisation should have, as well as its standard-setting activities and supervisory system, whose lack of democracy and tendentious interpretations are proving detrimental to the prestige of the Organisation and putting its future in jeopardy. The programme of the Organisation must give preference to strengthening confidence and mutual co-operation among countries and to preserving and strengthening peace.

This year we have celebrated the 40th anniversary of the victory over fascism and nazism. I recall this fact not just because the terrible danger of slavery and the extinction of whole nations was averted 40 years ago because of the immense courage of the Soviet people, but also because victory was achieved by the common efforts of peace-loving and democratic forces in the world, which demonstrated their capacity to promote peaceful co-operation. The need

for peaceful co-operation should be adequately reflected in concrete programmes of our Organisation.

The Organisation's programme should also be oriented in favour of full employment. However, this requires actual projects which take into account the experience of those countries where successful solutions in the field of employment, national programmes of economic and social development, regional planning, etc., have taken place. The ILO should also more effectively endeavour to prevent the worsening of the economic situation of the developing countries and contribute to their economic and social development and should more coherently reflect in its technical co-operation projects the principles contained in the United Nations Declaration on the establishment of a new international economic order.

However, the Draft Programme and Budget submitted to the Conference, does not reflect these intentions sufficiently, because its principal motive, although not always openly acknowledged, is support for the ideology of classical tripartism and, consequently, for solving all problems by methods of the capitalist economy. What can employment projects which ignore the experience of the socialist countries achieve under these circumstances? And this also applies to other field of technical assistance. Our objections are based on the experience that the proposed solutions of the conceptual problems stem from the methods of developed capitalist countries and are, therefore, unsuitable and ineffective under the conditions prevailing in the countries where they are to be applied. We are absolutely against using a part of our contribution to finance programmes in favour of employers' organisations which dispute public and State enterprises.

The democratisation of the ILO's supervisory machinery is encountering the same obstacles and practically for the same reasons as the democratisation of the ILO's structure. Although the majority of Government delegates at the 70th Session of the International Labour Conference as well as at the 228th Session of the Governing Body called for the democratisation and adaptation of the supervisory system to present conditions, the forces which have the decisive influence in the Organisation, only because of the system of disproportional representation, are against this demand. They do not envisage to strengthen democracy and universality but rather to misuse the supervisory machinery as a tool for ideological struggle to destabilise the social order in the socialist countries. The so-called "Polish case" can serve as an example: the supervisory bodies of the ILO, under the pretext of protecting trade union freedom, gave their full support to those who strove for a political change in the country. Such a position was in clear contradiction with the principals of international law and with Conventions Nos. 87 and 98. We cannot agree with this attitude and we insist on our demand already expressed in the Memorandum of the socialist countries to the International Labour Conference and contained in the resolution which we are submitting.

I consider it necessary to communicate openly our views on the problem of tripartism and other principal problems of the ILO on which our position is explained in the Declaration of the socialist countries. Their common denominator is the growing

misuse of the Organisation and its principles to attack the socialist countries, to discriminate against the representatives of the employers of the non-private sector, violate the principle of universality of the Organisation and assert the ideology of capitalism.

A correct understanding and evaluation of tripartism is also decisive for the solution of other problems of which I have spoken, and it also has considerable influence on the future of the ILO and its universality. I am sure that our position is clear, logical and fully justified. I am convinced that a reasoned approach to the problems mentioned will prevail in the end, and that the problems I have mentioned will be solved in the interest of the universality of the Organisation, of an equitable and democratic representation and with the view to furthering peaceful co-operation among nations and improving the lot of the workers of the whole world.

*Interpretation from Arabic:* Mr. AL-ANSARI (Minister of Labour and Social Affairs, Qatar)—In the name of God, the Merciful, the Compassionate!

It gives me great pleasure to begin my statement by conveying to Mr. Ennaceur, on behalf of the delegation of the State of Qatar, my warmest congratulations on his election to the presidency of the Conference. I also wish to commend the confidence which has been bestowed upon him in his task, which is to guide the proceeding of the 71st Session of the Conference. We are fully confident that his great experience and skill will ensure that the Conference reaches a fruitful and successful conclusion and that constructive resolutions are adopted in the interests of the international community.

Each year in his Report the Director-General presents us with an important subject which, although related to the work of the ILO, opens up new prospects and throws light on fundamental issues. He has consistently endeavoured, with painstaking effort and considerable insight, to draw attention to the various aspects of the issue and present it integrally so as to provide a clear picture of the solutions that the Organisation might be able to offer through the concerted efforts of member States. This approach, which is aimed at exploring new areas to be covered by the work of the Organisation as well as the efforts to identify the characteristics of various problems, deserves every commendation. The Director-General in his Report addresses the question of industrial relations in the context of present worldwide economic conditions and their implications for the labour force and the lives of people and consequent problems throughout the world. For example, we will not dwell on the consequences of the upheavals which are affecting the world economy at present as well as our region, the Middle East, where national income levels and, consequently, the labour force and job opportunities have also been affected. In the circumstances, we have had to exert great efforts and adopt special measures to maintain the momentum of development because, as a developing country, we cannot afford to abandon our development plans which provide for the material and human resources needed to complete the establishment of the economic infrastructure and various educational, medical, social and economic institutions, which, in turn, will enable the country to keep pace with technological progress and contribute constructively, at the regional and international levels, to the solu-

tion of the numerous problems confronting the developing countries in particular.

The Report focuses on industrial relations through tripartism which provides an effective means of tackling this question and comprises all the elements needed by the various countries to solve their own specific problems and continue their development in the smoothest possible manner, according to the requirements of their labour force and people and in accordance with their development plans.

The present situation, which is affecting developing and industrially developed countries alike, although the latter are somewhat less affected, can, in our opinion, be attributed to the policies governing international economic activity and trade. These policies are determined fundamentally by selfish interests and ambitions that fail to take into account their impact on other countries. In this connection we wish to refer to the fact that the concept of selfishness and hegemony or leadership is dangerous and destructive. The situation which is at present disrupting the economies of developing and developed countries alike is an example that mutual assistance and help—as opposed to the selfish and aggressive approach—is the right way to spare the world further tragedies and suffering. Relations and interests in the world are closely interwoven and, therefore, efforts should not be short-sighted, i.e. local or regional, if they are to produce results.

The Director-General has focused on national efforts through tripartite institutions and joint organisations for a better understanding of the problems confronting the various countries and the elaboration of solutions to overcome them through dialogue. The Report contains examples of success in some countries in this respect, but we believe that national efforts, despite their importance, may not be sufficient, especially in certain developing countries that have limited resources. Countries are not isolated islands and their development processes can be isolated neither from the world economy nor from their economic and commercial relations with the developed countries which can provide them with technical equipment and other products needed for the implementation of development plans and programmes and the satisfaction of the various requirements of society.

We fully support what was mentioned in the report concerning co-operation at the national level because self-reliance is a precondition for the understanding the identification of problems and, therefore, of their satisfactory solution. Moreover, sincere co-operation among the parties concerned guarantees the success of such solutions. We hope that countries will be able to tackle their problems in this peaceful manner without external pressure and that, in return, they will secure the technical and material assistance which they need to solve their problems and implement their plans and programmes.

The Director-General, in his discussion of the dialogue, touched upon an issue which we believe to be vital and fundamental, namely the need to promote awareness among the various social partners and the labour force with regard to their common objective and responsibility concerning the problems confronting society.

We thank God that the fundamental values that govern the conduct of social affairs in our country proceed from the need for co-operation and the

promotion of the general status of society. Indeed, dialogue and consultation are among the tenets of our religion and this is perhaps what has helped us to avoid the negative consequences of conflicts and contention. There is no doubt that contention among the parties concerned is the product of historical circumstances characterised by oppression and exploitation which affected the concept of justice itself, in such a way that a party could be pursuing its interests at the expense of others. For example, most unfortunately, one cannot help but notice the situation at this Conference, where Committees are affected by certain differences which appear to be the reflection of preconceived ideas among the participants, although such differences are in many cases devoid of objectivity and rationale. It is probably high time to examine the experience that has been accumulated so far and to reconsider approaches, conducts and selfish goals in the light of the common interests of society. We believe that the ILO can play a significant role in this respect, not only by calling for support for tripartite institutions and the dialogue between the parties concerned but also through workers' education programmes and by adapting this outlook so as to create a labour and social outlook providing for all the problems faced by the various societies.

The Director-General at the end of his Report referred to certain important activities which the ILO intends to carry out next year including seminars on issues such as the civil service, adaptation, stabilisation, the effects of international trade and financial and monetary policies on employment and poverty. Although we hope that the ILO will achieve its goals, we cannot ignore what is mentioned at the beginning of the Report concerning the lack of resources for technical assistance programmes. This is of paramount importance. The situation in the developing countries makes it necessary to support and reinforce these programmes because the Organisation can solve many of the industrial, agricultural and other problems confronting the developing countries through such programmes.

We hope that the Director-General will concentrate his efforts on this programme and widen its scope in all countries and regions.

Since we are speaking about economic problems and their adverse effects on employment and stability, and their consequences in terms of poverty and economic and social problems in the world, attention should be drawn to political factors and the regional and international ambitions which are undoubtedly largely responsible for the conflicts and problems in many parts of the world.

This is concretely illustrated by what is taking place in the Middle East and southern Africa.

You must have read Appendix III to the Report of the Director-General on the situation of workers in the occupied Arab territories. You must be aware of the serious nature of the information and the painful experiences reported by the mission which was sent to the occupied territories. The mission was sent there in accordance with the Conference's resolution concerning the implications of Israeli settlements in Palestine and other occupied Arab territories. We will not have sufficient time to examine the substance of that appendix or, most unfortunately, its negative aspects, yet we must reaffirm, and this is relevant to our general discussion, that the report of the mission

clearly indicates that the policies of the occupation authorities in Palestine and in the other occupied Arab territories have led to invidious results for the entire population in the economic and social spheres as well as in other respects. The authorities are undermining the national economy notably by establishing settlements, and expropriating land and water resources. They have also resorted to coercive measures to close down commercial and industrial institutions and weaken agriculture and reduce the area under crops. In addition they have adopted other measures which cause many problems in education, health care and other areas. Such measures increase poverty and unemployment and entail countless social problems. This is part of a plan of colonisation aimed at depopulating these territories and expropriating and confiscating their resources. Not only is occupation being maintained but the people's basic dignity is being violated and they are deprived of their freedom.

As we evaluate and commend the efforts of the Director-General and the ILO to help the people of the occupied Arab territories, we look forward to the efforts to be made and the measures to be taken by member countries both within the Organisation and independently to bring pressure to bear on the occupation authorities and thereby arrest its policy of settlements and expansionism which is oppressing the people, and to provide support—both moral and material—to the people of Palestine with a view to regaining its freedom and independence on its territory.

Reference must be made here to the negative effects on our region of the continuation of the war between Iraq and Iran and to the human and material losses sustained by both countries. We call upon the Conference to join other international organisations in their efforts to put an end to this destructive war and to stop the resulting bloodshed and economic destruction.

In conclusion, I would like to reiterate my gratitude to the Director-General for his excellent report, and wish our Conference a successful outcome.

*Interpretation from Chinese:* Mr. WANG JIACHONG (*Workers' delegate, China*)—I am honoured to congratulate Mr. Ennaceur on his election to the presidency of this Conference; I would also like to congratulate all the Vice-Presidents. I am confident that under Mr. Ennaceur's guidance and with the joint efforts of the delegates to this Conference, our Conference will fulfil its task successfully.

May I, on behalf of my organisation, the All-China Federation of Trade Unions, express our appreciation to the Director-General of the ILO for having prepared such an informative report which reflects the reality of the world and enables the Conference to discuss the problem of industrial relations and tripartism. This is indeed an important economic and social problem which, today, is drawing the attention of all countries throughout the world.

In the report, the Director-General has pointed out that in most countries of the world the institutions of industrial relations and tripartism are confronted with major challenges, due to a slowdown in economic growth and technological change which have resulted in industrial restructuring and adjustment policies. In certain countries, these develop-

ments have weakened the bargaining position of workers' organisations, thus aggravating the situation. In addition, in many developing countries, workers are finding it increasingly difficult to earn an adequate livelihood, which causes serious social and political tension, due to the increasing burden of foreign debts and unfair practices in international trade.

Of course, this situation calls for joint efforts from the government, employers and workers to overcome these serious economic difficulties. Nevertheless, we do not think that in order to overcome these difficulties, there is no alternative but to make workers bear the burden of these consequences of economic recession, in order to maintain enterprise profit at the highest possible level—at the expense of workers' employment and income security.

It would be inequitable should the achievements in technological innovation be utilised only for raising the productivity and economic results of enterprises and not for improving workers' living conditions.

As to the stepping up of the arms race by certain countries, which results in a horrifying budget deficit and affecting their own economic growth and even that of other countries, it increases the people's burden and, as such, is even more unacceptable to the working people.

In a word, there must be a rational balance between the need for economic recovery and development, on the one hand, and social justice, on the other. We are of the opinion that good industrial relations should be brought about through collective bargaining and tripartite consultation. However, we are convinced that this kind of bargaining and consultation can only succeed if there is social justice. It is therefore vital that the trade unions' bargaining position should be respected and that governments implement equitable social and economic policies. If the advantages to be gained from collective bargaining and from labour legislation relating to workers' living working and living conditions, which sets out to guarantee employment and income security and social security, were ignored and even unilaterally discarded, the significance of the ILO's labour standard-setting activities would be challenged. We must, and this is a matter of fundamental importance, decide whether we wish to adhere to the aims of the ILO or not. In this respect, we appreciate the evaluation of the trade union role made by the Director-General in his Report.

In China, the public ownership of the means of production is the basis of our socialist economic system. The position of working people, as masters of the State and enterprise, together with the identity of the tripartite interests of the State, enterprise and worker, based on the public ownership of means of production, constitutes the very fabric of the industrial relations system in our country. The reform of the economic system now under way in our country aims at promoting the socialist economy. We are aiming to develop diverse economic forms and to continue expanding foreign and domestic exchanges of economy and technology so as to make our country strong and prosperous and our people rich and happy at a fairly rapid pace.

The Constitution of our country stipulates that all state-owned enterprises and economic bodies under collective ownership must practise democratic management. The workers' congress system is the basic

form of democratic management carried out in our enterprises and undertakings. In accordance with the strict technological requirements and the complex relations of co-ordination in modern enterprises, we are stressing in the current reform of our economic system that a unified, authoritative and highly efficient system production and management must be established in enterprises. However, we emphasise, at the same time, that each enterprise should reinforce the workers' congress system and other system of democratic management so as to guarantee the rights of the workers' congress and trade unions; the latter must play a major part in examining and discussing the major decisions taken by the enterprise and be able to supervise the administration of the enterprise and safeguard the legitimate rights and interests of workers, thus giving credence to the principle that working people are masters of the enterprise. All these factors are determined by the very nature of the socialist enterprise and are not allowed, under any circumstances, to be neglected or weakened.

In the past few years, we have readjusted our national economy in order to achieve a better balance between agriculture and industry, light industry and heavy industry, the raw materials industry and the manufacturing industry, and between consumption and accumulation. During that period, some enterprises were closed down, some changed their range of production and some construction projects were postponed. However, none of the workers concerned were unemployed. They still received their basic wage and were transferred to new jobs, either by means of vocational retraining or in the same enterprise, which created new employment opportunities for these workers within a rather short period.

Two important reforms to be carried out this year in China's economic structure are the reform of wages and price systems. In carrying out these reforms we shall progressively achieve the following objective; to link the wages and bonuses of workers and management personnel to the economic performance of their enterprise and to their personal contribution, thus enforcing the principle of "to each according to his work". According to this requirement and under the control and regulation of the State, enterprises may adopt different forms and levels of wages and bonuses, which are adapted to the specifications of each enterprise and would contribute towards raising productivity. The programme of wage reform in the enterprise must be examined by the workers' congress and trade unions within the enterprise, while the national and local trade unions will participate in formulating the policy and principles of wage reform and supervise their implementation. Alongside the growth of enterprises' decision-making power in the course of economic restructuring, pricing will be increasingly important in regulating the production and operation of enterprises. Very often, the prices of many commodities reflect neither their values nor the supply-demand relations; in order to change this situation, we need to set urgently a rational pricing system to improve the enterprises' production and management, promote technological advances, rationalise the production-mix and consumption patterns and ensure the smooth circulation of commodities. Our Government has pledged, in its reforms, to raise the prices of some commodities



while lowering those of others and strive to maintain the basic stability of commodity prices as a whole. At the same time, the Government is taking effective measures to ensure that people's living standards, instead of declining under price reform; be improved gradually along with the growth of production. The national and local trade unions are represented in the bodies which are carrying out these price reforms. In addition, the trade unions provide workers and staff members to help the price-controlling departments of the Government to inspect and supervise the development of market prices in an effective way, so as to ensure the realisation of the above-mentioned objectives.

It goes without saying that industrial relations and tripartism in our country are by no means entirely harmonious and perfect from all points of view. We have only just started to restructure the urban economy. For instance, there are still bureaucrats in our country who ignore workers' democratic rights and infringe upon the interests of the masses and some trade union members who do not hesitate to infringe upon the interests of the State and community in order to advance their personal interests. Generally speaking, these two phenomena are not widespread or serious. However, the trade unions consider it one of their major tasks to remove these phenomena. While trying to come to grips with bureaucracy to defend the legitimate rights and interests of their workers, trade unions are stepping up workers' education among their members, asking them to observe discipline and act in the interests of the State, enterprise and individual for the development of the socialist economy. In order to increase the democratic management of enterprises, the trade unions are also concentrating on helping workers to enrich their knowledge of management and administration techniques and to raise the level of their scientific and technological knowledge.

This year marks the 40th anniversary of the victory over fascism and of the founding of the United Nations. The Second World War brought disaster both to the world and to educated people. However, the war is now over and progress has been made. People the world over sincerely wish to establish a new international order of peaceful co-existence and achieve lasting world peace. To our regret, 40 years have elapsed but the world is still in a turbulent situation. In order to safeguard world peace, our major task is to oppose resolutely hegemony and power politics and prevent their aggression and expansion; to bring about disarmament, especially nuclear disarmament; to establish a new international economic order to promote the development of the world economy and, above all, to reduce the South-North gap. Moreover, as is pointed out in the Preamble of the ILO Constitution "universal and lasting peace can be established only if it is based upon social justice". At present, if we are to handle correctly industrial relations and co-ordinate the role of tripartism, we must take great pains to safeguard social justice. This is the solemn duty of the ILO.

Mr. MICALLEF (*Minister of Labour and Social Services, Malta*)—On behalf of the Labour Government of the Republic of Malta, and on behalf of myself and my delegation, I congratulate Mr. Ennaceur on his election as President of this Confer-

ence and also congratulate the Director-General on his Report.

In his Report to the Conference the Director-General refers to the various problems of economic, technological and social change which are facing the world community as a whole and countries individually. He rightly sees in them a challenge, which is perhaps unprecedented in our times; yet it is a challenge which could be faced with confidence and with reasonable optimism, provided that genuine efforts are made by the social partners in collaboration with each other. The Director-General takes the opportunity to appeal very strongly for a strengthening of the bonds of industrial relations and their progressive development on the basis of the tripartite approach to cover the whole field of economic and social policy at an international and a national level.

There is no doubt that a tripartite approach to social and economic problems is from the ideal point of view a logical one. Its implementation in practice, however, is related to the realities of the situation in various countries. There are various ways in which tripartitism can find expression, depending on actual circumstances. There is no single model which applies irrespective of the social and institutional framework, attitudes and mentalities of the social partners and to the extent to which there may be a common consensus of agreement on the desired social and economic objectives.

The Socialist Government of Malta has striven incessantly during the past 14 years to achieve a closer participation of the workers in all aspects of development, as it strongly believes that the workers, as human beings, are the ultimate beneficiaries of progress, and themselves contribute by their labour towards levels of production on which material progress depends. My Government believes that the workers should be closely involved in decisions which affect the future of themselves and of their posterity. Having said this, however, I must also stress that my Government also understands and appreciates the role of employers, who invest funds in enterprise, often at personal risks and sacrifice and who often, painstakingly in these difficult times, provide opportunities for employment for the workers under conditions appropriate to the workers' own dignity as human beings. The socialist Government of Malta, for its part, has consistently sought to improve the qualities of life in all its various aspects and not only at the place of work, but also in the home and in society on a social, economic, cultural and political level. Under the socialist administration there has been a most substantial improvement not only in conditions of work but also in standards of living and in standards of social security. These improvements have been made within an institutional framework of social legislation and administrative reforms which help to set at rest the mind of the worker, that what has been achieved as the fruit of labour shall continue to be enjoyed by him and by his children, and that he may now look forward with a feeling of pride and security towards the future. These objectives have been achieved through the democratic process in faithful commitment to the Republican Constitution of Malta which protects the fundamental rights and freedoms of the individual as "a democratic republic founded on work and on respect for the fundamental rights and freedoms of the individual".

Tripartism lies at the roots of most labour legislation in Malta. The wage-fixing machinery, the institution of collective bargaining and the conciliation and arbitration procedures are based on tripartite collaboration. Workers and employers are represented on wages councils, the National Employment Board and the Industrial Tribunal. To operate effectively, tripartite institutions require a mutual trust and understanding on the part of the social partners and an acknowledgement on the part of the workers and employers that the Government has the leading role in the process. As the Director-General aptly states in his Report, "the government ... prescribes the 'rules of the game'". My Government believes that much energy which is at present dissipated could be fruitfully channelled towards constructive efforts, if only there were more mutual trust and a better understanding of the particular roles of each of the partners. Constructive criticism is always welcome by my Government and indeed the Ministry of Labour and Social Services, and other Ministries, are open for conciliation with employers and workers at any time when the need arises. The Ministry of Labour and Social Services itself undertook to co-ordinate its efforts with other ministries to help firms in difficulties and to save jobs. These tripartite initiatives are no doubt appreciated by all concerned and they have helped, particularly during the past years, to save on one hand, industries from closing down prematurely, or from closing down at all; and on the other hand, to prevent workers from losing their jobs or from suffering avoidable hardship. Funds approved by Parliament for labour and social services for the year 1985 account for 46 per cent of the total recurrent expenditure for the year—56 per cent if one includes free health services. The bulk of these funds are being spent on social services which have been greatly enhanced during the past 14 years. This contribution out of public funds shows the extent of the Government's commitment to social security, even during these times of economic difficulties which have adversely affected revenues.

I note with satisfaction that the Director-General has been pleased to refer to the example set by Malta in the field of workers' self-management when the Government handed over the Malta Drydocks to the workers. Efforts are still being made, largely through collective bargaining, to extend the principle of workers' participation in various ways. I am happy to note that through the development of collective bargaining, workers in Malta are now having a bigger say in management decisions and in some cases workers' representatives have been accepted as directors on the managing boards of enterprises.

The past year has provided the Ministry of Labour and Social Services in Malta with various opportunities to consult with employers and trade unions about measures proposed to cope with economic problems generated by economic recession. It discusses with employers and workers' representatives the economic and financial position of any enterprise in difficulty, keeping in view its operational requirements on the one hand and the justified demand of the workers for reasonable job security on the other hand. This has been found to be effective in keeping redundancies to the barest minimum and ensuring that workers do not suffer any undue hardship.

Recently a scheme was announced to provide financial incentives to employers who take on addi-

tional workers on their books, or who embark on new projects which employ workers. These schemes are being worked out in detail and they are expected to become operative in the near future.

Considering the extent of the economic difficulties which are facing not only our islands but also other countries, many of which are even more industrialised and developed, my Government considers that it has been successful in restraining unemployment whilst at the same time maintaining the existing social services, which today fall within the advanced category.

Initiatives have been taken with a view to retraining those of the registered unemployed who are prepared to learn new skills. My Government is planning ahead and it is well aware that when economic growth is resumed there will be a demand for skilled workers. Those of our industries that have survived recession may need to install new equipment and implement new technologies in an effort to remain viable on a competitive export market. Some reorientation may have to take place in tourism with the aim of regaining our previous share of the tourist market.

The Extended Skill Training Scheme and the Student-Worker Scheme are expected to continue to play an important role. With the expansion of the economy, these schemes, which are the backbone of technical and of university education in Malta, are expected to prove their worth by providing employers with technical, professional and supervisory personnel trained on the job according to the changing requirements of industry.

It is hoped that private enterprise will participate more in these schemes so that, through appropriate sponsorships, they can obtain the skills they require already trained for their special needs rather than expect to take them from skilled workers trained at public expense but not in line with their particular requirements. To date the Government has to fund practically all sponsorships, including those required by the private sector. Although the Government is doing its utmost to service the needs of the economy it is felt that the private sector should also do its part to help itself and the national economy by sponsoring students to acquire skills for its own needs.

Amongst the items on the agenda of the Conference are included discussions on occupational health services, the proposed revision of the Convention concerning statistics of wages and hours of work, 1938 (No. 63), safety in the use of asbestos, and equal opportunities and equal treatment for men and women in employment.

Malta is already well advanced in these aspects of labour and employment. The occupational health service of the island, which is run by specialised medical officers of the Department of Health, collaborates very closely with the safety unit of the Department of Labour. This collaboration was perhaps more evident during the past year when an epidemic struck a number of workers employed in factories. Immediate steps were taken by all concerned to prevent the spread of disease and within a short time the epidemic was controlled.

The Conference is holding a second discussion on the proposed text of an international instrument to revise the existing Convention concerning statistics of wages and hours of work, 1938 (No. 63), and will also be dealing with the question of equal oppor-



tunities and equal treatment for men and women in employment.

The Department of Labour operates a computerised system which gives a complete picture at any time of the whole workforce in its complexities and it enables the planning authorities to assess various participation rates and activities as required. It is the intention of the Central Office of Statistics to carry out a survey very soon as a further check in order to help verify the statistical results which are obtained by computerisation.

Section 15 of the Republican Constitution of Malta ensures that men and women workers enjoy the same rights and are paid the same rates for the same work. The Department of Labour and the workers' representatives ensure that there is no infringement of the law.

I conclude my speech with a note of optimism, hoping that the efforts which we in Malta are making to overcome the problem of recession will start bearing fruit and with sufficient good will on the part of all concerned we will be able to resume the road of progress towards a better world which we are striving for, each in our own way, according to our circumstances and within the limits of our means.

I augur this not only for my country, but for all countries which form part of the ILO community, especially those whose people, despite all the efforts of their governments, are still unable to enjoy a basic standard of living compatible with human dignity. I sincerely hope that a more concerted effort will be made by the world community, as a first step towards the building up of a new international economic order which would enable the countries of the North and South to dialogue more freely in an atmosphere free of economic restraints.

This ideal cannot be reached, however, unless the rich industrialised countries of the world show a genuine interest in promoting the development of the poorer nations. Unless this is done the least developed countries will, out of sheer necessity, resort to measures to alleviate their plight temporarily which in the long term will hamper the progress towards the objectives we claim to share.

We should strive as a community of nations harnessing all the forces of tripartism to create a better life for our people and a better world for all humanity. There is a lot to be done and much more will be achieved in a shorter time if the social partners work together for the good of all, both at the national and international levels.

I wish the Conference every success.

*Interpretation from Arabic:* M. ABBADI (*Minister of Employment, Morocco*)—On behalf of my delegation, I should like to congratulate the President on the trust placed in him on his unanimous election to the Presidency of this Conference. I wish him every success in this important post. This unanimity is a tribute to him and to his country, Tunisia, and, through that country, to the Maghreb, the Arab countries and Africa as a whole. I am convinced that by virtue of his wisdom and great experience, this session will achieve practical results, in accordance with the objectives that our Organisation seeks to attain.

The topic chosen by the Director-General this year, industrial relations and tripartism, is extremely important because it is a subject of particular rele-

vance at this time, a subject related to various problems arising as a result of the economic crisis affecting all States, irrespective of their level of development.

Since independence, Morocco has attached great importance to industrial relations and has adopted a series of measures in this area.

A decree on collective agreements was promulgated on 7 April 1957. This text constitutes the framework for negotiations between the social partners at undertakings, at the level of a particular economic sector or at the national level. This legislation enables trade unions to conclude collective agreements with the employers that govern their relations, without coercion or preconditions. While Moroccan labour legislation lays down minimum provisions, the parties concerned have every freedom to provide in such agreements for benefits greater than those stipulated by legislation.

In order to encourage the concluding of such agreements, the decree referred to above provides that a labour inspector may be made available to employers' or workers' organisations in order to furnish all necessary information and assistance.

In parallel with the decree, legislation was introduced regarding the establishment of trade unions on 16 July of the same year. Its purpose was to aid workers in setting up their organisations, thus allowing them to negotiate working conditions within an appropriate legal framework.

A particular feature of the legislation is that it lays down the principle of freedom to establish trade unions without prior authorisation. A simple declaration is all that is required. This is the reason for the presence of many trade unions in my country; this pluralism is one of the basic principles advocated by the International Labour Organisation.

The purpose of the legislation referred to is to assure continuity of dialogue and consultation between the social partners, and its implementation has been extremely positive, especially as regards the settling of disputes stemming from the economic difficulties being experienced by certain undertakings.

Even in cases where there is a threat of closure of an undertaking or staff reductions, no decision is taken by the competent authority until after several meetings have been held with the occupational organisations concerned. This dialogue between the various partners generally leads to a practical solution and positive results that avert the social consequences of closure or lay-offs.

While it is possible to find solutions to collective disputes brought about by internal economic difficulties, through dialogue and consultations between the parties concerned, it is difficult to reach a solution when disputes and difficulties are due to external factors as is the case for most countries of the Third World.

The difficulties faced by the Third World countries in marketing their products as a result of protectionist measures adopted by the developed countries, the drop and instability of prices of raw materials, the rise of the dollar and increased energy costs—all these are factors which have a negative impact on the level of employment and industrial relations in developing countries.

Given the effects of the recession in the social sphere, our Organisation must take the initiative in

seeking, in conjunction with the other United Nations specialised agencies, ways and means to put an end to the underlying causes of the crisis and thereby assure a stable level of employment and maintain the purchasing power of workers.

Morocco not only attaches great importance to dialogue between employers and workers but also seeks to involve them, together with the administration, in decision-taking in various fields.

Employers' and workers' organisations take part in various symposia and seminars organised to consider problems of national concern. These organisations are also represented in the Higher Planning Council and in the governing bodies of public labour institutions such as the National Social Security Fund and the Office for Vocational Training and Labour Promotion, where they participate freely and effectively in these bodies' management.

Employers and workers also participate in the area of occupational safety and health, in the examination of applications submitted by bodies responsible for supervising the use of certain equipment or installations presenting particular hazards to workers' health.

In addition, and in conformity with the democratic policy pursued by my country under the leadership of King Hassan II, employers' and workers' organisations are represented in Parliament, where they freely voice their opinions on various subjects and take part in the formulation of economic and social policy through the submission of Bills or amendments to legislation proposed by the Government.

Among the items on the agenda of this session there are two very important themes that will be the subject of a second discussion, namely, occupational health services and revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63).

These two subjects were discussed exhaustively at the last session and we hope that this Conference will adopt standards consonant with the aspirations of our Organisation,

As for item VI on our agenda relating to safety in the use of asbestos, which will be discussed for the first time, this fully responds to Morocco's desire that the ILO adopt instruments in such a vital area as safety and health. We hope that our Conference will initially adopt a Recommendation on this subject.

The report of the mission sent by the Director-General to Palestine and the other occupied Arab territories makes it clear that the Arab workers in the despoiled territories are deprived of the most basic rights upheld by our Organisation and they are still being subject to actions and practices that are contrary to the principles of its Constitution.

Morocco condemns these practices and asks our Organisation to stand by the side of the Palestinian people under the leadership of its sole representative, the PLO, until it recover its rights and peace and justice prevail once more in this part of the world.

Morocco condemns very strongly also the policy of apartheid pursued by the Pretoria regime in South Africa. Our Organisation should, more than ever before, take active steps against this regime and help the Namibian people to throw off colonialism and live in freedom and dignity.

One of the speakers last Monday spoke about the aftermath of decolonisation in the Sahara. We are sorry the subject was raised as it is quite outside the

competence of our Organisation. Morocco, however, would like to take this opportunity to state before this Organisation, in which the democratic ideal is so deeply rooted, that it is always ready to organise a referendum to seek a peaceful solution to the tension in our region.

Before concluding I should like to thank Mr. Francis Blanchard, the Director-General of the ILO, for his unceasing efforts to attain the noble objectives that this Organisation has seen set up for.

I wish him and the Conference every success.

*Interpretation from Spanish:* Mr. MARQUEZ DE LA PLATA IRARRAZÁBAL (*Minister of Labour and Social Welfare, Chile*)—Allow me to join the preceding speakers in congratulating the President on his election to preside over this 71st Session of the International Labour Conference. I also congratulate all the Officers of the Conference.

For the Ministry of Labour and Social Welfare it is an honour to be able to address the Assembly from this rostrum. In it are represented governments, workers and employers from all over the world, in an attempt to build a world-wide peace which necessarily presupposes an acknowledgement of the dignity of working man.

The Director-General's Report deals with labour relations and tripartism. It sets forth very clearly the principles, experience and prospects of labour relations throughout the world, especially in these times of general economic slump. I can but congratulate Mr. Blanchard on the work he has done.

I wish to comment on certain points in the Report which are of special interest to Chile and of outstanding general interest.

The Director-General says in his Report that it is essential to reinforce the capacity for a constructive interchange of ideas if we wish to tackle the social problems that arise and ensure progress. To do this he proposes a formula which is as old as the Organisation itself but which is still topical. Tripartism is the very essence of the structure of the ILO and its most outstanding feature which has demonstrated its efficacy for the past 66 years whenever practised.

The Government of Chile finds in tripartism a source of inspiration for major social and labour changes, and it has accordingly played a prominent role in our national life.

The Economic and Social Council, a tripartite body recently set up in Chile; is a forum in which once a month members of the Government and workers and employers representing all regions of Chile seek together a settlement of the most urgent national problems and suggest specific action on them. Amongst other things, the Council has dealt with questions such as unemployment, the foreign debt and the deterioration in the terms of international trade. The Government attaches extreme importance to the work done by this Council and gives special attention to the action proposed by it.

Regionally, we have set up development councils, also tripartite, which are designed to advise the regional authorities and help to ensure effective participation of the community in the region's economic, social and cultural progress. In all these bodies, trade union leaders and employers take part and their contribution has been very fruitful.

Locally speaking, we have set up tripartite communal development councils in which the workers and employers of the various communes throughout the country are directly represented.

But perhaps the most important demonstration of our desire and determination to ensure that the employers and workers work together with the Government in solving common problems is labour law reform which is currently under way. Last year, from this same rostrum the Under-Secretary of Labour told you that the legislature had been seized with a series of draft laws which had been drafted on a tripartite basis. The Government reached the conclusion that it was essential to introduce changes in our labour legislation in order to establish more equitable relations between employers and workers and thus to guarantee the permanency of a system which harmonises justice, freedom and progress. With this aim in view a public appeal was made to all trade union and employers' organisations to put forward their views on labour legislation. In response to this we received many answers which were submitted for consideration to "labour legislation analysis sessions" in which roughly 450 trade union leaders and 100 employers' associations from all branches of the economy were represented.

The conclusions of these sessions were submitted for consideration to university professors and specialists in labour matters.

I have the honour to inform you that last December, as a result of this work, the first two laws in the history of our labour legislation to be drafted by tripartite groups were promulgated: Act No. 18372 which modifies extensively Legislative Decree No. 2200 respecting individual labour relations and an Act modifying the status of training and employment. The first of these laws was designed to reaffirm the protective role of labour legislation by laying down minimum and irrevocable conditions for a significant number of forms of labour. The second is designed essentially to extend the coverage of the training and employment programme to the greatest possible number of workers, including those working in small undertakings. Finally, it seems to me important to emphasise that throughout this process of reform we have kept a close eye on the various international labour Conventions ratified by Chile, as was indicated in the presidential messages accompanying these Bills to the legislature.

Bills have also been submitted to the government junta to modify the Act No. 18032 concerning port workers and legislative Decree No. 2756 concerning trade union organisations.

All this shows how fruitful tripartism can be when governments and employers' and workers' organisations leave to one side the things that separate them and together try to face the challenges of a changing society.

Chile is at present experiencing a number of economic problems common to the countries of the region and to the world in general. Our export trade is suffering from a sharp drop in prices and great efforts have had to be made to overcome the protectionist barriers which the industrialised countries have set up. Furthermore, the external debt has become a serious obstacle to our development, a situation that has been aggravated by the high rates of interest demanded by our creditors because of the huge fiscal deficits of certain countries.

Nevertheless, in 1984 Chile had a growth rate of 6.3 per cent, and unemployment dropped to one-third of its level of last year to roughly 13 per cent. At the same time, I would point out that of Chile's 13 regions eight have less than 10 per cent unemployment. These figures are certainly encouraging but not yet sufficient, which is why my Government will continue making every effort within its reach to eradicate unemployment and to ensure steady growth by using all the economic policy instruments available to it.

To succeed in all these tasks, the International Labour Organisation gives vigorous support to the member States through technical co-operation projects. Chile favours this policy and hopes very shortly to reach agreement on a project which will make it possible to modernise and improve its labour services, thus leading to a new stage in co-operation which will be of great benefit to my country.

We accordingly support the technical co-operation organs of the ILO, such as CIAT and CINTERFOR in Latin America, and the International Centre for Advanced Technical and Vocational Training in Turin and the International Institute for Labour Studies in Geneva. We also support the work done by the ILO's Industrial Committees which are a model of technical bodies working for regional and international progress; our country would naturally like to take part in more of these committees as a rapidly developing country.

Finally, I would like to assure you once more of my Government's full support for the principles of the International Labour Organisation, of which my country was a founder Member. It was Santiago de Chile, as you will remember, which was the venue of the first regional conference of the Organisation, the first of many meetings that have played such an important role throughout the historic life of the Organisation.

Proof of its endorsement of the ILO's principles—in contrast with the reticent and inconsequent attitude of other member States—is the fact that Chile has always co-operated with its supervisory organs and that we have always tried to reconcile our unrestricted independence as a sovereign country with our steadfast faith in constructive and intelligent understanding and good will and in the most just forms of social coexistence that prevail in the Chilean nation.

*Interpretation from Spanish:* Mr. ILLANES de la RIVA (*Employers' delegate, Bolivia*)—It is very pleasant for us to come again to the International Labour Conference to reaffirm first of all our invariable adherence to the principles of the ILO, a body which for 66 years has indefatigably worked to promote more just and equitable labour relations.

At the same time, we offer to the consideration of this universalist assembly our problems and demands, but above all else, the resolute faith which the Bolivian employers have that only through open discussion can we conciliate the conflicting interests of employers and workers. We are convinced that the path of legitimate concertation is the only one which will lead us to more noble forms of co-existence.

But before expressing our special concerns, which are those of a country which is seeking to develop itself, in the midst of the tensions which are besetting

the changing world in which we live, may I congratulate the President, Mr. Ennaceur, for his very well-merited election as President of the Session. I also congratulate the Vice-Presidents. The prestige and qualities of the authorities of this august assembly fully guarantee the success of the important tasks which have been entrusted to them.

The points on our agenda are of great importance. We are witnessing a process of structural transformation of enormous significance. We are faced with a world economy the growth of which has declined, and at the same time we are witnessing a tremendous development in the field of new technologies which is a challenge to the human imagination. These factors have inevitably modified and affected the conditions of employment and the organisation of work, and also lead to tensions between the social forces which it is urgent to contain and control if we wish to ensure that our future is not dominated by confrontation and violence.

I wish to solemnly reaffirm that the private employers of Bolivia support any initiative of a democratic kind which may be taken in order to create conditions which will add dignity to labour and help to preserve freedoms while consolidating mutual respect and helping to strengthen on a fraternal basis the inseparable bonds which emerge from the labour relationship between government, workers and employers. We have to make use of the talent and imagination of contemporary man to serve a common cause of stable and productive understanding. We have to show the firmness of our convictions regarding the principles which guide the International Labour Organisation. Thus it is of particular significance that the 71st Session of this Conference has been asked to give its priority attention to the readaptation of labour relations and to tripartism in the light of structural change and social progress.

In a remarkable effort of synthesis, the Director-General of the ILO describes in a paragraph of his Report the urgent problems of the time and the challenges of the immediate future. We agree with the views he offers when he says that in many countries the main challenge to tripartism and labour relations systems in the years to come will lie in maintaining an acceptable balance between what is imposed by economic necessity on the one hand and social justice on the other and in giving a new direction to the struggle between the two so that the perspective of an open conflict can give way to a common solution of problems.

This is a clear view of the realities of our time. If we do not reinforce our determination and ensure dialogue amongst governments, workers and employers, we may see an escalation of violent and mutual recriminations without any hope of agreement. We are faced with the imperious need to come out in favour of a civilised exchange of views. I insist that this is an essential condition for a future which will lead to a reduction of tension and will make it possible to envisage a future of acceptable understanding between the social forces involved.

These two themes, tripartism and dialogue, are of special importance to the Bolivian employers. Just as in the last few years we have been excluded in our country from social dialogue, we have sufficient moral authority to explain here the experience we have required so that those present can reflect on them.

One year ago, I stated here that when we were dealing with basic principles such as tripartism, freedom of association, the struggle against discrimination, there can be neither reservation, nor exception and that member States must pay strict attention to their implementation.

I also said at the same time that in the ILO we shall not be following a stable path if we simply go on investigating matters to include them in the voluminous volumes of international standards if at the same time there are systematic infringements which still persist in certain countries of the basic principles of the ILO, such as tripartism, which have been totally ignored by the present Government of Bolivia.

This led us to denounce at the 70th Session of the International Labour Conference that one of these infringements has been taking place systematically in my country, and which illustrates the paradoxical fact that precisely at a time when, as a result of a national consensus, a democratic regime had taken power in Bolivia, the system of dialogue between the social partners lost prestige and was replaced by a unilateral dictatorship by the trade unions, and in the best possible case, by an exclusive and closed form of bipartism. From this rostrum I should like to say how grateful the Bolivian employers are for the equanimity with which the Governing Body assessed the claims put forward by the Bolivian employers in connection with the infringement of Conventions as a result of the occasional impotence and, in most cases, permissiveness of our Government which submitted itself to a kind of trade union dictatorship.

In the last three years, a deliberately weak Government and an anarchic and very rough trade union movement together—in a concerted manner at would appear—eliminated several of the expressions of tripartism and virtually put a stop to a long tradition of tripartite social dialogue. To mention specific cases, I begin with that of social security from whose management the employers were practically excluded, although they are its greatest contributor. The same thing happened in the State promotion banks and in other bodies which had previously been tripartite in their structure. This open refusal to recognise tripartism, which is the principle pillar of the social relationships advocated by the ILO not only means a disregard of the universal philosophy of the ILO, but also leads to a breach of obligations and international labour Conventions, as was mentioned by the Governing Body.

This also applies to the systematic failure to comply with Conventions Nos. 26 and 131. The procedures respecting minimum wages and the administration of wage policy in general are established between the Government and the workers' representatives and bypass the employers completely.

It is with reason that we come to the ILO to denounce these breaches despite the loud claims by the other two parties which try to prevent us from having our say by arguing that the infringement of international agreements is a strictly internal matter.

But while the view of the Governing Body is a support for the Bolivian employers, and although it is certain that the Government appeared to take into account its recommendations, the fact remains that it persists in its disregard of the standards set forth in Conventions Nos. 26 and 131 and, as regards wages,

presented the employers with a *fait accompli*, thus putting them in extremely dangerous situations, if not in direct conflict with the workers.

If this attitude, apart from being discriminatory and illegal, had been essential as the Government claims, because of the acute crisis faced by my country, and if the wage question had any prospect of being solved, then we could understand and even accept this position. However exactly the contrary has occurred. The discrete management of wage policy without relating it to factors of production or productivity, has turned it into a game of monetary fantasy. This has seriously increased inflation, which has become the highest in the world, and has brutally destroyed the real purchasing power of wages and the incentive to save. It has made the wage earner even poorer. Because the Bolivian employers are not consulted, and because the undertakings' ability to pay is not been examined when wage rates are established, the productive structure of the country has been weakened and the future of the labour force has been seriously compromised. It is a politically tendentious and technically incoherent policy which has discouraged investment and of course the opportunities for creating new jobs. As a result, there has been an increase of unemployment which now has reached 20 per cent. If to this we add the high prevalence of underemployment, the occupational situation in Bolivia is extremely depressing. The absence of concertation is, as we see it, one of the things which impedes any progress in the difficult search for a solution to the social problem. This runs contrary to the insistent and rhetorical promise of the co-Government which in point of fact is of a bipartite nature. The conditions of life and work of the people of Bolivia are gradually declining both quantitatively and qualitatively.

The experience thus acquired in Bolivia in this field shows how right the Director-General is when, in his Report to this Conference, he says that the more understanding there is between the parties concerned, the more opportunities there will be for a constructive rather than a disruptive contribution by those institutions responsible for the process of industrial relations. We would add that the more encouragement which is given to lack of communication between social parties, the greater will be the opportunities for increasing poverty and social disaster.

Hence, by our adhesion to the principles backed up by the special experience which we have acquired, we insist that, in line with the Director-General's suggestion, greater reflection be given to the importance of tripartism. We would suggest that action be encouraged to consolidate the conceptual significance and universal application of this principle. Although the standard-setting work of the ILO is impregnated with tripartism, there does not exist, as far as I know, for example, a formal institutionalised definition of tripartism nor is there any systematic summarised list of the obligations and the duties which derive from it.

While democracy is the best system of organisation and government, it takes form through tripartism in the social field. Hence, if we are to promote democracy and protect it from all kinds of danger or the prospect of crisis—as we the employers and all the people of Bolivia recommend—by reinforcing our young democracy and avoid another cycle of authoritarianism, we must conserve and cultivate

tripartism in a context of ideological pluralism, freedom of thought and action, so that we can not only satisfy the needs of one of the sectors or the requirement, whether political or economic, of another, but rather ensure that all parties work together in an authentic productive alliance which will overcome the terrible crisis from which we are suffering and enable us to construct a better society.

Mrs. KUUSKOSKI-VIKATMAA (*Minister of Social Affairs and Health, Finland*)—May I congratulate Mr. Ennaceur on his election as President of this Conference. I am convinced that he will steer the work of the Conference with skill and wisdom.

I fully agree with the view expressed by the Director-General in his Report concerning the new demands for guaranteeing functional co-operation between the government and the social partners. Economic, technological and structural change is a challenge for the social partners. The alarming and constantly high rate of unemployment in many countries adds to the difficulties of meeting this challenge.

The problems for tripartite co-operation caused by changes in methods of production, patterns of work and the economic situation affect all countries, regardless of their economic situation. The participation of the labour market organisations and the workers in social development is as important for the developing countries as for industrialised countries, although the solutions may be different. An exchange of ideas at this forum may contribute to finding procedures suitable for these changing circumstances; to finding precisely such an approach which could guarantee that the voice of the underprivileged on the labour market, such as the unemployed, would be heard more clearly than before. The Report of the Director-General provides a good basis for this discussion.

In the Report attention has been paid to certain problems which impede the functioning of tripartite co-operation. One problem is caused by the development of alienation which has obviously reduced the participation of workers in trade union activities. This development can be seen also in countries where the membership figures have remained high, as for example in Finland.

The informal sector, which is expanding especially in the developing countries, creates its own problems for tripartite co-operation. For those within this sector there are seldom representatives to be found within either the employers' or the workers' organisations.

There are also signs indicating that the working arrangements created by new technology are making it necessary to find new ways of engaging in the necessary consultations.

In order to preserve its position as the harbinger of a better and more just working life, the International Labour Organisation must be able to understand the changes that are taking place, and to adapt its activities to these developments. This requires from each State Member of the Organisation measures reflecting its stage of development and the prevailing situation. It is necessary by all possible means to aim at improving the possibilities of workers to participate in decision-making concerning their own work and working life in general, and to adapt these possibilities to changing patterns of work. It has to be

strongly emphasised that the Conventions of the International Labour Organisation concerning basic human rights still provide a firm basis for these efforts.

Although the observance of the principles of tripartite co-operation is ultimately the responsibility of the government, more attention and responsibility is required in the future, not only on the part of governments but also on the part of representatives of employers and workers. If these problems are not given unprejudiced attention this guiding principle of the International Labour Organisation may lose part of its significance. Therefore it is necessary to pay constant attention, both at national and international levels, to the follow-up of industrial relations and the development of the trade union movement. It is also necessary to examine the changes caused by methods of production, patterns of work and the economic situation. All measures should consistently be adapted to the results of such a follow-up.

Endorsing the words of the Declaration of Philadelphia, "All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity", I would like to emphasise that even if one finds oneself outside the organised labour market, this fact cannot take away the rights mentioned in the Declaration of Philadelphia. To a very large extent, the question concerns the fact how the three parties bear their responsibility towards those who, for different reasons and often owing to circumstances beyond their control, find themselves outside the organised labour market.

The undisputable achievements of the International Labour Organisation in the development of working life are to a great extent due to its unique tripartite structure. The effective international supervision and the advisory activities of the ILO have played an essential role in this respect. The implementation of the principles of the Conventions regulating working life and labour protection at the national level correspondingly requires internal steering and monitoring systems within the member States. Consequently, constant attention should be paid to ensuring the operational prerequisites of labour protection inspections services. As the Committee on the Application of Conventions and Recommendations also investigates this matter, I should like to take this opportunity to stress the importance of this question.

Changes in society, technology and the structure of production have rapidly expanded the field of activity of the labour protection authorities and increased the demands placed upon these authorities. New challenges are presented by the increasing introduction of information and automation technologies, as well as chemical and biological risk factors and mental stress. In this context, I should like to commend the valuable work undertaken under the International Programme of Chemical Safety and PIACT. I should also like to draw attention to the documents prepared for the agenda item concerning the safe use of asbestos.

Many of the new hazards in the working environment can be avoided in the planning phase by adequate information. As one of the central tasks of the labour protection authorities is to give preventive, advisory services, special attention should be

paid to ensuring the functional prerequisites for, and the development and maintenance of the professional skills of, the labour protection authorities.

Although the ILO Conventions concerning labour inspection still provide a satisfactory basis for developing inspection arrangements, some thought should perhaps be given to the possibility of updating these Conventions so as to better meet the new challenges of the working environment.

On the agenda of this Conference, there are several issues concerning working life. In my opinion, the improvement of the status of women in working life and in daily life is one of the most important issues both in the work of this Conference and among the activities of the International Labour Organisation. The promotion of the equality of all human beings and the prohibition of discrimination have been, since the founding of the Organisation, two of its central guiding principles.

The ILO Conventions prohibiting discrimination in working life and the ILO Conventions concerning the status of women create a firm basis for the improvement of the situation of women in all the States Members of the Organisation.

In 1975 the International Labour Conference adopted a resolution concerning a Plan of Action with a view to promoting equality of opportunity and treatment for women workers. The essential principles of the resolution have not become obsolete during this decade. One of the objectives of the discussions of this Conference should, in my opinion, be the creation of effective and clear-cut operational models and the setting up of clear objectives based on the Declaration on equality of opportunity and treatment for women workers.

The majority of the female labour force is to be found in the developing countries. Without underestimating the efforts of women in the industrial countries to attain social equality, I should hope that the Conference would, in its discussions, pay special attention to the status of working women and mothers, who, owing to the prevailing circumstances, are primarily entitled to demand treatment worthy of human beings also in working life.

The conclusions adopted on these issues will gain even more weight owing to the fact that the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women will be held in Nairobi after the conclusion of this Conference. The contribution of the International Labour Organisation to the successful work of that Conference will be essential, considering the tasks of the International Labour Organisation.

In his Report the Director-General has posed the question whether the resources of the Organisation are sufficient to meet all the challenges and expectations directed at its activities. Being the unique forum of co-operation between governments, workers and employers, the Organisation should use the available resources for effective activity in solving the most crucial issues of working life. The constructive contribution and support of all member States as well as the employers and workers to the work of the Organisation is the main guarantee for the success and development of its activities. In this spirit, we wish to contribute to this development.

Mr. MENDOZA (*Workers' delegate, Philippines*)—  
On behalf of the Workers' delegation of the Republic



of the Philippines, I join the distinguished representatives of the member countries of the ILO in congratulating Mr. Ennaceur on his election to the presidency of the 71st Session of the International Labour Conference.

It is always a difficult responsibility to guide the deliberations of a meeting of this magnitude. We are confident, however, that Mr. Ennaceur will steer this Conference to a most fruitful conclusion.

We should also like to take this opportunity to congratulate the Director-General on his impressive Report to the 71st Session. The Report provides an impressive account of the concerns and the programmes of the ILO throughout the world. No doubt, our part of the world, which contains the most of its people, can benefit from more intensified programmes. It is therefore gratifying to note the ILO's ever-growing concern for Asia and its workers.

We note, too, the Director-General's special treatment of the subject of tripartism and industrial relations in the context of today's and tomorrow's economic, social and technological developments.

In some developing countries, including the Philippines, tripartism has not resulted in the projected benefits. In others, tripartism's results appear so meagre that tripartite representatives who do their best under the circumstances are even tarred as government stooges, closest friends of employers, guilty of selling workers down the river, or all of them combined. In some, tripartism may have been so tainted that workers may shun it even if their own welfare demands it.

Some less perceptive elements, especially groups whose level of development lags, advocate the scrapping of tripartism in favour of either protracted tests of strength in picket lines and the streets or substitution of government "wisdom" for collective rationality.

In our estimation, neither can be responsive to the resolution of the complex problems we face today. What is needed are changes in attitudes and in existing structures and mechanisms which impede the optimum operation of tripartism. For one, the government should only be first among equals, not the dominant or domineering sector imposing its will on its supposed partners.

Tripartism assume greater importance in times of crisis and distress. Pleas for sharing of sacrifices from a government which does not take workers into its confidence or a government which conducts only the barest of consultations with its constituents deserve rebuff.

In our case, sectoral co-operation has taken on life-and-death proportions. The stringent requirements of the Philippine economic recovery programme demand that all sectors dedicate themselves to the task of pulling up the economy from the depths to which irresponsible government-business actions have taken it.

Sad to say, however, workers and their organisations were kept in the dark about the details and implications of the IMF/Government-drafted recovery programme. There was almost universal protest about the measures committed to the IMF and the international financial institutions. We should like to think that the modifications in the programme recently made were in response to a more realistic reading of the workings of and the linkages in the economic system.

We should like to see nothing less than tripartism consultations along the ILO model, for concerns of this type which transcend sectoral interests. We demand more meaningful consultations when terms and conditions of work and life are at stake. We do not want to impress on governments and employers our serious concern through work stoppages and street actions. We will not, however, hesitate to take such action if we have to.

We should also like to take this opportunity to appeal to our more advantaged colleagues in the industrialised world. We need more understanding and patience—understanding about why we have to export more and more of our products, patience in the face of our inability to service our debt obligations as quickly as our debtors demand.

If we do not get both, all of us will in all likelihood go down together. Our economy and workers cannot withstand debt service rates which rob our people of their already meagre purchasing power. Even now, our industries and enterprises reel from drastic cutbacks in domestic demand. Also, if we are prevented by some protectionist measure or another from earning enough foreign exchange, our import and debt-servicing capacity will suffer to a point where we may have to take a few lender banks down with us.

Our situation has never been more serious than it is now, today. The agenda items seem low-priority compared to the socio-economic problems we face in the Philippines and perhaps in other developing countries. We are here in the Conference only because we believe that these items will become more and more important as our country and economy get over the hump. When that time comes, we should like to feel that in our own little way we have contributed to the evolution of these instruments.

The year 1984 was the worst, economy-wise, in Philippine post-war history. Our gross national product declined by 5.3 per cent in real terms. Investment plunged by another 38 per cent after a 5 per cent decrease in 1983 and consumer prices soared by 50 per cent.

New jobs generated during the year were a measly 150,000, not even enough to make up for the layoffs during the year which was a record, not to mention the 680,000 new entrants into the labour force every year. All these combined to bring the stock of the totally unemployed to 2.2 million which is again another record. Underemployment, both visible and invisible, has reached new heights at 7.6 million.

In spite of two adjustments in minimum wages and allowances, both below inflation rates, real earnings went down, much faster than in the past three years. The poor economy, the business downturn, the huge surplus of labour, insensitive employers and the rudderless bureaucracy—all have conspired to further impoverish the masses of workers and their families.

Partly as a result of these, numerous strikes were declared last year—282 in all—involving 65,000 workers and equivalent to almost 2 million man-hours or 250,000 man-days. That is a lot of strike action by our own standards. On average, it took a month to settle these strikes.

We do not expect much relief until the turn of the decade. The IMF-inspired economic recovery programme will see to that. If no changes are made in

the draconian measures in place, we expect to see a million more unemployed in the next two years.

Intensified poverty has already resulted in increased polarisation among our people. A number of strikes have been staged by minority groups not to obtain more for workers and their families but to further serve their political ends. In the past 18 months four TUCP officials have been murdered.

We are fighting back against the enemies of democracy, against all forms of abuses on workers and peasants and most resolutely against those who seek to impose upon us an acceptable ideology.

We deliberate in tripartite consultations; we do not shun them. We work for better legislation and against bad laws. Not only do we advocate dismantling of inequitable structures and institutions; we propose better alternatives for them.

We have stopped asking the Government to do more for us; anyway, it is not now in a position to do so even if it wanted to. It has so locked itself within IMF structures that its hands are hopelessly tied.

We have embarked in various small-scale short-gestation socio-economic projects for our members, their dependants and their relatives. We have primary health-care programmes, agri-skills training, aside from the more traditional co-operatives and credit unions. Necessarily, our efforts are limited. It is our way of demonstrating in deed, not in words, our concern for workers.

We need more constructive social projects to help us overcome our problems. We can do away with pontifications from people with ulterior motives. We already have too much of them, and they only divert many of our people's attention and efforts from the real tasks at hand.

In conclusion, may I express the hope that some time in the future the ILO will play a more active role in the development of nations and in the resolution of problems, the likes of which confront us now. Today, it is ourselves. Tomorrow, it may be others.

Sir JOHN SHARPE (*Government representative, Bermuda*)—I would first like to associate myself and my country with the congratulations to the President on his election. He is described as a man of experience and a promoter of social dialogue, something that is more important than ever before as governments, unions and employers wrestle with the economic complexity of today's world. I would also like to congratulate all the officers elected to conduct the affairs of the 71st Conference and to wish you well in your endeavours.

Some of you may wonder why, notwithstanding our alphabetical advantage and notwithstanding your annual alphabetical seating rotation, the Bermuda delegation remains at the back of the hall. The reason is simple. It is because we are an observer delegation, an observer delegation because Bermuda is still a dependency of the United Kingdom—albeit with a very large measure of self-government and delegation of authority. And the answer to your unspoken question as to why we retain this status is simply that the majority of the Bermudian population are at this point in time satisfied with it, preferring that the Government use its limited money and manpower resources to exploit the opportunities and resolve the problems facing us.

If and when a majority of the people comes to another conclusion, the Government of which I am a

member is fully prepared to provide the leadership and the United Kingdom Government is committed to assist in the process. Notwithstanding our status I am proud to be able to say that Bermuda has sent a full tripartite delegation to these Conferences for the last 20 years.

I propose briefly to touch on the matter of tripartism and industrial relations raised in the Report of the Director-General, as it applies to Bermuda. But first, with your indulgence, I shall give you a thumbnail sketch of my country so that you will better understand why, because we are not industrialised and because of our size and circumstances, it is difficult for us to relate to the broad scope and grandeur of the ILO.

Bermuda is a small country—indeed a tiny island—located in the Atlantic Ocean about 800 miles east-south-east of New York City. Last year we celebrated the 375th anniversary of Bermuda's first permanent settlement which, incidentally, boasts the oldest self-governing Parliament outside of Westminster. In area, Bermuda is 21 square miles, on which about 55,000 persons live in an atmosphere of relative tranquillity and harmony.

We have, over the years, developed an economic programme that is highly selective in its components so as to exploit the island's only natural resource—its location, climate, beauty and the friendliness of its people.

An interesting feature of the marketing of Bermuda's natural resource is that it is not diminished when sold. The tourists take away with them sunburns, happy memories and many photographs and leave the natural resource still intact for the next purchaser. In a full year we entertain approximately 600,000 of these "purchasers" whose spending accounts for about 50 per cent of the country's national income and maintains about 12,500 jobs. Although with its up and downs over the years Bermuda's tourist business has proved less fickle than the normal agricultural, manufacturing and "natural resource" industries of most countries which fall prey to the world market vagaries and speculation arising from supply and demand; it needs the constant nourishment of what is known in the Western world as TLC, or tender loving care, and it needs, above all, stability. This brings me to the other prop of our economy, which is equally dependent on social, economic and political stability. Bermuda has developed a climate for international business in the form of a highly developed commercial sector. Our convenient location and excellent communications have for many years made Bermuda an attractive location for the insurance, shipping, investment and marketing operations of major multinational companies and we have legislation regularly updated to ensure the proper control and operation of these businesses, which now provide Bermudians with considerable and upwardly mobile employment and constitutes approximately 30 per cent of our economy.

These two factors are the main reason why Bermuda has a per capita income of almost US\$18,000 per person, with effectively no unemployment and indeed a reservoir of jobs in the approximately 20 per cent of foreign workers forming a part of the workforce of just over 30,000 persons. They are probably also the reasons we are able to balance our budget, have no national debt and raise the money



necessary to do the things which a progressive society should do for the well-being of its people and without resort to income taxation.

This makes us something of an exception today but success produces its own problems. Full employment raises expectations which are difficult to realise, and the foreign workers necessary to help provide the broad range of services required raise a perception of unfair competition in Bermudians and place a strain on our infrastructure.

The Ministry of Labour and Home Affairs, which includes immigration, therefore has the task of achieving the delicate balance of protecting the job opportunities and aspirations of Bermudians, while admitting those foreign workers necessary to sustain the business which provide us with a generally high standard of living and the variety of jobs made possible by our diversified and sophisticated economy. But our industries are, as I mentioned earlier, dependent on political, economic and social stability, of which the main ingredient is good labour relations. A hiccup in this area which would go unnoticed in virtually any other country is invariably headline news in Bermuda, with the potential for undermining the necessary confidence of our "visitors", be they tourists or international companies. This is why, of all the Ministries I have held, including that of Finance and as Premier, I consider Labour and Home Affairs the most vital and the most challenging. This is why the Director-General's Report this year is particularly interesting and relevant to the Bermuda scene. His Report reminds us that the ILO Constitution is a commitment to seek "the realisation of certain formative objectives with a view to ensuring that all human beings, irrespective of race, creed and sex, are able to pursue their material well-being and spiritual development in conditions of freedom, dignity, economic security and equality". And in seeking these high ideas, as the Director-General notes, tripartite discussions tend to exert a general influence on the climate of relations between government and employers and workers in their own countries.

Two years ago, I prepared and published a discussion paper on *Labour relations and the law in Bermuda*. This Green Paper, as we call it, sets out various perceptions which have been raised as to what changes in law would be in the public interest as likely to reduce industrial disruption which has a particularly adverse effect in the circumstances of Bermuda. But, in consideration of any changes, we have to be mindful that they are not in conflict with the Conventions which Bermuda has ratified and with which we have an enviable record of compliance.

In the foreword to the Green Paper, I warned: "The traditional antagonistic relations inherent in the adversarial approach must submit to the realities of the 80s, which requires co-operation rather than confrontation. Our country's prospect for continued prosperity rests ultimately on our ability to live and work in harmony with each other."

And I reminded all concerned that better understanding and greater co-operation will improve performance and benefit the owner in his profit, the shareholder in his dividend and the worker in his wages and conditions of employment. A main objective of the Ministry is to help towards better understanding and greater co-operation and to act as an

honest broker between the sometimes contending parties. And notwithstanding that the Labour Office is a department of government, the increasing acceptance of its neutrality and of its role has been a most heartening experience which, over the past few years, has been a key ingredient in the resolution of some potentially explosive differences. In its "honest broker" role, the Ministry is often a bridge between individual employers and employees and between trade unions and employer organisations. It sponsors various forums, one of which is the Labour Advisory Council, with the Minister chairing meetings of representatives of unions and employers to discuss matters of mutual concern.

Another forum is the seminars arranged by the Ministry which bring employer and union members together at different levels of seniority to discuss meaningfully the various options that are available for improving industrial relations and the methods of best achieving results. During our last seminar, topics which proved highly successful were "The future of labour relations in Bermuda", "Negotiating collective agreements" and the "Grievance resolution".

Another, not directly associated with the Ministry, is the Economic Forum chaired by the Minister of Finance and attended by senior members of trade unions and employer organisations meeting for the purpose of exchanging views and achieving a better understanding of the economic scene.

The White Paper which is in the course of preparation will endeavour to build on what we already have—on the broad consensus already achieved—in the law, in the administration, in the Guide to the Conduct of Labour Relations and the existing collective agreements voluntarily negotiated in good faith between employers and unions. A major thrust will continue to be reaching out towards a better understanding through an intensification of our existing discussonal and educational workshops which are planned this coming autumn.

A useful spinoff of these seminars and workshops is the bringing together of those concerned who are in a position to do something about improving labour relations, so that even when agreement is not reached in the various forums a better understanding and acceptance of alternative points of view is achieved and, most important, the various parties get to know each other away from the traditional areas of confrontation.

In conclusion, it would be remiss of me not to acknowledge and thank those organisations outside Bermuda that have been of assistance over the years, and in particular the Director and staff of the ILO Caribbean Office, the International Labour Adviser and staff from the British Foreign and Commonwealth Office, and the many advisers, mediators and arbitrators from the United States of America, all of whom have given their time and expertise to assist us in Bermuda.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I give the floor to Mr. Shafii, Government delegate, Islamic Republic of Iran, to enable him to exercise the right to reply to statements made by Mr. Al-Jumaian, Minister of Social Affairs and Labour, Kuwait, Mr. Al-Fayez, Minister of Labour and Social Affairs, Saudi Arabia, and Mr. Al-Ansari, Minister of Labour and Social Affairs, Qatar.

Mr. SHAFII (*Government delegate, Islamic Republic of Iran*)—The distinguished Labour Minister of Qatar, in his statement this morning, referred to the war which has been imposed on the Islamic Republic of Iran, and mentioned its negative consequences and desired the end of it. The Labour Ministers of Kuwait and Saudi Arabia, in their statements of 10th June, expressed the same desire. Although the views of these distinguished Ministers with regard to the consequences of the war are appreciated, here it is a matter of surprise since it is they who are helping the war to drag on by giving generous financial support to the aggressive regime. These distinguished Ministers are well aware that, had it not been for their active and generous support, the aggressor would not have been in the position to continue this aggression.

Is the usage of chemical weapons acceptable to them? Is the total destruction of cities and the continuous bombing...

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I give the floor to Mr. Sa'eed, Government delegate, Iraq, on a point of order.

*Interpretation from Arabic:* Mr. SA'EED (*Government delegate, Iraq*)—I would like to rise to a point of order in accordance with paragraph 5 of article 14 of the Standing Orders of the Conference, since the distinguished delegate of the Government of Iran is out of order and his remarks are irrelevant to the subject he wanted to reply to. Their Excellencies the Minister of Qatar and the Minister of Saudi Arabia have not mentioned anything outside the competence of the Conference or outside the Conference agenda. We have appealed to this Conference to promote peace and to call for peace, and peace is the desire of

everyone. As for the points made by the speaker, namely that the States of the two Ministers assist Iraq, he is in error; the speaker is well aware of the fact that it is his country that imposed war on Iraq, and that it is his country that insists on continuing the war despite the fact that Iraq has responded to all peace initiatives launched by the United Nations, the Organisation of the Islamic Conference and the non-aligned movement. Mr. President, I should like to appeal to you to exercise your authority and to withdraw his right to reply in accordance with paragraph 4 of article 14 of the Standing Orders.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would ask the Government delegate of the Islamic Republic of Iran to stick to the items before us for our consideration on the agenda.

Mr. SHAFII—As you were witness, I did not even mention the name of Iraq—I mentioned the aggressor. Unfortunately, the aggressor himself stood up and came to the rostrum, which confirms the views of my delegation. And what I was saying was just to reply to the statements made this morning and on 10 June, and I think my reply is limited to the points that were raised in those statements and I am not beyond the subject under discussion. I continue my speech.

Is total destruction of cities and the continuous bombing of civilian areas in the most unmanly manner acceptable to them? Finally, I would like to ask these distinguished Ministers, do not the inhuman acts of aggressive regimes offend their peace-loving sentiments? I leave the answer to the conscience of the distinguished delegates to judge for themselves.

(*The Conference adjourned at 1.30 p.m.*)

## Eleventh Sitting

Thursday, 13 June 1985, 3 p.m.

President: Mrs. Carr

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT (Mrs. CARR)—We now resume discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from French:* Mr. BLEUX (*representative of the World Confederation of Labour*)—The World Confederation of Labour has considered the Director-General's Report, which this year deals with industrial relations and tripartism, with great interest. We appreciate the Report and the analysis presented therein.

As everybody knows—but it is worth repeating—the world of labour is faced not merely with an economic crisis but a crisis affecting society as a whole, the result of structural changes in many fields. The economic growth that most countries experienced in the 1960s has changed into an economic slump throughout the world. While it has slowed the accumulation of riches in the industrialised countries, it has above all reduced the masses in the developing countries to total poverty.

The disastrous effects of the world economic crisis in most developing countries have been aggravated by the weight of international debt and the programmes implemented to pay off that debt. Many deeply indebted developing countries have been unable to find the means or the courage to oppose the policies of the International Monetary Fund. All too often the IMF has proposed the simplistic solution of imposing inhuman austerity on the workers alone, without touching the often enormous profits of multinational undertakings or prestige projects for the most part designed to serve the interests of a small privileged class of people.

In addition to the negative effects of economic regression and international debt, there are the consequences of galloping inflation caused not only by speculation and the instability of so-called strong currencies but also by the public debt of the major economic Powers. This inflation and the policies adopted by most countries to offset it not only put a burden on the economy but also lead to a substantial decline in the purchasing power of the workers. At the same time, new technologies are being introduced which change the conditions of life and work of many workers and lead to the loss of numerous jobs, particularly in the manufacturing industries but also in such services as banks and insurance companies.

The introduction of new technologies without accompanying social measures results not only in the

loss of jobs but also in a serious disruption of the workers' social life. The trade unions have neither the intention nor the right to oppose technical progress, which could improve the conditions of life and work of the workers provided it is introduced with the necessary degree of precaution and on the basis of wide-ranging social consultation. Too often, the only criterion considered is increased productivity and competitiveness which serves the purposes of private capital or the State. The introduction of new technologies without social negotiations very often increases the already adverse effects of haphazard industrialisation in which the working man becomes the slave of the machine instead of the master of his own creation.

The economic crisis and the introduction of new technologies in the working world have led to social changes in the composition of the active population and the trade union organisations, as well as in the composition and the attitude of the employers' group. The volume of unemployed either inside or outside the trade union organisations influences their way of acting. The same is true of the increase in the number of working women, migrant workers and young people, who are often the first to suffer from the crisis. Social changes also affect the composition of employers' organisations. The introduction of new technologies has not only destroyed a large number of jobs in the manufacturing industries, it has also reduced the impact of the employers within the employers' organisations to the benefit of employers of new and high-technology capital-intensive undertakings with no experience of negotiations, if not actually hostile to collective bargaining.

In his Report, the Director-General has quite rightly come to the conclusion that the consequences of such changes are the closing down of plants or industrial complexes, dismissal of workers and reduction of real wages and social benefits. This entails not only despair or social rejection but often poverty and want as well.

Trade union organisations and employers' organisations have sometimes tried to remedy the situation through collective bargaining. All too often they have failed to finding satisfactory solutions and have collapsed. A number of governments have then intervened. In the industrialised countries, where there is a long-standing tradition of tripartite collective bargaining, the governments have intervened not to determine the framework for such negotiation but to impose rigid measures. For example, they have restricted collective bargaining on wage increases which, in their view, should remain below the increase in the cost of living—meaning a loss of

purchasing power for the workers. They have also taken steps to encourage or incite workers and employers to negotiate on a number of specific topics such as part-time work, flexibility of the status of workers and flexible working hours, sometimes even the abolition of social protection of the workers for which the unions have fought for decades. Governments increasingly devise and apply financial, monetary and commercial policies without consulting the employers and workers and without taking into consideration their sometimes disastrous effects on employment and on the workers.

Increasingly, even the governments of industrialised countries are ceasing to respect the right to free negotiations by the employers and workers and openly undertaking anti-union action.

The World Confederation of Labour welcomes the triumph of democracy over military and other dictatorships in various countries in Latin America and pays tribute to the thousands of workers who have contributed to this by fighting for freedom, unfortunately often at the cost of their lives. We place our hopes in these young democracies so that they may work towards full freedom of association in their countries and towards the improvement of the fate of the workers.

The WCL subscribes to and supports the position of the CLAT with regard to Nicaragua. We condemn the economic embargo of the United States which leaves no hope for a national and popular solution in the region. We are against the presence of military forces and advisers on its borders which prevents a political solution.

We oppose the militarisation of Central America as being a monstrous squandering of resources when there is so much hunger and poverty in the region. We also condemn the lack of democracy within the country itself as well as the attacks on the trade union organisation, the CTN, which is an affiliate of the World Confederation of Labour.

The WCL also expresses its full solidarity with the workers who are fighting for trade union freedom in Chile, Paraguay and Haiti and forcefully protests against the oppression, arrests and torture of trade union leaders.

We wish to reiterate our solidarity with all who are fighting for the abolition of the inhuman system of apartheid in South Africa. We have seen, with horror, the events which have taken place in that country in recent months where hundreds of Black workers have been killed, sometimes in cold blood, with the sole objective of ensuring the exclusive domination of the White minority over the entire country. The WCL strongly urges all governments, employers' organisations and trade union organisations to wage a real fight against the racist system of apartheid. We would also like to manifest our solidarity with the people and the workers of Namibia who are fighting; with the support of all democrats throughout the world, to free themselves from the racist occupation and obtain the independence they are entitled to.

We would also like to reiterate our solidarity with the plight of the Polish workers so that they may in all liberty form their trade union organisations by virtue of Conventions Nos. 87 and 98 of the ILO and of which Solidarnosc is the authentic expression. We continue to support the trade union organisation DISK, in Turkey, and we express the wish that the

trial of its leaders be completed in the shortest possible time with a fair and honest judgement so that they may continue freely to organise their trade unions.

We also wish to ask the Conference to give attention to the full application of international labour standards for the Arab workers in the occupied Arab territories and we request the ILO to continue and intensify its programme in their favour. In line with the customary policy of the WCL, which works for the self-determination of peoples, we also support the legitimate aspiration of the Palestinian people to a territory of their own where they can live in peace and prosperity.

In conclusion, we would like to inform you that at the end of this year the World Confederation of Labour will be organising its 21st Congress close to Vienna in Austria. Trade union delegates of more than 80 countries will gather together there to consider the impact of the crisis on workers and on their trade union organisations and will seek joint solutions to overcome the crisis while defending the rights of workers.

The results of our deliberations will also be brought to the attention of the ILO as a contribution by the WCL to what the Organisation does for the workers of the world.

*Interpretation from Spanish:* Mr. LEGUÍA GÁLVEZ (*Minister of Labour and Social Promotion, Peru*)—Honoured to be at this august assembly, I extend the greetings of the Government and people of Peru to the President and to the delegates gathered here today.

I should like to congratulate the President on his well-deserved appointment. I am convinced that he will conduct our debates in such a way that there will be a valuable exchange of ideas and experiences amongst those here present, so that we might reach conclusions of great significance for the future of the International Labour Organisation and for the social and labour development of our countries.

The Director-General of the International Labour Office, with his customary perspicacity, has devoted his Report this year to industrial relations and tripartism. These are two questions of singular importance at a time when technological and economic change and changes in the structure of the labour force have rendered industrial relations infinitely more complex than before and made it even more necessary to establish a dialogue between workers and employers not just for practical reasons but as an expression of democracy which should reign throughout the working world. In the present circumstances, however, the question of industrial relations cannot be restricted to a theoretical debate nor be dealt with merely as a process of the development of labour law and administration. We are attending a Conference where most of the participants are not academics, we government officials and representatives of employers and workers, with all the responsibilities this implies.

The oppressive economic conditions weighing on the developing countries leads us to raise questions about the future of labour law institutions. Unfortunately, a solution to the present problems cannot be found merely through a peaceful discussion between employers and workers. This is a matter which transcends national frontiers and calls for a much

more difficult and arduous 'dialogue between the nations of the world, with a view to bringing about a new international economic order in which the economic and social development of the poorest countries will be possible and, in the final analysis, an improvement in the living and working conditions of working people.

A few days ago, at the 31st Meeting of the Intergovernmental Group of 24 on International Monetary Affairs, held in Washington, a clear analysis was made of the times through which we are living. The Ministers acknowledged that the world economy had expanded in 1984 but agreed that certain factors, such as the imbalance in the current balance of payments of the industrialised countries, the fall in the standard of living in the developing countries and unemployment, protectionism and the uneven and precarious nature of the economic recovery suggested that the situation was far from what it should be and gave grounds for concern that it might be unstable in the long run.

The description given in that meeting as to the situation of developing countries was accurate enough and, hence, I do not have to dwell on the difficulties facing my own country which are similar, more or less, to those of other countries; these include: low or negative growth rates, increasing unemployment, a decline in per capita income, reductions in investment, unfavourable exchange rates, shortages, severe limits on imports, net transfer of resources from the developing countries and heavy interest payments on debts.

To cope with all these economic, political and social problems, made worse by the recession, the Peruvian Government has tried to strike a happy balance as referred to by the Director-General in his Report: a just balance between equality, freedom and the other aspirations of mankind on the one hand and the requirements of economic progress on the other. We are aware of the rights which democracy grants to workers and employers, but, at the same time, have tried to maintain a balance between these rights and the action needed to be taken to cope with the economic recession.

Since 1980, the year in which Peru returned to democracy, which is now safeguarded by a model electoral process, there have been no breaches of trade union rights, nor of the right to collective bargaining, nor of the right to strike or any others enjoyed by the workers and citizens in our country. The workers have continued to organise themselves in full freedom, submitting their individual and collective claims; they have also made use of the right to strike, despite the fact that these strikes have had negative repercussions on the national economy.

The Constitutional Government has had to apply its labour policy in adverse economic circumstances. Despite these problems, its constant concern has been and still is faithfully to observe the provisions laid down in its Constitution which acknowledge the dignity of labour, stating it to be a fundamental right and duty of all persons, upon which the national well-being is founded.

Since 1980 we have been trying to find, through patient and tenacious discussion, bases for understanding between employers and workers, in order to defend as far as possible the wages and rights of the workers, and at the same time help our country to regain its economic health.

The Ministry of Labour has been reorganised in the light of the Labour Administration Convention and Recommendation, 1978 (No. 150 and No. 158) and this has enabled us to define clearly the duties and structures of the two major departments of labour administration, namely labour relations and protection, on the one hand, and social welfare on the other.

I consider that the labour philosophy underlying the actions of my Government is in accord with the definition given by the Director-General of the ILO in his Report when he described industrial relations as referring to "the institutions and procedures for determining conditions of employment and adjusting them to changing circumstances and for representing the interests of the parties concerned." They are not just a means to an end, but "reflections of democratic decision-making and democratic participation".

Thus, faced with the recession and the drop in real wages and salaries, the Government has promoted dialogue with the workers; it has swept away the provisions which ran counter to the full exercise of collective bargaining and taken account of the situation of workers not covered by collective bargaining by providing for periodic pay rises with preference being given to the lower incomes groups. Its action has not been limited to workers in the private sector, it has also considered the situation of civil servants whose trade union rights are recognised in the Constitution and are exercised freely.

In order to avoid a deterioration in working conditions the Ministry has reinforced the inspection machinery, laying special emphasis on the prevention of labour disputes by means of a new procedure which is faster and more efficient than the old one.

In the field of occupational safety and health we have increased the quality of our services and the number of technical visits, over and above the contribution which is given to the various production sectors in drawing up prevention programmes and appraising hazards, industrial accidents and occupational diseases. I would like to emphasise the close relationship of these activities with the programmes of the ILO, the Inter-American Centre for Labour Administration and PIACT, in organising seminars and technical meetings designed to study the problems of employment instability and working conditions and environment.

The Government has also given special attention to the problems of unemployment and underemployment. In the first years of the Constitutional Government, there were some improvement in the employment situation, but starting in 1983 this has deteriorated because of the worsening recession and natural disasters—floods in some parts, droughts in others—that affected production activities, encouraging movements of population within the country and increasing the size of the so-called marginal urban sector.

Our experience allows me to say that the position of workers in developing countries with external debt problems is seriously threatened by the deteriorating situation produced by debt servicing. In this respect, I wish to say that the rates of interest, increased at their discretion by the creditors, and the terms imposed for the management of the economy of these countries in order to obtain credits, have impoverished their peoples and paralysed their growth.

This being so, the following questions can suitably be put to this assembly.

Is it admissible within the order which the ILO defends and champions that the creditor should deliberately prevent the debtor from paying his debt by reducing his economic capacity?

Does the present legal order recognise the creditor as having the right to increase his credits without any limits, despite the fact that in so doing he impoverishes the debtor?

Has not the theory of improvidence been accepted precisely to protect the debtor even when the creditor is the State itself?

Are we going to go on accepting that there is no abuse of law when we are dealing with international credits from private banks?

Are we going to go on acknowledging the principle of freedom of manoeuvre when there is no equal negotiating power between the parties?

It is my belief that we must all reflect on these questions and seek answers inspired by concern for those most in need. The day on which these answers are translated into concrete action, we shall be realising the hope, so often frustrated, of achieving a free and peaceful world that is more just and more humane.

Mr. HELDAL (*Government delegate, Norway*)—It is a great pleasure for me to congratulate you on your election as one of the Vice-Presidents of the Conference. We are convinced that you, your fellow Vice-Presidents and the President, Mr. Ennaceur, Minister of Social Affairs of Tunisia, will lead our work to a successful conclusion.

The Minister of Labour and Local Government of Norway, Mr. Arne Rettedal, had planned to attend this Conference and take part in the discussion on the Reports of the Governing Body and the Director-General. He regrets very much that unforeseen events in our country have prevented him from coming and he has asked me to address the Conference on his behalf.

The Director-General's decision to make tripartism and industrial relations the main topic of his Report to the Conference this year was a very timely one. Most ILO member countries are now in a situation of structural change that is characterised by low economic growth, rapid technological change and unemployment.

The situation is serious and it calls for all our creativeness, willingness to adapt to change and especially a capacity for co-operation. I agree with the Director-General that dialogue, tripartite or bipartite, must be our main instrument as we try to overcome the problems and meet the challenges that we are now facing. In this situation of rapid change in the economy and in working life, tripartism is no doubt more important than ever. This principle has for a long time had broad support in my country, which has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

It is the view of the Norwegian Government that the employers' and workers' organisations, through their collective bargaining and collective agreements, have the main responsibility for wage determination. This responsibility also encompasses the effects that these agreements may have on employment figures,

since no government can guarantee full employment independently of wage and income developments.

The Government is confident that in our country negotiations between these organisations will continue to play the main role in the determination of income.

However, the Government finds it useful and necessary to have machinery for communication between the authorities and employers' and workers' organisations in the preparation and implementation of such agreements. For this purpose, we have set up the so-called "Contact Committee" which is headed by the Prime Minister. Here representatives of the Government and of employers' and workers' organisations as well as the farmers and fishermen's unions meet to exchange views and information on income policy and on economic policy in general.

If we now look beyond the field of wage determination, negotiations and agreements between the organisations of employers and workers, and also between these parties and the Government, play an important role in several areas of working life.

The participation by industrial organisations in the preparation of legislation and regulations is a well-established practice in Norway. This practice takes on several forms, one of which is the participation of the organisations in government-appointed committees for studying and advising on subjects that are of interest to the economy and working life.

The report of the Governing Body and Part II of the Report of the Director-General describe what has been done to follow up last year's discussion on international labour standards. We welcome the appointment by the Governing Body of a Working Party on Standards and we hope its recommendations will make ILO standard-setting more relevant to conditions in all parts of the world and therefore more universal. At the same time, the ILO's defence of human rights should be strengthened and the vigour of its supervisory machinery preserved.

Among the new standards, my Government welcomes the work that the Conference has started on asbestos. Asbestos has been proved to be more hazardous to human beings than previously expected. It is the policy of the Norwegian Government that hazardous products should whenever possible be replaced by less hazardous ones. In Norway, we have a general ban, with some exceptions, on the use of asbestos in industry. In the near future, we shall have a general import and sales ban for asbestos to ensure the enforcement of the general ban on use in our country.

As regards women workers, we are pleased to see that the ILO has made a contribution to the World Survey for the Nairobi Conference on the role of women in development. In this connection, I would like to point out that experience and research has demonstrated that women in many cases do not benefit from technical co-operation programmes. Because women take care of children and other vulnerable groups, it is of particular importance to design such programmes to meet the needs of women. The Norwegian Government has given high priority to technical co-operation programmes of this kind. We also support the efforts within the ILO to take into account the situation of women when such programmes are planned and carried out. It is our hope that these efforts will be extended to cover all of

the Organisation's technical co-operation activities in developing countries.

Coming to the ILO Programme of Sectoral Activities, I would like to underline the importance we attach to the ILO's work in the maritime field and in offshore oil activities. We welcome the meeting of the ILO Petroleum Committee and the Preparatory Technical Maritime Conference in 1986 as well as the Maritime Session of the General Conference in 1987. Although these two sectors do not employ as many workers as some other sectors, we believe they deserve continued ILO attention.

As regards European activities, the Norwegian Government supports the proposal for a European Regional Conference in 1987. Such a conference could make a real contribution to improved relations and co-operation in our part of the world, provided that it is well planned and themes are selected that are of common interest to the whole of Europe.

The apartheid system of South Africa represents a serious breach of basic human rights. Apartheid persists in spite of repeated attempts by the international community, including the ILO, to have this system abolished. This has led to increasing frustration and widespread unrest among the Black population. My Government will continue to support the efforts of the ILO and other organs of the United Nations family to achieve peaceful change in the present inhuman system.

To achieve progress, it is, however, necessary that the efforts of the international community be supplemented and reinforced by action taken by individual countries and groups of countries. This is the reason why the Norwegian Government at the end of March this year adopted a programme of action against South Africa. This programme, which comes in addition to the measures Norway and the other Nordic countries have already adopted, consists both of a set of Nordic and unilateral Norwegian measures. It is the intention and hope of the Norwegian Government that these measures will reinforce the international pressure on South Africa and contribute to the abolition of apartheid.

*Interpretation from Arabic:* Mr. AL-SAMMAK (Workers' adviser, Bahrain)—In my own name and on behalf of the General Commission of Bahrain Workers, it is my honour to express sincere congratulations to the President of this Conference as the representative of an ancient sister Arab country, well versed in the tradition of democratic justice. I wish him every success.

I should like to express our gratitude on behalf of the Bahraini workers for the Director-General's Report submitted to this session, which reflects the concern of this Organisation with contemporary labour issues in developing countries, confirming on behalf of the Bahraini workers that the fact that we belong to a developing Arab countries has not prevented us from feeling deeply proud at the achievements of our democratic organisation.

We wish to record with pride the exemplary relationship that exists between the State and the workers within the framework of our trade union organisation. Yet we still view with concern the national problems which gravely affect the vast labour sector in the occupied Arab territories, Namibia and South Africa. The information included in Appendix III to the Director-General's Report

points to the arbitrary measures taken by the Zionist enemy against about 300,000 Arab workers in the occupied territories and their deprivation of the most basic human rights of liberty, freedom and dignity, in violation of the 1907 Hague Convention, the Declaration of Philadelphia and the fourth Geneva Convention of 1949, as well as all the resolutions adopted by international organisations and, in particular, those concerning withdrawal from the occupied Arab territories and cessation of the establishment of settlements, of which there have been 232 in the course of last year.

This has meant the expropriation of the land and territories of Arab workers and citizens. What happens and has happened in the occupied Arab territories leads us to what is taking place at present on Lebanese soil. This is but the bitter result of the Zionist aggressive intervention in the affairs of the community and merely one stage in the various Zionist plans and plots which started over ten years ago and have brought suffering to the Palestinian and Lebanese workers and citizens, all of whom are the victims of pitiless terrorism and repression.

We cannot accept these barbaric acts of the enemy in the occupied Arab territories or the Zionist intervention in the internal affairs of countries of the region. We have to pause at length and repeatedly and vehemently condemn Zionist aggression in all fora and on all occasions and call for the elimination of the effects of this modern barbarism which started with the massacres in Sabra and Chatila and in the villages of southern Lebanon.

Our belief in the importance of this session is based on the agenda items which deal with important legal issues. We are here concerned with the application and implementation, and not only the ratification, of Conventions and Recommendations, regionally, nationally and internationally. This is why we call for the establishment of regional offices affiliated to the International Labour Office along the lines followed by UNICEF and UNESCO, scattered about the various continents so as to be able to follow up and conduct studies on the situation of the workers in various countries and continents and to co-ordinate efforts to train labourers and workers, in addition to extending educational assistance particularly to workers in developing countries.

As far as occupational safety and health are concerned, we should like the fact that the industrialised countries are far more advanced than developing countries to be taken into consideration.

The differences in the way labour standards are applied in industrialised countries stem from the fact that, given their level of development, their labour legislation is more advanced. That is why we believe that the organisation should assist countries to introduce the necessary laws and legislations and to protect workers throughout the world against the use of various chemical substances, particularly in developing countries.

Social and economic justice should always be the main objective of plans of action everywhere. Then and only then will we be able to extend the scope of this justice to comprise equality of men and women in the exercise of their rights, equality of opportunities in education, training and wages, taking into account the national structures as well as the natural rights granted by divine laws and provided for in all social systems.



We realise that developing countries are backward in involving women in the labour force. Women workers there constitute only 10 per cent of the total labour force and are still excluded from many fields of work which men engage in.

The proposals concerning the creation of job opportunities afford a possible solution, but they will remain a dead letter unless the ILO plays a more effective role and takes into account the fundamental responsibility of the governments of developing countries to embark on industrialisation and planning for the promotion of their national economies.

This can only be done through the establishment of regional follow-up offices and the declaration of 1986 as an International Labour Year, which would in fact be in keeping with the resolution concerning the creation of job opportunities. This would contribute to the creation of employment in developing countries where the labour force comprises millions of workers. At the same time we must bear in mind that unemployment in the industrialised world has now reached over 10 per cent.

Lasting world peace cannot possibly be established except on the basis of social justice which in turn cannot be realised without the genuine exercise and protection of the rights of workers and their democratic participation in management.

We believe that the psychological barriers between the worker and the employer should be broken down, in order to develop a strong and close relationship between the social partners based on confidence and mutual understanding, with all the social partners working together. That is why we call upon the governments of developing countries to consolidate their efforts to establish this collaboration between the social partners.

With this, we pray to God Almighty to crown our efforts with success in the service of the interests of all three social partners.

Mr. DUVAL (*Government delegate, Mauritius*)—Madam President, It gives me great pleasure to congratulate you on behalf of the Mauritian delegation and in my own name on your election to the vice-presidency of the 71st Session of the International Labour Conference. I am confident that your sense of fairness and your wisdom will lead us to fruitful discussions. I should be grateful if you would also convey to Mr. Ennaceur, our President, the assurance of the full co-operation of the Mauritian delegation.

Like all developing countries, Mauritius is facing economic difficulties. Our situation worsened with the drop of the price on the world market of our major export, cane sugar. Without any other raw material, we had to turn quickly to industrialisation with foreign investment.

To reach this goal, we had to strive for political stability, to adopt a pragmatic foreign policy and to enjoy industrial peace. Our democratic system enabled us to reach democratic and political stability after the general elections of 1983. On foreign policy, we followed the non-alignment movement but sent high-powered missions to Europe, the Far East, the United Kingdom and the United States. The result was visible almost overnight. Markets opened up and investment started pouring in. Within one year, we managed to reduce by 20 per cent our high rate of

unemployment through the creation of productive employment.

An essential element for our success story has been the action of my Government to obtain industrial peace. In a small island of 720 square miles with a population of 1 million, the smallest sector is vital to the economy. Industrial unrest affects not only the economic situation, already bad enough, but also scares away investors, on whom we rely heavily for economic uplift and the creation of employment. We had to place workers and trade unions in front of their responsibilities towards the country and their unemployed fellow citizens who were craving for one meal paid out of their own labour. We told them that our Constitution and laws gave them the liberty and right of association and activities to be found in only a few developing countries. To illustrate the point, I can tell you that for an organised labour force of 200,000, out of a total of almost 300,000 workers, we have 379 registered trade unions—a world record. We told them to use independent conciliatory and arbitration institutions which we have created by statute to solve their disputes. We told them to show their solidarity towards their country; their fellow countrymen and particularly the unemployed.

Our workforce has responded very well. Its solidarity has created now a climate of confidence and happiness in our country—and my country is breathing again.

Unfortunately, we faced elements of destabilisation right after coming to power. Our policy aimed at economic recovery and employment creation was too popular for the liking of some politicians. They developed a set of strategies with the sinister motive of destabilising the country and making foreign countries lose faith in our country. Personalities were attacked publicly in the most vulgar manner. It was only after the passing of appropriate legislation that the situation cooled down.

Attacks have also been aimed at institutions set up under the Constitution of the country. Even Parliament was not spared. But the most criminal move was the use of some trade union leaders to create perpetual unrest. As industrialisation was proving very successful, the strategy was directed at creating unrest in the Export Processing Zone. In this manner, orders would be lost, customers would go elsewhere and new investors would be scared away. A sudden, illegal, and completely unnecessary strike was called and gave rise to violence. The Government had to intervene quickly and the workers realised the mistake they had been led to make.

The situation in my country is that the opposition and many trade union leaders speak absolutely the same language. It is not surprising that the official leader of the absolutely legal opposition is the negotiator of one of the most militant trade union organisations. Trade union leaders there very often place the interests of their party before those of the members of their union and before those of the country. And I am also concerned about the affiliation of certain trade unions to form organisations which are bent on destabilising emerging democratic nations.

This Organisation should condemn outright such attitudes. If trade unionism is to be encouraged and respected, it must show its sense of responsibility towards its members, the society and the country. Times have changed since our organisation was born.



Many today will agree that the main objective of trade unionists should be job preservation.

Strikes can destroy the economy of developing countries overnight and without economic independence there can be no real political independence. This is why our Organisation should help strengthen institutions like industrial relations commissions which provide an independent conciliation service and permanent arbitration tribunals whose awards are binding on all parties. If such institutions function properly strikes should become unnecessary and even surely obsolete.

But democracy and liberty carry with them a heavy price. If liberty is to stay, if democracy is to prevail, we must show results. Unfortunately, we depend so much on others. The rise in the dollar is making debt servicing more and more difficult. Protectionism is still a tough barrier for our exports. The IMF and the World Bank are still keeping us in a strait-jacket and are insisting on policies which carry a heavy political price. I appeal again to this august assembly to put all its weight behind developing countries to get rid of the factors which prevent workers from obtaining their due and the unemployed from obtaining work.

The agenda of the 71st Session of the Conference contains certain items of particular interest. With your permission, I would like to say a few words first on equal opportunities for men and women in employment.

Our Constitution strictly forbids discrimination in all fields on grounds of race, colour, sex, religion or political opinion. My Government is also envisaging the elimination of any discrimination that may still exist between men and women in our legislation, mainly in the right to hold and dispose of property. To this effect, a Sex Discrimination Act will be tabled in Parliament in the near future. The Government has also set up a Central Training Office where both men and women will have equal opportunities for vocational guidance, vocational training and placement services. I can assure this gathering that every effort is being made in my country to create employment opportunities for both sexes. My Government's goal is full employment for both men and women. Indeed, 75 per cent of employment created over the last 18 months have gone to women, mostly in the manufacturing sector. In fact, the emphasis on employment of women has been marked because there was a great wage differential between the fixed remuneration of men and that of women in this sector. In order to keep a balance between males and females for recruitment, my Government has even had to liberalise the wages of male workers. This does not mean that the wages of male workers already employed in that sector have been reduced, but this has been done to encourage employers to recruit more male persons to keep the balance of equal opportunities of employment for both sexes.

Men and women workers performing work of equal value are paid equal remuneration and they enjoy the same terms and conditions of employment as regards hours of work and fringe benefits such as annual and sick leave, transport benefits, etc. It is only in the agricultural sector (sugar, tea, tobacco) that the wages of women are lower on the ground that less physical effort is being required of them.

Another issue on the agenda is of special concern to my country. As I said earlier, my country is moving fast towards industrialisation. We know that indus-

trialisation is known to be accompanied by occupational diseases and industrial accidents. Our programme is aimed at promoting workers' health through providing the proper working environment. By joint action, my Factory Inspectorate and the Health Inspectorate are doing their best to reach the goal set. But the service is quite young and inexperienced. I hope that the ILO will find some way to help us to give them advanced training.

The Director-General's Report records an impressive achievement by the International Labour Office. On my side, I would like in future to see more intensive training given in developing member States with the view to more job creation, recycling and workers' education. I hope that the Governing Body will take due consideration of this submission.

I should like this forum to know that my country has again found it difficult to attend this Conference owing to economic constraints. As you know, lost in the Indian Ocean to the south of Madagascar, Mauritius is far away from Switzerland. Moreover, our foreign exchange situation is dramatic. It is only out of deep respect for this institution that the Government of Mauritius agreed to make a special effort to meet the expenses of the Mauritian delegation to attend this Conference. I would imagine that this constraint does not apply to Mauritius only, but to all member States in the Third World who, with very limited financial resources, are striving hard to combat unemployment, malnutrition, inflation, a deficit balance of payments, and are also burdened with a heavy debt servicing. I am of the strong belief that the International Labour Office should help Third World countries in this respect. A formula must be found quickly. Otherwise, many countries may well find that this Organisation is too much of a rich men's club for them to be able to afford to retain membership.

I note with regret that the coming budget shows in fact a negative growth. But with a judicious use of resources, our Organisation should be able to progress. In these difficult days, we must have the courage to take new orientations if we are to give happiness to workers. Let us boldly do so. Let us see how with this changing world we can gear our line of action to the new challenges of modern society where workers can automatically obtain their full dignity and their competitiveness through full employment and technical training. May I end with the wish that we adopt a strategy to reach this goal.

*Interpretation from Spanish:* Mr. NÚÑEZ (*Minister of Labour, Honduras*)—I am attending this important conference for the sixth time as the Minister of Labour of the democratic and constitutional Government of the Republic of Honduras, presided over by Dr. Roberto Suazo Córdova. I wish, on behalf of the delegation I represent and on my own behalf, to associate myself with the congratulations offered by the various delegations to the President on his election to the honourable post of presiding over the 71st Session of the International Labour Conference.

I am sure that his wide experience in conducting events of this kind and familiarity with social policies will guarantee the efficient and smooth process of our discussions.

We are, I may say, very gratified by the excellent relations we have maintained with the International Labour Office in the various activities which we have

jointly undertaken as I shall shortly describe. The Director-General, Mr. Francis Blanchard, has taken keen interest in Central America. The Ministers of Labour of Central America, except for the Minister of Labour of Guatemala, had the pleasure of meeting him in San José, Costa Rica, where we discussed problems of importance for the region.

Now, our agenda items for this year's Conference are of special importance and some of them of deep significance for the protection of the workers. I refer to (a) the possible adoption of a Convention and Recommendation on the occupational health services, (b) the Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), (c) equal opportunities and equal treatment for men and women in employment, (d) a first discussion of a possible Convention concerning safety in the use of asbestos, with a view to establishing rules for the protection of workers against occupational diseases caused by the use of asbestos. We hope to make some contribution to the discussion of these matters.

As regards the Director-General's Report, we cannot say very much because it failed to reach our Ministry, which is very regrettable since this deprives us of the opportunity of commenting on it. Nevertheless, the question of the institutions responsible for labour relations and tripartism are of vital importance because the whole of the Organisation is based on these principles. With the ILO tripartism was born; it was something new, a different system of focusing labour problems and relations; it was born along with the ILO itself, at a time when labour and capital had to re-establish economies practically destroyed by the first World war.

While in this Organisation we observe the success of tripartism, in pursuance of the provisions of the Constitution of the ILO, it is also important for the system to go beyond the institutions which deal with industrial relations since it is they themselves which directly analyse such situations, either programmatically or as conflicts between capital and labour, with the aim of establishing a balance between the two factors of production. In our country, the forces of the nation as constituted by private undertakings and the workers are represented in the higher decision-making bodies of many decentralised institutions of the State and very good results have been achieved, because within such bodies, the workers and private undertakings have the opportunity to establish, along with the Government, a policy which will be in accordance with the general interest of the nation and the economic capacity of the State. This participation of the above-mentioned sectors can be seen from the following situation: out of 27 decentralised state institutions, workers in private undertakings are represented in eight and peasant organisations and the National Federation of Farmers and Cattle Raisers are represented in four.

What we have not yet been able to do is to create tripartite bodies within the Ministry of Labour itself to study the problems of labour policy. Nevertheless, the structure of the Ministry does include various offices which are called upon to arbitrate in the various problems between workers and employers. This is more apparent in the boards of conciliation and arbitration which by law are tripartite and which during the negotiation of collective agreements include representatives of the Government, the undertakings and the workers.

With regard to the collaboration by the International Labour Organisation with my country, I can say the following: to improve the training and skills of our trade union leaders and employees at the Ministry of Labour a meeting of trade union officials on the International Labour Organisation and its activities was organised from 13 to 25 July 1984; on 15 and 16 November of the same year, there was an important trade union meeting on employment policies; from 20 to 29 May last, an introductory course on labour economics was organised with a view to helping workers set up their own undertakings. Officials of the ILO and the Ministry of Labour took part in these courses. But the most important part of the technical assistance received from the ILO took the form of training of workers under the joint-programme organised by the ILO and the National Institute of Vocational Training (INFOP). This occurred during the construction of one of the biggest hydroelectric plants in America, when during the peak period up to 2,200 workers were employed; during the five years it took to complete this plant more than 10,000 persons were given employment. The project, undertaken by the present Government, known as "El Cajón", is now nearly completed at the approximate cost of 1,400 million lempiras—the equivalent of US\$700 million. It has been achieved thanks to loans from friendly governments, and especially from the following international financial institutions: the International Bank for Reconstruction and Development (IBRD); the Inter-American Development Bank (IADB); the Central American Bank for Economic Integration (BCIE); the International Development Association (IDA); the Organisation of the Petroleum Exporting Countries (OPEC); EXIMBANK of Japan; the Union Bank of Switzerland (UBS); the Credit Institute for Reconstruction of the Federal Republic of Germany; the First Inter-State Bank; Astaldi Estero SPA and the following national banking institutions: the Atlantic Bank, Central American Financial Bank, Western Bank, the Bank of the Armed Forces of Honduras, the Workers' Bank, the Bank of Honduras and BANCAHSA.

This example of international and national collaboration helped combat unemployment and hopefully will make a mayor contribution to the country.

But the question now remains: what do we do with those workers who are now unemployed, who have passed into the army of the unemployed? There is no answer because there is no other project like that of the "El Cajon" hydroelectric plant. This is the drama of the developing countries, the drama of unemployment. And that is why we believe that the more developed countries should devote their efforts to contribute to the development of the Third World countries so that the conditions of life and work may be improved in full democracy.

Specifically as regards labour matters in my country, we can say that freedom of association has been respected by the Government, although there has been some resistance from the employers against the exercise of this right by the workers; as a result of this policy new trade union organisations were set up and in 1984 joined the two major trade union federations which exist in my country. The negotiation of collective agreements has also been guaranteed: in 1984 57 such agreements were registered. The right to strike has also been guaranteed,

although the workers have not always used this right either wisely or well. In September 1984 we were helped by the Confederation of Workers of Honduras (CTH) and by the General Federation of Workers (CGT), in ending a general strike by the trade union of workers of the National Electrical Power Works. I refer only to these guarantees of trade union freedoms, collective bargaining and the right to strike because these are the bases of the workers' rights to social advancement.

In June 1961, from this same rostrum, on the occasion of that year's session of the International Labour Conference, I said that my Government was studying a land reform Bill and had already set up a National Agrarian Institute. I added that in our country land reform did not represent a desperate problem. I feel that this last affirmation was true at the time and accorded with the legislative situation. But the truth is that the problem was latent at the time. Following the promulgation of the land reform act of 1962, the rural workers awoke to their situation and the agrarian problem got worse and took a new course. The peasants organised themselves in associations, federations and agrarian co-operatives. A new land reform act increased the amount of land distributed to the peasants and stimulated the agrarian organisations. Today the peasants play a very clear part in development and constitute a significant force in the economic and social life of the nation, thanks to the support which the governments, such as the present Government, have given to the peasant and farm workers.

These structural changes as regards the land, together with the priority attention which this Government gives to agrarian problems, together with the positive reply from the peasants to the new form of tenancy and land cultivation mean that rural areas are experiencing a process of constant renewal. Men are constantly improving their conditions of life and enjoy a greater participation in and greater awareness of their destiny within the local and national society.

This labour and agrarian policy of the Government has meant that the country, despite extraneous influences and despite the fact that the area is experiencing such turmoil, with more than 40,000 refugees and non-refugee immigrants who are giving rise to serious problems regarding employment, has managed to progress, in a climate of peace, freedom of democracy, and where there is room for the expression of interests and opinions of every citizen.

*Interpretation from Spanish:* Mr. GROBA (*Workers' delegate, Uruguay*)—On behalf of the Workers' delegation of Uruguay, I should like to express my congratulations to Mr. Ennaceur on his election to the presidency of this 71st Session of the International Labour Conference.

We should like to contribute our views and relate our own experience in connection with the discussion of the Reports of the Governing Body and the Director-General.

The Uruguayan trade union movement, grouped in its unique and sole federation, PIT-CNT, comes to this Conference at a new moment in the history of our country after overthrowing, together with other democratic forces, the fascist dictatorship which lasted for nearly 12 years in our country.

In the first place, for 11 years, these annual Conferences have been attended by pseudo-representatives of the workers of our country, who only did harm to the workers and their heroic struggle. Today, our delegation, appointed by the genuinely representative trade union organisation of Uruguay, the PIT-CNT, has come to wipe out that affront. Our delegation is made up of Brothers Daniel Baldassari and Ricardo Vilaró, known to many of those present, who for years represented in exile the authentic trade union movement of Uruguay and participated in the activities of the Conference thanks to the solidarity of international, regional and national trade union confederations. Those comrades have been confirmed by the workers to represent their country in our delegation.

The new situation in our country is of great significance. We have achieved democratic freedom. In doing so, we have resolved important problems such as the liberation of all trade union and political prisoners, the legalisation of our trade union organisation and all hitherto prohibited trade union organisations, and the lifting of prohibitions against all men and political parties. Opportunities were given for the return of all our exiled comrades. A large number of the Acts and decrees of the dictatorship and particularly Act No. 15137 respecting trade unions, have been repealed.

The defeat of the dictatorship was the result of a tremendous struggle and resistance which started with the heroic and historic 15-day general strike and the occupation of work centres called for by the CNT in response to the coup d'état. Throughout this period resistance remained intact.

This struggle was led by the workers grouped under their trade unions—the CNT—for which we paid a high price in the number of persons who were imprisoned, assassinated, tortured, exiled, made destitute and persecuted. But all this wore down and isolated the *de facto* regime and allowed us to establish, together with a wide range of social and political forces, a broad anti-dictatorial front which managed to overthrow the dictatorship.

The clandestine fight carried on from prisons and exile was assisted by international solidarity efforts which played an important role against the dictatorship. Today, when our delegation of Uruguayan workers is deservedly occupying its rightful place on the rostrum of this Plenary of the 71st Session of the International Labour Conference, we should like to thank the international trade union movement and the three international federations, the ICFTU, the WFTU and the WCL and the regional and international federations who have generously extended their solidarity to us. Also, in order to be fair, we should like to thank the Government and employers who, beyond the groups which they represented, allowed their democratic convictions to come out in favour, on more than one occasion, of our justified claims for democracy and human rights.

The Director-General's Report assigns a special importance to the promotion and application of standards adopted by the Conference.

On this basis it seems appropriate to point out, in accordance with our experience, aspects where the action of the ILO could be more efficient in accomplishing the objectives laid down in the Constitution.

Without prejudice to the more detailed appreciations that will be made by our delegations in the

Committees in the appropriate spheres, we would like to point out that, during the *de facto* regime in Uruguay, the Committee on Freedom of Association gave preference to the analysis of legal standards, to the detriment of the requirement of their effective implementation. That is, it did not pay due attention to the constant violation of the standards in force which provide for freedom of association (both those pertaining to national law as well as international standards with force of law in the country). It took no account of the imprisonment and sentencing of trade unionists, or the conclusions of the competent organisations, such as the Inter-American Commission on Human Rights and especially the United Nations Commission on Human Rights, bodies which, after accomplishing all the normal statutory steps, repeatedly and categorically ruled that there had been a general failure to provide guarantees during the military trials of civilians in Uruguay, and that sentences passed lacked any validity.

We consider it a duty of gratitude to present our conclusions and our positive and constructive suggestions to the ILO, because of the great value which we attach to its objectives.

The struggle for democracy is not solely confined to our country. It is a problem shared by other workers and peoples throughout the world who are struggling for their rights and freedoms. It is for this reason that we proclaim our solidarity with the workers and peoples of Chile and Paraguay, who are bravely fighting the bloody tyrannies of Pinochet and Stroessner; Haiti, El Salvador, Guatemala and other Central American countries; and, in a special way, with our Nicaraguan brothers, who are now faced with the aggression of the United States imperialists.

It is the duty and commitment of all workers and all those who are committed to liberty and democracy to multiply their efforts to prevent the invasion which is threatening Nicaragua and to stop the blockade and other forms of aggression which are heroically being withstood by this fraternal people and to fully support the peace efforts of the Contadora Group.

We should also like to express our support of the workers in Columbia who are trying to pacify the country and achieve greater social justice, a struggle which on 20 June will take the form of a nation-wide solidarity strike.

In our country, as we said before, we have made significant progress but we are conscious that many of the fundamental problems still have to be solved in order to establish democracy.

Sharing the concern expressed in the Director-General's Report, we have made serious proposals concerning the formulation of social and economic plans and policies of a national nature. We do this by asserting that democracy should be deepened and made viable, that it should have a solid foundation reaffirmed through social justice so as to resolve the serious economic crisis faced by all the people, a crisis which was made worse by 12 years of military dictatorship since 1960, when our country signed the first charter of intent with the International Monetary Fund.

As the new constitutional Government and the people now demand a State based on the rule of law, we now have to face an external debt of \$6,000 million, which is one of the highest per capita debts (\$2,140 per head) and which for us is unpayable. The

interest alone this year will amount to more than \$330 million—an enormous sum for a country that has been subject to years of repression and poverty and which has permanently depended on the austerity measures of the IMF, which resulted in the unemployment of more than 180,000 workers, equal to 25 per cent of the economically active population and a loss of purchasing power to the order of 60 per cent in the last 15 years. Pursuing the kind of policies advocated by the International Monetary Fund has very little to offer a nascent democracy, since it is precisely the IMF's economic *laissez-faire* that is the main cause of destabilisation. The situation is so serious that the workers are demanding a moratorium on the external debt so that these millions of dollars can be used instead to promote the growth of industry and agriculture and to boost the domestic market by raising wages and hence the population's purchasing power and, ultimately, consumption. This is the only sure way for the Uruguayan nation to advance towards democratic stability based on real justice—a goal that has constantly been postponed in the interests of parties extraneous to our Latin American way of life that the great men of our past sought to forge. The mere mention of Artigas, Bolívar, Martí and Sandino is to speak of independence, which today means breaking the bonds that tie us to the International Monetary Fund.

We call upon the peoples of Latin America, the Caribbean and the Third World to join forces with us in the struggle against the common evil with which we are all confronted, namely the impossibility of reimbursing an external debt the entire burden of which is as usual borne by the workers and their families. We shall then reaffirm our spirit of internationalism, as we consider that the Latin American nation extends from the Río Grande to Patagonia.

The workers who have been the butt of trade union, political and ideological persecution must all be reinstated in their jobs, particularly in the private sector where, with few exceptions, our demands have been ignored. As to the state sector, though many of our comrades have been able to return to their jobs, the problem as a whole is still far from being solved.

Before this can happen, legislation and the political will to solve the problem are needed. Our country's trade union movement is also demanding that all those who disappeared under the dictatorship reappear. Though the process is bound to be extremely slow it is essential that the facts be clarified. The entire nation demands it. Every single case has to be examined and the guilty parties brought to justice.

Our country has entered a new era. We have regained our democratic freedoms, but this does not mean that all our problems have been solved. There are still employers who do not understand that we are now living under a democracy and continue to dismiss trade union leaders and militants. So far the State has merely advised them not to do so. In the face of repeated instances of such actions, the workers are obliged as a last resort to go on strike and, in order to defend their right to do so, to occupy factories and enterprises. The democratic Government has prevaricated by using the same repressive forces that have been used so often against our people to take over the occupied establishments. This must stop. In other words, if the Government is to be consistent with itself, it must dismantle the repressive machinery that the dictatorship built up over 12

years, both nation-wide and within the State enterprises themselves.

The workers of Uruguay are not prepared to give up the rights that they have fought so hard to acquire.

The PIT-CNT proposes that democracy be extended further, reinforced and made viable, not only in the interests of the workers but in that of a wide spectrum of the country's democratic, social and political forces. We have therefore already convened an initial meeting of these forces that was attended by highly represented sectors of the population and look forward to widening the spectrum in subsequent encounters. In a platform of emergency measures that the workers explained to the entire country last 1 May in 68 demonstrations held throughout the country with the participation of 450,000 people out of a total population of 2,800,000, we propose to reject the policy of submission to the IMF's dictates, which has ruined our country and Latin America, and instead to promote the domestic market, employment and national development.

We should like to express the gratitude of all Uruguayan workers to all those who supported us in our fight for democracy. But now that we have achieved that objective, we have to take it further and consolidate the democratic process so that our country never again falls victim to dictatorship. For this, once again, we need the support and solidarity of you all.

*Interpretation from Portuguese:* Mr. BRAS da SILVA (*Government delegate, Angola*)—Before discussing the Report of the Director-General of the ILO, I have the pleasant task of congratulating Mr. Ennaceur on his election, which is a tribute to Africa. I should like to take this opportunity also to congratulate the Vice-Presidents, Mr. Grekov, Mr. Smith and Mrs. Carr, on the confidence that has been placed in them by this Assembly, thanks to their great personal qualities. Mr. Ennaceur is a well-known figure at labour conferences in Africa and at the international level, particularly at the ILO. I wish him and his fellow officers good work and success in the delicate task of guiding the 71st Session of the International Labour Conference.

We have been invited to present our views on tripartism and industrial relations in the face of recent developments in the economic, social and technological fields.

Tripartism is a concept which is familiar to all who participate in the activities of the ILO. However, it is a standard, and as such it has its requirements which cannot be applied in the same way to all countries, considering the differences in the political systems and in the economic and social structures of member States.

If we look back at the years in which the standards now in force were elaborated, we have to recognise that enormous changes have taken place in the political, economic and social fields since the Second World War, which oblige us to review carefully the substance of the concepts which were elaborated more than half a century ago. May I add that, at that time, the scale of political, economic and social values led to the international division of Africa by the great industrial powers seated at a table, without the smallest decency or consideration for the African peoples, treating them as if they were cattle without any respect for their culture or their interests. These

peoples were then labelled as nations, States, kingdoms, etc. After more than half a century we see that the ILO, under the pressure of some Western powers, utilises discriminatory criteria with regard to the concept of employer, without taking into consideration the historic evolution of a large part of humanity which has opted for a non-capitalist path of development, or another significant part which has regained its dignity through emancipation as independent States and which has acceded to the international community under social and economic conditions which are very different from those in the industrialised countries.

However, what we see today in the ILO is a unilateral vision of the concept of the private-property State, totally neglecting the concept of the State in which the means of production are publically owned, which we refute strongly because the ILO is not a group of States with a specific social system but a truly universal organism where the member States have the same rights and obligations in the light of the principle of seeking economic and social well-being in conditions of peace, democracy and social progress.

We therefore regret that the structure and working methods and consequently the instruments elaborated by the ILO do not recognise the new experience and realities that have enriched the economic, social and cultural heritage of mankind, of the Third World and socialist countries alike, such as the socialist employer, trade union unity, participation of workers in management of undertakings, and so on.

We also regret the lack of interest shown by the Office in calling in experts from socialist countries and developing countries.

We feel that the universality of the ILO should reflect in its co-operation programmes the diversity, and in its debates tolerance, of different social and economic systems and the historical realities of the Third World; its structure should be dynamically adaptable to changes resulting from economic, political and social progress, which is the result of the victorious struggles of the working class and the progressive forces of the world.

Thus, paraphrasing the President of this session in his statement last Friday, our efforts should aim at reducing rather than multiplying international points of tension; if we do the contrary we run the risk of destroying the Organisation.

In order that these objectives can be achieved, it is imperative for this session to take into consideration the Declaration of the socialist countries which contains sufficiently constructive points to reducing such international points of tension.

We have carefully considered the Report submitted by the Director-General to the Conference on the activities of the ILO in 1984, and I should like to express what we feel about a number of subjects dealt with in that Report.

With regard to international labour standards, the tasks of the Working Party seem to us to be sufficiently well defined; however, we feel that in order to avoid repetitions of what has happened with the Committee on Structure, its terms of reference should be clearly defined. Invoking the principle of universality, we regret the absence of the socialist countries of Eastern Europe in that working party because we are convinced that the rich experience accumulated by these countries in the field of labour

would have substantially contributed to the conclusion of its work.

We should like the voices of the Portuguese-speaking African countries to be heard.

We should like the Office to strengthen the system of labour administration. I think we must conclude that a lot remains to be done in this field. If we analyse the status and the role of the ministry of labour in developing countries, particularly in countries recently freed from the colonial yoke, we have to conclude, as I said, that the ILO still has a lot to do. The strengthening of these structures and their promotion within the state apparatus should continue to be among the priorities of assistance programmes to young countries if we wish national and international standards to be correctly interpreted and applied. My country certainly needs intensive assistance in this field.

Once again we would like to express our full support for the PIACT, which has undeniable importance for the workers as well as for the economy. In this area, Angola is determined to successfully complete its project despite the slowness of its implementation caused by questions of financing.

With regard to the seminar on the evaluation of PIACT activities in the Portuguese-speaking African countries, which is to take place in Angola, this has the support of our Government and everything will be done to make it a success.

We would also like to announce the accession of Angola to the CIS, the International Occupational Safety and Health Information Centre, with the hope that the Centre will help us to equip our documentation and information centre at the Ministry of Labour.

As regards social security, Angola is still at the starting-up phase and at present we have an urgent need for actuaries. Our request to the ILO to this effect has remained a dead letter and we are surprised to note in the Report of the Director-General that various activities of assistance and training have been carried out in this field.

With regard to apartheid, on the occasion of this 71st Session we wish once again to pay tribute to the worthy sons of South Africa and Namibia who are fighting for their liberty against the atrocities, the imprisonments and the massacres perpetrated by the violent and militarist regime of apartheid. Thanks to the shameless support of international capital, this regime has not changed in essence; on the contrary it has been consolidated. In truth, the political and social reforms only aim at misleading public opinion internationally and strengthening the political and economic foundations of apartheid.

With the aim of perpetuating the regime of apartheid, the racists have created one of the biggest foci of tension in southern Africa; the consequences are well illustrated by the wave of repression and massacres as well as the export of terrorism to countries in the region through direct and constant attacks.

By way of proof, despite the efforts made by the international community and front-line States, we are witnessing a resurgence of dilatory manoeuvres which aim at bypassing the internationally accepted principles for the solution of the problem of Namibia expressed in Resolution 435/78 of the Security Council of the United Nations containing the legal and political bases for the peaceful solution of this

problem, and which seek to introduce elements which are foreign to the Resolution and which in our view should be clearly rejected.

On the other hand, despite the gestures of good will of the front-line States, and in particular the People's Republic of Angola, which has always sought by all possible means to make its contribution to the initiatives of the Secretary-General of the United Nations for peace in the region—we could refer here to the Lusaka compromise of February 1984 between the People's Republic of Angola and South Africa, on the basis of which we had agreed on the withdrawal of South African troops illegally stationed on Angolan territory, South Africa, adopting an arrogant and inconsistent attitude, continues to occupy a part of the territory of Angola and to violate the air space of Angola, in total defiance of the international community and without any respect for the compromise. This position is only made possible because of the complicity and support which South Africa receives from the United States of America and other Western Powers, which are responsible for the tension reigning in southern Africa as well as the acts of sabotage and terror which the racists perpetrate against the States of the region.

In fact, by setting up a genuine state terrorism, the racist, police and militarist regime of South Africa has succeeded in stepping up its attacks on front-line States, even those which do not have common borders with that country, as is the case of Angola, where for ten years the racists have continuously attacked our people, violated our air space and destroyed our economic resources.

As an example of this irresponsible and audacious policy, we would just like to mention the fact that after the South African army hypocritically proclaimed to the world that it was ceasing its attacks on Angolan territory, following the Lusaka agreement, they prepared and carried out terrorist action against economic targets on Angolan territory with the aim of destroying our economy and plunging the people of Angola into poverty and chaos. The most flagrant and recent example of this dates from 22 May 1985; one month after having publically declared its withdrawal, a commando of the South African army, led by Captain Winan Petrus du Troit, set out to destroy the Gulf petroleum plants in the Angolan province of Cabinda, more than 2,500 km from the South African border. Its aim was to destroy this important source of development for our country. This was a genuine act of terrorism, condemned by the entire world, but supported and assisted by various Western Powers, which continue each day to praise hypocritically the values of democracy and liberty against a background of blood and exploitation.

Such a flagrant lack of responsibility shows up the spirit of internationalism and interests of mutationalists which are investing in a country administered by declared terrorists.

In other words, there is no point in discussing matters, adopting resolutions and condemning the regime if the Western Powers supporting that regime, which defies all mankind, are not really interested in doing something in practice. It will not be possible to put an end to apartheid until international capital which is invested in South Africa gains in decency and in dignity and understands the historical advantage of reducing profits which are stained with the blood of Black men, women and children in South



Africa. In order to arrive at that stage, it is imperative for sanctions to be directed not only against South Africa but also against the governments and capital which support this inhuman and primitive regime. It is urgent to take concrete action when dealing with international criminals.

*Interpretation from French:* Mr. ALLOUANE (*Representative of the Organisation of African Unity*)—On behalf of the General Secretariat of the Organisation of African Unity and on my own behalf I wish through you, Madam, to address my sincere congratulations to Mr. Ennaceur, the Minister of Labour of Tunisia, on the occasion of his unanimous election to the Presidency of the 71st Session of the International Labour Conference. My congratulations are also extended to all the other elected officials.

I am convinced that under your collective guidance the 71st Session will achieve successful results that are of benefit to all.

For the past 66 years the International Labour Organisation has each year provided a useful setting for debate in an atmosphere of harmony and serenity on the fundamental questions of social life with a view to seeking equitable solutions in the interests of all the social partners.

I should like to pay tribute once again to the International Labour Organisation for having devoted its entire existence to serving mankind and according particular attention to the least privileged sectors of society.

It goes without saying that the work of the ILO throughout the world would have been vain and fruitless were it not for the dedication of its leaders, in particular Mr. Francis Blanchard who, for more than a decade, has skilfully and faithfully shaped the Organisation's destiny.

I would like to reiterate here the appreciation of the Organisation of African Unity for the particularly outstanding and effective manner in which the work of the ILO and the action of the Director-General have been brought to bear in Africa by Mr. Elimane Kane, Assistant Director-General for Africa until January of this year, and by his successor in this important post, Mr. Faisal Abdel-Rahman, to whom I address my congratulations in connection with the responsibilities that have been entrusted in him.

Africa is today the poorest continent, moreover it is subjected to the repercussions of the world economic crisis and a situation of unprecedented famine which calls for vigorous action on the part of the international community.

The deterioration of the economic and social situation in Africa, which has been a source of concern for some years, continues to deteriorate and has now taken on alarming proportions as a result of a combination of many endogenous and exogenous factors, including drought and desertification—the major causes of a ruinous famine which this year has assumed unprecedented dimensions.

Studies recently published by the FAO have correctly shown that in Africa the desert is advancing at the rate of 8 to 10 kilometres per year, as has been the case since 1977, and that 6 million hectares of agricultural land are thereby definitively lost each year. A food deficit has thus arisen which seriously affects 21 African countries. Despite the very substantial efforts made by the international community

in a laudable upsurge of solidarity with Africa, needs unfortunately remain immense.

It is none the less comforting to note that African leaders at all levels have become increasingly aware, individually and collectively, of this development and that numerous contacts and consultations have taken place in order to combat these scourges.

It was in this context that the African Heads of State, meeting in November 1984, adopted a series of practical measures, including the creation of an African emergency aid fund for the countries affected by drought and famine, and the convening of a meeting to be held in July 1985 essentially to consider economic issues.

The emergency fund has already received voluntary contributions from a number of African countries and this is perhaps an appropriate moment to make an appeal to the international community for contributions to the fund.

In preparation for the conference of Heads of State and Government which is to meet next July to make a thorough examination of the continent's economic problems, the Labour Commission of the Organisation of African Unity has already submitted its report and recommendations; which place special emphasis on issues relating to the development of human resources, social security, youth and work, women and their role in the development process and, finally, regional and international co-operation in the labour field.

The Labour Commission has also examined the question of the structure of the ILO and has expressed the hope that intended reforms in this field be concluded at the 71st Session of the International Labour Conference, as the Committee considers that any further delay in its adoption might jeopardise a genuine and dynamic reaffirmation of the spirit on understanding and equity which has always been a feature of the International Labour Organisation.

I would therefore appeal to the groups which have not yet done so to complete their negotiations so that this session may assume its responsibilities in this important area.

The question of the various categories of disadvantaged persons, in particular the problem of setting up an African institute for handicapped persons, is also one of the constant concerns of the ILO.

This institute has every chance of starting up its activities this year thanks to the active support of the ILO which, in addition to its regular programmes in this field, has assisted the Organisation of African Unity in defining its sphere of activity, formulating its objectives and programmes, and preparing its operational structures.

The social repercussions of the disastrous economic situation facing Africa today are extremely serious, particularly with regard to upheavals in the employment sector and its multiple consequences on other sectors.

Of all the problems with which the world, and especially Africa, is having to cope with is the problem of employment, if not actually the most serious, is definitely amongst the most serious, because unemployment and underemployment often inevitably lead to a loss of earnings, resulting in all kinds of privations which can generate social tensions.

Faced with these problems, the African States have implemented national policies to create new jobs, to

utilise rationally available manpower both in rural areas and in urban centres, to match as far as possible training and jobs and to promote social justice for all.

The General Secretariat of the Organisation of African Unity greatly appreciates the initiatives taken by the International Labour Organisation through its own programmes to support these employment development policies, both at the national and the regional levels.

In fact, in some countries, the judicious intervention of the ILO has made it possible to develop appropriate production techniques and to create new jobs, particularly through the introduction of highly labour-intensive projects, in particular in rural areas, thus helping to keep populations in the country and check the flow of migration towards urban centres.

While reiterating our appreciation for the numerous activities undertaken by the ILO in Africa, I would like to express the wish that this action may continue with greater intensity and launch an appeal to everyone here present to take into consideration the special situation of Africa when considering the draft Programme and Budget for 1986-87 which is before the Conference, particularly to support resolutions relating to drought and famine.

In this respect, it is a pleasure to note that this draft Programme and Budget referred to the objectives and priorities of development on the African Continent, as contained in the Lagos Plan of Action, namely with regard to the development of human resources and the promotion of employment, two very important areas which are very closely linked.

At this point I should like to congratulate the Director-General for his detailed and informative reports on the various items on the agenda, reports which have adequately dealt with our problems.

It is in this context that I would like to appeal to you to re-examine and increase the proportion of funds earmarked for practical activities in Africa for the period 1986-87, in view of the gravity of the present economic situation I have just described.

Economic problems and their social repercussions should not make us lose sight of the gravity of the situation caused by apartheid in South Africa and racial discrimination, both in Namibia and in occupied Palestine.

Indeed, millions of human beings continue to live under the yoke of racism and are subject to the most abject racial discrimination in South Africa, in Namibia and in Palestine.

In the Machiavellian way they have of distracting the attention of the international community and disarming it, the South African racists persist in announcing apparent reforms to make the world believe that apartheid has changed and that progress has been made, whereas, in fact their aim is to make their methods of exploitation even more subtle. So-called reforms, recently announced loud and clear, have not changed anything with regard to the foundation of apartheid, which must not be amended or modified but eradicated.

Today, more than ever, the situation is extremely explosive in South Africa, where millions of Black South Africans are less and less prepared to tolerate harassment and racist humiliation. Their exasperation daily leads to barbaric repression, which results in massacres of the Black populations, whose only crime is to demand their right to live freely in their country.

In Namibia, as in occupied Palestine, it is the same exasperation, the same revolt, but also, unfortunately, the same reprisals which are often extended into neighbouring countries.

The international community is duty-bound to mobilise its efforts to put an end to these racist practices which pose a serious threat to peace.

Mr. KNOX (*Workers' delegate, New Zealand*)—Madam Chairman, I should like you to convey my congratulations to the President on his election to the 71st Session of the ILO. I have no doubt that he will, with his ability, be able to bring this Conference to a satisfactory conclusion.

It is with much pleasure that I speak to the proposed Convention and Recommendation concerning occupational health services. It is important that the ILO continue to work for the fundamental right of workers to be protected from sickness, injury and disease ensuing from their employment.

The problem of injuries sustained at work is still a serious one, even today. According to Accident Compensation Corporation figures in New Zealand, there were a total of 107 fatal accidents at work in 1981. In addition, there were 44,269 serious workplace accidents which resulted in more than a week off work. This represents an injury rate of 33 serious injuries per 1,000 workers.

There are even higher rates in some industries. For example, there were 95 serious injuries per 1,000 workers in the mining and quarrying industry. This represents nearly 10 per cent of the workforce. There is no way that this level of injury can be justified in any industry.

For this reason, it is especially heartening to note the stress that is placed in the Convention on the prevention of injury and sickness in the workplace. Health is a precious asset to every worker and any means of reducing the risks to workers' health is to be welcomed.

It is particularly timely for the New Zealand trade union movement that the Convention and Recommendation are being introduced at this Conference. The last few years have seen a significant revival of interest in occupational health and safety in New Zealand. In fact, in the past year the New Zealand Federation of Labour and the combined state unions, representing both the private and public sector workers, have produced a major report on the state of occupational health and safety in New Zealand.

There are several points within the Convention which are of particular relevance to the conclusions reached in this report, and I wish to touch briefly on those now.

First, the Convention is explicit about the participation of workers and workers' representatives at all levels of occupational health services. This is an important principle as it acknowledges that the workers have valuable experience to contribute in this area.

In order for workers to participate fully in occupational health services, it is essential therefore that there is some kind of trade union structure which works in parallel with them.

In New Zealand, there is at present no formal system of trade union health and safety delegates or committees in place. The trade union movement believes that the introduction by the Government of



a system of health and safety delegates or committees is necessary for occupational health services to be able to work effectively.

As well as legislation, of course, it is necessary for the trade union movement to be taking a lead in the area of occupational health and safety. The trade union movement in New Zealand has, over recent years, been moving in this direction, culminating this year in the offer of a grant from the Accident Compensation Corporation for the establishment of trade union health and safety centres in the main cities throughout the country. I believe that combining this type of information centre with the knowledge and experience that workers already have will give the trade union movement the ability to improve the health and safety of New Zealand workers.

I am, therefore, extremely concerned that this principle of worker participation which is so important in the area of occupational health is upheld in practice, not just as a token measure but in a way that recognises the very real contribution that workers can make.

Article 2 of the proposed Convention reads as follows: "Each Member shall, in light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, formulate, implement and periodically review a coherent national policy on occupational health services."

There are several relevant points that this Article raises in the New Zealand context.

The first is the formulation of a coherent national policy. The New Zealand situation with regard to national policy is confused to say the least. At present, the functions of occupational health services described under Article 5 of the proposed Convention are carried out, in the main, by three different governmental departments, while the legislation covering occupational health and safety is contained in 26 different Acts and over 40 sets of subsidiary regulations.

The New Zealand trade union movement believes it would be of benefit to occupational health and safety in New Zealand if there was a planned and co-ordinated approach to occupational health and safety.

Until recently, the only attempt at establishing any national policy was done by a governmental committee called the Co-ordinating Committee for the Development of Occupational Safety and Health.

But I am very pleased with the information given to me in the last few days by our Minister of Labour, who has been present at this Conference for the past two weeks, that the committee envisaged by us is actually being set up. A top-level tripartite advisory council on occupational safety, health and welfare matters has been set up by the Government, Mr. Rodger, who is the Minister of Labour, has announced. I question, of course, whether we would have got it under the previous Government, but we have got it under this Government and it is heartening to the workforce of New Zealand to know that we will participate in this committee of representatives of the employers, the trade union movement and the combined state unions as well.

It has always been our belief that any committee of that nature should be established on a tripartite basis. We are therefore pleased to be able to report that, since the election of the Labour Government, this

committee is being reconstituted as a tripartite body, as I have just stated.

We believe that this is an important first step towards addressing the issues raised in Article 2, as it has put the mechanism in place for occupational health services to be reviewed in a comprehensive manner by a body which is representative of government, employers and workers.

Finally, no matter what mechanisms are established, they will fail to work if they are not adequately funded. As an example, New Zealand has a system of factory inspectors who are primarily concerned with the enforcement of legislation to prevent occupational injury, sickness and disease.

However, because there is an inadequate number of inspectors, the system does not work as well as it could. It is important that a system of occupational health services has the support it deserves, not as something that can be cut back in times of economic crisis but as something that is properly recognised as necessary for the well-being of the country.

In conclusion, I can only say and hope that this Convention and Recommendation are implemented in ways that will ensure their success in reducing the levels of sickness, injury and disease that workers are presently suffering from.

*Interpretation from Russian:* Mr. TSEMBEL (*Employers' delegate, Mongolia*)—On behalf of the management of the industrial enterprises of the Mongolian People's Republic, allow me to congratulate Mr. Ennaceur on his election to the Presidency of this session. We hope that under his skilful leadership this 71st Session of Conference will be brought to a successful conclusion.

This 71st Session of the International Labour Conference coincides with the celebration of the 40th anniversary of the victory over the forces of fascism and militarism. I wish to emphasise that the main lessons to be learnt from the war clearly indicate that all peoples and all peace-loving States, irrespective of their social systems, can and must join forces to defend peace. This duty is especially urgent today, because of the persistent tension which is fuelled by imperialist intrigue and the increasing threat of nuclear war.

We are deeply convinced that all the international organisations including, of course, the ILO which is one of the oldest and largest of them, must play an active part in the reinforcement of universal peace and the promotion of disarmament and international co-operation in the interests of all peoples.

It goes without saying that peace is a prerequisite for the solution of present economic and other problems. I should like to stress that the activities of the ILO in connection with the study of the questions of peace and social and economic aspects of disarmament, call for more consistent financial support. Furthermore, the ILO should have a special programme on this matter.

As is well known, the United Nations has proclaimed 1986 the International Peace Year. This must be reflected in ILO activities, and among other things, in preparations for forthcoming sessions of this Conference.

In addition to the maintenance of peace the most important task today is to defend the right to work in many capitalist countries. The steady increase in the mass of "redundant people" which is creating seri-

ous social problems in the capitalist States, calls for urgent action from the ILO. First, it must be stressed that the right to work is still not embodied in any ILO Convention despite the numerous proposals made by member States to that effect. One of the basic aspects of the question of the right to work is equality between men and women.

Very often the dynamism and progressivism of society depend on the status of women in it. We cannot talk about the enjoyment of human rights where full equality for women has not been secured. I am pleased to note that this session of the Conference is examining the important question of equality of opportunity and treatment between men and women.

In the socialist countries, where exploitation has been eliminated once and for all, women not only enjoy all rights, but also all the conditions needed to ensure that they can apply their skills in political, economic, social or cultural affairs.

A socialist society constantly endeavours to improve women's living and working conditions and keep pace with the increasing part they play in social progress.

The most important factor determining the social status of women is their participation in the work of the community. The integration of women in the production process of the community is stimulated by the way in which the socialist economy and society are organised, since each person's right to work is not only proclaimed but also actually provided for by tangible social, economic and legal guarantees. This is clearly reflected in the Constitution and other legislative statutes of my country. For example, a special section of our Labour Code is devoted to women at work. Under the Labour Code of the Mongolian People's Republic, equal remuneration for equal work is guaranteed irrespective of sex, age, race or nationality. In a number of cases, our legislation provides for additional privileges for pregnant women, nursing mothers and women with large families.

I should like to associate myself with what has been said at this session by many delegates, to the effect that one of the basic factors undermining the universal character of the ILO is its structure which dates back to 1919.

The principle of tripartism in the present sense reflects neither conditions in member States, nor contemporary international economic trends.

As always we are deeply interested in bringing about a change in the present structure of the ILO and its working methods. We are anxious to have them adapted to political, social and economic conditions in the world around us.

The administration of the ILO is using the principle of tripartism to discriminate against the non-government representatives of many member States. I should like to point out that private employers, using their majority, are blocking the participation of the representatives of socialist enterprises in the Governing Body thereby maintaining a flagrant form of discrimination which is undermining the authority of the ILO. In this connection, my delegation wishes to express deep concern about the fact that on these grounds, the representatives of the management of socialist enterprises are denied the right to take part in the activities of the Organisation as equals at all levels.

We are convinced that in the process of making the structure of the ILO more democratic, a series of measures will be adopted to give satisfaction to all members.

Recently, as one of the basic activities of the organisation directed against the socialist countries, the administration of the ILO has been using the supervisory machinery to political and ideological ends, and even making unacceptable demands for political and social structural changes in our countries.

In addition to its right to review the international standard-setting activities of the ILO, the supervisory machinery of the ILO has arrogated to itself the right to review the domestic legislation of member countries. As we all know a number of socialist countries at the General Conference in 1983 and 1984 made proposals with a view to the reinforcement and improvement of and the promotion of democracy within, the supervisory machinery.

However, the administration of the ILO completely ignored their proposals which were designed to improve the operation of the existing supervisory machinery. Indeed the Director-General, in his comments on the declaration which was made by the socialist countries regarding the situation in the ILO, categorically declined to take action to make this machinery more democratic.

I would like to point out that the standard-setting activities of the ILO, and the supervision of the observance of international standards, must be so conducted as to make allowance for varying degrees of development and differing social and economic conditions in member States.

In this connection I urge all the participants in the Conference to make every effort to ensure that a resolution is adopted with a view to the establishment of a working group to supervise the activities of the ILO as regards the supervision of the application of international standards.

*Interpretation from French:* Mr. HABIYAKARE (Minister of the Public Service and Vocational Training, Rwanda)—Allow me to join previous speakers at this august assembly in extending my congratulations to Mr. Ennaceur, Minister of Social Affairs of Tunisia, on his election to the Presidency of our Conference.

His unanimous election bears eloquent testimony to the privileged position occupied by Tunisia in the community of member States of the International Labour Organisation. For our part, were very satisfied with this choice which honours Mr. Ennaceur, his country and Africa as a whole. His great experience, his clear-mindedness, his humanitarian spirit and his fairness constitute, I am quite certain, the best possible guarantee for the success of our work.

My congratulations are also addressed to the Director-General of the ILO, Mr. Francis Blanchard, who has managed to provide at the appropriate moment an excellent Report, comprehensive and striking, which provides us with a marvellous work of reference for effective guidance in our efforts already under way to inject new dynamism into the workers' and employers' organisations of Rwanda.

Allow me to refer briefly to the problems in our country regarding the Government's policy in respect of the tripartite system of industrial relations.

The Rwandan Government recognises in a realistic and democratic spirit the principles of the right of

association, collective bargaining and tripartite dialogue in this sphere. The State of Rwanda, protector and guarantor of the fundamental and inalienable freedoms and rights of all its citizens, recognises and advocates dialogue in a spirit of patience and mutual tolerance as being the best way of achieving reciprocal understanding and harmonisation of the wishes and interests of the toiling masses.

It is for this reason that in the process of setting up the structures of the Trade Union Confederation of Rwanda, the Government constantly advises workers to move ahead prudently and firmly, bearing in mind the various factors that may affect to a greater or lesser extent the solidity of the foundations, structures and operation of their organisation.

This is the case since the purposes of a trade union organisation, to defend the interests of its members principally through collective bargaining and tripartite negotiations, must be clear and well understood. Any negotiation, to be valid and worth while, must be founded on clear and reasonable motives and seek to attain objectives that are possible and accessible. It is thus with well-measured wisdom that our Government, employers and workers must proceed hand in hand in tackling the crucial problems of unemployment and underemployment which, at a time of acute financial crisis, seriously handicap our socio-economic development efforts.

The considerable difficulties that confront us require the social partners to show a greater awareness of their collective responsibility for our future, responsibility in request of which bipartism and collective bargaining undoubtedly have a role to play.

The application of international labour standards in social development programmes represents for our country an important step forward as regards respect for the fundamental social rights of workers. In this connection, we consider that the assistance of the ILO granted in conformity with the principles of justice and equity is more than ever necessary for the member States, particularly the poorest among them, in order that they may fulfil their obligations.

At this stage in our deliberations, allow me to express my satisfaction at the undertaking made by the Director-General to make provision at a future Conference for a general discussion of technical co-operation in the ILO. I would express the wish that this discussion, in which we place great hopes, be given the necessary priority and that it arrive at conclusions enabling us to define objectively the place of each member State in the ILO's technical assistance activities and to establish new co-operation programmes that are more concrete, tangible and relevant.

Concerning technical co-operation programmes, it is important to stress the need for a judicious choice of feasible projects, in a limited number, rather than adopting numerous and often vast projects that have no future and that have only reached the exploratory phase when all obtainable and available funds have been used up.

The ILO has a record of considerable achievement in the interests of the peoples and nations of the world. However, while feeling satisfaction at certain of the ILO's achievements, we cannot mask our profound dismay in the face of the persistence of certain States in thwarting the processes of change and readjustment of the structures of the Organisation, structures which were initially designed solely in

the interests of those who are trying to preserve them to the detriment of genuine democratisation.

We would request those States, who constantly proclaim the equality of the member States of the Organisation, to be consistent and to respect the legal precepts to which they have freely subscribed.

The ILO, a humanitarian organisation, has constantly proclaimed its unswerving attachment to basic human rights and social justice. Following its example, Rwanda, a member State, unreservedly and will always condemn any form of exploitation or alienation of man by man, any form of racism, whatever its origin and wherever it may be practised. In this regard, we condemn the accursed system of apartheid which oppresses mercilessly and with impunity the fraternal Black peoples of South Africa and Namibia.

My delegation considers that the international community should wage an unrelenting battle against the system of apartheid and discourage all those who directly or indirectly provide it with economic or political support.

In expressing this wish, I would like to conclude my statement, thanking you, Madam President, and this august assembly for your kind attention.

*Interpretation from Spanish:* Mr. NÚÑEZ RODRÍGUEZ (*Employers' delegate, Nicaragua*)—On behalf of the Nicaraguan employers, I wish to congratulate the President on his election at this 71st Session of the International Labour Conference. We are confident that his rich experience will enable us successfully to conclude the important work before us.

Our delegation has read with interest the views expressed by the Director-General in his Report on the complex problems of tripartism and the socio-economic changes of our time. We would like to refer to the acute problem of external debt and its direct effect on employers' activities in my country. The economic burden which this debt represents directly affects the possibility of increasing our activities and even threatens the very existence of our economy, particularly since our country has been laid waste by foreign aggression.

In the complex world of tripartite relations, we have to define the specific role which each sector is in the position to assume more accurately. We think that a balance must be kept in society which will allow each of the protagonists in tripartism to contribute constructively to the development and progress of society.

In my capacity as delegate of the Nicaraguan employers and Chairman of the National Union of Farmers and Cattle Breeders, I wish to take this opportunity to describe various aspects of our work as employers in Nicaragua.

Before the fall of the odious Somoza regime, we, the honest and patriotic employers of Nicaragua, were busy devising an economic project of our own which would not bow to the interests of foreign concerns which only benefited groups that were selling out the country. But we had no organisation in a position to implement the project firmly and decisively and give concrete form to the aspirations of the productive entrepreneurial sectors in our country.

The employers therefore decided to set up an organisation which would be capable of coping

creatively with any problems that might arise in the future and of countering any attempt to turn back the wheel towards the past. Out of this desire to serve and defend our interests was born the National Union of Farmers and Cattle Breeders (UNAG) on April 1981.

At the present time, we have 121,675 affiliated employers in nine regional organisations, 119 municipal organisations, 328 area councils and 1,682 local boards providing salaried employment for thousands of people.

It is particularly significant that the members of our organisation provide employment for a total of 197,000 persons, increasing to 300,000 at harvest time.

We produce 54.08 per cent of the coffee exported, 95.02 per cent of the cotton and 52 per cent of the meat and account for more than 30 per cent of all Nicaraguan exports. The remaining exports are produced by state undertakings and other sectors of employers which are not members of our organisation.

The ranks of our National Union have been swelled with new members who have increased their participation in other spheres of economic activity. Day by day more members join who own commercial establishments, processing plants for cotton, coffee, sugar, rice and other commodities. So it is easy to understand that our Union currently covers far more than cattle raising and agriculture which is the predominant sector in our country.

The Nicaraguan employers are taking part in the mixed-economy project at present being developed in Nicaragua, making constructive criticisms to the Government whenever we think it is necessary and maintaining a position of openness and flexibility with the trade union organisations. Our struggle with the trade unions to reach normal labour relations has been arduous. We are trying in practice to ensure that tripartism, which is the cornerstone of the ILO, acquires real significance in Nicaragua and serves as an example for other countries.

Nevertheless, we have encountered difficulties that cannot be avoided. We are struggling to defend the interests of the Nicaraguan employers. We have renegotiated and in many cases reduced our debt to the national financial system amounting to some 500 million cordobas and the debts of employers in areas affected by the counter-revolution have been frozen. We have tried to obtain new incentives for production and have had the prices we need to maintain and extend our activities adjusted in line with production costs. In establishing and negotiating labour standards, we have clearly said that it is necessary that the workers should do a full day's work and produce more while we, on our part, have undertaken to improve the conditions of employment.

We have been victims of the criminal action of mercenary bands which are assassinating employers and devastating our countryside.

The aggression which we have suffered since 1984 has caused more than 800 victims among large, medium-sized and smaller employers, assassinated by these mercenary forces which are especially vicious in dealing with our members. More than 67 agro-industrial plants and more than 100 cattle farms and coffee plantations owned by private enterprise have been burnt down, and dozens of tractors, lorries

and machinery essential for our economic development have been destroyed.

Our organisation is politically independent but it cannot, nor should it on principle, ignore these crimes.

Nor can we ignore the fact that the trade embargo recently decreed by the Government of North America is an arbitrary action which is affecting our activity as employers.

Production in our factories and industries has been severely curtailed and we have little chance of expanding because of the scarcity of machinery, spare parts and raw materials. Many of our undertakings have no profit margin any longer and the cost of keeping them going is too much of a burden to be kept up indefinitely.

That is why we say that this is a direct attack on the development of private capital in Nicaragua and is making our situation more and more difficult.

The Nicaraguan employers firmly believe that in each country the necessary adjustments can be made to bring the economy into line with society. This means that all the producers of the national wealth should negotiate with flexibility among themselves and make mutual concessions to overcome their differences. Hence we are against any policy of intervention such as that of the Government of the United States which is imposing a trade blockage and financing mercenary bands which are murdering our people, who are struggling to emerge from exploitation and underdevelopment. For our undertakings to be a stable source of employment and social progress, we, the employers of Nicaragua, want us to be left to produce in peace.

This is our most urgent demand.

Although yesterday the Congress of the United States approved the granting of assistance to the Nicaraguan counter-revolution, which will cause greater debts and more suffering for our employers and further destruction for our undertakings, we employers of Nicaragua are in favour of peace and hard work and will never be brought to our knees. We shall continue struggling with all our strength to complete successfully our plan of national development.

May I end by acknowledging the efforts made by the ILO in favour of social justice in the world today, with a view to the development and consolidation of tripartism. We are confident that the future will demonstrate the validity and efficacy of these basic postulates.

*Interpretation from Turkish:* Mr. YILMAZ (Workers' delegate, Turkey)—Madam President, on behalf of the Turkish Trade Union Movement, I wish to congratulate you on your election to the Vice-Presidency of this year's Conference. May I also, through you offer my heartfelt congratulations to the President and other Vice-Presidents of the Conference.

Once again, this Conference is taking place at a time of increased tension and threats to world peace, in a climate of economic recession and social unrest.

As has been rightly pointed out by the Director-General, the world-wide slowing down of economic growth, the far-reaching changes in the pattern of international trade in commodities, manufactures and services, the serious balance-of-payments problem, the debt crisis, the technological revolution,

energy problems and high rates of inflation, have all contributed in different ways to large-scale redundancies, unemployment, displacement of labour, declining incomes and real wages and deterioration in other conditions of employment.

It is at this time that the delegates to this Conference are invited to discuss developments and prospects in a field that is at the heart of the ILO's work: industrial relations and tripartism.

The first point I wish to make is that workers and their families all over the world are threatened with growing large-scale unemployment and declining living standards. I believe that their problems, although differing in degree between the industrialised nations and the developing countries, have a common cause: the failure of governments to develop the institutional structure for global economic co-operation and development.

Many governments today believe quite mistakenly that by deliberate policies of weakening trade unions, by deliberate policies to create unemployment and by deliberate policies to reduce state intervention, they will promote the interplay of the so-called free-market forces to bring national economies into balance. This understanding that the free-market forces would remedy the problems as long as the market is given enough freedom have proved wrong. Problems have been aggravated.

The second point that I would like to make is that this short-sighted policy, in almost all countries, is accompanied by a ruthless attack on basic trade union rights.

For several years in succession now, the Director-General has announced that the number of complaints received concerning violations of trade union rights is constantly increasing and that the seriousness of the cases seems also to be increasing.

As has been reported by the Chairman of the Governing Body of the International Labour Organisation, the steady flow of complaints has continued over the last year and the Governing Body's Committee on Freedom of Association has been called upon to examine an average of 100 cases at each of its sessions.

In the words of the Director-General, this state of affairs is very disturbing and this flood of complaints reveals the deterioration of the situation with regard to freedom of association.

We are here to discuss the prospects in a field that is at the heart of the ILO's work—industrial relations and tripartism—at a time when all developments and evidence show that the very cornerstone of the principle of tripartism, freedom of association, is continuously and deliberately being violated throughout the world.

Can such systematic violations of freedom of association be accepted as a fact of life? And a time when such violations have almost become the rule, can one be hopeful about the future of sound industrial relations, tripartism and productive dialogue? My answer to these two questions is "no". The foremost condition to promote any sort of dialogue, the basis for any dialogue is respect for the fundamental rights and liberties of workers and this, I am afraid, is basically what is lacking today. Respect exists if the following principles are strictly observed: workers, without any discrimination whatsoever, must be able to establish and join organisations of their own choosing without previous authorisation.

Unions must be able to draw up their rules and programmes, organise their administration and activities and elect their representatives in full freedom. Unions must not be liable to dissolution or suspension by administrative action. Unions must have the right to establish and join federations and confederations and these must be entitled to affiliate with international organisations. Workers must have adequate protection against anti-union discrimination in respect of their employment. Unions must be protected against interference by employers. Unions must have the right to bargain collectively and freely on terms and conditions of employment and all other matters affecting the livelihood of the workers. Workers and their unions must have the right to strike.

I believe that these are the very principles which should be fully honoured for meaningful tripartism and productive dialogue. Failure to observe any of these principles would lead to the unfortunate continuation of failure to resolve the problems with respect to tripartism and industrial relations.

*Interpretation from French:* Mr. CAMARA (Minister of the Public Service, Labour, Youth and Sports, Mauritania)—I should like to take this opportunity to address this august assembly to congratulate Mr. Ennaceur, Minister of Social Affairs of Tunisia, on his election to the presidency of the 71st Session of our Conference.

I am convinced that this session, under his wise guidance, will arrive at conclusive results in the pursuit of the ideals of the International Labour Organisation. My pleasure is all the greater because, in the Arab and African context, our two countries have had relations for centuries now.

As he noted, Mr. Ennaceur has acceded to this responsibility at one of the most important moments in the history of our Organisation, when we must adapt its structure to our aspirations and decide on its ambitions for the two years to come. In accomplishing his mission, the President has the full support of my delegation, since our faith in the ILO is only matched by our attachment to its principles and ideals. My country is convinced that we cannot overcome the obstacles facing our States unless we promote co-operation and dialogue on a tripartite basis, and the best forum for this is the ILO.

I should also like to thank the Director-General, Mr. Francis Blanchard, and through him all his staff for their untiring efforts towards the improvement of efficiency and results coming out of our Organisation. The Report he has submitted to us is clear, and it is evident that much work has gone into it. This is why I shall not revert to it but merely inform the honourable delegates present of a few ideas in the hope of contributing to this important debate.

Economic, technological and social changes are characterised by a general slowdown in economic growth, both in the underdeveloped and in industrialised countries, as well as the failure to adapt to new working conditions and changes in the composition and nature of the labour force—all these factors have aggravated the economic crisis and unemployment and, as a consequence, tensions in industrial relations.

It is certain, as the Director-General has so rightly pointed out, that the institutions of industrial relations and tripartism constitute the forum at which we

must study and resolve our economic and social problems. All attempts to bring about improvement necessitate the harnessing of all the forces within a nation, from their inception to the implementation of development policies.

We are aware that the will for dialogue, in which there is mutual confidence, can help to solve most problems, it is for this reason that, in my country, workers participate in the running of the enterprise, through works councils, and we feel that this is an effective means. At the same time, regular tripartite dialogue at the local, regional and national levels has been institutionalised.

Constant dialogue is thus obtained. It is in this manner that we hope to develop our country harmoniously.

With regard to the ILO's activities in 1984, we are pleased to note that they covered a wide range of important areas.

With regard to standard-setting activities and the promotion of equality, we believe that the ILO should step up its activities in the developing countries, particularly in Africa. It is important that these procedures, particularly with regard to standards, should be simplified; we also feel that the elaboration of such standards requires our participation and should take more account of the actual situations existing in our countries.

With regard to the promotion of equality, it is regrettable, that with a total disregard of human values, the Zionist State continues to violate the Palestinian right to live on its territory.

My Government, aware of its Arab and international responsibilities, wholeheartedly condemns the immoral actions of this State and would like to see the action undertaken by the ILO on the Palestinian question and the occupied Arab territories maintained and stepped up.

The same applies to the racist regime of apartheid which is exploiting, persecuting and massacring the Black majority in South Africa and in Namibia. These two anachronisms of mankind should be vigorously combated and my country will constantly support any such action.

As regards the draft Programme and Budget which is before us, I think that I am not mistaken in congratulating you on the clarity and precision of the documents which have been presented to us. The Organisation's concern to reduce expenditure to the minimum is quite clear.

I believe that it is our duty to provide our Organisation with the means to implement its policies in the service of peace and social justice on the one hand and towards economic development on the other. One way of meeting this obligation is to increase assistance to developing countries.

In this context, my Government appreciates the increasing efforts being made in the direction of Africa where the difficulties are so well known that I need not dwell on them here.

As far as standards are concerned, the Organisation's expressed intention to take into account the real situation existing in our respective countries is the best guarantee that the greatest number of instruments will be applied and ratified.

With regard to women workers, I should like to recall that the majority of our countries have subscribed to the ban on discrimination with regard to employment, wages and other discriminations on the

basis of sex and we adhere to the objectives and the action of the United Nations Decade for Women.

We have demonstrated our commitment to these principles by drawing up national policies for the promotion of women without, however, having been able to put an end to discrimination.

This is because, in our societies, discrimination against women is the result of a combination of cultural, social and economic factors over which we have no control.

In order to make at least some contribution towards solving this problem, which concerns 51 per cent of our productive force, our efforts must not stop at the end of the United Nations Decade for Women. They should continue and particularly aim at providing economic assistance to poor countries in order to promote the employment of women. They must also set out to step up the application of international standards on women and the discrimination to which they are subject. Finally, they should make those directly concerned more aware, so that they assume their responsibilities.

My Government intends fulfilling its international commitments in this area, which, in any case, correspond to the values of its citizens.

With the help of the ILO and other international organisations, we have elaborated a national policy for the promotion of women through vocational training and by the means of guild chambers for the employment of women.

With these words, I conclude what I wanted to say. I know that the ideals of the ILO are dear to all of us and therefore I have no doubt that the present Session will be a success, despite any differences of views and opinions.

*Interpretation from Spanish:* Mr. FRANCO BADÍA *Secretary of State for Labour, Dominican Republic*)— I would be failing in my responsibilities and obligations to the truth if I did not make a statement before my speech which I consider is necessary and fundamental within this assembly. My public and professional life has been ruled by my respect for such truth and responsibility. The Dominican delegation wishes to place on record its energetic protest at the repeated absence of numerous delegations of countries which are Members of the International Labour Organisation who have failed to show the solidarity and courtesy and respect which we owe to each other. This is true also of many of the officials of the International Labour Office who should be present here in this room and are absent.

On behalf of the Government and the people of the Dominican Republic, whom I have the honour to represent, I have great pleasure to offering the President our most sincere congratulations on his selection to the chair of this great assembly.

Our delegation wishes him every success in his work and reaffirms its assurance that under his guidance this Conference will achieve tangible benefits for all the peoples and countries represented here.

I am very happy to bear the fraternal greetings of solidarity of my people to all the Ministers of Labour, and other delegates with whom we share our task and our experiences within this international organisation, one of the most distinguished fora and one



which has benefited from the participation of men of all races and religions, and all economic, political and social systems.

Exactly one year ago I was very proud, as an official of the Government of the Dominican Republic, and as a citizen of the world, to appear on this rostrum and tell you about the important advances achieved by my country under the strong, capable and just leadership of President Salvador Jorge Blanco, a democrat who is today considered a model statesman by Latin America and the Caribbean, and who believes in the development of peoples through freedom, democracy and work.

Allow me to say to you, the greatest and most genuine representatives of the labour force of the world, that there now exists in the Dominican Republic, for the first time in its turbulent and eventful history, total and absolute freedom of association.

There is not a single trade union subject to interference by the Government, there is not a single trade union leader in prison or in exile abroad; what is more, there is not a single labour conflict in progress, all of which demonstrates the sound policy of respectable and dignified employer-worker relations in my country and which we call the "permanent dialogue".

During the period in which I have been Secretary of State for Labour, we have recognised more than 250 trade unions and federations registered throughout the history of our country.

But our work of defence and protection is not only limited to the urban wage earners but goes much further. For the first time in our history, we are promoting trade unions amongst rural workers, who are the basic pillars of development in our country, which is an eminently agricultural country, which depends on its gold, nickel, coffee, tobacco and cocoa to cement its progress and the happiness of its citizens.

An example of the importance which we have given to this aspect is the fact that in barely 20 months an unprecedented number of rural organisations have requested and obtained recognition from the Secretary of State for Labour, constituting the greatest number of agricultural trade unions in the last 23 years; the process of the consolidation of these organisations is now under way as a result of the democratic system which is the pride of the Dominican Republic.

This policy of the trade union membership of rural workers will allow our peasants—who account for almost half of our population—to make a great leap forward because it will enable them to have access to benefits previously enjoyed only by urban workers.

Our International Labour Organisation has always promoted the harmonious development of tripartism, whereby governments, workers and employers join efforts in the search for more just forms of society which each day offer greater happiness to all their members.

This tripartism is now a reality in the Dominican Republic, where freedom of association, without any ties imposed by the respective Government, fully exists through the voice and votes of such bodies as the National Wage Committee, the National Commission on Employment, the Social Security Institute of the Dominican Republic, the Workers' Bank, the National Technical and Vocational Training Institute, the National Pensions and Retirement Funds of

Port Workers, the Social Welfare Centre of Hotel and Restaurant Workers and other institutions established by the Government of the Dominican Republic to improve the conditions of the workers and to project the achievements obtained.

Our country is a poor and underdeveloped one belonging to what is euphemistically called the Third World.

Like many other nations of the world, the Dominican Republic has therefore not been, and is not exempted from the logical clashes which characterise industrial relations in all societies.

However, this clash of interests, this interplay of positions, this permanent dialogue between workers and employers in our nation under the protection of the Constitution and our laws, under the mediation of a Government which is just and fair, provides all the protection required and deserved by the workers, without disregarding the acquired rights of employers.

This policy has meant that the Dominican Republic in the last three years has had one of the lowest indices of industrial disputes, strikes and work stoppages in the Latin American and Caribbean countries, with account being taken of the size of its population and number of existing trade union organisations.

This does not in any way mean that all the problems affecting the interesting and often turbulent world of labour have been resolved in our country or that the horizon remains unblemished for our workers by unjust gaps in our legislation.

If we want to be realistic and fair, I would not like to give such an impression to delegates at this Conference.

We have many problems still to resolve, some of which cannot be faced, precisely because in our country democracy and the independence of the powers of the State are a living reality.

For this reason, the National Congress still has before it important Bills which would fill these legislative gaps in our labour laws.

Amongst these Bills let me quote one or two to illustrate the constant concern of our Government to strengthen the labour structures upon which the peace and the development of the Dominican people are based: for example, the Bill to establish labour tribunals and the Bill to establish a new social security scheme, as well as other Bills to reform the current Labour Code.

In spite of the resolute efforts made by the Government of President Salvador Jorge Blanco to ensure the approval of these Bills, it has not so far been possible which should be interpreted as part of the process which all of us are paying for the consolidation of our democracy and for the absolute respect of independence of these powers of State.

Our small country of 6 million inhabitants and 48,000 square kilometres has just emerged from one of the most difficult, painful and dark periods in its history, that of its negotiation with the International Monetary Fund.

Over two long years, these negotiations were a permanent source of crisis and paralysis, of economic turmoil resulting in inflation and other ills which are the direct result of high foreign debts. But this period—the most dramatic which any Government of the Dominican Republic has ever had to face—is now over.

Time, which is the just measure for all things, will indicate, by the results achieved, the unpostponable nature of this painful measure. Our country, like other Latin American countries, has not escaped the rigid adjustments imposed by this international organisation.

We are a nation which God and nature have endowed with valuable resources. But our most valuable resource is man himself. Our Government is deeply concerned with the full development of man, because we have accepted the challenge of these difficult times and are sure that we shall triumph.

Simón Bolívar, the Latin American liberator *par excellence*, said on one memorable occasion that if nature opposes our efforts, we shall struggle against it until we force it to obey us.

This could also apply to the Dominican Republic at the present time, because for us, as for many men and women in Latin America, the future begins today, precisely today.

I cannot conclude this statement without referring to one of the most crucial matters which preoccupy us here at this 71st Session of the International Labour Conference: the structure of the ILO.

In spite of endless hours of work, we must sadly conclude that the American group has still not been able to establish a regional protocol.

My delegation has endeavoured to contribute to these discussions, motivated by the principle that the rotation of countries occupying seats on the Governing Body is the most politically efficient and diplomatically acceptable method. The principle of an equitable rotation is essential so that all member countries, big and small, strong and weak, may be represented on the Governing Body.

My delegation insists on recalling here and for the future that the administration is a matter for everyone and concerns everyone, the great and the small, the rich and the less rich, and that the conception of our International Labour Organisation leaves no room for privileges. Justice must be imposed; we must not forget that equality is the cornerstone of the International Labour Organisation. Along these lines, and perhaps we are being a little naive, we hope that the spirit of solidarity and fraternity which has always characterised the American region will prevail and resolve once and for all the problems which impede the conclusion of a regional protocol which will guarantee access to the Governing Body by all countries on equal terms.

We demand justice and equality for the good of the Organisation and the well being of our beloved Dominican Republic.

*Interpretation from Spanish:* Mr. VILLAR (*Employers' delegate, Uruguay*)—On behalf of the institutions representing the Uruguayan employers, I wish to congratulate the President on his election to a post which is both honourable and difficult and which he is performing so successfully.

In Uruguay at the present time there is no nationwide employers' organisation, and hence the employers are jointly represented by two bodies which cover the vast sector of private enterprise. The Uruguayan Employers' Committee for ILO-related Affairs and the Chamber of Industry of Uruguay, of which I have the honour to be Chairman.

These institutions, along with others which cover private undertakings, including the Chamber of

Commerce for National Products, have in these last few years carried out joint activities in a vast range of topics pertaining to employers' activities.

This has been a major step in bringing about a state of affairs in which tripartism, as defined by the Director-General in the beginning of his Report, constitutes a fruitful means of finding ways of overcoming the serious difficulties which Uruguay is encountering in various fields of its collective life, for example, in connection with its economic and social position.

The Director-General's Report to this Session once more contains an acute analysis of the question under discussion and, as is also customary, is characterised by a clear vision of the present problems which affect social policy and industrial relations. As one of the smallest countries in Latin America, both geographically and demographically, Uruguay has in the last few years been affected by the problems mentioned in the Secretary-General's Report as causing difficulties for economic development and social progress.

The years since 1980 have, for our country, represented a period of severe recession with grave effects on its fiscal, monetary and trading position. The great burden of our foreign debt, made worse by the need to refinance it in view of the impossibility of paying the interest on it, is combined with the consequences of a major expansion of internal indebtedness on the part of employers, both industrial and commercial and in cattle-raising and services.

Inflation, which had been gradually dwindling, has again taken a significant upturn, becoming, as the Director-General says, an economic and social scourge.

This being so, our society has been trying to reach an essential consensus on the basic values which should underlie the national life, and on the means of overcoming the negative factors. The machinery adopted is known as "national programme consultations", in which the employers have taken part and continue to take part in order to find—by what is virtually a form of tripartism—some means of giving a boost to the economy at all levels, including employment and wages. I would especially refer here to that section of the Director-General's Report which deals with tripartism and government economic and social policy.

Our national experience in this field is in full accord with the situation described in this chapter. The institutions of Government are confronted with a most difficult economic situation, in which it is practically impossible simultaneously to aim at and to attain several goals, although these goals are of course in themselves tempting enough and merit high priority; I refer to the need to reduce inflation, to increase employment and incomes and in the final analysis to achieve economic growth, fiscal balance and a just distribution of incomes, besides coping with the problems of the internal and foreign debt.

In this context, the climate of collective labour relations, influenced by the urgent need to restore real incomes, which have been seriously deteriorating in recent years, and by the trend towards an increase in labour disputes because of the needs felt by the workers and the rebirth of trade union organisations, has become a factor of great importance.

The Uruguayan employers are aware that in the past the inadequacy of our collective labour relations



structures and practices for meeting the needs for the development of the economic and social situation was an important factor which hampered the country in overcoming its difficulties.

For that particular reason, as essential partners in the social and labour dialogue, the employers have decided to make a dynamic contribution to the task of devising a system of collective labour relations which, through the exercise of tripartism and collective bargaining, both bipartite and tripartite, at all levels will help to consolidate the institutional system and give a boost to economic and social progress with a minimum of friction.

The means whereby the Uruguayan employers envisage the establishment of a system of collective labour relations such as these are fundamentally the following: affirmation of the legal order as a means of ensuring a balanced coexistence of all social groups; safeguarding of the principles which are essential to society, as enshrined in the Constitution and other basic texts of the national and international community; and more particularly, tripartism as a means for the participation and integration of social organisations in the common effort.

In the recent past, Uruguay and in particular its employers' organisations have received valuable help from the ILO in developing tripartism and in achieving a better understanding of the role of freedom of association for workers and employers. In this sense, I wish to express our gratitude for the contribution made by the direct contact missions and by the studies carried out by the Committee of Experts and by the Committee of Freedom of Association. Furthermore, the organisation in April 1982 of a national employers' seminar with ILO co-operation and assistance enabled our employers to familiarise themselves with and study the experience of tripartism and collective bargaining in European and Latin American countries with which we have cultural and emotional affinities.

The lessons we drew from these seminars will help the employers in clarifying their ideas and defining their policies as regards the practice of tripartism and their participation in the various national consultation bodies.

As regards freedom of association and the practice and standards of collective labour relations, our employers are firmly convinced of the need for the legal order of the country to provide, in a system of standards that are in accordance with the Constitution of the Republic and ILO Conventions Nos. 87 and 98, a framework within which these relations can develop, in harmony with the essential principles on which our institutional order and style of collective life are based: amongst other things, the economic system which acknowledges the part played by private enterprise, and the legal system which harmonises the interests of capital and labour and of those sectors of society, which are certainly very vast, hitherto not represented by trade unions or employers' organisations.

Hence, in Uruguay, the employers are confident that in the near future they will continue to benefit from the co-operation and technical assistance of the ILO, so that it may contribute to the establishment of legislation which will make freedom of association compatible with all the other values inherent in free and democratic societies and so as to achieve a social consensus which will overcome ideological barriers

which in fact are not in accordance with the feelings or convictions of an authentic majority of the workers and of the people as a whole and which, as mentioned in the Report, impede a more fruitful agreement amongst the workers, employers and the governments.

I have satisfaction in announcing from this rostrum that on the initiative of the employers it is very possible that in a few days' time Uruguay will ratify the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

We also welcome the initiative referred to in the Director-General's Report of organising a high-level meeting to consider relationships between commercial, financial and international monetary policies and their effects on the development of the economy and on employment, especially in the countries hardest hit by foreign debt.

We hope that this meeting will contribute to convince all governments that this is an area in which international co-operation and goodwill among nations is essential if many countries, including our own, are to overcome the adverse consequences of the situation without prejudice to the right of their peoples to enjoy a higher standard of living.

In the international as in the internal sphere, the Uruguayan employers are convinced that the objectives of economic and social development and the effective survival of democracy and essential human rights are compatible only within the framework of a productive system based on private and free enterprise and the recognition of the law as an instrument to guarantee freedom of association for workers and employers.

The Director-General's Report, we think, is a document from which certain conclusions clearly emerge, and hence we propose that this Report be approved by the Conference and congratulate the International Labour Office on the work it has done this year.

Mr. JONATHAN (*Workers' delegate, Lesotho*)  
—On behalf of the Lesotho Congress of Free Trade Unions, it is my pleasure to congratulate the President on his election to preside over this august Conference.

It is an honour and a privilege for me to present our humble remarks and comments on the 1984 Director-General's Report. It also gives me great pleasure to announce and introduce to this august gathering the newly formed federation, the Lesotho Congress of Free Trade Unions, which celebrated its first birthday on 25 May at the National University of Lesotho. The delegates who attended this first Conference numbered over 350. They were drawn from across the country and represented the majority of trade unions in Lesotho.

At this Conference a number of issues and concerns were raised and discussed at great length. The remarks and comments I am about to make revolve around a number of issues and challenges that affect us all as human beings in the world of work. We feel particularly honoured to be parties in the tripartite organisation of the ILO. It is our sincere belief and hope that the process of learning from this gathering will be based on the principle of give and take, participation and involvement of the parties concerned.

In approaching change situations, leaders explicitly and implicitly make strategic choices regarding the speed of the effort, the amount of preplanning, the involvement of others and the relative emphasis they will give to different approaches. Successful change efforts seem to be those where choices both are internally consistent and fit some key situational variables.

Patterns of action and practices are supported by socio-cultural norms and by commitments on the part of individuals to these norms. Socio-cultural norms are supported by the attitude and value systems of individuals' normative outlooks which underlie their commitments. Change in a pattern of practice or action, according to this view, will occur only as the persons involved are brought to change their normative orientations to old patterns and develop commitments to new ones. And changes in normative orientations involve changes in attitudes, values, skills and significant relationship, not just changes in knowledge, information or intellectual rationales for action and practice.

Lewi's contribution to change stemmed from his vision of required inter-relations between research, training and action in the solution of human problems, in the identification of needs for change and in the working out of improved knowledge, technology and patterns of action in meeting these needs. Man must participate in his own re-education if he is to be re-educated at all.

The following are some of the common elements among variants. First of all, emphasise the client system and his involvement in working out programmes of change and improvement for himself. Secondly, the problem may lie in the attitudes, values and the external and internal relationships of the client system and may require alteration or re-education of these as a condition of its solution. Thirdly, the change agent must learn to intervene mutually and collaboratively, along with the client, in efforts and solve the client's problem(s). Fourthly, non-conscious elements which impede problem solution must be brought into consciousness and publicly examined and reconstructed. Fifthly, the methods and concepts of the behavioural sciences are resources which change agent and client to learn to use selectively, relevantly and appropriately in learning to deal with the confronting problem and with problems of a similar kind of future.

In his Report, the Director-General addressed himself widely to these issues. He worked his Report on the premise that the world of work is being presented with unprecedented challenges. In the above overview of change, I have attempted to define change as it affects the client system and agent system. I have attempted in a humble way the variants that are essential for effecting change.

From this Report, problems and challenges that affect the worker have been brought to the forefront. These challenges are spread over the economic field and the social field. Changes in these fields have presented unprecedented challenges to the world of work.

As far as the economic field is concerned, the following factors are visible—slowdown of overall growth, especially in employment. Lesotho has a close economic tie with South Africa. The majority of our workforce is employed in the industries of South Africa. There may be a number of reasons why this is

happening. First, because of scarcity of employment opportunities, the majority of our male workforce gets employment in South Africa. Secondly, because of the high wages in South Africa our men in Lesotho prefer to work in South Africa even if there are opportunities on the home front. Thirdly, there are no industries except some small industries that employ a handful of workers, especially female workers. Lastly, because of the demand for highly-qualified people in most of our industries and services, people who are underqualified have no chance of employment.

As far as industrial advancement is concerned, Lesotho is still behind. However, a couple of small industries have been developed.

In the technological field, people's ways of life and work have been affected. There is a lot of competition in the use of technological products. However, for technological advancement, Lesotho relies heavily on South Africa. People have now adopted new ways of life and, consequently, there is a lot of mobility of people from the rural areas to urban areas where they hope to adjust their way of living and adopt the "modern standard of living". This has created a lot of problems for the country, and the seriousness of the problem of unemployment is evident from the numbers of people roaming the streets of the urban areas. Hence the Government has adopted the policy of "bringing services to the people by introducing the self-help campaigns in the villages where food for work is provided", thus curbing the migration of people from the rural areas to urban areas, because training and creation of new industries has led to mobility of labour from one industry to another.

In the field of social change there is the transformation of the nature of the labour force. Lesotho is in a particular position. Because the majority of our men are employed in industries of South Africa, our industries and public services are overwhelmed by women. Even the food-for-work programmes are overwhelmed by our women. There may be the contributing factors to this transformation. First, the consideration of men for women is rather high in Lesotho. Secondly, the Lesotho Government has adopted the policy of "equal work for equal pay".

Lesotho has entered the era of progressive educational requirements. In many jobs, especially the public services and parastatal organisations, a certain level of educational background is required. The older workers are concerned with the rate at which the young generation completes its studies at the university. In order to maintain their jobs, the older workers, especially in the government sector, are equipping themselves academically.

The consequences of change are many and cause serious repercussions on the world of work. Most of the industries in Lesotho are exported from the Republic of South Africa and abroad. These industries are employing a handful of people. The workers receive semi-training which enables them to cope with the work at hand. No proper training is provided to these people in order to adjust to the changing situation in the world of work.

On many occasions, these plants and industries close down and a number of workers are retrenched. Most of the industries are threatened by the presence of trade unions in the country. Funds for establishing these industries are foreign-imported and Lesotho is

heavily reliant on the foreign aid that comes in the form of industries. Because of inflation and the present recession, the real wages and social benefits are reduced. However, the Lesotho Government has recently increased the salaries of the public servants, teachers, and university lecturers and workers.

In order to create self-reliance, the Government has provided subsidies to the farmers (*mantsatlala*) in an effort to create co-operatives. Owing to some production of certain individuals and agricultural projects run by the Chinese, the Government has introduced trade restrictions on some agricultural products such as vegetables and eggs.

There are views that are raised in relation with the views expressed above. The first view is that the effects of the economic developments on growth and unemployment could have been less pronounced if labour costs had been kept down and workers had been more mobile. The second view is that inflation has been too cruel to both the workers and the employers.

There are, however, contrasting views. The employers' view is that they would like to accumulate profits. The trade unionists' view is that they want higher wages. The Government's view is to guide wage determination, e.g. the Minimum Wages Board in Lesotho.

As rightly pointed out in the Report, the methods that can be used to lessen these divergencies and interpretation of opinion are one of industrial relations and tripartite action.

The use of collective bargaining as a tool negotiating for better conditions of service is appropriate in many instances. This form of industrial relations is complemented by tripartism. This tripartite element comes into play whenever the Government enacts the "rules and regulations of the game" of industrial relations. This is done by gazettes in Lesotho.

Development in itself is considered to be the general introduction of technologies of production that are in advance of those used in traditional activities. This can involve major transformations in the true nature of rural development as well as industrialisation e.g. *mantsatlala*, food-for-work and labour intensive projects in the rural areas of Lesotho. The presence of multinational enterprises in the modern sector of Lesotho enhances the possibility of choosing the technology.

In coping with these consequences it is very imperative to create a more permanent structure by orientating people, especially the migrant workers, by providing them with informative re-education that would enable them to change their values and works, in order to accept the realities of change and adjust to the existing realities. The trade unions in the developing countries should be more intensified through education and training in order to prepare them for change. Self-employment should form the basis of economic stability. The informal sector should be institutionalised so that a permanent structure can be created both in the rural and urban areas. The training institutes of the developing countries should be financially supported so as to be able to deliver the goods.

Through the Director-General, we wish to express continued support and gratitude for tasks carried out by the Organisation's implementation and supervisory machinery on international labour standards.

The groundwork done by various Governing Body committees reflects an urgent need for concerted efforts towards the creation of world peace within the framework of human understanding and solidarity. The problems facing the world of today, with their complexity, whether termed economic, social or political, call for concerted efforts irrespective of our differing interests.

On this token, may I indicate that the ILO, as a long-standing organisation, with its experiences, stands available as the sole forum providing means of merging various human problem-solving ideas. Hence, this call to our attention the need to sustain its existence and us it most expediently.

Against this scenario, it may be noted that international labour standards constitute the major steps towards a healthy world economic and socio-political environment.

Above all, the very essence of international labour standards serves as a venue for consensus, establishing the will and effort to world harmony. International labour standards set a framework within which labour legislation can be affected; and most of all serve as policy guide-line to all parties.

At this juncture, it may be worth-while mentioning that the tasks lying ahead of us are still extensive and substantial. It goes without saying that we appreciate the measures taken in the areas of protecting workers' basic rights in South Africa. We further recognise the extension of educational and technical co-operation and assistance to the oppressed working people under the apartheid regime in South Africa.

Following the recommendation made by the Conference Committee on Apartheid at its 69th Session in June 1983, together with the Tripartite Conference on Apartheid convened in Lusaka in May 1984, we earnestly hope for improved monitoring and implementation of declarations and Conventions. Related to the issue of equal rights, we strongly encourage the observance of emancipation of working women and the youth. The International Youth Year and the United Nation Decade for Women marked and emphasised the significant development role these groups play in the world of work.

Having said so much, it is incumbent upon me to emphasise the importance of revising labour standards to suit them to the current problems. Furthermore, we wish to indicate the necessity of reviewing the adoption system of Conventions. This is among other things the protection of employees in the event of bankruptcy of the employer.

We honour with pride and courage the noble missions undertaken by ARTEP, JASPA, SATEP and PREALC in Asia, Africa and Latin America under the World Employment Programme. In order for us to meet and fulfil the objectives of Recommendation No. 169 and the original ideas of the Declaration of Philadelphia, major research activities should be continued. We are currently going through a phase of adverse economic conditions, created by both human actions and natural forces. We experience a period of high population rates owing to newly introduced medical methods, hence high unemployment rates. The magnitude and pressures of unemployment exert more devastating effects on the developing world.

The effects of this phenomenon are characterised by poverty, hunger and poor health. Lesotho's labour movement pledges support to the tasks of creating

higher levels of employment, through manpower planning and establishing a strong pool of labour market information. Regardless of over-emphasising some raised issues in the Director-General's Report, particular attention should be given to the rural working masses and also to the urban informal sector. As a heavily agricultural-based country and in the light of the present economic order, Lesotho's footing and prosperity lies with the rural masses. Extension of technical assistance to the informal sector is a prerequisite for expansion and alleviation of unemployment problems in the urban areas.

As one of the major labour-exporting countries in the sub-region, our concern goes to the future employment developments. It is therefore our number one priority to study and participate in the employment policy-making process with our employers and governments. In this respect, we are obliged to recommend and approve: extension and intensification of training and advisory services to rural areas; tailoring of technical projects geared towards human and material resources available in the country and rural areas; assistance to traditional craftsmen and industries; intensification of self-reliance projects and cooperatives' education in both rural and informal sectors; gaining the confidence of the multinational corporations to invest in the rural areas.

The achievement of the above measures will with all conviction bear us the fruits of viable investment opportunities, expansion of markets and alleviation of employment problems.

It is again of great importance to co-ordinate the functions and roles of both national and international institutions involved in the development of our nations. The aid-policies of the international financial institutions towards the developing world should genuinely embrace and reflect a positive contribution to sound employment policy-making targets.

The 1984 Session of the Conference marked the success and approval of the improvement of working conditions and environment. The programme of action adopted by the Conference and the activities carried out in this area during the period augmented the importance of PIACT.

With the constantly changing world of technology, man is exposed to very many unknown factors of ill health, occupational hazards and diseases. It is therefore imperative for us to undertake the tasks of safeguarding or securing the world population from these dangers. Great emphasis may be laid on the working population in their various occupations, as they are the most prone to diseases and hazards in the world of work.

Despite the volumes published on all aspects of health and safety, we request greater co-operation of all international organisations involved in safety and health-setting standards. In addition, we aspire to see continued research and intensification of educational programmes in this field.

There is an urgent need to formulate further instruments to improve and maintain health standards on occupational safety and health conditions of work and welfare facilities and, finally, on the environment and human settlement.

We hope that, in this Conference, broader scope will be taken in assessing our challenges.

Having observed the diversity and complex nature of duties lying ahead of us, we hope the efforts of

forging greater relationship with more financing institutions will be a success.

In conclusion, may I thank you for your patience and understanding in the related problems in the world of work. The resolution of these problems and challenges depends on the model you have created, that is, industrial relations and tripartism.

*Interpretation from German:* Mr. LORENZ (*Representative of the Trade Unions International of Public and Allied Employees*)—Madam President, thank you for giving me the floor and may I wish you success in your responsible post at this international forum.

Our international occupational organisation, which represents 28.7 million workers and trade unions from all social and economic systems in all parts of the world—and 50 per cent of our organisations are active in the developing countries—has with great interest become acquainted with the Report of the Director-General. It is not surprising that we have paid special attention to those parts of the Report which deal with work in the public sector and the consequences for trade unions and collective bargaining.

We regret that those sections of the Report fail to take full account of the real gravity of the situation and do not reflect the realities which confront workers in the public service. The impression is given that the labour situation in the public service is a blessed one, as if there were no unemployment, no privatisation, which leads to lay-offs and reductions in social welfare and as if the restriction of trade union rights, particularly the right to collective bargaining and the right to strike, were merely a controversial issue. These sections are contrary to the statements made at the Third Meeting of the Joint committee on Public Service whose resolutions and conclusions have been endorsed by the Governing Body.

Public service workers in Western countries are being subjected for increasing pressure due to the political, economic and social consequences of the arms race and the effects of the crisis, which have attained unprecedented proportions. They are constantly attacked and their conditions of existence are threatened.

The monetarist policy pursued by certain governments of market-economy industrialised and developing countries is leading to the elimination of entire sectors of the public service. Those public services which are essential to the life of man and society are being severely restricted and can therefore no longer satisfy needs, are inadequate or neglected.

A comprehensive strategy has been developed to privatise or reduce various public services in these countries and to restructure them entirely in the interests of transnational companies. At the same time the attack on wages, salaries, rights and the social gains of workers in the public service has been intensified. We are compelled to note with great concern that a large number of governments of capitalist and developing countries have decided on a policy of restructuring, decentralisation and privatisation of public services. A broad campaign has been launched against the public services. A broad campaign has been launched against the public sector with the aim of weakening the image of the public

service, isolating state employees, workers and civil servants, reducing personnel expenditure and making radical cuts in the financial and material resources allocated to the public service with the result that the state sector can no longer meet its responsibilities.

We should also refer here to the role of the World Bank and the International Monetary Fund with the constraints they apply that curtail state social services and reduce public services. Interference by the International Monetary Fund in the national policies of a large number of countries is not a new development. The trade unions are aware of and condemn the conditions and type of measures which accompany their loans.

The Trade Unions International considers that the problems arising on account of the crisis are not insuperable. The socialist countries have been able to solve such problems in the public service, as has been demonstrated in the discussions of the Joint Committee.

We must once again point out that as a result of the disastrous effects of the capitalist crisis in certain countries, access to public service is becoming increasingly difficult. In developing countries in particular there are very serious restrictions with regard to employment in public service. Discrimination on grounds of sex, civil status, age, race, origin, faith, trade union membership, and political and ideological convictions increasing. The number of persons in temporary, provisional and part-time employment is growing.

Our international organisation wishes to reiterate its demand for all citizens to have access to the public service without discrimination as to entry into employment, conditions of service, promotion and training. Our organisation wishes to see the introduction for employees in the public service of working, employment and trade union conditions that are laid down by law and exclude any form of discrimination. We are in favour of provisions which, as a matter of principle, do not allow for any differences in conditions applying to employment, wages, pensions and social benefits, so that work in the public service, whether on a national or regional basis, and regardless of the branch of public service concerned, should be performed in accordance with uniform principles and conditions.

Theories are put forward today concerning wage-sharing and work-sharing. New jobs are not created in this manner, but rather existing jobs are eliminated. The mass media have for some time been propagating and advertising so-called "work flexibility". Such flexibility in actual fact means a dismantling of legislation on labour and collective bargaining, provisions on work and wages, the exclusion of trade unions as representatives of the interests of workers and a campaign by the holders of capital in some countries under the slogan "a working world without trade unions".

The International Labour Office must react to these phenomena and investigate the issue of "work flexibility" particularly with regard to their incompatibility with applicable international Conventions and Recommendations.

Our international secretariat is convinced that for workers in the public service, there is a democratic way out of the crisis, unemployment and privatisation of the public services and that a new type of development can be promoted. Renewed growth in

the public services is possible if the arms race is halted and if there is a conversion of armaments' budgets and industries and if big capital, in particular, the multinational or transnational companies are subjected to stringent and effective democratic public controls in which the public service workers and their unions are actively involved.

This is what the demands of unions are directed at whatever their international leaning might be as was stressed by various of the participants in the first meeting of the Joint Committee on Postal and Telecommunications Services.

At the 70th Session of the International Labour Conference, our international trade organisation expressed its view that, given the worsening international situation, the ILO should make intensified efforts to develop activities along the lines contained in the 1981 resolution concerning the economic and social consequences of disarmament of 1981. We must once again stress this need because the international situation has not improved in any way and ILO activities of this nature have not yet been forthcoming. We also plead for an end to the arms race on the earth and its spread to space. The military use of space does not create more security but rather forces a further arms race upon us.

Our international organisation is also compelled, because of the further aggravation in the international situation, once again to endorse its view that the ILO should make greater efforts to contribute to the solution of social and economic questions involved in arms limitation and disarmament.

The public services make an essential contribution to the quality of life of all workers and public service employees are aware of the fact that it would be preferable to use the billions of dollars which are at present spent on armaments for the improvement of health, education and all those aspects which lead to a better quality of life for the population.

This leads us once again to refer to the fact that these tasks are closely linked with the objectives and principles of the ILO. The funds released by disarmament could be used to solve the major social problems all over the world. The policy of confrontation being pushed by certain forces and the accelerated arms race also run counter to the independence of developing countries and the creation of a socially just and democratic new international economic order.

In order to overcome underdevelopment, to eliminate poverty, unemployment, hunger, disease and illiteracy, energetic efforts must be made by the ILO to promote detente and disarmament and this is why we support the resolution on reduction of military spending and use of funds thus released for social development.

In the part a number of changes have taken place in various Latin American countries. Dictatorships and military regimes have been compelled to step down and democratic governments have been set up, last but not least, through the perseverance and sacrifices of the trade unions. Many progressive trade union leaders who have been imprisoned for years have once again been freed. Restrictions on trade union rights and freedoms have been eliminated and this is a process that we welcome.

In many other countries, conflicts have increased where causes are to be found in the continuous attacks on the conditions of life of the workers in the

public service. We must once again recall that for many years now the competent bodies of the ILO have been dealing with complaints of our Trade Unions International concerning violations of trade union rights and freedoms. These have not, however, led to the restoration of trade union rights in the countries concerned. We are therefore in favour of the standard-setting and supervising activities of the ILO being more greatly permeated by democratic principles. These require significant democratic changes and guarantee so that this ILO activity really corresponds to the needs of its entire membership.

We express our full solidarity with the Palestinian people and demand the immediate withdrawal of Israeli troops from the occupied territories and the recognition of the right to self-determination of the Arab people in Palestine for the creation of a free and sovereign State.

In recent months, terrorism perpetrated by the South African Government against the non-white population of the country has increased. Not a day goes by on which Black people are not arrested or tortured and killed. This is why I will call for stronger measures against the Government of South Africa in order to eliminate racial discrimination in Namibia as well, and the release of all those persons who have fought against the policy of apartheid and have for that reason been imprisoned.

We express our solidarity with the workers of Nicaragua who have to defend themselves against an undeclared war and oppose the embargo policy. We will continue to support their just struggle.

In conclusion, on behalf of our Trade Union International, we would like to say that we will continue to support the ILO in its activities which make a real contribution towards peace, democracy, national independence and social progress.

The PRESIDENT (Mrs. CARR) - I have two requests for the right of reply. I would like to reiterate the statement that was made by the President of the Conference at the opening of the session regarding the right to reply.

The first point, of course, is that it concerns the point under discussion, that had been under discussion at the time the right was asked for; secondly, that it should be very brief; thirdly, that it should be couched in terms which do not necessitate a further rejoinder; the fourth point was that it should be delivered with the courtesy common to parliaments throughout the world.

Having said that as a reminder to you, I shall now give the floor to Mr. Crespo Rodas, Government delegate, Bolivia.

*Interpretation from Spanish:* Mr. CRESPO RODAS (*Government delegate, Bolivia*)—I take the liberty of taking up the attention of the assembly for a few moments to clarify and rectify certain views put forward in the meeting this morning by the Employers' delegate of Bolivia, Mr. Illanes de la Riva.

I must say, first of all, that the present constitutional Government of its international commitments, has as one of the cardinal points of its policy tripartite consultations to solve social problems, in conformity with the prescriptions of the relevant international labour Conventions.

This morning, the Employers' delegate said that my Government had ignored dialogue between the parties which make up the labour market. That is not

the case. On the contrary, and just to give a few instances, certain employers' organisations discussed a claim recently presented by the Bolivian Workers' Confederation. They did not, however, attend the meeting of the National Wages Board, which is a tripartite body. In general, the attitude of certain employers' sectors in Bolivia is one of systematic obstruction to the economic and social policy of the Government. This attitude was accompanied by subversive action when a private enterprise recently declared a lock-out. The Government was thus faced with a very serious trade union situation.

This morning, there was a reference to trade union dictatorship. I can say that if there is a dictatorship in Bolivia, it is more a dictation by the employers. The Bolivian Employers' delegate condemned the referred to complaint by the Governing Body against the Government of Bolivia for failure to comply with Conventions Nos. 26 and 131 on minimum wages. There was no condemnation. At its session in November last, the Governing Body of the ILO, after examining the report by the Tripartite committee to study the claim submitted by the Confederation of Private Employers of Bolivia, limited itself to stating that the procedure instituted on that claim was finished. In other words, the Governing Body felt that there was no need for further action. In that case, articles 24 et seq. of the Constitution of the ILO will apply.

To judge the position of my country it is necessary to bear in mind the very serious economic position which it is going through and the origins of this cannot be attributed to the present Government, as is claimed maliciously to be the case.

Finally, allow me to make, one reflection. The private enterprise, which is now so zealous in defending the principles of tripartism, but it remained strangely silent in this and other fora at times when illegal and tyrannical systems persecuting the working class and were mocking international labour Conventions. I think this is a suitable occasion to affirm the contrary.

The PRESIDENT (Mrs. CARR)—I now give the floor to Mr. Peterson, Government adviser, United States.

Mr. PETERSON (*Government adviser, United States*)—Since the remarks of the Employers' delegate of Nicaragua departed significantly not only from the subject-matter of the Director-General's Report, and more importantly from the true facts of the situation with respect to the United States' involvement in the region, we have requested the floor so that the record of this Conference may be clear and unambiguous.

Because of the importance of Central America and the complexity of the problems there, the United States' policy towards the region has centred on four interrelated objectives. First, support for democracy—reform and human freedom in each country, including genuine national reconciliation, for respect for human rights and for popular participation in the political process, as demonstrated by open, fair, genuine elections. Second, renewal of economic development and growth in the region to address the rude socio-economic causes of turmoil and conflict and to provide increased opportunity and better

conditions of life for all segments of society. Third, security for the democratic governments of Central America to help shield them from guerrilla warfare or externally supported subversion as they develop more equitable, humane and stable societies. And fourth, support for a political solution to the conflicts in Central America by a peaceful dialogue within and among the countries of the region and for a comprehensive and verifiable regional settlement, as outlined in the Contadora document of objectives.

These four objectives of the United States are consistent with the highest ideals of the American nation. We are convinced they reflect clearly the wishes of us, the majority of the people in Central America and throughout the hemisphere.

The United States is proud to support the people of Nicaragua in their quest for democracy.

The political statement which the Nicaraguan delegate attempted to inject into this debate is an excess of the rules of the quorum of this body. The vote in the United States Congress, which was referred to, represents the growing will of the American people to resist the increase in acts of aggression of Nicara-

gua against its neighbours. It reflects our determination to assist others who are fighting for their freedom which had been promised by the Sandinistas in a revolution which has been betrayed.

With regard to the trade embargo, we took that action because we are under no obligation to support the clearly totalitarian directions which the Sandinist regime has embarked upon, and this action is in accord with customary international law.

The United States' decision to cease trading with Nicaragua is primarily intended to prevent the Sandinistas from deriving benefits from trade with the United States which would directly or indirectly support their illegal, aggressive and destabilising action in the region.

Finally, I have made the preceding points, not with an accusatory intent but to ask for the Conference's understanding that the United States' actions with regard to trade with Nicaragua are not dissimilar to the actions that many governments represented here have taken or advocated at one time or another.

*(The Conference adjourned at 7.45 p.m.)*





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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twelfth Sitting

Friday, 14 June 1985, 10.15 a.m.

*Presidents: Mr. Ennaceur, Mr. Smith*

### SIXTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION.

*Interpretation from French:* The PRESIDENT—The first item on this morning's agenda is the sixth report of the Selection Committee. I call on Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to submit this report.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR—(Government delegate, Nicaragua; Chairman of the Selection Committee)—I have the honour to submit to the Conference the sixth report of the Selection Committee, which contains only references to certain changes in the composition of Committees.

I recommend that the Conference adopt this report.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there are no objections I will take it that the Conference has adopted the sixth report of the Selection Committee.

*(The report is adopted.)*

### FIRST REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

*Interpretation from French:* The PRESIDENT—We shall now turn to the examination of the first report of the Credentials Committee.

I call on Mr. Reantragoon, Government adviser, Thailand, Chairman of the Selection Committee, to submit the report.

Mr. REANTRAGOON (Government adviser, Thailand: Chairman of the Credentials Committee)—This is the first time that I have had the opportunity to address this session of the Conference. I wish to extend to you, Mr. President, my very warm congratulations on your election to the Presidency of the Conference. My sincere congratulations also go to the Vice-Presidents of the Conference on their election.

I have the honour to submit the first report of the Credentials Committee. This report deals with the composition of the Conference and affects the situation existing on 11 June 1985, when the Committee adopted this report.

I should point out that a number of the delegates and advisers have been accredited and have registered at the Conference since that date. The most important modifications will be indicated in subsequent reports of the Committee. The report further deals with the calculation of the quorum and the questions of incomplete delegations. As regards the latter, the Committee noted with regret that there are a certain number of delegations that are so far incomplete. Some are exclusively composed of Government delegates and to date three countries have not accredited Employers' delegates. The Committee reaffirms the necessity for governments to comply with the requirements of article 3 of the Constitution that a complete tripartite delegation be sent to the Conference. The Committee also noted with concern that there is some imbalance between the numbers of advisers to the delegates of each group and, in particular, between the number of Employers' and Workers' advisers. Once again, it urges governments to take greater account when nominating delegations of the proportion in the composition at the Conference as envisaged by paragraphs 1 and 2 of article 3 of the Constitution. The Committee further reports the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the Conference at its 56th Session in 1971 and expresses the hope that governments will accord equal treatment to each of the three groups when appointing advisers to their countries' delegations to the ILO Conference. In this connection the Committee attaches great importance to the obligations of members under article 13, paragraph 2(a), of the Constitution to take into account travelling and subsistence expenses of their delegates and advisers and it trusts that this obligation will be respected for the whole duration of the Conference. I should like to draw your attention to the information contained in paragraph 7 of the report concerning the number of women delegates and advisers accredited to the Conference, which has been included in the Committee's report again this year in order to take into account the resolution concerning the participation of women in ILO meetings adopted by the Conference at its 67th Session in 1981. In conclusion, the Committee wishes to stress that its work would be further be facilitated if the credentials could reach the Office within the time-limit provided for under article 26, paragraph 1, of the Standing Orders and if all governments use the suggested form of credentials of delegates appended to the memorandum communicated to governments every year, prior to the session of the Conference, it would be particularly helpful if governments would

provide exact information on the employers' and workers' organisations consulted in nominating Employers' and Workers' advisers as well as on the organisations which have agreed to such nominations. As this report was adopted unanimously by the Credentials Committee the Conference is merely required to take note of it.

*Interpretation from French:* The PRESIDENT—As the first report of the Credentials Committee has been adopted unanimously by that Committee, the Conference is merely called upon take note of it.

*(The report is noted.)*

#### REPORT OF THE STANDING ORDERS COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—I now take up the third item on our agenda this morning—the report of the Standing Orders Committee.

Mr. Dasanayake, Government delegate, Sri Lanka, is the Chairman and Reporter of that Committee and I would ask him to present its report to the Conference.

Mr. DASANAYAKE (*Government delegate, Sri Lanka; Chairman and Reporter of the Standing Orders Committee*)—As this is the first occasion on which I have had the privilege of addressing the Conference, let me take this opportunity to offer you, Mr. President, my warmest felicitations on your being unanimously elected as President of this Conference. I also wish to congratulate the three Vice-Presidents.

I have the honour to place before the Conference the report of the Standing Orders Committee. In this report the Committee makes one recommendation for an amendment to the Standing Orders of the International Labour Conference, article 17, paragraph 6, which fixes the end of the work of the Resolutions Committee at 6 p.m. on the Saturday preceding the end of the session. This wording was drawn up on the understanding that the Conference would end on a Wednesday, whereas this year and possibly also in future years, the Conference will end on a different day of the week.

In order to meet the needs of the Conference, whatever the day of the week on which it begins and ends its session, the Committee proposes that the Standing Orders be amended to identify the day on which the Resolutions Committee must finish its work without reference to a named day of the week. The text proposed will have the effect of providing that if the Conference reverts to its timetable finishing on a Wednesday the Resolutions Committee will be required as in the past to finish its work on the last Saturday of the Conference. It therefore introduces no change of substance. It is, however, at the same time equally applicable in cases when the Conference timetable is different, as is the case this year, and it is also the case, for example, for maritime sessions of the conference. These were the only items of business before the Committee. The text proposed by the Committee was amended on the proposal of the Employers' members to include the definition of the term "working day". The amendment was then

unanimously adopted by the Committee and recommended to you for your approval and adoption. I should like in conclusion to thank all the members of the Committee, particularly the two Vice-Chairman of the Committee, Mr. Okogwu and Mr. Svenning-sen, whose co-operation led to a rapid conclusion of the business of the Committee.

I also wish to thank Mrs. Kellerson and her colleagues on the Secretariat for their assistance.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. I should now like to ask if the Conference agrees to adopt the amendment at the end of paragraph 10 of this report, which has been adopted by the Committee. I presume the Conference agrees to adopt this amendment also and I therefore take it that the report and the amendment are adopted.

I thank the officers of the Standing Orders Committee for their excellent work.

*(The report is adopted.)*

#### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The CHAIRMAN—We now go on to the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Spanish:* Mr. DELPINO (*Workers' delegate, Venezuela*)—Mr. President, let my first words be words of congratulations to you on your election and of my best wishes to you in the exercise of your functions.

In his Report to the 71st Conference the Director-General has particularly stressed the need for and importance of tripartism which has become a welcome and useful reality in this Organisation which has protected us over the last 66 years.

We have been hearing for some time some irritated attacks against the operation of this Organisation, its Constitution and even its very existence. Of course, these attacks are gratuitous and they are in conflict with history. It is one thing to seek to improve its systems, step up its action and invigorate its agreements, resolutions and Conventions, a search in which we all participate, some of us because we are convinced of such needs, and others out of impatience. But quite another thing is to try to depreciate this Organisation by trying to make it fit our own special and selfish interests.

Tripartism has proved to be the best system for dealing with the problems concerning the relations between the productive forces of a nation; the dynamic nature of tripartism has shown how efficient it can be when such problems have been aggravated by a lack of understanding. Were any one of the parties to this body called upon to recognise the excellency and the merits of this system, to acknowledge its historical usefulness and value, and even to defend its existence, it would certainly be the workers.

Three days ago on Tuesday 11 June, the Head of the Government delegation of Venezuela, Minister Antoni Pavan, made a speech to which I as the delegate of the Venezuelan workers at this Confer-

ence do not subscribe. This speech is the national expression of a political project which the Government, employers and workers of Venezuela are drawing up to tackle the social and economic crisis which is facing us all at the present time. This political project, which will undoubtedly prove successful, is the social pact which has been proposed to the country by its present President.

If this political project is to have a direct and beneficial effect on the problems and the evils which we are trying to solve it is necessary, as President Lusinchi himself has said on more than one occasion, for us all to discard our selfish and secondary interests so that the meanness which we all, in one form or another, harbour in our souls should give way to generosity and splendour.

This is a healthy exercise in tripartism on a small scale. If we agree with the view expressed at the highest world level and by the most lucid personalities, that tripartism has been the most effective generator of peace and unity in the world after the pathetic darkness of war, there is no reason to believe that the Venezuelans will fail or that other countries will fail who use the system as an adequate means for the search of possible solutions to the very difficult problems which the world has to face today.

Today our country is facing very grave problems; the most serious of them is unemployment. We have been trying to deal with it in a serious and balanced way. We know that jobs are not created by government decrees, nor can they be conjured out of a hat at the behest of or after protest by the workers' leaders or trade unions.

Dialogue and mutual understanding between the sectors of production and the bold and resolute authorities of the government are decisive factors in the economic recovery of nations. A backward production apparatus cannot be reactivated if an organised workers' group shows an inflexible attitude of class-consciousness, which during normal periods poses no problem but which during times of difficulties may constitute a very considerable and serious obstacle in the way of recovery and may even be a negative factor for the defence of the supreme interests of the country. Of course this involves sacrifices which have to be shared out fairly. And this is the point where the state representatives, conscious of and committed to this need for concertation and understanding, take measures to ensure a rationally balanced distribution of these sacrifices.

In addition to unemployment and because of the stagnation of the economy, the inactivity of the productive apparatus and the drop in the purchasing power of wages, there is our obligation to pay back our sky-high debt irresponsibly acquired by reckless leaders.

Our Government has faced this problem of the official foreign debt with seriousness and responsibility. A highly qualified technical presidential commission has just signed the terms of an agreement for the payment of this debt. The Venezuelan workers supported these registrations and this agreement because it is in our interest that the prestige and the credibility of our country should not deteriorate in the world. It is not fitting for self-respecting nations to look irresponsible and unreliable. As for the public officials involved in the operations of mortgaging the country, many of whom are simply extortioners, our people will deal with them with the instruments

which democracy and the rule of law place in their hands.

In Venezuela, there exists a democratic system which guarantees the interplay of ideas and the freedom of organisation of various political tendencies. In the same way, the Venezuelan workers and those who have come from other countries to live and work with us have the recognised and respected right to join the ranks of the trade union organisations which correspond to their political sympathies, or not to join them. This freedom makes possible the existence of a full and pluralistic trade union movement. The three universal political tendencies which exist in the world today have their trade union expression in Venezuela. The State, through its competent body, provides each one of them with proportional and fair economic aid so that they can fulfil their standard-setting and educational work. This aid is granted by the State without any counterpart being asked from the trade unions concerned. The organisations receive this assistance and they know that this is an obligation undertaken by the democratic regime to co-operate with the development, growth and consolidation of the trade union movements without discrimination and without any intention of using them for their own ends.

There are some, however, who think that the trade union movements are not in good hands and that the workers would be better represented by themselves. So these people go off campaigning boldly and adventurously and they travel to villages, towns, cities frenetically exercising their activities although they are apostles without any followers. Their audacity and daring is such that their voice reaches the halls and lobbies of this Organisation where we hear the echo of political plurality, human brotherhood and the defence of freedom.

Mr. President, I am sure that you will do an excellent job.

Mr. IMBULANA (*Minister of Labour, Sri Lanka*)

—It is my pleasant duty to extend to you, Mr. President, on behalf of the Government of the Democratic Socialist Republic of Sri Lanka and on my own behalf, warm felicitations on your unanimous election to the high office of President of this 71st Session of the International Labour Conference. You hail from a country with which Sri Lanka has close and cordial relationships, particularly as fellow members of the non-aligned movement. Our two countries are very close to each other in their approach to issues concerning the pursuit of peace and prosperity of the global community as a whole. I am convinced that the honour conferred on you and your country is richly deserved. I am also convinced that with your wide experience and wisdom you will guide the deliberations of this Conference to a most successful conclusion.

It is my belief that the ILO was brought into existence 66 years ago by humanitarians and statesmen the world over, who were alarmed at witnessing the greed for material wealth leading to ruthless competition among nations, and exploitation of man by man, eating into the very foundation of the spiritual and moral fabric of human civilisation. From that day onwards, the ILO has remained, and continues to remain, the social conscience of the world. The ILO was the first international organisation that Sri Lanka joined soon after national independence in

the year 1948. From that time our commitment to the principles and ideals of this Organisation and our support for, and active involvement in, its activities, continue unswayed.

I have read the Report of the Director-General with great interest. Part I of the Report focuses our attention of the emerging situation relating to tripartism and industrial relations in the face of recent economic, social and technological developments. The Director-General deserves to be congratulated on presenting us with an excellent study on the challenges to industrial relations institutions and to tripartism arising from these developments, and of how these institutions might be strengthened to enable them to face these challenges successfully. What makes the ILO unique among the organisations within the United Nations system is its tripartite approach to issues which fall within its mandate. This has been so from the very inception of the ILO. Labour relations presuppose the existence of three parties who are key participants in economic activity and in the development process. Reconciling or harmonising divergent or even conflicting sectoral interests among and between these parties is necessarily a dynamic process requiring continuous attention.

In Sri Lanka, a number of institutions have been set up by law to strengthen tripartism in labour relations and to enable the social partners to play a harmonious role. The most important among them are the wages boards. Each wages board consists of the Commissioner of Labour or his representative as the chairman, three nominated members to represent the public interest, and an equal number of employer and worker representatives. The wages boards are empowered to determine the minimum rate of wages, terms and conditions of employment such as hours of work, holidays, leave and rate of overtime, and thus they provide a forum for the worker and employer representatives in an industry to pursue their specific interests in a harmonious manner through joint consultations and bargaining. Thirty-seven wages boards have so far been established.

Another tripartite institution is the remuneration tribunals. There are 15 of them constituted with equal representatives of employers and employees and an odd number of nominated members who are independent. They determine minimum wages and the conditions of service applicable to employees for whose benefit the tribunals have been constituted.

The Industrial Disputes Act provides for the establishment of arbitration boards which are tripartite bodies. The workers or their representatives and the employers or their representatives have also been appointed to directorates or boards of management of enterprises, particularly in the public sector corporations. The Government in Sri Lanka maintains frequent consultations with its social partners, and I take particular satisfaction in mentioning that such consultations have always been fruitful.

Measures to further strengthen industrial relations institutions and tripartism in Sri Lanka have to be in the direction of encouraging the workers' organisations to overcome their pervasive weaknesses arising, firstly, from the proliferation of trade unions—at present there are over 1,000 registered trade unions among less than 2 million workers in the entire organised sector; secondly, from trade union rivalry; thirdly, from politicisation, in the context of a multi-

party democratic political system; and fourthly, from control by outsiders. I am convinced that the best way to encourage the worker organisations to overcome their inherent weaknesses is through intensive and regular programmes of workers' education aimed at generating among the workers an awareness of their rights and responsibilities as social partners and encouraging the leadership of their organisations to emerge from among the workers themselves.

Part II of the Director-General's Report sets out the activities of the ILO during the past year and also the programmes and prospects for the coming year. Viewed against the backdrop of declining resources, the achievements of the past year are commendable. I wish to thank the Director-General and his staff for their co-operation and assistance in the past and look forward to even closer collaboration in our common endeavours in the fields that fall within the mandate of the ILO, particularly in the field of human resources development. While supporting the proposed programme of activities, I wish to lay particular emphasis on the need to strengthen technical co-operation.

We meet at a time when the international economic situation remains a matter of grave concern, especially for the developing countries. The crisis of declining production, employment and trade was thought to have abated in the developing economies, but although a recovery was heralded, the signs have been inconsistent and uneven. High interest rates, uncontrolled budget deficits, the volatile and high dollar exchange rates and renewed pressures for protectionist measures have caused great difficulties for the growth and development of developing countries and, especially, with regard to their plans to generate employment. In an interdependent world economy, the need for us to work in harmony within multilateral institutions towards global solutions to global problems has never been greater.

In Sri Lanka, despite the inimical international economic environment, the economic policies ushered in by President J.R. Jayewardene since 1977 have proved successful, leading to a trebling of economic growth. Most important has been the reduction of the unemployment figure by 50 per cent. The creation of employment opportunities through implementation of labour-intensive development projects has been and continues to be the highest priority of our Government. In addition to satisfying the basic need of employment and honouring the human right to work, we have in Sri Lanka worked towards improving the working conditions and the standard of living of the working population. Employees' councils have been inaugurated in the public sector corporations, permitting worker participation in management decisions. We have also adopted a Payment of Gratuities Act and established an Employees' Trust Fund. An Act permitting the establishment of a Bureau of Foreign Employment in order to regularise migration of Sri Lankans for overseas employment has been passed in Parliament and the Bureau will be established within the next few weeks. The Government has taken steps to equalise wages of male and female workers.

In a situation where the economy is constantly exposed to the hostile forces of a competitive inflation-ridden world economy, it is not easy for a developing country like Sri Lanka to ward off the

depressing effects of declining commodity prices and yet to continue to maintain real wages. However, the Government has sought to overcome this danger through a consistent policy of wage adjustments linked to changes in the cost of living. The second strategy adopted has been to provide more employment and income-earning opportunities to the people to enable them to maintain higher family incomes.

It is generally accepted that consistent government intervention in the labour market through development programmes which are labour-intensive and training and retraining programmes which permit greater labour mobility will eventually result in favourable labour market behaviour that will offer more jobs to our people.

An area that merits serious attention of labour administrators in developing countries like Sri Lanka is the need to devise suitable strategies to enable unorganised rural workers to enter the mainstream of labour and social welfare.

The standard of living and conditions of work of rural workers and peasants are the least comforting. Much remains to be done in this area and there is a sense of urgency compelling labour administrators to intervene more effectively in the unorganised sector.

We are meeting here today at a time when there is an ever deepening crisis in economic, social and political stability the world over. Terrorism and widespread addiction to narcotics, with international connections and ramifications, are the most recent dimensions of this crisis. The consequent diversion of financial resources from economic development to defence and security directly and adversely affects the workers as employment-generating development projects and human resources development programmes lose the priority they deserve. The resulting destabilisation of the social and political structure is fast becoming the greatest impediment to peace and progress. This calls for concerted action by the global community as a whole. In this connection, the ILO, in its commitment to the promotion of social justice and peace, has a vital role to play.

Before I conclude, I wish to express my delegation's pleasure at the fact that this session is being honoured by the visit of Prime Minister Rajiv Gandhi of India, the Chairman of the Non-Aligned Movement, who will address the Conference on 17 June.

*Interpretation from Russian:* Mr. EVGENIEV (Chairman of the State Committee for Labour and Social Affairs, Bulgaria)—Mr. President, please allow me to congratulate you on your election to this important post and to wish you and your Vice-Presidents every success in your work.

The present session of the International Labour Conference is taking place in a tense and complicated situation, which is continuing to give rise to alarm with regard to the further development of international relations. Tension is continuing to prevail in the world, and is seriously complicating our efforts to solve the problems of the world economy. Low rates of economic development and also inflation have lead to an unprecedented level of unemployment in the developed capitalist countries, where alone the registered number of unemployed is now roughly 30 million. The negative phenomena of this crisis are being used by monopolies in order to attack the acquired social rights of the workers.

The current period is exceptionally complicated for the vast majority of developing countries—External debt at the present time has reached the gigantic level of \$1 trillion.

An important role in solving the acute problems of the contemporary world must be played by the United Nations, which was created at the end of the Second World War, and whose 40th anniversary is being celebrated this year. The International Labour Organisation is also called upon to play an important part in development of international co-operation, the solution of social and economic problems, and protection of the rights of workers in the interests of their organisations.

The part of the Report of the Director-General dealing with industrial relations and tripartism touches upon not only a number of important problems connected with the activities of this Organisation but also, more generally, questions regarding implementation of social policy in the member States of the ILO.

Unfortunately, the basic idea of this Report concerning the introduction and confirmation of the principle of tripartism as a form of co-operation in the field of labour and labour relations has been developed, in our view, without taking sufficient account of the realities of the modern world. In the Report of the Director-General, co-operation based on the principle of tripartism is not considered from the viewpoint of the modern world but is interpreted in the sense in which tripartism was understood when the ILO was founded, when the founder members only took account of their own socio-economic system. The Report fails to take sufficiently into account the dynamic changes that have occurred and social and economic realities in the member States of the ILO since the Second World War, when dozens of countries, formerly colonies, set out on the road to independent political and social and economic development. It is for this reason that a number of statements made in the Report call for substantive comment and in this connection I should like to make the following observations.

First, the conclusion emerges from the Report that tripartism as it was understood in 1919 is the basic and even the only form of achieving dialogue and harmonisation of the interests of the parties concerned. This expression in absolute terms of a single form of social dialogue is in contradiction with the very idea of a constructive exchange of ideas and views, and is not in conformity with the principles of universality of this Organisation. Moreover, tripartism is not in a position to cover a number of social and economic phenomena such as labour relations with civil servants, workers in co-operatives and workers' self-management.

Secondly, there is even less justification for considering tripartism, as it is viewed in the Report, as the necessary and only prerequisite for democracy. The promulgation of tripartism in accordance with social relations under the conventional capitalist form of production as the universal precondition for democracy, in any society and at all stages of development, is unjustified. This form of tripartism no longer exists even in the contemporary capitalist world. It can exist even less in its conventional form in the young developing countries.

The interpretation of tripartism given in the Report in essence excludes the possibility of combin-

ing the different forms of dialogue which have been elaborated in a number of countries in the process of their social and economic development during the period that has elapsed since the Organisation was founded.

In referring to issues related to tripartism we would like to dwell on democracy, a basic element in our system of social and economic management. The essence of socialist democracy is conditioned by a number of social, economic and intellectual factors. Public ownership of the means of production, the absence of antagonistic contradictions, the union of classes and social groups, and the socio-political and philosophical unity of society, all serve as the foundation of democracy, and define its nature and tendencies. The machinery for the functioning of the social system provides for broad-based participation by government representatives, workers, directors of enterprises, local self-management bodies, scientific and social organisations in solving social and economic problems. This creates the necessary conditions for further development of the social and state foundations of this system of management and assures not only tripartite but even fuller representation of the social partners in the decision-making process. For this purpose collective management bodies have been set up and are functioning in enterprises. This form of involvement of all parties in the discussion of problems and in the decision-making process is being introduced to an increasing extent in our country. This is the principle underlying the activities of the Committee for Labour and Social Affairs and its local public management bodies.

With regard to the Part II of the Report, our delegation wishes to observe that until now the ILO has not adopted appropriate measures in order to democratise the existing supervisory machinery. I would like to remind you that at the 70th Session of the International Labour Conference more delegations spoke in favour of this idea than delegates who spoke in favour of maintaining the existing supervisory machinery. It is quite obvious that the interests of the workers and the Organisation itself require continuing dialogue on improving the supervisory machinery. It is necessary to adopt specific measures in order to examine and elaborate upon the various proposals for improving the activities of the ILO in this field. Our delegation would once again like to emphasise the fact that the supervisory machinery must first and foremost promote the introduction of international labour standards and fruitful exchanges of experience in the standard-setting activities of the member States of the ILO. It should in no instance be used for invidious political purposes or for interference in the internal affairs of individual socialist or other countries, as for example in the case of the Polish People's Republic, which was the reason for this country's withdrawal from the ILO.

The Declaration of the socialist countries on the situation in the ILO, which was submitted to the Director-General of the ILO at the end of March this year and of which the People's Republic of Bulgaria is a co-sponsor, pointed out a number of other shortcomings in the ILO's work. We believe that these insufficiencies are responsible for diverting the Organisation from the achievement of its fundamental goals. In order to overcome these shortcomings effective measures should be adopted and support be

given to the constructive proposals contained in the Declaration. One of these measures is the development of European co-operation, which concerns the participation in the Organisation of a large group of countries with different social systems from the European region. In our view, the ILO's activities in the region are unsatisfactory and are not fully in line with the requirements and interests of individual countries, and the Final Act of the Conference on Security and Co-operation in Europe held ten years ago in Helsinki. The principle of universality in the Organisation's activities requires that the ILO take account of the interests of all regions, including the European region. On the other hand, with regard to this region, East-West co-operation must be more clearly developed, taking into account the fact that in Europe there are a number of socialist States whose historical path of development and wealth of experience in solving major economic and social questions could be useful for other countries. A definite contribution to promoting and intensifying the ILO's activities in the European region could be made by consistent implementation of the decisions of the Third European Regional Conference as well as the inclusion in the programme of the ILO of the proposals made by the socialist countries concerning the creation of a European Advisory Committee. We would also like to express the hope that the holding of a Fourth European Regional Conference will exert a positive influence on the development of European co-operation, and it is important that preparatory work for this Conference should be started up in good time.

This session is giving consideration to problems relating to occupational health services, the safe use of asbestos and equality of opportunities and equal rights for men and women in regard to employment. These are specific questions and we believe that they are of great significance for the ILO's activities. Other subjects to be discussed include the serious and dangerous consequences of the policy of apartheid being carried out by the Republic of South Africa as well as the tragic situation of the population of the Israeli-occupied Arab territories. These questions require serious attention and our delegation very much appreciates the efforts being made to solve the vitally important problems faced by the workers in the light of the humanitarian constitutional aims of the International Labour Organisation.

The 71st Session of the International Labour Conference is taking place in a year when countries around the world are celebrating the 40th anniversary of the historic victory over nazism and fascism—a victory achieved at the cost of enormous sacrifices, a decisive role being played by the Soviet Union and its armed forces. In view of the lessons of the past, the struggle of all the democratic and progressive forces of the world must be directed towards preventing aggressive circles from unleashing a new war and destroying what has been built up by the creative labour of the workers.

In these circumstances the ILO cannot stand aside but must find ways to make a greater contribution to the cause of preserving peace, curbing and halting the arms race, and must promote the adoption of realistic disarmament measures and effective solutions to the social and economic problems of the workers and their organisations.



*Interpretation from Arabic:* Mr. AL-JUMAIRY (Government delegate, United Arab Emirates)—In the name of Allah, the Merciful, the Compassionate. First it is a great pleasure for me to congratulate, on behalf of the United Arab Emirates and on my own, my colleague and brother Mr. Mohamed Ennaceur, the Minister of Social Affairs of Tunisia, on his election to the presidency of the 71st Session of the International Labour Conference. We, who know him well through his active role in Arab affairs, are proud to have him preside over this important conference. This in an honour bestowed not only on his own fraternal country, Tunisia, but also on its President, Habib Bourguiba, the leader of modern Tunisia. We are fully convinced that the Conference, thanks to his wisdom, patience and leadership qualities, will achieve its objectives. It is also a great pleasure for us to congratulate the Vice-Presidents on their election.

Since the beginning of the 1980s the world has been confronted with a great many difficult problems. The atmosphere of political uncertainty, declining rates of economic growth and increasing unemployment are but a few of them. International indebtedness has increased, and the prices of the exports of Third World countries as well as their share in international trade have declined. There are also difficulties in the dialogue between the North and the South, as well as spreading drought and famine in certain countries and growing numbers of refugees, not to mention armed conflicts in all parts of the world. These problems, which have been affecting the world for a number of years, are a challenge to today's people and societies. For this reason, it is the duty of all States and international organisations to join their efforts to face up to these challenges and reduce their impact, in a civilised manner consistent with conditions in the 1980s. This Organisation therefore has a major role to play in attempts to achieve world peace, through its efforts to provide social security and secure effective technical co-operation as well as through attempts to improve its structure in a manner that will help to meet today's requirements, namely the effective participation of all member countries, on an equal footing, in all the organs of the Organisation with a view to enabling them to take part in the programme activities of the Organisation and ensuring that greater benefits are derived from such programmes.

Given the current atmosphere of international uncertainty, it is quite appropriate for the Director-General to address the question of industrial relations and tripartism in Part I of his annual Report. This implies dialogue between the social partners involved in production. At present we are in dire need of that dialogue because today's dialogue is evidently based more on exchanges of bullets than exchanges of words. Therefore, there is an urgent need to establish a constructive responsible dialogue with a view to the solution of the problems posed by labour relations and other social questions. Not only is the Report appropriate and timely but it is also sound and interesting as well as comprehensive. It reviews developments in the spheres of industrial relations and tripartite consultations, as well as problems posed by structural changes and the role of industrial relations machinery in the solution of such problems. In addition, the Report also examines the effects of economic changes, future prospects and the

role to be played by the International Labour Office in this respect. We agree with the Director-General on the importance of dialogue between the partners involved in production and on its role in strengthening co-operation and improving industrial relations. In this connection we wish to thank the Director-General for his valuable Report and proceed with a brief review of the main features of industrial relations in our country.

First, labour relations in our country are based on a policy which is aimed at guaranteeing the rights of workers and employers alike. Our objectives are to ensure a measure of stability in respect of labour, improve the working environment and make work more human.

Second, Federal Law No. 8, 1980, governs labour relations and provides for ways and means of settling labour disputes through dialogue, in four stages. Firstly, negotiations between the parties concerned; secondly, mediation through the appropriate government machinery in the Ministry of Labour; thirdly, conciliation through committees comprising representatives of the workers and employers as well as two government delegates; and fourthly, the Higher Arbitration Committee which is headed by the Minister of Labour and comprises, inter alia, a judge from the High Federal Court and a labour expert. This Committee is in fact the last recourse for the settlement of labour disputes and its decisions are final.

Third, there are other characteristics which are specific to labour relations in my country, such as the participation of representatives of the workers and employers in conciliation committees. The labour legislation of my country guarantees the right of workers to participate in such committees and prescribes a specific time limit for the settlement of labour disputes in the interests of both parties—committees for the settlement of labour disputes have full powers to review all documents pertaining to the differences in question. Furthermore, there are statutory rules and regulations governing the procedure of arbitration in labour disputes. Committees established for this purpose apply labour legislation as well as other laws governing labour and industrial relations.

As I have just indicated, labour relations in my country rest on a sound, legal basis and governed by specific rules under special instruments and institutions which protect the interests of both workers and employers.

Part II of the Director-General's Report covers the activities of the ILO during 1984. In this connection, I would like to draw attention to two subjects. First of all, I would like to stress the need for the International Labour Office to implement the two Arab projects concerning the development of employment and labour management, in co-operation and co-ordination with the Arab Labour Organisation. These projects have been approved by both Organisations and my delegation calls upon the Governing Body and the Director-General to secure the necessary financing for their implementation.

At this point I would also like to stress our satisfaction with regard to the decision adopted by the Governing Body in February 1985 to exclude Israel from participation in the activities of the Asian Regional Conference. We welcome this practical and objective decision, and wish to thank the Asian



States Members of the Organisation for their determined stand in support of our attempts to settle this question. The group's position was truly honourable and reflected a spirit of solidarity and responsibility. We are fully convinced that this is the spirit which will prevail in the future.

In addition to his first Report, the Director-General submitted a special Report on the implementation of the declaration on apartheid in South Africa and another Report devoted to the mission which was sent out by the International Labour Office to examine the situation of Arab workers in the occupied territories. We wish to thank the Director-General for his efforts in this respect and all the efforts that have been made in support of the principles of freedom and dignity. More specifically our delegation wishes to reiterate its support for the fraternal people of the southern part of the African continent and calls for greater assistance to the African workers in the southern part of that continent.

Our delegation would also like to stress the need to implement and follow up the Recommendations contained in the resolutions adopted by this Conference concerning apartheid in South Africa.

As to Appendix III to the Director-General's Report, on the situation of Arab workers in the occupied Arab territories, despite the many shortcomings, such as the failure to take certain factors into account, the Report nevertheless points to the deteriorating living conditions to which Arab workers are subjected in the occupied territories. The Report presents a number of tragic facts, such as the pressure which is exerted in respect of water resources and the denial of the right of Arab citizens to use water resources; the rising rate of unemployment; the constant restrictions imposed on the general freedoms of Arab workers and the violation of their right to express their views and organise; and wage differentials of more than 50 per cent in some cases between Arab and Israeli workers. What is worse is that under the social security system applied in that part of the world the workers are required to contribute without being entitled to benefits. These and other similar practices are being perpetrated in disregard and isolation of the Recommendations of the ILO mission which pointed out that they constituted flagrant violations of international labour standards and all international laws and resolutions.

Israel's policies and practices which violate the Conventions, agreements and resolutions of this Organisation call for immediate, resolute action on our part. I believe that the time has come for us to take a decision that goes beyond mere condemnation with a view to exposing Israel's repressive policies and practices to world public opinion and opposing them. In addition, my country's delegation urges the Organisation to continue to implement the resolution of the Conference by sending annual missions to the occupied territories to investigate the situation of the Arab workers.

In this connection the measures taken by the International Labour Office should in our opinion be more effective, that is to say the mission should be undertaken at an earlier time so that its report may be sent out to member countries in due time.

I also would like to urge the International Labour Office to increase the technical assistance to Arab workers in the occupied territories.

Lastly I would like to wish this Conference every success.

*Interpretation from Arabic:* Mr. GIBRANE (Minister of Social Affairs and Labour, Syrian Arab Republic)—Please allow me, Mr. President, to extend my congratulations to you for the confidence bestowed upon you by this Conference by electing you to the chair of this session, whose importance is capital, judging by its agenda.

This trust is an honour not only to your person and to your high scientific and moral merits, but an honour to the entire Arab and African group and to your country, Tunisia.

I have the pleasure of being able to state that our sincere and continuous co-operation with the International Labour Organisation and its committees and with the International Labour Office is one we would like to intensify in the future. The Conventions adopted by your Conference are fully applied and respected, for the benefit of the workers in my country within the limits compatible with our sovereignty and with our social and economic system.

Syria has followed a very clear development strategy. We are applying an integrated long-term process to build the future in a programmed fashion and to devise basic economic structures for society, in order to increase the income of the individual, promote social justice and meet the growing and diversified needs of man—in other words, to improve the individual's fate morally and materially.

Labour and the workers have always been taken particularly into consideration. Our Constitution glorifies work and the worker. We resist exploitation and are broadening the field of labour and employment opportunities in order to cut the grass from under the feet of all parasites and all exploiters. Our general economic strategy regards collective labour as a scientific and popular political movement where underlying energies are at work in order to bring about radical changes in the edifice of society. We have put this into practice in our five-year plans and in our annual social and economic plans, and we have given the working class its true role in society, since it is one of the fundamental sectors of our people; it is the working class that has the greatest interest in the building of a modern nation.

The fight against illiteracy, the training of workers, the enrichment of vocational training and education, the creation of housing, have been fundamental steps in the strategy for the socio-economic promotion of the active forces of our population. We are making efforts to achieve full employment in all fields of activity in order to bring about the complete elimination of unemployment, whether open or disguised, and to put into practice one of the basic principles of our Constitution—the right to work for all citizens on an equal footing.

Our working class understands the distinctive role it is playing to speed our march on the path of socialism and progress and bring about greater benefits for the masses. It contributes, through its democratic trade union organisation, not only to the preparation of political decisions but also to managing material production through the bodies which assume direct responsibility for production management. We must point out that our Constitution provides that half of our Parliament must consist of workers and farmers, so that our working class can

thus play its true role in policy management and supervision of the application of policy.

Syrian women have secured rights equal to those of men in all fields. They exercise their responsibilities at every level without discrimination. They have even obtained additional rights as regards maternity leave, longer holidays with pay, protection of health and exemption from certain arduous jobs.

We understand very well that socio-economic progress is a long process and that many difficulties are involved. There are internal difficulties which can be solved, but there are also severe external difficulties which are the result of the constant threat to our existence from American imperialism which is spreading towards our countries through the Zionist entity which is its extension. We are therefore compelled to divert a great deal of our wealth to meet this threat, wealth which would otherwise go to creative activities and the conservation of our territory and our civilisation.

The area of which we speak has not known peace for about 35 years. This is a fact which has negative repercussions on the standard of living of our populations and the conditions of life of the workers. Our country has time and again fallen victim to aggressive expansionist wars waged by the Zionist entity supported by American imperialism. The territories of Syria and other Arab regions remain occupied by the aggressor and the danger of aggression and expansion continues to exist from what is known as "greater Israel", which extends from the Nile to the Euphrates. This has been demonstrated by the invasion of Lebanon, during which tens of thousands of victims were immolated and the Lebanese economy was destroyed, and by the creation of settlements in the occupied Arab territories.

The leaders of the Zionist entity ceaselessly and arrogantly proclaim their territorial ambitions; and they have not yet said what frontiers they want to reach.

The Minister of Foreign Affairs of the Zionist entity replied to a question concerning frontiers by saying that they were laid down in the Bible. This means further wars of aggression, further territorial expansion, further threats to the lives and wealth of thousands of Syrians and Arabs.

Our country wants a just peace throughout the world, based upon the principles of the United Nations Charter and its decisions. It refuses to bow before the aggressor and the occupants and rejects all compromise solutions. It considers that peace cannot be achieved as long as the Palestinian people do not enjoy the right to self-determination, until they can create an independent state on their own territory, and until the Zionist entity has evacuated all Arab territories. The international organisations, including the ILO, have condemned the Israeli aggression. We condemn the United States for its support of the Zionist entity which, without help from the United States, could not have continued its expansion, aggression and threats to world peace and security in defiance of the world community.

Our Conference must reconfirm this condemnation and demand the application of all its resolutions. Our Conference is being held in international circumstances that bode ill for détente. On the contrary, the circumstances are full of tension; there is an intensification of the arms race; war is threatening in every part of the world. We must stop the arms race

which American aggression wants to bring as far as outer space. Consolidation of peace, the stoppage of the arms race, the diversion of the billions which are spent for armaments towards assistance to the millions of unemployed, the abandonment of colonialist policies—all this is an integral part of our obligations and of the competence of the International Labour Organisation.

I have been able to glance rapidly at the Report of the Director-General of the ILO, which reached us only a few days before our departure for this Conference. I was particularly interested by the topics of industrial relations, changing technology and work content, and the concern expressed at socio-economic developments in the world.

Although we appreciate the role of the ILO in these areas, we also have to highlight what the Report says concerning the workers in the occupied Arab territories. This Conference must confirm the resolution of 1974 concerning the policy of discrimination, racism and violation of trade union rights practised by the Israeli authorities in Palestine and the other occupied Arab territories and the resolution of 1980 concerning the implications of Israeli settlements in Palestine and other occupied Arab territories in connection with the situation of Arab workers. What are the solutions which the fact-finding missions have enabled us to find? We must seek effective means of applying these two resolutions. We must stress the fact that the racist and fascist acts of the Zionist entity in the field of labour and in the educational, cultural and health spheres, as well as the violations of human and civil rights, cannot be discussed merely from the viewpoint of the violation of the international labour Conventions by which the entity is bound, but also from that of the United Nations Charter, the Hague Convention, and the Geneva Convention of 1949, because the presence of this entity on our territory is an act of aggression and usurpation. The violation by the Zionist entity of the United Nations Charter, of the Geneva Convention and of human rights, and its flouting of the rules of international law are obvious to everyone. The State of Israel still occupies Palestinian, Syrian and Lebanese territories. Its murders and deportations are on the increase. It is altering the demographic composition of the territories, denying the legitimate rights of the Arab Palestinian people to determine their future and construct their State on their own territory. Condemnation of the Zionist entity should lead to the loss of its right to take part in our Conference. We must therefore seriously study how we can implement United Nations Resolutions, the Geneva Convention and the two resolutions adopted by this Conference in order to achieve the objectives of the ILO Constitution which states that peace can be built only on the foundation of social justice.

From this rostrum I should like to express our admiration for the Lebanese national resistance movement, which is resisting Israeli occupation with great heroism in spite of the ferocious nature of that occupation, and which is waging an arduous and bitter combat against that occupation and against those who are in the pay of the occupier in order to defend the unity of their territory and people and their own legitimate national sovereignty.

In this connection we wish to confirm what has been said by the international community, namely

that the Arab people has every right to use every means of combat in the occupied territories.

We also condemn the policy practised in South Africa and Namibia, we denounce the economic blockade of Nicaragua and support the struggle of these peoples for their political, economic and social liberation.

Finally, we express our appreciation to the ILO for the efforts it has made, but would like to point out that it must take into consideration the existence of the rights of peoples to development, to participation in the ILO, given their importance. We are also thinking of the group of socialist countries; their role in the ILO is increasingly effective and its outcome is increasingly positive.

The ILO must play a global role. We can only express our concern at the present system which gives the impression of having deviated from the path it should follow. The system needs to be revised in order to ensure proper representation within this Organisation. The structure of the ILO and its methods of work must also be revised if it is to live up to the economic, political and social realities of our times, to achieve positive international co-operation between all parties, and to implement the objectives of our Constitution in the interest of all peoples, of all States, without discrimination of any kind.

Mr. TABANI (*Employers' delegate, Pakistan*)—I take this opportunity to extend my heartiest congratulations to you, Mr. President, on your unanimous election to the presidency of this Conference. I am fully confident that under your able guidance, the work of this Conference will be conducted smoothly, and yield fruitful results. I also wish to congratulate the three Vice-Presidents on their unanimous election which was a token of the confidence that they enjoy in their respective groups.

The Director-General and his able staff have prepared a comprehensive Report for this 71st Session of the Conference, including account of the activities of the Organisation during 1984. The painstaking efforts devoted to the preparation of this Report deserve our appreciation and commendation. The Report should provide a good basis for discussion during this session.

The challenges and problems posed by technological, social and economic developments are identified in Part I of the Report. Reference is made to the possible effects of such developments on society.

It has been pointed out that the general rate of economic growth has been slow, particularly in terms of employment; industrialisation has made rapid progress in some developing countries, while in many others industrial production has declined, important industries have been decaying and some have even closed down.

There is no doubt that international indebtedness has adversely affected all developing countries. The World Bank estimated the external liabilities of developing countries at \$810,000 million in 1983. There is little need to embark upon a lengthy discussion of the economic and financial events which led many developing countries to the brink of bankruptcy. The most important event, however, has been deep economic recession in the industrial countries and the resulting decline in world trade.

The Director-General in his report has chosen not to advance ready-made solutions to the complex

problems of adjustment, but to deal "with the manner in which adjustment, restructuring and related policies are established and to centre on the theme of dialogue through the institutions of industrial relations and tripartism."

The Report very lucidly shows how the institutions of tripartite dialogue can minimise and even overcome contradictions between the revival of economic activity, the redressment of balance-of-disequilibria and inflation control on the one hand, and equity, employment opportunities and decent living standards, on the other. The Director-General correctly pointed out that industrial relations and tripartism are the very spirit of democratic decision-making and constitute the basis of a democratic social order. We endorse this view. It is certainly worth a try.

The Report also indicates that economic growth is much slower now than in the 1960s; indeed, in certain countries overall production is actually declining. The inflationary methods and monetary policies adopted in highly industrialised countries have adversely affected the developing countries by reducing their growth rates and increasing unemployment.

When historians and other observers look back, 50 years from now to the 1980s they will, no doubt, compare the current technological revolution to the industrial revolution of the 1800s. Even though, in a typically human fashion, we are becoming used to new technology and even taking it for granted, the fact remains that we are witnessing and living through a miraculous period in the history of mankind in terms of technological achievements such as the exploration of space, computerisation, miniaturisation, to say nothing of advances in medicine and related surgical methods, such as the artificial heart. These are truly wonderful advances that will enrich the lives of people everywhere. In economic terms, the application of new technology generally results in higher productivity and faster aggregate economic growth.

But what will historians write about the developing countries? The Director-General's Report discusses the sale of simple manufactured goods from developing countries (such as clothing, footwear and other products) on the markets of industrial countries. Pakistan believes that unless the industrial countries open up their markets and abandon protectionism against imports of simple manufactures from the developing countries, the problems of growth and employment in the less developed or underdeveloped countries will remain unsolved.

A continuation of the present international situation could result in the resurgence of extreme protectionism. At the national level, protectionist policies are often welcome to help tide over what most economists view as an abnormal situation. However, protectionism tends to adhere to Newton's Third Law, in the sense that action by one country is usually followed by counter-measures in other countries. And it may take years of negotiations to restore the former degree of free trade, even when protectionist policies are conceived as merely interim measures.

Furthermore, the satisfactory solution of the problems encountered in ensuring continued growth and a high level of employment in the industrial countries is in turn dependent on higher employment levels in the less developed or underdeveloped countries. A con-

structive dialogue between the North and South is therefore a matter of basic necessity as is the case at the national level. May tripartism be applied at the international level, as is done so wisely at the national level.

We are happy to learn from the Director-General's Report that the ILO is considering a high-level policy meeting, at the international level, for both developing and developed countries. Such a meeting would help to bring into focus the results of financial and monetary policies in terms of international trade and their impact on employment and poverty. We support the view that the proposed meeting should attempt to promote the introduction of the principle of tripartism into international discussions on economic policies.

The activities of the ILO during 1984, as presented by the Director-General in Part II of his Report, are noteworthy. The ILO's standard-setting activities were reviewed at the 70th Session last year, and future policy and a plan of action in this field were laid down. As a result of this plan of action, the total number of ratifications stood at 5,167 on 31 December 1984. It is gratifying to note that while denunciations remained unchanged, 30 ratifications were registered by member States.

During the year, the representatives of the Director-General established direct contacts for promotional activities in matters connected with ILO standards. Fellowships were granted and seminars were held in various countries.

I am pleased to inform you that this year the Employers' Federation of Pakistan held two seminars on ILO standards—one at Lahore and the other at Karachi—which elicited considerable interest among employers in Pakistan. As a result, we plan to organise more such activities in the years to come.

Pakistan believes in equal rights and has always supported the action of the Director-General with regard to the application of the Declaration concerning the Policy of Apartheid in South Africa.

As regards ILO activities for the promotion of better working and living conditions for women workers, we are equally concerned, as more than half of the population of our country, as indeed of the world, consists of women. The federal budget of our country for the fiscal year 1985-86 provides for nearly a twofold increase in the allocation for the Women's Division in the Government, to improve literacy among women, improve their health conditions, and prevent infant mortality. Under the PIACT programme, we have sought assistance with a view to holding two seminars on working conditions and welfare facilities for women workers in the last quarter of this year, one at Karachi and the other in our federal capital, Islamabad.

The employers of Pakistan are conscious of the problems confronting emigrant workers and fully share the Director-General's concern to overcome them. Declining oil prices and slackening development plans in the oil-producing countries have adversely affected the overseas employment opportunities of our workers. Both the Government and the private sector in Pakistan have launched schemes to train returning workers in advanced technologies in an effort to maintain the level of overseas employment and thereby maintain the flow of foreign exchange remittances from abroad which is vital to growth and employment in our country.

During the period under review the Bureau of Employers' Activities in Geneva, has, as usual, been very active and surpassed its achievements of the previous years. From budget proposals, it can be seen that the various activities of ACT/EMP are largely covered by financing from sources like DANIDA, NORAD, and SIDA, etc. We wish to thank these agencies for their support to ACT/EMP. However, we note with concern that adequate funds from the regular budget are not available to ACT/EMP. We are sure that with greater resources ACT/EMP could assist the employers' organisations to further expand their activities, and thereby ultimately improve the social and economic well-being of the workforce.

I wish to state that we have received considerable support from the ILO through the Bureau of Employer's Activities, which gave us the opportunity to hold seminars on working conditions, occupational safety and health, and workers' welfare. The first symposium ever on the role of multinational enterprises was held in Karachi recently. I have every hope that with the co-operation and technical assistance of the ILO and its agencies, the Employers' Federation of Pakistan will intensify its activities in the years to come.

*Interpretation from Chinese:* Mr. SHA YE (*Employers' delegate, China*)—It is a great pleasure for me to be here today, attending this session of the International Labour Conference on behalf of the directors and the managers of Chinese enterprises. Allow me to extend my hearty congratulations to you, Sir, on your election to the Presidency of the Conference.

An important subject for discussion at this Conference is the impact of profound technological change on both industrial relations and tripartism. This is also a matter of great concern for the directors and managers of my country. We have always followed with great interest the far-reaching changes in the fields of industrial and employment structure which have occurred in developed countries, as well as the social and economic problems caused by such changes. We gladly accept to take part in this general discussion so that we might share our experiences, to our mutual benefit. These experiences and lessons can, without any doubt, be put to good use and serve as a reference for a developing country such as China.

The enterprise directors and the managers of my country are very keen to avail themselves of the new achievements brought about by technological change in their enterprises. They see it as a challenge to introduce new technologies in their enterprises as rapidly as possible, so that their technological and administrative levels can be raised and the gap between China and the developed countries reduced. In order to meet this challenge, we should further expand the ties between Chinese enterprises and those of other countries, with a view to making full use of the new achievements of world scientific and technological progress on the one hand and reforming the present economic management system on the other. By reforming the economic management system, the enterprises will be increasingly motivated from within to utilise the latest achievements of science and technology and thus to step up new productive capacities. We are very glad to find that the present policy of stimulating the domestic

economy and opening up to the outside world initiated by the Chinese Government in 1978 and carried out ever since, provides the enterprises of my country with the necessary preconditions enabling them, to a great extent, to utilise the new achievements brought about by technological change.

As regards the policy of opening up to the outside world, four special economic zones were established in 1979. Since 1984, 14 more coastal cities and Hainan Island, as well as three deltas, have been opened up. At present, there are 900 joint ventures between Chinese and foreign investors, 74 enterprises run exclusively by foreign business people and more than 2,000 enterprises jointly operated by Chinese and foreigners on a co-operative basis throughout the country. We utilise a large amount of foreign capital, introduce advanced technologies and invite foreign experts to work in our enterprises. All this has played a major role in accelerating technical progress and raising the administrative level of China's enterprises.

As regards the policy of stimulating the domestic economy, the Chinese Government attaches great importance to the strengthening of the vitality of enterprises and considers this the key element in its present economic management system. The Government has entrusted to the enterprises corresponding powers in the fields of management, supply and marketing, personnel and finance as well as the power to fix the prices of their products. The enterprises are being transformed from subsidiary bodies of government organs to relatively independent economic entities to become the producers of socialist commodities, with the power to decide for themselves and assume sole responsibility for their profits or losses; they therefore have every possibility to carry out their transformations and develop their productive potentialities.

We fully support the above-mentioned policy and measures adopted by the Government and believe that, if progress continues along these lines, China's enterprises will be rapidly brought up to date and transformed on the basis of new technological achievements. A new situation is being created in my country.

The enterprise directors and managers of my country take a positive attitude towards the problems that have already emerged or will emerge in the process of adopting new technologies in their enterprises. We think that in a socialist country like China, the fundamental interests of directors, managers and workers are one and the same. Under the Government's guidance, these problems can be settled through dialogue between the heads of enterprises and the trade unions.

As a consequence of the adoption of new technologies, there is a number of surplus employees in some factories. However, we do not dismiss these workers rashly. For instance they can be given new jobs in other enterprises where more workers are needed. In order to adapt to the changes in the structure of the workforce caused by technological change, it is necessary to redistribute the surplus workforce between different enterprises and different trades. We have also tried our best to redistribute the surplus workforce amongst those workshops requiring additional workers within the enterprises themselves. Furthermore, other measures have been taken to cope with this problem such as the reduction

of working hours, an increase in shifts and the setting up of various forms of labour services companies. Those enterprises with a surplus workforce continue to manufacture their original products while running other trade and services as well. In this way, a number of workers have gradually been diverted to the tertiary sector or to other production departments which the society needs.

We also consider that the adoption of new technologies in some enterprises, especially in those in traditional industries, have greatly reduced and will continue to reduce the demand for labour; however, we are convinced that labour productivity can be substantially raised following the adoption of new technologies. Their adoption will mean that the Government will be able to allocate more funds to run establishments in the fields of culture, public health, education, information, credit, scientific research and social welfare, as well as to develop service trades and new industries. Therefore, viewing the situation globally, we will be able to create more opportunities for jobseekers. We have reached a consensus with trade unions in this regard and shall continue to keep open this dialogue. Our aim is to attain a balanced and harmonious development between the improvement of labour productivity and the expansion of the workforce, so as to be able to cope better with the changes in industrial and employment structures brought about by technological change.

A further aspect of technological change is that workers and staff members are required to raise considerably their educational and cultural level. Without a contingent of skilled workers qualified to master the techniques of modernised production, even the most advanced equipment and machinery cannot be properly run. That is why we have always paid great attention to the development of workers' intellectual resources and take this as a key element in meeting the demands of technological innovation.

During recent years, different kinds of study groups and short-term training courses have been organised so that the workers and management staff might learn more about modern management and production techniques in large and medium-sized enterprises; these are widely established in training centres, technical schools and universities. A select group of workers and young persons are benefiting from this systematic education.

We are exerting every effort, together with the trade unions, to raise workers' scientific and cultural levels, in order to avoid a situation whereby those workers, released as a result of the adoption of new technologies in traditional industries, cannot adapt to new industries because of their low intellectual skills. We hope that, in the new technological revolution, there will not be a surplus low-skilled workforce, accompanied by a shortage of skilled workers.

We have noticed that small and medium-sized enterprises in developed countries, especially those in the tertiary sector, are doing well and making fast progress. In China, the situation is more or less the same. During recent years, due to the policy of stimulating the economy, small and medium-sized enterprises, especially small businesses in rural areas, have made big strides in their development. From 1979 to 1984, the total output of small businesses in rural areas increased at an average rate of about 20 per cent per year. The direct outcome of this process will be that a considerable part of the rural work-

force, which constitutes 70 per cent of the nation's total, will be transferred to small businesses in small towns and rural areas. As regards the employment problem, this will lighten to a great extent the pressure of surplus rural labour in large and medium-sized cities and thus help to create a better environment within which the large and medium-sized enterprises can adopt new technologies as rapidly as possible. In view of the fact that small rural enterprises make accessories and provide an increasing number of factories in large and medium-sized cities with manufactured goods, new ways and channels have been found to create more job opportunities for the surplus rural labour force. In the context of present-day China, we are trying to establish an industrial system which will guarantee that relations between cities and villages are consolidated, that there will be a continuous growth of small, medium-sized and large enterprises and that job opportunities will be created for hundreds of millions of workers. This will facilitate the gradual popularisation of new technologies in different enterprises. In so doing, we shall avoid the situation of over-crowded cities, already experienced by some countries in the world, distribute the labour force in a more rational way and accelerate the progress of new technologies in the country.

The advent of the new technology has had a profound impact on the economy and involves a wide range of problems. The Chinese enterprise directors and managers basically believe that under the guidance of the Government, they should step up their dialogue with trade unions and jointly meet this challenge.

In concluding, I should like to take this opportunity to inform you that in order to adapt to this situation, the enterprise directors and managers of my country set up the Chinese Enterprise Directors' Association in March 1984. This organisation is mainly made up of directors and managers from industry, and the construction, transport, trade and services sectors. Representing the interests of directors and managers of the state-owned enterprises and those of collective and individual ownership, the Association puts forward all kinds of proposals to the Government, organises seminars for business people and explores ways and means of how to improve standards within the enterprise and attain better economical results. At present, we are paying special attention to education and exploring the possibilities of utilising the new achievements brought about by technological change. Speaking in my capacity as President of the Chinese Enterprise Directors' Association I would like, on behalf of the Chinese directors and managers, to express how much we should like to exchange our experiences with the ILO and our counterparts in management in other countries and to receive experts who would lecture to us and help us in our technological transformation, as well as offer us their advice and train the Chinese technological and management staff. We are also interested in taking an active part in those technological exchanges, training activities and co-operative projects sponsored by ILO.

*(Mr. Smith takes the chair.)*

Mr. TOŠ (*Government delegate, Yugoslavia*)—I would like, first of all, to congratulate Mr. Ennaceur

on his election as President of this 71st Session of the General Conference of the International Labour Organisation. I trust that his vast experience in this field will help him to steer this session towards a successful conclusion and thus fully contribute to the positive solution of complex labour problems.

Since its creation the ILO has made a substantial contribution to the development of labour standards and norms, as well as to the improvement of the living and working conditions of workers throughout the world. Moreover, the activities of the ILO have helped to consolidate international peace. However, over the last few years the ILO has been burdened with its own internal problems, the solution of which is a slow process.

The ILO, as has been pointed out on several occasions, is an organisation which deals with technical labour problems, employment and social security of workers. Therefore in this specific field methods and forms of work are being considered as a technical, rather than a political problem. In this context, tripartism is not an ideology, nor is it a policy or goal of the ILO, but a means and method for achieving the ILO's goals. The elevation of tripartism to an ideology as a means of participation, bargaining and decision-making does not reside in the fact that all member States demand their full rights resulting from the existing structure and the application of tripartism, but in the practice of those who by voting procedures tend to discriminate against some member States and prevent them from participating fully in decision-making and supervision. This principle is also viewed in ideological terms by those who ignore the need for updating the methods and forms of work. The very fact that the basic machinery of the Organisation has not substantially changed since its inception, while in parallel there has been technological and social advancement in the world, gives rise to a need for adjustments in its structures. But despite long-standing discussions on the structure of the ILO, the basic question of different concepts and meaning of tripartism has not been overcome. The principle of tripartism is not only the specificity of the ILO, but constitutes the present and past, a real basis for the development of labour relations. No one has the right to limit the original meaning of tripartism to participation in decision-making and supervision only for those maintaining social relations based on capital, while denying that same right to those who have embarked upon the road of socialist transformation.

I would like to emphasise that the principle of tripartism is equally important for societies which are undergoing socialist transformation. Socialism is not built in practice by adopting a new constitution or by passing new laws. It is a process of transformation in consciousness in relations, a process of resolving numerous contradictions. In this process, in addition to the role of organised workers, the role of the State, trade unions and chambers of trade as the broadest form of association of enterprises is still relevant. My delegation is of the view that no one has the right to divide trade union organisations and employers' organisations into "legitimate and illegitimate", "appropriate and inappropriate" or "acceptable or unacceptable" ones as regards participation in the mechanism of tripartism. That right belongs only the workers and enterprises in each individual country.



Every international organisation, the ILO included, can attain universality, provided that all members participate on an equal footing in the structure, forms and methods of its activities, and provided that the differences in the conduct of internal affairs in each country are respected. The excessive and unjustified recourse to voting down procedures has resulted in unequal proportions in the representation of some member States in the ILO bodies and its staff. My country has been drawing attention to this for a number of years now.

The Socialist Federal Republic of Yugoslavia has been making the greatest possible contribution to the achievement of the objectives of the ILO. While highly appreciating the importance of everything that has been achieved so far in the labour field through the initiatives, activities, Recommendations and Conventions of this Organisation, Yugoslavia will continue to make a full contribution. In this regard, we will support any changes where necessary. The contemporary world and the problems that it faces require more intensive activities on the part of the Organisation, expansion of the organisational and substantive component of universality in its work, and more rapid resolution of the unresolved issues regarding the ILO Constitution and the structure of the Organisation, to the satisfaction of all Members.

The agenda of this session includes issues which are, above all, important with respect to the overall position of labour in the socio-economic sphere, and as regards the International Labour Organisation itself. Here I am thinking primarily of its standard-setting function, which is undoubtedly among its most important functions.

Yugoslavia attaches special importance to international labour standards. This is illustrated, inter alia, by the number of ratified ILO Conventions and preparations for their ratification, by the fact that in Yugoslavia a ratified international Convention has the same power as any other federal law, as well as by persistent efforts to ensure, to the greatest extent possible, the application of these Conventions. It is for this reason that we deem it extremely important that this function of the ILO and all its component elements be continuously upgraded. In this context, our efforts should aim at achieving higher quality of these instruments. This, we believe, can be accomplished by slackening the pace of adoption of new instruments, by turning more forcefully towards revision of our outdated standards, and by fundamental improvement of the machinery for monitoring their implementation. In my opinion, supervision of the implementation of international labour standards should be substantially changed. Consequently, the supervisory machinery should not be used as a means of putting pressure on the member States, but for the purpose of identifying problems, reviewing the instruments and provisions relating to them, and taking stock of the real situation and objective possibilities for the implementation of these instruments, in order to arrive at a new level of quality. I would like to recall in this connection that it is within this framework that the non-aligned and other developing countries considered the problem at the Third Conference of Ministers of Labour of those countries in Managua, and adopted clear-cut positions.

Before concluding, I would like to express my firm conviction that the economic, social and political

situation prevailing in the world today is a matter of concern for the entire international community. The burden of responsibility for the solution of problems and for overcoming the crisis should not merely be shifted to national or bilateral levels. This is why we consider that the ILO, provided that there is good will, is the place to try and find common solutions to the many pressing problems facing the world today.

*Interpretation from Spanish:* Mr. ALMUNIA AMANN (*Minister of Labour and Social Security, Spain*)—I should like first of all to join with all those who, with every justification, have congratulated the President on his election and on the masterly way in which he is conducting our debates. It is an honour for me to take the floor under his presidency to address all the participants at this 71st Session of the International Labour Conference.

Last year, the Director-General's Report dealt with an issue crucial to this Organisation, namely international labour standards. I note with genuine satisfaction that the debate we had is helping to orient the ILO's action along lines of greater realism, severity in enforcement and social efficiency. We hope that the Working Party set up by the Governing Body will accomplish the task with which it has been entrusted in this respect.

The standard-setting activities must continue to be the primary task of our Organisation. Of course, the member States, employers' organisations and trade unions should participate to a greater extent in the process of framing and discussing standards so as to ensure wider ratification and observance of these standards. The supervision and enforcement of these standards by bodies established for the purpose should continue to be the indispensable corollary and one of the fundamental tasks of the ILO.

In the course of its history, this Organisation has demonstrated its efficiency in protecting and defending fundamental rights and freedoms. Our own experiences in this struggle for freedom, finally attained in 1977, prompt us to reaffirm our support for the work being accomplished by the ILO to this end.

Human rights and freedoms are the basic prerequisites for action by the workers and their unions. Without these rights, without their guarantee and protection for all those concerned, it is inconceivable that the ILO can even survive.

The subject chosen this year for the Report is as apposite as that of last year: industrial relations and tripartism; structural change, dialogue and social progress.

We are in fact witnessing a series of changes which are affecting the conditions on which our economies have traditionally been based and these have to be taken into consideration in trying to attain a policy of economic growth, a fair distribution of its fruits, international co-operation and social dialogue.

For this purpose, it is necessary to combat defeatism which is prevailing in some sectors of our societies, which has given rise to the idea that economic growth has reached a level that cannot be surpassed. There is no reason to accept this assertion. We are dealing here with a psychological climate and this international forum can and should help to dissipate this climate.

However, we cannot continue to act as though the economic events of the past decade never took place.

The traumas resulting from the two oil crises, the changes in prices in international trade and capital markets and the pattern of exchange rates call for transformations in the nature of the production processes at the international level and in the conduct of those responsible for economic and social matters in each of our countries.

It would be utopian to attempt to give advice to a series of countries so different as those which we represent or suggest common solutions for different and sometimes contradictory problems. Any such advice would be so general in its terms that it would not help to find a solution to any of our problems, nor would it satisfy the legitimate desire of each of the delegations present to see account taken of their own special problems in the ILO's doctrine.

We nevertheless share a common heritage in this Organisation which we must do our utmost to preserve and consolidate. This heritage has been built up for over more than 50 years of activity and has contributed, in particular, to the humanisation of industrial relations; to progressive social advancement in an increasing number of countries, and to the gradual acceptance of dialogue between the social partners and governments to resolve social and economic problems; it has also promoted and strengthened the recognition and implementation of basic social rights, trade union freedoms and the enjoyment of social freedoms and economic progress, rightfully demanded by our citizens.

I shall confine my remarks to the main preoccupations of the Spanish Government and the policies it is following with a view to finding solutions to the problems dealt with in the Director-General's report. I do not claim to point the way to anybody, nor to express self-satisfaction in any form, since I have to confess that we are still far from having found a satisfactory solution to our main problem, which continues to be how to combat unemployment and increase job opportunities.

The impact of successive energy crises in our country has led to a significant drop in the level of employment and forced our economy to redeploy resources to a greater degree than most other countries at more or less the same level of development.

Such a redeployment has made it necessary to reorganise production on a wide scale with inevitable repercussions on the availability of jobs in the traditional sectors which were affected before the replanning of activities could bring about the emergence of new types of jobs. The answer to this problem has consisted in increasing coverage of the Unemployment Insurance Scheme, including special treatment for workers affected by industrial conversion, while at the same time adopting a series of plans to facilitate the introduction of new activities, which we have called the reindustrialisation policy.

This policy has been accompanied by changes in the law with a view to facilitating the setting up of new undertakings, by adapting traditional forms of recruiting labour to the new situation. These changes set out to encourage the launching of new initiatives and to make enterprises increasingly prepared to take risks and make rapid changes necessary if they are to expand and generate wealth.

In this respect, it is a question of encouraging greater dynamism in the entrepreneurial approach, while at the same time avoiding the appearance of irregular employment markets. For this reason

labour legislation should take account of the fact that undertakings are not always in a position to offer job security until a reasonable time has elapsed after their creation, or after they have launched new activities.

The same could be said of the policy for insertion of young people in the labour market. Young people have been particularly penalised by the crisis. In Spain, we have had encouraging results in flexible forms of industrial relations, backed by public support for training schemes and wage supplements granted when workers re-enter the employment market. These results have encouraged us to continue with the same policy, while also offering incentives to undertakings to engage young people on a regular basis in the form of substantial reductions in the social security contributions they have to pay for these workers.

Various ways of sharing out the work have also helped to make less traumatic the already lengthy process of adjustment. Industrial conversion has been eased by the possibility of granting early retirement to surplus workers and reduced working hours have also helped to curb redundancies. Undertakings can also recruit part-time workers and gradually replace retiring workers by others for whom they receive incentives.

All this has been backed up by active policies of employment ranging from the creation of jobs in the public sector—especially at the local and regional level—to the encouragement of public investment, tax rebates for every new job created, and even promotion for financial support for employment and the setting up of co-operatives and social economy undertakings.

The common feature of all these policies is that the public sector is backing all efforts undertaken by the economic partners to contribute towards growth and job creation. The traditional battle over the past few years has been between those who advocate a supply policy based on fewer regulations and cuts in taxes and in social protection, and those who favour a growing intervention by the State, with a consequent reversion to policies of regulation of supply.

As I have said before, every country has to choose the policy most appropriate to its own situation. That chosen by Spain consists in providing means of support for expansion and diversifying its supply of new goods and services leading to the creation of new jobs; this policy will be successful when all the partners in the economy contribute actively towards the achievement of these objectives. At the same time, an increase in demand will be coped with by processes for the redistribution of social protection, the reassignment of the tax burden and the use of public investment on a selective basis. The formulation of such a policy and its application is made largely possible by tripartite concerted effort between governments and the social partners.

For some years, annual agreements have been concluded in Spain for the implementation of the so-called incomes policy, which has been extended to cover a wide range of aspects ranging from wages to social protection, labour legislation, public investment and taxes.

This process had its origin in the sharp increase in inflation which reached its peak in 1977, and which obliged all the social partners to think about the need first to stabilise, and then reduce wages in order to



prevent them reaching such levels that they would cause imbalances, thus discouraging investment and resulting in the loss of even more.

This common reflection has led to the consolidation in Spain of a policy of large-scale agreement which culminated in the so-called economic and social agreement assigned for the biennium 1985-86 by the Government, the two major Employers' Confederation and the UGT.

One of the distinctive features of the Spanish agreements has been that of regulating wages on the basis of the expected growth in inflation, which greatly facilitates the anti-inflation policy. It is a fact that sometimes, in talking of flexibility, one forgets that collective bargaining and the social dialogue are probably the most flexible and adaptable means available for ordering the employment market and industrial relations.

At the same time, the tripartite agreement provides for concerted arrangements for the introduction of new technologies and establishes machinery for participation by the workers in the adaptation process and in the fruits of improved productivity and profits. Technological change is in fact the other great challenge being faced by the majority of the countries represented here. While there is no doubt that the first impact of substitution by new technologies is generally a negative effect on employment, it is also true that its introduction will have compensatory effects, although not always in the same geographical areas or occupations.

The general effect of modernisation is always more positive than the economic backwardness and greater vulnerability which would occur without such modernisation.

The greatest fruits of technological progress occur in an optimum climate of social consensus. To this end, the public powers must do all they can to provide workers with as many opportunities as possible for vocational retraining.

The opening up of international social and economic co-operation is a firmly established guideline of the policy of Spain. It was in this spirit that two days ago my country signed in Madrid the treaty of its adhesion to the European Economic Community, which will lead to the definitive incorporation of Spain in the social and economic ambit of Europe and will furthermore bring the communities of Europe and Latin America—which is logically very close to my country—nearer together.

It is our traditional practice to include international labour standards in our legal system, and this year my country has ratified Conventions Nos. 151 and 158.

Along this line of identification with the ILO's standards, I can also stress the great progress made by my Government, through various forms of consultation with the respective parties, in the drafting of a Bill so that the democratic organisations of employers and workers can recover their rights to the trade union assets accumulated during the dictatorship, as well as the approval by Parliament of the Bill respecting freedom of association whose validity has been recognised by the competent body of our organisation and which is now awaiting decision by the Constitutional Tribunal in order to be promulgated. With these two standards, Spanish trade unionism will be provided with the appropriate material means to strengthen its action.

To sum up, my country has opted for the path of endeavouring to meet all the challenges so brilliantly referred to in the Director-General's Report, and to do so not by adopting a defensive approach, but by fighting off all temptations to retreat into isolation or protectionism, the effects of which will not only not resolve our problems but will in fact weaken collaboration and interchange with other countries. Thank you.

*Interpretation from Russian:* Mr. NATSAGDORJ (Workers' delegate, Mongolia)—Please allow me first of all to congratulate the President and Vice-Presidents on their election to high office at the 71st Session of the International Labour Conference and to wish them every success in their important task.

We, the delegation of the workers of the Mongolian People's Republic, have read very carefully the Report of the Governing Body and the Report of the Director-General. We wish to express our satisfaction at the fact that part of the Report deals with problems of structural and technological change in production, which directly affect the vital interests of the workers.

We are witnesses to the fact that these changes are aggravating the contradictions between capital and labour, are raising levels of unemployment in the non-socialist part of the world and are lowering the living standards of the workers. Technological progress and the growth of unemployment are being used by monopolies in order to achieve maximum profits and to keep ahead of their competitors, to discriminate against many categories of workers and to violate the rights and freedoms of trade unions. In these circumstances, the activities of the ILO, whose constitutional goals include the promotion of improved living and working conditions for workers continue to suffer from a certain inadequacy. In this connection, it is sufficient to point out that the ILO has not yet adopted any serious measures to assure implementation of the basic human right, the right to work.

In our country, industrialisation is taking place at a fast pace and scientific and technological modernisation of production is being successfully accomplished. With the technical and economic assistance of the Soviet Union and other socialist countries, modern industrial undertakings are being created, as a result of which the working class is increasing in numbers and consequently the ranks of our trade unions are also continuously growing. As a result of comprehensive mechanisation and automation of production processes, the number of unskilled and semi-skilled workers is decreasing considerably. At the same time, the number of highly qualified workers is noticeably increasing. The level of their general and specialised education is also rising. Thus, together with quantitative changes in the composition of the trade unions, qualitative changes are also taking place.

Public ownership of the means of production and scientific and technological modernisation production in our country serve to improve working conditions and the working environment, raise workers' living standards and create favourable conditions for the all-round and harmonious development of the personality.

Scientific and technological progress is serving to enhance the rights and powers of the trade unions,

and their role and status in society is increasing. An example of this is the change being effected by our trade unions from safety techniques to safe technology as such. This is a task which we are carrying out by means of a system of standards regulating safe techniques and technology through the monitoring of design and manufacture. If designs fail to take account of the requirements put forward by the trade unions, the trade unions insist that such designs be corrected, and if similar situation arises regarding an industrial plant which is already being constructed, trade unions do not accept the plant for operation until all defects have been removed. This shows that our trade unions enjoy considerable rights and powers, as laid down in the Constitution.

While the provision of healthy and safe working conditions and the improvement of the workers' situation require considerable resources, gigantic sums are being spent on the nuclear arms race which is being whipped up by the reactionary forces of imperialism. It is their fault that the situation in the world is becoming seriously complicated and the threat of a nuclear catastrophe is increasing. In these circumstances, trade unions with different political orientations wishing to protect the interests of the workers insist on the basic human right, the right to live in peace. And they speak out against the militarisation of space. Trade unions are actively participating in anti-military and anti-nuclear movements and they expect effective action by the ILO against the nuclear arms race, this being the most important prerequisite for improving the social and economic situation of the workers. Unfortunately, the ILO, which has an enormous potential for developing mutual understanding and co-operation among trade unions with different political orientations is delaying the convening of conferences, seminars and meetings to consider the social and economic aspects of disarmament and is not acting upon the proposals put forward by the socialist countries to draw up a special ILO programme in this area. The ILO is thus failing to promote international co-operation on the basis of equality, and this of course threatens its universal character. These and other negative elements in the activities of the Organisation have been reflected in the Declaration of the socialist countries on the situation in the ILO of 29 March this year, the text of which was agreed upon among the national trade union confederations of those countries.

I would particularly like to point out that international labour Conventions and Recommendations concerning the improvement of the living and working conditions of workers can only be implemented in conditions of peace since war subjects nations to serious privations and suffering. Such was the situation during the Second World War, whose lessons teach us to be extremely vigilant and to avert war before it can begin. The celebration of the fortieth anniversary of the great victory of the Soviet people and progressive forces of the world over fascism and militarism once again confirms the importance and topicality of these lessons. Given current circumstances, the Soviet Union and the States of the Warsaw Treaty are coming forward with constructive proposals and are making enormous efforts to improve the international situation, to avert the threat of nuclear war and to put an end to the nuclear arms race. Our trade unions fully support these

peaceful initiatives since their implementation would release enormous resources for social development and for guaranteeing the rights of workers to live in peace.

The present complex situation in Asia is of deep concern to Mongolian workers. The increased military presence of the United States in Asia and Oceania, their overt collusion with the most reactionary forces in the region, the implementation of the plan for deployment of first-strike nuclear missiles in different parts of the Asian continent, and the creation of the militarist triangle—all this is having an extremely harmful effect on the cause of peace and the security of nations. In these circumstances, the People's Republic of Mongolia is in favour of the peaceful solution of controversial problems, elimination of the use of force from international relations and the development of mutual understanding, trust and co-operation between all States on the continent.

Our trade unions consistently speak out in favour of the unity of the Asian and the international trade union movement, and greater participation by them in anti-war and anti-missile movements. A proof of this was the convening of an international meeting—"Trade Unions for Peace and Co-operation in Asia and Oceania"—which took place in Ulan Bator in May this year. This meeting urged all trade union confederations to celebrate widely through anti-war demonstrations the day of trade union action for peace, an initiative of the World Federation of Trade Unions which is celebrating its 40th anniversary this year. A declaration adopted by participants at the meeting urged national, regional and international trade union organisations to participate widely in all events held in connection with the 40th anniversary of the United Nations and International Youth Year, and to collect signatures for the Declaration of the 39th Session of the United Nations General Assembly, on the right of peoples to peace, adopted on the initiative of the Mongolian People's Republic. The meeting in Ulan Bator once again confirmed the desire of trade unions with different political orientations to co-operate in the struggle for peace and against war. We hope that the ILO, taking into account this trend and the wishes of all trade unions to protect the right of workers to live in peace, will, in its sphere of competence, focus efforts on preserving peace, disarmament and averting the nuclear threat.

In conclusion, allow me to express our solidarity with the just struggle of workers of all countries for peace, democracy and social progress, against imperialism, neo-colonialism and apartheid.

Mr. MARTOS (*Employers' delegate, Hungary*)—Let me first congratulate through you, Mr. President, the President of the Conference and all the Vice-Presidents on their election and wish them success in their activities.

I awaited the Report of the Director-General with special interest this year as Part I is entitled "Industrial relations and tripartism: Structural change, dialogue and social progress".

My expectation was great because I was eager to know to what extent it reflects in general the great variety of positions, experiences and changes in the world's economic, political and labour relations since the ILO's foundation more than 60 years ago and, in particular, the findings of the ILO mission to Hungary.

It is very unfortunate that the Report was published extremely late this year, so that we did not have the necessary time for a detailed and thorough analysis before the Conference to the extent it certainly deserves.

I am therefore compelled to confine myself to more general comments rather than giving detailed evaluation of the Report from our standpoint, as I originally intended to do.

The general statements and findings in the Report give a broad and realistic picture of the world-wide tensions and labour situations arising as a result of the economic recession and the need for structural changes. I can agree with most of these general statements; the problem in my view is that in almost all fields of ILO activity the interpretation and practical implementation of generally accepted ILO principles and policies are only regarded as acceptable and satisfactory for many in the ILO when they are based on the conditions of industrialised market economy countries, as if the world had not undergone any change since the foundation of the Organisation. This is also confirmed by the present Report of the Director-General.

Let me confirm this general statement by examples taken from the Report.

In his introduction to the Report, the Director-General stated "the institutions of constructive industrial relations and tripartism are better served when they are regarded as instruments of continuing joint problem-solving rather than as occasions for confrontation".

This is a proper and correct statement in my view. This is exactly the basic principle that is followed and implemented in co-operation between these institutions in Hungary in order to resolve problems in a generally and mutually acceptable manner, on the basis of consensus and perceived common interest between the social partners.

Later, the Director-General expresses the hope that "the Conference will help the membership and the Office to understand better the evolving interaction between contemporary economic and social developments and the institutions of tripartism and industrial relations, as reflected in the practice and experience of our constituents".

At the beginning of Part I of his Report, the Director-General also indicates that the Report will review experience in various groups of countries.

A reading of these introductory remarks created the hope that finally the experience and practice of the socialist countries would also be given due attention by the Director-General.

This hope also seemed to be justified because the institutions of industrial relations and tripartism in socialist countries have been able in most cases to apply methods of joint problem-solving rather than methods of confrontation. This is an experience from which most of the ILO member States could certainly benefit, and which we are ready to share with all.

Tripartism, its interpretation and its functioning, has given rise to numerous discussions in previous years. While some countries, among them the socialist countries, urged adaptation of the ILO's structures, machinery and activities to changes in the world, others were against such adaptation saying that it would undermine the tripartite character of the ILO; they insisted that all is well as it is and that there is no need for any change. It was even stated

that the purpose of the socialist countries' proposals was to destroy tripartism and the ILO itself.

I would like to recall that an ILO mission was sent to Hungary some years ago to investigate the situation regarding industrial relations in the country. The members of this mission were able to meet anyone they wished and openly discuss every question they raised, and they received detailed, frank answers to their questions. As result of their mission, a report was which was thoroughly discussed in various ILO bodies and finally adopted by the Governing Body was published by the ILO last year. Although dealing with a socialist country, the report did not confirm any of the accusations brought against socialist countries, either in general or in regard to tripartism and industrial relations.

The introductory comments I have made have referred to my great expectations.

To be brief, I can only express my sincere disappointment because the Report did not fulfil these expectations at all. The Director-General could again find no place in the first 64 pages of the report to give due attention to the positive experiences of the socialist countries. While there are many examples in the report taken from industrialised market economy countries, and also some examples from developing countries, there is only one single paragraph of a total of 20 lines concerning the socialist countries, with three of four other references to countries with centrally planned economies. None of these few references is positive, but rather adopts a critical approach. There is not a single word regarding the positive elements of labour relations in the socialist countries in the entire report.

Permit me to attempt to show through the example of my country and my organisation, the Hungarian Chamber of Commerce, that the approach adopted in the report is unjustified.

This year we are celebrating the 40th anniversary of the liberation of our country from the fascist regime by the Soviet army. Of the past 40 years, 18 have been characterised by the introduction of continuous reforms in economic and social life of Hungary. These reforms have also had an effect on the Hungarian Chamber of Commerce, which is the most representative organisation of Hungarian employers and has been representing them in the ILO for decades. I have had an opportunity to report to the sessions of the International Labour Conference in past years on developments in the life and work of the Hungarian Chamber of Commerce, thanks to which its activities have fulfilled ILO requirements and the provisions of the relevant Conventions.

I am now able to inform you that in accordance with a recent agreement between the Hungarian Chamber of Commerce and the Government, as well as between the Chamber and the trade unions, a new law has been promulgated. Under this new law, the Chamber is an independent organisation with voluntary membership; it elects its leaders from among its members' representatives; it draws up its statutes independently and is self-financed from membership dues and fees for services. Furthermore, it has consultative status on all economic questions, including, of course, social and labour matters, with the Government; it participates in tripartite consultations with the Government and trade unions. Its activities can only be supervised by the Government from the legal standpoint, i.e. as to whether it

complies with national laws and regulations. This means that the legal status of the Hungarian Chamber of Commerce as an employers' organisation is now fully in conformity with ILO requirements. Such conformity, which already existed in practice, is now also formally guaranteed.

You may be aware that the socialist countries have prepared a joint Declaration on the situation in the ILO, dealing with shortcomings in the ILO's activities which should be eliminated, a declaration which was submitted to the Director-General. Our opinion has been requested in regard to this declaration. We share the positions outlined in it, as we are motivated by the desire that the ILO be truly universal and fulfil its principal functions as well as possible, and that we too may participate in its work on an equal footing.

The response of the Director-General to this Declaration unfortunately provided practically no answer to the problems raised, and is therefore not

acceptable to us. We would have expected the International Labour Office and its Director-General to give more serious consideration to the problems raised by a group of ILO member nations.

Of all the problems referred to in this Declaration, I would only mention one which affects us, socialist employers, and which we have outlined from this rostrum on several occasions—unfortunately with no result. This is the well-known problem of discrimination against employers from socialist countries. I would emphasise that we can only accept decisions that serve to resolve our problems and oppose any kind of solution which leaves them out of consideration.

I am saying this because we are interested in co-operation with and within the ILO and respect all our obligations, but we also want our rights to be fully respected by others.

*(The Conference adjourned at 1.00 p.m.)*

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# Provisional Record

Seventy-first Session, Geneva, 1985

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

### Report of the Finance Committee of Government Representatives.

1. The Finance Committee of Government Representatives met on 10 and 11 June 1985 with Mr. Lombera Pallares (Mexico) as *Chairman* and *Reporter* and Mr. Mothobi (Zimbabwe) as *Vice-Chairman*.

#### I. AMENDMENTS TO THE FINANCIAL REGULATIONS IN RESPECT OF AUDIT CERTIFICATES

2. The Committee had before it Report II: *Draft Programme and Budget 1986-87 and Other Financial Questions*, containing a resolution submitted by the Governing Body concerning amendments to the Financial Regulations in respect of Audit Certificates.

3. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

#### II. COMPOSITION OF THE ADMINISTRATIVE TRIBUNAL: EXTENSION OF TERMS OF OFFICE

4. The Committee had before it *Provisional Record*, No. 6, containing a resolution submitted by the Governing Body concerning the composition of the Administrative Tribunal.

5. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

#### III. PROGRAMME AND BUDGET PROPOSALS FOR 1986-87

6. The Committee had before it the Director-General's programme and budget proposals for 1986-87 as submitted to the Governing Body at its 229th (February-March 1985) Session. The Committee also had before it Report II: *Draft Programme and Budget 1986-87 and Other Financial Questions*, containing a report on the consideration of the Director-General's original proposals by the Programme, Financial and Administrative Committee of the Governing Body; the Governing Body's discussion of this report was set out in an extract from the Minutes of the 229th Session of the Governing Body which had been circulated in document FC/D.2. In addition, the Committee had before it *Provisional Record*, No. 6, which reported on adjustments to the

draft 1986-87 programme and budget proposed by the Director-General and approved by the Governing Body at its 230th (June 1985) Session; these adjustments resulted from action taken by the International Civil Service Commission to freeze the New York post adjustment at the 1984 level, and to take measures to ensure equivalence of purchasing power in other duty stations.

7. The Director-General, introducing the Programme and Budget proposals for 1986-87, said that they reflected a delicate balance between wide-ranging demands and limited resources, the divergent interests of the Members of the ILO, and the need to ensure continuity in ILO programmes yet respond to innovation and change in the modern world. The proposals approved by the Governing Body took account of these diverse needs.

8. He wished to make particular mention of some important events affecting the forthcoming biennium. First, a special Maritime Conference was scheduled for 1987, to be preceded by a Preparatory Technical Maritime Conference in 1986. Secondly, a high-level meeting was planned of Ministers of Labour, Finance and Planning, together with Chief Executive Officers of the international financial institutions and of the specialised agencies concerned, to discuss links between monetary, fiscal and stabilisation policies, on the one hand, and social and employment policies, on the other. Thirdly, three large regional meetings were planned—the Conference of American States Members of the ILO, the European Regional Conference and a meeting of the African Advisory Committee. There were also seven Industrial Committee meetings scheduled for the 1986-87 biennium. To offset in part the cost and workload of this heavy programme of meetings it was proposed to reduce by one the number of technical items on the agenda of the General Conference in each of the years 1986 and 1987.

9. Special importance was to be attached to technical co-operation programmes. Since 1981 the volume of activities in this field had decreased because of the financial difficulties faced by the UNDP. Furthermore, some donor countries were less generous in present economic conditions and accordingly he had proposed, and the Governing Body had endorsed, an increase of \$2 million in resources for regular budget technical co-operation (RBTC). Because of the problems of famine and drought, technical co-operation in Africa would receive special priority in the use of these resources and the ILO was playing a full part in the concerted action being

taken by the major international organisations in Africa. Indicative of the weight given to operational activities, particularly in the least favoured regions, was the fact that apart from the programmes related to the legislative organs of the Organisation, the General Conference and regional conferences, the three major programmes which showed the strongest growth were the field programmes in Africa, the programme for the co-ordination of technical co-operation and the programme for training.

10. In preparing the original programme and budget proposals for 1986-87 he had been fully conscious of the financial constraints of the present time. Although he believed the original proposals to be quite moderate, the Programme, Financial and Administrative Committee had reduced the real programme content by a total of \$3.4 million.

11. In February 1985, following a period of wide fluctuations in the exchange rate, the rate used for calculating the budget was changed from 2.30 Swiss francs to 2.50 Swiss francs to the United States dollar. This proposal, accepted by the Governing Body, had produced further savings of \$8.3 million. Following its usual practice, the Programme, Financial and Administrative Committee had reconsidered the matter at its May-June meeting and, as a result of its recommendation, the Governing Body had decided to maintain the new rate. In the present unstable market conditions it might be necessary for the Conference next year to re-examine the rates and if necessary to adjust the budget.

12. He had proposed a further reduction of \$2.1 million at the 230th (May-June 1985) Session of the Governing Body, as a result of action taken by the International Civil Service Commission to freeze the New York post adjustment at the 1984 level and to take measures to ensure equivalence of purchasing power in other duty stations.

13. As a consequence of these adjustments, he now proposed a total budget for the 1986-87 biennium of \$253,140,000. This was \$1,600,000, or 0.6 per cent less than the figure for 1984-85, although in real terms the estimates provided for a growth of 0.4 per cent in the programmes of the Organisation. He also drew attention to the fact that, in comparison with 1976-77, the budget was lower in real terms by 6 per cent and staff numbers were down by 7 per cent. In his view the programme and budget now proposed was a realistic compromise between available resources and identified needs; he hoped that the Finance Committee of Government Representatives would adopt it unanimously.

14. Mr. von Holten, speaking on behalf of the Employer Vice-Chairman of the Governing Body, noted that the total expenditure for 1986-87 as shown in Appendix II to *Provisional Record*, No. 6, was budgeted at \$253,140,000. This represented an increase over 1984-85 of \$5,894,859 in constant 1984-85 dollars. This increase was made up of (a) an increase in staff costs of \$6,617,234 (accounted for by 27/05 additional workyears for Professional staff and 77/06 workyears for General Service staff), and (b) an increase in RBTC of \$2,140,800, together with several other increases and decreases, resulting in a net reduction of \$2,863,175. He welcomed the shifts in emphasis with a higher provision for regular

budget technical co-operation. Many of the decreases in the proposed budget were the result of rationalisation of procedures and methods, which was to be commended. Referring to the difficulty the Employers had had in the Governing Body in accepting the increase in staff costs, he recognised and accepted that some of the increase proposed would be used for ILO permanent officials who had been provisionally financed from extra-budgetary resources since 1979.

15. Although the Governing Body had rightly reduced expenditure by \$2.1 million because of the post-adjustment freeze, he warned that it would be necessary to authorise additional expenditure if the freeze were lifted. He also emphasised that, in view of the unpredictability of future movements in exchange rates, the Committee should not press for a rate higher than 2.50 Swiss francs to the dollar. Similarly there should be no reduction in the provision for Unforeseen Expenditure contained in Part II of the budget.

16. Mr. von Holten concluded by saying that both he and Mr. Oechslin, the Employer Vice-Chairman of the Governing Body, would recommend the Employer delegates of the Conference to vote for the budget, provided it emerged from the Committee in the same satisfactory form.

17. Mr. Muhr, the Worker Vice-Chairman of the Governing Body, said that this was the first time a budget had been presented which was nominally smaller than that of the preceding period. This was due mainly to the strengthening of the United States dollar and to the post-adjustment freeze. The budget would, however, be affected if complaints made by the staff to the Administrative Tribunal in relation to the post-adjustment freeze were successful. The Workers' group was disappointed with the present level of ILO activities. They had hoped to see them restored to their 1976-77 level no later than the end of the third biennium after the United States had rejoined the ILO, but there was still a further 8 per cent increase needed to reach that point. As the special Organisation representing their interests the Workers were very concerned to see that the ILO was not in as strong a position as other specialised agencies of the United Nations. The ILO was vulnerable if the rate of exchange fell below 2.50 Swiss francs to the dollar, as the resulting deficit would have to be met by additional funds. Of course, any surplus realised if the actual rate stayed above 2.50 would be refunded to member States. The Workers approved the distribution of programme priorities in the budget although the activities in African countries should be strengthened. He therefore welcomed the higher allocation proposed for field programmes in Africa.

18. Despite their reservations the Worker delegates would be prepared to vote for the budget, but would reconsider their position if further cuts were made by the Committee.

#### General discussion

19. The representative of the German Democratic Republic said that the proposed programme did not do enough to improve the living and working conditions of the workers of the world. There were some

indicators in the document before the Committee that pointed in this direction, but taken as a whole the proposals did not meet the expectations of the socialist countries. Many crucial issues were inadequately covered, while some lower priority programmes were over-emphasised. Proposals put forward by the socialist countries last year had not been acknowledged by the Director-General. As a consequence the programme and budget proposals before the Committee were not balanced. As an example, programme 60 should highlight activities aimed at a reduction of persistent unemployment. The standard-setting activities should be brought more into line with the aims and objectives of the ILO and not be used for political ends.

20. He fully supported the principles of technical co-operation, but was not satisfied with the one-sided approach featured in the Western concept of development. This did not lead to economic independence—only exploitation. His Government was worried about the adverse effect this had upon the less developed countries and the social conditions of the workers concerned. The ILO was founded to improve the lot of the workers and to protect their rights; he therefore objected to the principle of equal treatment for workers and capitalist employers and thought that major programme 225 relating to employers' activities should be deleted. Generally, the draft proposals were unsatisfactory from a financial point of view. Only if the proposals put forward by the socialist countries were given recognition would his country be prepared to vote for the adoption of the budget. If they were ignored, he would have to vote against its adoption.

21. The representative of Mexico expressed general approval of the draft programme and budget proposals but disagreed with the geographical distribution of the staff. He would have to vote against the budget or abstain because the scale of assessment of contributions did not reflect correctly the capacity of Mexico to pay.

22. The representative of Egypt supported the programme and budget proposals, and said he rejected the concept of zero growth. Even without taking inflation into account, the budget for the 1986-87 biennium was 8 per cent less than that of ten years ago. The major countries should reconsider their positions and abandon the principle of zero growth. He welcomed the \$2.1 million increase in technical co-operation but would have preferred it to be even higher, because of the substantial benefits it yielded in developing countries. He remarked on the prominence of maritime activities in the 1986-87 biennium and wondered what was the legal basis for a maritime session of the Conference, given the existence of the International Maritime Organisation. He believed that there should be an increased allocation for training, and regretted that financial constraints had forced the Director-General not to include provision for an International Conference on Training which had been supported by a large number of Members. Such a Conference would be able to consider matters of vital interest to developing countries and a restricted preparatory meeting of experts should at least be provided for. He concluded by saying how much his country appreciated the special allocation of funds for drought relief in Africa

and urged the ILO to step up its efforts in this direction by seeking extra-budgetary resources.

23. The representative of Sweden said that recent surveys of present labour and social conditions in the world, for example the ILO's *World Labour Report*, had shown that there was a need for increased international co-operation to protect human rights, increase skills and employment opportunities, reduce poverty and improve working conditions for millions of people. Those needs had guided the International Labour Conference and Governing Body to take various policy decisions over the years. It was the opinion of his Government that these policy decisions should be reflected in the ILO programme and budget. His Government felt that the budget proposals for 1986-87 adequately fulfilled that aim and they were therefore fully supported.

24. He stressed the importance of the principle of collective responsibility of member States to meet the common expenditures of the Organisation as had always been done by Sweden and the other Nordic countries. He urged other countries to do the same.

25. In a situation where many countries were facing economic difficulties it was essential that the ILO did its utmost to make effective use of its funds. It was important to scrutinise constantly all activities and especially to avoid unnecessary overlapping with other organisations. He wished to commend the Director-General and the Secretariat for their efforts in that respect.

26. While giving support to the general level of the budget he pointed out that that did not mean agreement with all the proposed priorities. While Sweden welcomed the proposed increase for regular budget technical co-operation as an essential part of ILO activities, his Government felt that it should be based on the principle of country programming. Smooth co-operation with UNDP and other development agencies within the United Nations system was essential. Efforts should be made also to increase the involvement of workers' and employers organisations in technical co-operation activities and the guiding principle should be the priorities set by the developing countries themselves. Sweden welcomed the proposal to hold the Fourth European Regional Conference in 1987. He expressed satisfaction with the continued high priority given to occupational safety and health, standard-setting and vocational training. His Government felt that the proposed exchange rate of 2.50 Swiss francs to the dollar was a realistic one. In order to avoid heated, often fruitless and extended discussions on the question of a suitable exchange rate in the future, the Secretariat might wish to facilitate the exchange rate discussion by systematically investigating various methods to decide a suitable rate. Those findings could then be presented to the Governing Body and its Programme and Finance Committee well ahead of the next budget discussion.

27. The representative of Czechoslovakia said that the programme and budget proposals for 1986-87 should contribute to a better comprehension and respect of the principle of universality of the Organisation and promote fruitful co-operation between governments and non-governmental groups in the ILO. Policy decisions taken by the Committee and by



the Conference would determine the orientation of the activities of the ILO in the years to come. However, financial constraints affecting most of the member States, deriving from the present world economic situation, should be taken into account. It was important to reach a consensus on priorities that would reflect the concerns of all member States and would ensure that the means available were used in the most effective manner. As regards the substance of the suggested programme, some proposals deserved the full support of the Committee, particularly those on working conditions and environment, training and assistance to developing countries, especially to Africa. The major programme on employment and development should rely on the positive experience of all Members of the Organisation and should not be based only on an appraisal of market economies, which proved to be a producer of poverty and unemployment. It was not clear why such a large amount had been proposed for supervision of the application of Conventions. This was one of the most important ILO programmes, but it was obvious that there had been an important difference of opinion concerning the orientation of the programme, especially with regard to the democratisation of the supervisory machinery. His Government was convinced, and had said many times, that such machinery should reflect the actual situation in the world today.

28. The socialist countries had expressed their views on the ILO programme and on the distribution of resources, but these views had not received adequate consideration in the proposed 1986-87 programme and budget. He referred particularly to the programme of assistance to employers' organisations. Socialist countries did not oppose well-balanced and fair bipartism but considered that that programme should not be financed from the ILO budget. That programme, to be effective and appropriate, should be oriented towards the development of co-operatives, which were able to concentrate more resources and promote new ways of production, and towards the satisfaction of the needs of developing countries. He stressed the importance of technical co-operation, but considered that the ILO should rely on extra-budgetary sources for financing in that context. The ILO should make greater efforts to propose effective and reasonable projects in developing countries to attract a greater proportion of UNDP resources. With regard to this particular programme, he stressed the importance of utilising the experience of all member States, including the socialist countries which had accumulated a great deal of experience, e.g. in the field of human resources development and employment planning. He pointed out that the ILO recruited experts from socialist countries only in exceptional cases. The socialist States were not satisfied with the situation in the ILO concerning programming and budgeting, as they had expressed in the Declaration of the socialist countries on the situation in the ILO, which had been sent to the Director-General in March 1985 and had been introduced by the head of the Czech delegation in the plenary sitting of the ILO Conference on Saturday, 8 June. If the views of the socialist countries were not taken into account, his delegation would not be able to vote in favour of the proposed programme and budget.

29. The representative of the USSR referred to the Declaration of the socialist countries, including the USSR, presented in the plenary of the Conference and also referred to the joint statement made by those countries in May 1984 to the Governing Body. He said that although the programme and budget contained positive elements from the point of view of the workers such as occupational safety and health, social security, training, assistance to workers and workers' organisations and the special assistance given to Africa, other elements were less constructive and did not reflect the aims of the Organisation. He said that some circles within the Organisation and outside were apparently not convinced that the ILO should concentrate on international co-operation for the protection of workers' interests. The ILO had become in some respects an arm of international capitalism and private enterprise and was acting as a tool of neo-colonialism. He directed particular criticism at the machinery for supervising the application of standards. He pointed out that the ILO was the only organisation in the United Nations system in which its highest body did not consider its programme and budget in detail. In the case of the ILO this was carried out by an executive body. Proposals made by socialist delegates for the past many years in the Conference were not always taken into account by that body and Workers and some Governments were isolated from the Conference Finance Committee that dealt with programme and budget questions. This was an abnormal situation and rapid changes were needed. The rest of the United Nations system provided examples of what should be achieved in that respect. With regard to the programme and budget proposals, he regretted that the proposals of the socialist countries had not been taken into account by the Director-General and a majority in the Governing Body; the programme and budget proposals did not satisfy them either as regards the substance of the programmes or as regards the order of priority. Nor were their financial implications acceptable. This was why the socialist countries were not in a position to support the budget, and, as they had given warning at the 229th Session of the Governing Body, they would consider revising their attitude towards the financing of certain fields of ILO activity, for example the programmes in favour of capitalist employers.

30. The representative of Finland said that his Government would have accepted the original proposals made by the Office and as a member of the Governing Body had tried to limit the cuts made by that body. His delegation put particular emphasis on support to the allocations to major programmes 55: Promotion of equality; 60: Employment and development; 80: Industrial relations and labour administration; 90: Working conditions and environment, and to the increase of the share of the regular budget proposed for technical co-operation. His Government delegation was ready to vote for the acceptance of the present programme and budget proposals.

31. The representative of India congratulated the Programme, Financial and Administrative Committee (PFAC), the Governing Body and the Office on the excellent budget document which reflected the needs of the ILO's constituents. His Government had given its views on the various individual programmes in the PFAC of the Governing Body; hence he

wished to make clear only a few observations on the same issues. The proposals were important from the point of view of developing countries, where the main problem was that of serious unemployment. India was therefore in favour of the programmes designed to encourage human resources development and creation of employment opportunities for the vast millions who were unemployed. His Government attached great importance to the major programmes covering employment and training as well as working conditions, safety and health. He stressed the need for greater allocations to develop industrial safety systems and disaster management in developing countries, and felt that the allocations made might not be adequate.

32. He welcomed the proposal to convene a very high-level policy meeting composed of ministers of labour, ministers of finance and planning and leaders of employers' and workers' organisations with senior officials of international monetary organisations. He also supported the removing of one technical item of the agenda of each of the 1986 and 1987 Sessions of the International Labour Conference and pointed out that many countries were unable to be represented in all Conference Committees. That would also result in some savings. The Director-General had referred to regular budget allocations for technical co-operation and had pointed out that there was always a threat that UNDP resources might shrink further. In fact, RBTC accounted for only about 10 per cent of the ILO's technical co-operation activities. He pointed out that a resolution had been tabled last year for a progressive increase in the allocation of technical co-operation activities from the regular budget, so that the least-developed countries would receive maximum assistance. That would have to be ensured sooner or later. If the main objectives of the Declaration of Philadelphia were to be achieved fully in the near future there was no escape from greater allocations for technical co-operation from the regular budget. Moreover, technical co-operation programmes had to be continued for many years to come and he reiterated his Government's earlier stand for greater allocations for RBTC. He opposed the zero growth-rate principle, which negated the collective will of the ILO constituents. Another priority was safety and health. Referring to the recent disaster in his country of the leakage of poisonous gas, he suggested greater allocations to strengthen industrial safety systems and disaster management in developing countries. He fully supported the programme and budget proposals placed before the Committee and hoped that they would be adopted.

33. The representative of Nigeria said that he wished to associate his delegation with the general views expressed by the spokesman for the African group in the Governing Body during the discussion of major programme 250: Field programmes in Africa. His views were reflected in paragraphs 281 and 282 of Annex I to Report II. He emphasised that for the African countries technical co-operation was of cardinal importance in their efforts to achieve economic and social development. Although there was an increase of \$2 million in the allocation for technical co-operation he believed that this should have been higher because of the unreliability of other sources of funding, such as the UNDP. In view of the ILO

mission to promote social justice it should accept its responsibilities and increase allocations for technical co-operation from its regular budget. The situation in Africa today was an unenviable one and whatever the ILO could to reduce present levels of unemployment and underemployment as well as poverty would be most welcome. His delegation did not share the views previously expressed by another speaker that major programme 225: Employers' activities, should be deleted. Whether approved or not, employers were an integral part of the ILO. The ILO was a tripartite Organisation as had recently been restated in the Director-General's Report to this Conference. However much the socialist countries disapproved of the employers, there was no need to condemn them to extinction. His delegation also supported the exchange rate of 2.50 Swiss francs to the dollar. His delegation approved and would vote for the budget for the 1986-87 biennium. Although the budget was not perfect, it appeared to be the best that could be expected in these bad times.

34. The representative of Uganda considered that the programme and budget was a fair reflection of the current situation and his Government gave it their approval. He referred to the political and social changes that were taking place in Africa as well as to the famine situation. Pointing out that Africa contained the largest number of least-developed countries, he said that this region should be awarded a higher allocation and that there should be special allocations for those countries in Africa which were suffering from natural catastrophes. He appealed to the Office to increase technical co-operation activities in the region. He stated that Uganda had paid its full 1985 contribution to the ILO earlier in June and asked that the Secretariat take note of this fact. The representative of the Secretary-General (the Treasurer and Financial Comptroller) stated that the fact that payment had been made would be duly noted.

35. The representative of Qatar said that the reduction in nominal terms in the budget would not harm the activities of the Organisation. This should encourage those countries in economic difficulties which had failed to pay their contributions to the ILO to make a greater effort. He deplored the fact that in the proposals the allocation for field programmes in the Arab countries had been reduced, whereas it has been increased in other regions. The Committee would recall that the Arab region had asked for increased allocations in the past. He repeated the call for an increase in allocations for the Arab region to meet their needs in the ILO's field of competence.

36. The representative of China said that her delegation found the programme and budget proposals acceptable as a whole because they took account of the needs of the developing countries and of the financial difficulties of many countries. This was a result of consultation by the Director-General and the Office with the countries concerned and with the Governing Body; she stressed the importance of such consultation. Operational activities were clearly indicated in the proposals which showed that technical co-operation was recognised as an indispensable means of attaining the objectives of the ILO and assisting the developing countries; this was shown by the increase of \$2.1 million in the related allocation

to some \$20.7 million. She welcomed the supplementary allocation of \$500,000 to a special fund to provide assistance for coping with the crisis in the African region. She noted that the Director-General continued to give priority to job creation, to promotion of employment, to the reduction of poverty and to the training of people in developing countries to enable them to cope with new technical changes. However, she considered that the ILO should endeavour to mobilise greater financial resources outside the regular budget in order to meet the increasing needs of developing countries. The ILO should put its resources into priority sectors and reduce those in less effective areas.

37. The representative of Bulgaria said that the programme and budget was a very important document and pointed out that the socialist countries had made an in-depth analysis of the activities of the ILO at the 229th Session of the Governing Body. The programme and budget showed the general political orientation and attitude of the Organisation and revealed that it had not responded to all the recommendation of its member States. He stressed the need to make effective use of resources, but the concrete proposals that had been made last year by the socialist countries in the Governing Body had not all been taken into account. The ILO should respect the desires of member States. The development of technical co-operation was essential for the protection of the interests of workers and the trade unions and he stressed the importance of safety and health and training. He referred to the need for the further development of the social infrastructure in many developing countries. He stressed the importance of major programme 50: International labour standards and human rights, and said that programmes 60, 70, 75 and 100 should be reinforced. In this context he said that ILO activities in the human rights field should avoid overlapping with other United Nations activities. He considered that the programme could be improved by avoiding secondary activities, such as supervision of the implementation of Conventions. The supervisory machinery should also be improved in order to achieve democratisation and to avoid interference with the internal affairs of member States; that would strengthen confidence in the Organisation and lessen the danger of its losing universality. He considered that multilateral technical assistance by the ILO and other United Nations agencies could serve as an instrument in international co-operation. Resources for such technical assistance should not be found from the regular budget but from extra-budgetary resources. The aim of such technical assistance should be to develop national independence in conformity with the objective of the ILO while making use of the experience of all countries. He opposed the orientation of activities as reflected in the programme and budget with special regard to resources being allocated to employers' activities and the use by the ILO of international financing organisations and private capital. As the programme and budget did not take account of the proposals that had been made by the socialist countries, including Bulgaria, his delegation could not support it.

38. The representative of Honduras considered that the programme and budget took account of the ILO's priorities and hoped that the Organisation

would offer increasing technical co-operation in Central America, particularly with regard to workers' education and vocational training. He hoped also that special attention would be given to carrying out technical co-operation projects designed to meet the particular problems of Central America. The programme and budget showed that the Organisation was endeavouring to assist the developing countries and it therefore had the support of his Government.

39. The representative of the Ukrainian SSR assured the Director-General and the Office that his Government was devoted to the ideals of the ILO, whose activities should be concentrated on international co-operation and the protection of workers and their organisations, and, in particular, should respond to the needs in respect of safety and health, working conditions and environment, training, etc. His delegation, however, could not agree with the substance of the programme and budget, in which many programmes and priorities were not acceptable. It was difficult to see in the programme for employment and development what contribution would be made towards solving unemployment problems and assisting workers in the right to work. Insufficient emphasis also had been given to the social and economic aspects of disarmament. Neither did he see what benefit would be derived for the workers from resources provided for a programme in support of employers' organisations. He deplored the fact that, in the draft programme proposals, it had become increasingly evident that the direction being taken by the ILO in the use of international financial institutions controlled by Western countries, which would be used for neo-colonialist purposes. He opposed programmes based too much on Western economic models and stated that Eastern models were being given insufficient attention. He said that the figures in the programme and budget proposals presented to the Committee had been displayed in a deliberately attractive form. This had enabled an effective and planned reduction of the budget to be made on account of exchange fluctuations and through duty station adjustments. However, one should not confuse the attractiveness of the figures with the context of the programmes and the priorities. His delegation could not agree with the substance or priority allocations of many programmes, as had been stated by the socialist countries in the Governing Body. Those countries had put forward constructive proposals in their Declaration and had asked the Director-General to take account of them in drawing up the programme and budget. That had not been done. His country was unable to support the programme and budget in its present form and felt obliged to state that the financing of certain programmes should be re-examined in conformity with the ideals of the Organisation. The role of the International Labour Conference in discussing programme and budget proposals should be enhanced in order to enable it to introduce corrections or alterations.

40. The representative of Belgium said that he approved the programme and budget proposals for the 1986-87 biennium and encouraged the efforts made by the ILO in the struggle against unemployment and poverty. He stressed the importance of training activities and urged that optimum use be made of the Turin Centre. He also approved the

proposals for standard-setting work, RBTC especially for Africa, decentralisation and the PIACT. He regretted the deferment of the implementation of some information systems. He considered that the programme and budget for 1986-87 was generally well balanced.

41. The representative of the Federal Republic of Germany observed that a number of earlier speakers had opposed some of the programmes and apparently implied that they would withhold a corresponding part of their contributions. He expressed strong disapproval of this practice, saying that if dissenting views were not backed by arguments that were sufficiently cogent to convince the majority, then the views of the majority became over-riding. All member States should scrupulously respect their financial obligations under the Constitution of the ILO.

42. The representative of Guinea was pleased to approve the Director-General's proposals and said that he strongly rejected the principle of zero growth. Developing countries in general had urgent needs for technical assistance and as an example he cited his own country, which had been poverty stricken for the past 26 years in spite of its huge natural resources. Appeals had been made to the international community for development assistance to exploit these resources for the benefit of the country in general. He expressed thanks for the ILO's recognition of Africa's special needs as a result of the present drought and famine.

43. The representative of the Netherlands said that her Government welcomed the proposals of the Governing Body limiting real growth to 1.9 per cent and supported the proposals of the Director-General, endorsed by the Governing Body, to implement the recommendations of the International Civil Service Commission in New York concerning the freeze in post adjustments at the 1984 level. This action conformed to the tenets of the United Nations common system and contributed to unity within it. She also agreed with the proposed budget exchange rate and expressed general support for the programmes put forward.

44. Nevertheless her Government believed firmly in zero real growth and had serious difficulty with the extent of real growth contained in the proposals. The Netherlands continued to approve the ILO's programmes, especially its technical co-operation activities; indeed her Government's extra-budgetary financial contributions to various technical co-operation programmes far exceeded its assessed contribution to the regular budget of the ILO. However, other organisations in the United Nations system, for example the World Health Organisation and the United Nations itself, had succeeded in achieving zero real programme growth, and the ILO should seek to emulate them. In view of these observations she reserved the position of her Government on the proposed budget until a later stage.

45. The representative of Italy inquired whether there was any unforeseen income that would increase the level of the Working Capital Fund. He indicated his general support for the expenditure proposals, but could not support the budget as a whole because of the unsatisfactory nature of the scale of assess-

ments, which required detailed reconsideration. The ILO's tripartite character called for a scale based on different criteria from those used by the United Nations in drawing up its scale. He expressed concern at the stance being taken by some countries, where their view that a particular programme should be deleted carried with it a threat to withhold a proportionate part of their contribution. He stressed that approval of the budget by the Conference created a constitutional obligation for every member State to pay its assessed contribution in full; it was not possible for a Member to support only those programmes which it favoured. The discussion had shown that the member States could be divided into three groups: those governments which, like his own, were attached to the principle of zero growth, although Italy's position on this was not totally inflexible; the governments of the developing countries which were opposed to zero growth; and those which advocated less than zero growth by the deletion of some programmes. He said that if those who opposed the proposals on the grounds that ILO technical co-operation was based on Western models put forward constructive, alternative suggestions helpful to developing countries he would be happy to participate in the discussions; but he was not impressed by those who advocated using extra-budgetary resources unless they contributed to them.

46. In response, the representative of the Secretary-General stated that there was no provision in the proposals for payments from member States to increase the Working Capital Fund. At present it stood at some \$21 million, equivalent to about two months' expenditure. Article 11 of the Financial Regulations provided that part of the proceeds from the sale of publications should be credited to the Working Capital Fund, together with all other miscellaneous income and net interest on the Working Capital Fund itself, as well as any net earned profit on exchange transactions. This transfer of miscellaneous income and interest helped to ensure that the growth in the level of the fund kept more or less in line with the growth in the nominal level of the budget without asking member States to boost the fund, as had been done in the United Nations and some other organisations.

47. The representative of Austria said that he supported the programme and budget proposals for 1986-87 as introduced so well by the Director-General. He regretted that certain Members were apparently considering making partial payments only of their assessed contributions, and appealed to them to reconsider their position which was not compatible with the Constitution of the ILO.

48. The representative of the United Kingdom said that he shared the concerns expressed by the representative of the Netherlands and endorsed the concept of zero real growth in the programme and budget proposals. He strongly disagreed with the notion that Members might withhold parts of their assessed contributions pro rata to the programmes that they did not support. Of course governments were entirely free to vote for or against, but if the programme and budget proposals were adopted according to the proper procedure member States should pay their contributions either in full or not at all. In the latter case they would have to accept the

consequences of such action as provided for in the Constitution of the ILO.

49. The representative of the United States expressed concern at the views of some earlier speakers, in particular with regard to the so-called "inequitable operation" of the ILO supervisory machinery relating to ratified Conventions. He rejected these views. Regarding ILO prospection for technical co-operation projects, he had not heard any specific criticism of the work of the Office staff in this area. He wondered whether the critics of major programme 225: Employers' activities, were aware that it was designed essentially for the benefit of developing countries. This particular programme acted as a catalyst in accelerating economic and social development and was fully supported by developing countries; his Government also supported it. Employers had an important role in the tripartite structure of the ILO.

50. In the PFAC last March his Government had said that the 1986-87 programme and budget proposals were well presented and had been able to join in the consensus in their favour because there was evidence of fiscal restraint, and because the proposals were generally well balanced. He still felt that because of the uncertain movements in the markets the exchange rate appropriate for the budget was simply the United Nations rate operational for the month preceding its adoption, in this case 2.64 Swiss francs to the dollar. He thought that the increase in the provision for Unforeseen Expenditure was unjustified and commented that provisions for the restoration of services and support of technical co-operation, archives and inventory control, described as extraordinary items in Appendix III of *Provisional Record*, No. 6, would be more properly classified as programme growth in real terms. He reserved his Government's final position on the proposals until a later stage.

51. The representative of Turkey said that he regarded the 1986-87 programme and budget proposals as well balanced and realistic and was happy to accept them. Since extra-budgetary resources were diminishing there was a need to set priorities; the ILO should concentrate on the most effective programmes such as employment and development, vocational training and standard-setting activities, and especially programmes for the benefit of young people, who constituted more than 50 per cent of the population in developing countries.

52. The representative of Zimbabwe expressed support for the 1986-87 programme and budget proposals. His delegation was aware of the problems and issues, which had affected the budget proposals since they were first introduced in February 1985, and although they did not meet the needs of Africa fully, in the existing circumstances they represented the best balance that could be achieved.

53. The representative of Saudi Arabia commented that three factors seemed to militate against unanimous adoption of the 1986-87 programme and budget proposals; first, the substantial rise in costs; second a reduction in the provision for some regional activities and third, the increase in administrative expenditure. While only one-quarter of the member States had so far paid their 1985 contribution, others

had difficulty in paying at all, no doubt because of the continuing increases. His Government supported rationalisation in the programme and budget proposals, but stressed the importance of not curtailing the technical assistance programmes. They were a high priority item and represented the most important obligation the ILO had in respect of needy countries in many regions. He therefore deplored this reduction in the provision for field programmes in Arab States. Nevertheless he would not object to the programme and budget proposals for 1986-87, although he considered the 1984-85 budget was better balanced.

#### Item-by-item discussion

54. The Committee then proceeded to an item-by-item discussion on the programme and budget proposals, during which a number of speakers, including in particular the representatives of Czechoslovakia, India, the Ukrainian SSR and the USSR, reaffirmed the position on individual major programmes taken by their respective governments during the budget debate of the Programme, Financial and Administrative Committee of the Governing Body during its 229th Session in February-March 1985. These positions were fully recorded in the Programme, Financial and Administrative Committee's third report which had been reproduced in Annex I of Report II: *Draft Programme and Budget 1986-87 and Other Financial Questions*.

#### *Major programme 10: International Labour Conference*

55. The representative of Mexico said that he disagreed with the reduction by one in the number of technical items on the agenda of the Conference, since standard-setting activities constituted the essential function of the ILO.

#### *Major programme 20: Governing Body*

56. There was no discussion.

#### *Major programme 30: Major regional meetings*

57. The representative of the German Democratic Republic said that he welcomed the provision for the Fourth Regional Conference for Europe, particularly as it was some six years since the previous one was held. Many of the recommendations made by the Third European Regional Conference had not been implemented. He also drew attention to the fact that no account had been taken of the need to set up a European Advisory Committee.

58. In reply to a comment by the representative of Saudi Arabia that major programmes 10, 20 and 30 collectively showed an increase over the previous biennium of about 25 per cent, the representative of the Secretary-General said that this was due to a large non-recurring item, i.e. the two Maritime Conferences proposed. He emphasised that these occurred only once in every ten years on average, so that the 1988-89 programme and budget would show a corresponding decrease in this respect.

#### *Major programme 40: General management*

59. There was no discussion.

*Major programme 50: International labour standards and human rights*

60. The representative of the German Democratic Republic said that in its present form this programme did not correspond to expressed needs and failed to provide for the urgently needed analysis of all the ILO activities associated with standard-setting. It reflected a narrow view of human rights instead of suggesting means through which a smoother co-operation among member States could be achieved. He could not agree with the continual increases in this major programme, the content of which remained unchanged without taking into account the need to democratise the supervisory machinery, the need for greater emphasis on the right to work and to life and equality between the sexes. There was room for saving by deleting some activities of low priority.

*Major programme 55: Promotion of equality*

61. The representative of Zambia asked whether the reduction in this programme reflected the fact that the general objective had been attained in this area or whether a low priority was being given to the programme. The representative of the Secretary-General confirmed that this was a priority programme and explained that there would, in fact, be a slight increase in the provision for this programme from extra-budgetary sources since the estimates had been prepared.

62. The representative of the USSR confirmed his position, which stressed the importance of this major programme and support for the proposed resource level. The result of the discussions in the Committee on Equality in Employment now taking place in the 71st ILO Conference should be carefully analysed by the International Labour Office. He considered that it would be in order for the ILO to elaborate a new Convention with regard to equality. He suggested that provision should be made in the next programme and budget for a meeting of experts to carry out this work.

*Major programme 60: Employment and development*

63. The representative of the German Democratic Republic said that in his opinion this was one of the most important individual programmes in view of the deterioration of the employment situation in the capitalist world. The measures undertaken by the ILO were insufficient and no decisive progress had been made through the ILO's contribution towards overcoming the problems of unemployment. It was clear that no improvement in the situation could be expected unless the root causes of unemployment were discovered; until then no effective measures were possible. He was unable to understand why the related proposals made by the socialist countries had not been taken into account. The ILO should call a world conference to discuss measures to combat unemployment and to improve the employment situation. A permanent Conference Committee on Employment should be set up and the Director-General be asked to prepare special reports to be submitted to the Conference. The ILO had done very little with regard to a study of the social and economic consequences of disarmament. Resources should be provided to establish an organisational unit

to carry out special studies and analyses on this question. Present allocations were inadequate. The contribution of the ILO to disarmament must not lag behind that of other United Nations agencies. The study by a special ILO unit on the promotion of disarmament could be financed, for example, by savings from major programme 50: International labour standards and human rights.

64. The representative of the USSR said his delegation attached great importance to the question of employment.

65. The representative of Czechoslovakia said that the ILO should co-ordinate its activities in this field in order to avoid overlapping with activities of other United Nations organisations with regard to this programme in the various countries.

66. The representative of Mexico supported the proposals made by previous speakers with regard to the setting up of a permanent committee to study employment questions.

*Major programme 70: Training*

*Major programme 75: International Centre for Advanced Technical and Vocational Training, Turin*

*Major programme 80: Industrial relations and labour administration*

*Major programme 90: Working conditions and environment*

*Major programme 100: Sectoral activities*

67. There was no discussion.

*Major programme 110: Social security*

68. The representative of the German Democratic Republic drew attention to certain aspects of ILO policy which had aroused concern. He referred to paragraph 110.2 in the Director-General's programme and budget proposals with regard to the capacity or willingness of industrial societies to continue to earmark a substantial share of national income for social security and a pronounced tendency among national governments, employers' and workers' organisations to accept the need for some reform of existing social schemes in the light of the present economic realities and changing social values and the ILO's intention to support that move towards change and reform. He expressed surprise that trade unions would be willing to agree to whittle down existing social security benefits for their members. The ILO should not lend its services towards any moves to reduce social benefits since that ran counter to the very purpose of the Organisation. He was also opposed to the ILO's co-operating with the various major international financial institutions in this field as referred to in paragraph 110.18 of the Director-General's programme and budget proposals, since that would only lead to reductions in social benefits and the rights of workers. He did not agree with the reduction of resources for research aims for the sake of this co-operation.



*Major programme 120: Labour information and statistics*

69. The representative of the USSR said that many governments had expressed opposition to the publication *World Labour Report*. He said that the Governing Body at its 229th Session had asked and the Director-General had reduced the resources for the staff working on this publication and had postponed the publication of the next issue until 1988. He asked whether the third volume of the publication would be devoted to workers' incomes and asked when it would be published. The Deputy Director-General, General Administration Sector, said that part of the next *World Labour Report* would be devoted to workers' incomes and that it would be published in 1988.

*Major programme 140: Programming and co-ordination of technical co-operation*

*Major programme 150: International Institute for Labour Studies and International Social Security Association*

70. There was no discussion.

*Major programme 160: Personnel*

71. The representative of Czechoslovakia said that this was a very important programme and referred to the main immediate objectives described in paragraph 160.3 of the Director-General's programme and budget proposals. He recognised the difficulties encountered by the Personnel Department arising from the complexity of formulating and implementing personnel policies in an international context. The situation at present, however, was not satisfactory as a large proportion of the key posts were held by staff drawn from a limited number of Western countries, which thus had a dominant position in the Organisation. The socialist countries deplored that situation and regarded it as a violation of the principle of equitable geographical distribution of posts. That situation had to be changed.

72. The representative of Mexico also referred to the unequal distribution of staff posts in the general management of the ILO and hoped that more staff would be recruited from the Third World at directorate and decision-making levels.

73. The representative of the German Democratic Republic endorsed the remarks of the previous speakers and said that the present staff-distribution system would have to be changed. The programme and budget proposals gave no sign of what effective measures were to be taken by the Director-General to ensure a fair distribution of posts in the Organisation. He reiterated that his Government was not satisfied with the present situation and expected more decisive action to be taken by the ILO in this respect.

*Major programme 170: Financial and central administrative services*

*Major programme 180: Editorial and document services*

*Major Programme 190: Legal services*

*Major programme 200: Programming and management*

*Major programme 210: Information systems*

*Major programme 220: Relations and meetings*

*Major programme 225: Employers' activities*

*Major programme 230: Workers' activities*

74. There was no discussion.

*Major programme 235: Public information*

75. The representative of Mexico referred to information and press questions and the unequal distribution of linguistic staff in this programme. He also inquired as to whether a centre for press information would be set up in Latin America.

76. The representative of the Secretary-General explained that the central pool of translators and interpreters provided linguistic staff. He said that there was no intention at present of setting up special regional information services and drew attention to paragraph 260.40 of the Director-General's proposals which described the aims of the regional relations and public information subprogramme in the Americas.

77. The representative of Zambia noted that three separate information activities appeared in the programme and budget proposals and asked whether economies might not be effected by combining at least two of these services into a single service.

78. The Deputy Director-General, General Administration Sector, explained that these information activities had entirely different functions. Labour information and statistics were responsible for the library and the statistical programme of the ILO. Information systems comprised all the ILO's computerised data processing systems and the only programme providing information for the public and the press was that of Public Information which provided press releases, press relations, regional information support and publicised statements of the Governing Body and Conference delegations.

*Major programme 240: Liaison with the United Nations, New York*

*Major programme 250: Field programmes in Africa*

79. There was no discussion.

*Major programme 260: Field programmes in the Americas*

80. The representative of Argentina asked for clarification as to the extent to which the total allocation for this programme would be supplemented by extra-budgetary resources. There appeared to be a discrepancy in the figures.

81. The representative of the Secretary-General said that paragraph 260.35 of the Director-General's programme and budget proposals gave an estimate of \$21.6 million of extra-budgetary resources that should become available.

*Major programme 270: Field programmes in Asia and the Pacific*

*Major programme 280: Field programmes in Europe*

*Major programme 285: Field programmes in Arab States*

*Major programme 290: Other budgetary provisions*

82. There was no discussion.

83. The representative of the Secretary-General stated that the reduction in respect of the adjustment for staff turnover should be taken note of by the Committee.

*Major programme 295: Unforeseen expenditure*

84. In response to a query by the representative of Zambia as to what items comprised "Unforeseen expenditure", the representative of the Secretary-General said that a full description of such items appeared on pages 295/1 and 295/2 of the Director-General's programme and budget proposals. Such expenditures comprised those that arose after the adoption of the programme and budget by the Conference and they had to be approved by the Governing Body before they could be incurred. In the lengthy period covered by a biennial budget many unforeseen expenditure needs could arise.

*Major programme 296: Working Capital Fund*

*Major programme 297: Effects of exchange rate adjustments*

*Major programme 298: Undistributed reserve*

85. There was no discussion.

86. The representative of Zimbabwe said that he had not spoken on individual items since his Government was prepared to support all the programmes as presented to the Committee.

#### IV. ADOPTION OF THE BUDGET AS A WHOLE

87. Subject to the reservations and objections recorded in this report, the committee then adopted the total expenditure budget for 1986-87 in the amount of \$253,140,000 and total income budget in the same amount.

#### V. SCALE OF ASSESSMENT OF CONTRIBUTIONS FOR 1986-87

88. The representative of the Secretary-General said that the Allocations Committee's decision to recommend at this stage a draft scale of assessments for 1986 only was based on the fact that a new United Nations scale, for the period 1986-88, would not be available until the autumn of 1985. The ILO scale for 1987 would be considered by the Allocations Committee in 1986 in the light of the new United Nations scale.

89. The representative of Mexico reiterated his Government's disagreement with the methodology used by the United Nations, which took account incorrectly of the economic situation of various countries in trying to assess their relative capacity to pay when making assessments of their contributions.

90. The representative of Brazil confirmed his Government's position in regard to the scale of assessments. Brazil had reservations in view of the fact that its assessment did not reflect the true capacity to pay of his country.

91. Subject to the reservations recorded in this report, the Committee then adopted for submission to the Conference the draft scale of assessment of contributions for 1986 as proposed by the Governing Body.

#### VI. RESOLUTION CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 1986-87 AND THE ALLOCATION OF EXPENSES

92. The representative of the Ukrainian SSR, speaking on behalf of a number of socialist countries represented in the Committee, said that the position of the socialist countries with regard to the draft programme and budget for 1986-87 had been set out fully in the statement made on their behalf in the preliminary discussion of the proposals in the plenary sitting of the 229th Session of the Governing Body. Their position was also reflected in the Declaration of the socialist countries on the situation in the ILO. In the light of this position, the governments of the socialist countries concerned were unable to support the resolution as put forward by the Governing Body, and were there to be a vote, they would vote against the resolution.

93. The representative of Mexico reiterated the position of his Government, which could not support the adoption of the resolution as it stood, for reasons relating exclusively to the scale of assessments.

94. Subject to the reservations and objections recorded in this report, the Committee then adopted for submission to the Conference a draft resolution concerning the programme and budget submitted by the Governing Body in the amount of \$253,140,000. The resolution which the Committee accordingly proposes to the Conference for adoption appears at the end of this report.

95. A table showing the summarised budget of expenditure and income for 1986-87 is appended to this report (Appendix I). A statement showing the scale of assessments for 1986, as recommended by the Committee for approval by the Conference, and the contributions due from each member State is also appended (Appendix II). A summary of the proposed expenditure budget for 1986-87 by major programme appears in Appendix II of *Provisional Record*, No. 6.

Geneva, 14 June 1985

(signed) Enrique LOMBERA PALLARES,  
Chairman and Reporter.



**Resolution concerning Amendments to the Financial Regulations in Respect of Audit Certificates**

The General Conference of the International Labour Organisation,

Decides to amend paragraphs 5, 6 and 8 of the Appendix to the Financial Regulations of the ILO, entitled "Additional Terms of Reference Governing External Audit", and to add a new paragraph 10, the respective paragraphs to read as follows:

5. The External Auditor shall express and sign an opinion in the following terms: "I have examined the financial statements numbered ... to ... and relevant schedules of the Organisation for the financial period ended 31 December ... My examination included a general review of the accounting procedures and such tests of the accounting records and other supporting evidence as I considered necessary in the circumstances." The External Auditor's opinion shall state, as appropriate, whether:

- (a) the financial statements present fairly the financial position as at the end of the period and the results of the operations for the period;
- (b) the financial statements were prepared in accordance with the stated accounting principles;
- (c) the accounting principles were applied on a basis consistent with that of the preceding financial period;
- (d) transactions were in accordance with the Financial Regulations and legislative authority.

6. The report of the External Auditor to the Governing Body on the financial operations of the period should mention:

- (a) the type and scope of his examination;
- (b) matters affecting the completeness or accuracy of the accounts, including where appropriate:
  - (i) information necessary to the correct interpretation of the accounts;
  - (ii) any amounts which ought to have been received but which have not been brought to account;
  - (iii) any amounts for which a legal or contingent obligation exists and which have not been recorded or reflected in the financial statements;
  - (iv) expenditures not properly substantiated;
  - (v) whether proper books of accounts have been kept;
  - (vi) any deviations of a material nature in the presentation of financial statements from generally accepted accounting principles applied on a consistent basis;
- (c) other matters which should be brought to the notice of the Governing Body and the Conference, such as:
  - (i) cases of fraud or presumptive fraud;
  - (ii) wasteful or improper expenditure of the Organisation's money or other assets (notwithstanding that the accounting for the transaction may be correct);
  - (iii) expenditure likely to commit the Organisation to further outlay on a large scale;
  - (iv) any defect in the general system of detailed regulations governing the control of receipts and disbursements or of supplies and equipment;
  - (v) expenditure not in accordance with the intention of the Governing Body or the Conference after making allowance for duly authorised transfers within the budget;
  - (vi) expenditure in excess of appropriations as amended by duly authorised transfers within the budget;
  - (vii) expenditure not in conformity with the authority which governs it;
- (d) the accuracy or otherwise of the supplies and equipment records as determined by stock-taking and examination of the records;
- (e) where appropriate, transactions accounted for in a previous financial period concerning which further information has been obtained or transactions in a later financial period concerning which it seems desirable that the Governing Body or the Conference should have early knowledge.

8. Whenever the External Auditor's scope of audit is restricted, or he is unable to obtain sufficient evidence, the External Auditor shall refer to the matter in his opinion and report, making clear in his report the reasons for his comments and the effect on the financial position and the financial transactions as recorded.

10. The External Auditor is not required to mention any matter referred to in the foregoing which, in his opinion, is not material.

**Resolution concerning the Composition of the Administrative Tribunal  
of the International Labour Organisation**

The General Conference of the International Labour Organisation,  
In accordance with Article III of the Statute of the Administrative Tribunal,  
Extends the terms of office of the Rt. Hon. the Lord Devlin (United Kingdom)  
as judge of the Administrative Tribunal of the International Labour Organisation,  
and that of the Rt. Hon. Sir William Douglas (Barbados) and Mr. Edilbert  
Razafindralambo (Madagascar) as deputy judges of the Tribunal, for further  
periods of three years.

**Resolution concerning the Adoption of the Programme and Budget for the  
60th Financial Period (1986-87) and the Allocation of Expenses among Member  
States**

The General Conference of the International Labour Organisation,  
In virtue of the Financial Regulations,  
Passes for the 60th financial period, ending 31 December 1987, the budget of  
expenditure of the International Labour Organisation amounting to \$253,140,000  
and the budget of income amounting to \$253,140,000 and resolves that the budget  
of income from member States shall be allocated among them in accordance with  
the scale of contributions recommended by the Finance Committee of Government  
Representatives.

## APPENDICES

### APPENDIX I

#### REVISED SUMMARISED DRAFT BUDGET OF EXPENDITURE AND INCOME FOR 1986-87

Expenditure	US \$	Income	US \$
Part I. Ordinary budget . . . . .	251 364 686	<i>1986</i>	
Part II. Unforeseen expenditure . . . . .	1 750 000	Credits:	
Part III. Working Capital Fund . . . . .	-	Part of the 1982-83 cash surplus deducted <i>pro</i>	
Part IV. Effects of exchange rate adjustments . . . . .	-	<i>rata</i> from the contributions of States which have	
		completed payment of their 1983 contribution	
		since 31 December 1983 . . . . .	550 173
		Contributions:	
		Net contributions from member States:	
		Parts I to IV . . . . .	126 007 170
		Part V . . . . .	12 657
		Total contributions . . .	126 019 827
		Total 1986 . . .	126 570 000
		<i>1987</i>	
		Parts I to IV . . . . .	126 557 343
		Part V . . . . .	12 657
		Total 1987 . . .	126 570 000
Total . . . 253 140 000		Total . . . 253 140 000	

## APPENDIX II

### INCOME BUDGET FOR 1986-87 STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1986 (In United States dollars)

State (French alphabetical order)	Percentage 1986	Gross contribution for 1986	Credit in respect of 1982-83 cash surplus	Net contribution for 1986
1. Afghanistan . . . . .	0.01	12 657	—	12 657
2. Algeria . . . . .	0.13	164 541	—	164 541
3. Germany, Federal Republic of . .	8.47	10 720 479	—	10 720 479
4. Angola . . . . .	0.01	12 657	315	12 342
5. Antigua and Barbuda . . . . .	0.01	12 657	295	12 362
6. Saudi Arabia . . . . .	0.85	1 075 845	—	1 075 845
7. Argentina . . . . .	0.70	885 990	—	885 990
8. Australia . . . . .	1.56	1 974 492	—	1 974 492
9. Austria . . . . .	0.74	936 618	—	936 618
10. Bahamas . . . . .	0.01	12 657	—	12 657
11. Bahrain . . . . .	0.01	12 657	—	12 657
12. Bangladesh . . . . .	0.03	37 971	—	37 971
13. Barbados . . . . .	0.01	12 657	—	12 657
14. Belgium . . . . .	1.27	1 607 439	—	1 607 439
15. Belize . . . . .	0.01	12 657	315	12 342
16. Benin . . . . .	0.01	12 657	—	12 657
17. Byelorussian SSR . . . . .	0.36	455 652	12 284	443 368
18. Burma . . . . .	0.01	12 657	—	12 657
19. Bolivia . . . . .	0.01	12 657	315	12 342
20. Botswana . . . . .	0.01	12 657	—	12 657
21. Brazil . . . . .	1.38	1 746 666	—	1 746 666
22. Bulgaria . . . . .	0.18	227 826	—	227 826
23. Burkina Faso . . . . .	0.01	12 657	—	12 657
24. Burundi . . . . .	0.01	12 657	—	12 657
25. Cameroon . . . . .	0.01	12 657	—	12 657
26. Canada . . . . .	3.05	3 860 385	—	3 860 385
27. Cape Verde . . . . .	0.01	12 657	315	12 342
28. Central African Republic . . . .	0.01	12 657	—	12 657
29. Chile . . . . .	0.07	88 599	—	88 599
30. China . . . . .	0.87	1 101 159	—	1 101 159
31. Cyprus . . . . .	0.01	12 657	—	12 657
32. Colombia . . . . .	0.11	139 227	3 465	135 762
33. Comoros . . . . .	0.01	12 657	—	12 657
34. Congo . . . . .	0.01	12 657	—	12 657
35. Costa Rica . . . . .	0.02	25 314	630	24 684
36. Ivory Coast . . . . .	0.03	37 971	945	37 026
37. Cuba . . . . .	0.09	113 913	3 465	110 448
38. Denmark . . . . .	0.74	936 618	—	936 618
39. Djibouti . . . . .	0.01	12 657	—	12 657
40. Dominican Republic . . . . .	0.03	37 971	—	37 971
41. Dominica . . . . .	0.01	12 657	—	12 657
42. Egypt . . . . .	0.07	88 599	—	88 599
43. El Salvador . . . . .	0.01	12 657	—	12 657
44. United Arab Emirates . . . . .	0.16	202 512	3 150	199 362
45. Ecuador . . . . .	0.02	25 314	630	24 684
46. Spain . . . . .	1.91	2 417 487	53 231	2 364 256
47. United States . . . . .	25.00	31 642 500	—	31 642 500
48. Ethiopia . . . . .	0.01	12 657	—	12 657
49. Fiji . . . . .	0.01	12 657	—	12 657
50. Finland . . . . .	0.48	607 536	—	607 536
51. France . . . . .	6.46	8 176 422	—	8 176 422
52. Gabon . . . . .	0.02	25 314	—	25 314
53. Ghana . . . . .	0.02	25 314	945	24 369
54. Greece . . . . .	0.40	506 280	11 024	495 256
55. Grenada . . . . .	0.01	12 657	315	12 342
56. Guatemala . . . . .	0.02	25 314	630	24 684
57. Guinea . . . . .	0.01	12 657	—	12 657
58. Guinea-Bissau . . . . .	0.01	12 657	—	12 657
59. Equatorial Guinea . . . . .	0.01	12 657	315	12 342
60. Guyana . . . . .	0.01	12 657	—	12 657
61. Haiti . . . . .	0.01	12 657	—	12 657
62. Honduras . . . . .	0.01	12 657	—	12 657
63. Hungary . . . . .	0.23	291 111	10 394	280 717
64. Solomon Islands . . . . .	0.01	12 657	—	12 657
65. India . . . . .	0.36	455 652	—	455 652
66. Indonesia . . . . .	0.13	164 541	—	164 541
67. Iran, Islamic Republic of . . . .	0.57	721 449	—	721 449
68. Iraq . . . . .	0.12	151 884	3 780	148 104
69. Ireland . . . . .	0.18	227 826	—	227 826
70. Iceland . . . . .	0.03	37 971	—	37 971
71. Israel . . . . .	0.23	291 111	7 874	283 237
72. Italy . . . . .	3.71	4 695 747	—	4 695 747
73. Jamaica . . . . .	0.02	25 314	—	25 314
74. Japan . . . . .	10.23	12 948 111	—	12 948 111

State (French alphabetical order)	Percentage 1986	Gross contribution for 1986	Credit in respect of 1982-83 cash surplus	Net contribution for 1986
75. Jordan . . . . .	0.01	12 657	—	12 657
76. Democratic Kampuchea . . . . .	0.01	12 657	—	12 657
77. Kenya . . . . .	0.01	12 657	—	12 657
78. Kuwait . . . . .	0.25	316 425	—	316 425
79. Lao People's Democratic Rep. . . . .	0.01	12 657	315	12 342
80. Lesotho . . . . .	0.01	12 657	—	12 657
81. Lebanon . . . . .	0.02	25 314	—	25 314
82. Liberia . . . . .	0.01	12 657	—	12 657
83. Libyan Arab Jamahiriya . . . . .	0.26	329 082	—	329 082
84. Luxembourg . . . . .	0.06	75 942	—	75 942
85. Madagascar . . . . .	0.01	12 657	315	12 342
86. Malaysia . . . . .	0.09	113 913	—	113 913
87. Malawi . . . . .	0.01	12 657	—	12 657
88. Mali . . . . .	0.01	12 657	—	12 657
89. Malta . . . . .	0.01	12 657	—	12 657
90. Morocco . . . . .	0.05	63 285	1 575	61 710
91. Mauritius . . . . .	0.01	12 657	—	12 657
92. Mauritania . . . . .	0.01	12 657	315	12 342
93. Mexico . . . . .	0.87	1 101 159	—	1 101 159
94. Mongolia . . . . .	0.01	12 657	—	12 657
95. Mozambique . . . . .	0.01	12 657	315	12 342
96. Namibia . . . . .	0.01	12 657	—	12 657
97. Nepal . . . . .	0.01	12 657	—	12 657
98. Nicaragua . . . . .	0.01	12 657	—	12 657
99. Niger . . . . .	0.01	12 657	315	12 342
100. Nigeria . . . . .	0.19	240 483	5 040	235 443
101. Norway . . . . .	0.51	645 507	—	645 507
102. New Zealand . . . . .	0.26	329 082	—	329 082
103. Uganda . . . . .	0.01	12 657	—	12 657
104. Pakistan . . . . .	0.06	75 942	—	75 942
105. Panama . . . . .	0.02	25 314	—	25 314
106. Papua New Guinea . . . . .	0.01	12 657	—	12 657
107. Paraguay . . . . .	0.01	12 657	—	12 657
108. Netherlands . . . . .	1.76	2 227 632	—	2 227 632
109. Peru . . . . .	0.07	88 599	—	88 599
110. Philippines . . . . .	0.09	113 913	—	113 913
111. Poland . . . . .	0.71	898 647	—	898 647
112. Portugal . . . . .	0.18	227 826	—	227 826
113. Qatar . . . . .	0.03	37 971	—	37 971
114. German Democratic Republic . . . . .	1.38	1 746 666	—	1 746 666
115. Romania . . . . .	0.19	240 483	—	240 483
116. United Kingdom . . . . .	4.63	5 860 191	—	5 860 191
117. Rwanda . . . . .	0.01	12 657	315	12 342
118. St. Lucia . . . . .	0.01	12 657	—	12 657
119. San Marino . . . . .	0.01	12 657	242	12 415
120. Sao Tome and Principe . . . . .	0.01	12 657	—	12 657
121. Senegal . . . . .	0.01	12 657	315	12 342
122. Seychelles . . . . .	0.01	12 657	315	12 342
123. Sierra Leone . . . . .	0.01	12 657	—	12 657
124. Singapore . . . . .	0.09	113 913	—	113 913
125. Somalia . . . . .	0.01	12 657	—	12 657
126. Sudan . . . . .	0.01	12 657	—	12 657
127. Sri Lanka . . . . .	0.01	12 657	—	12 657
128. Sweden . . . . .	1.31	1 658 067	—	1 658 067
129. Switzerland . . . . .	1.09	1 379 613	—	1 379 613
130. Suriname . . . . .	0.01	12 657	—	12 657
131. Swaziland . . . . .	0.01	12 657	—	12 657
132. Syrian Arab Republic . . . . .	0.03	37 971	945	37 026
133. Tanzania, United Republic of . . . . .	0.01	12 657	315	12 342
134. Chad . . . . .	0.01	12 657	—	12 657
135. Czechoslovakia . . . . .	0.75	949 275	—	949 275
136. Thailand . . . . .	0.08	101 256	—	101 256
137. Togo . . . . .	0.01	12 657	315	12 342
138. Trinidad and Tobago . . . . .	0.03	37 971	—	37 971
139. Tunisia . . . . .	0.03	37 971	945	37 026
140. Turkey . . . . .	0.32	405 024	—	405 024
141. Ukrainian SSR . . . . .	1.31	1 658 067	45 672	1 612 395
142. USSR . . . . .	10.45	13 226 565	347 104	12 879 461
143. Uruguay . . . . .	0.04	50 628	1 260	49 368
144. Venezuela . . . . .	0.54	683 478	15 434	668 044
145. Yemen . . . . .	0.01	12 657	—	12 657
146. Democratic Yemen . . . . .	0.01	12 657	315	12 342
147. Yugoslavia . . . . .	0.46	582 222	13 229	568 993
148. Zaïre . . . . .	0.01	12 657	630	12 027
149. Zambia . . . . .	0.01	12 657	—	12 657
150. Zimbabwe . . . . .	0.02	25 314	—	25 314
Total	100.00	126 570 000	550 173	126 019 827



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## Action Taken on the Declaration concerning the Policy of Apartheid in South Africa

### Report of the Committee on Apartheid

1. The Committee was established in accordance with paragraph 4 of the Declaration concerning the Policy of Apartheid in South Africa, which was adopted by the Conference at its 67th Session (1981). It was established, *inter alia*, for the purpose of monitoring action against apartheid.

2. The Committee was composed of 50 members with the right to vote (20 Government members, 10 Employers' members and 20 Workers' members). It also included 13 Employers' deputy members and 11 Workers' deputy members. In accordance with the usual procedure, equal voting rights for the three groups were assured by the appropriate system of weighted voting. The United Nations, the OAU, a number of Government members and some non-government organisations with consultative status, as well as the African National Congress and the Pan Africanist Congress, were represented by observers.

3. At its opening sitting the Committee elected its Officers as follows:

*Chairman:* Mr. Omojokun (Government member, Nigeria),

*Vice-Chairmen:* Mr. Narayanan (Employers' member, Malaysia) and Mrs. Carr (Workers' member, Canada).

The Committee also elected at a subsequent sitting as

*Reporter:* Mr. Hartila (Government member, Finland).

4. The Committee held six sittings. The Committee's mandate was to examine the *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa* which examined recent developments in the labour and social fields in South Africa and international action against apartheid. It contained an analysis of the information supplied by governments and by employers' and workers' organisations on the measures taken against apartheid on the basis of the recommendations contained in the Appendix to the Declaration. The Committee also had before it the report of the Committee on Discrimination of the Governing Body at its 230th Session on this subject, which was reproduced as *Provisional Record*, No. 5. The Special Report was supplemented by a summary of replies concerning actions against apartheid received from certain governments, employers' and workers' organisations since the Special Report was completed.

5. The Representative of the Director-General presented a brief résumé of events in South Africa which had occurred since the Special Report was completed. This included references to continuing unrest, the detention of trade unionists, the death after police custody of a well-known Black trade unionist and the Government's intention to press treason charges against certain individuals who included trade unionists. He also referred to the closure of the *Rand Daily Mail* and the growing demand for action against apartheid demonstrated in the United States of America.

6. The Chairman opened the meeting by congratulating the International Labour Organisation on the appointment of a Conference Committee on Apartheid; the system of apartheid was a crime against humanity which dehumanised the Black population of South Africa, denying basic human rights. It was a shame that the system continued after so many years of opposition and it was therefore incumbent on the members of the Committee not to relent in their efforts but to devise far-sighted conclusions for dealing with the problem, which continued to be a threat to world peace and a disgrace to humanity. It had been encouraging to hear of developments in the United States of America where moves towards economic sanctions against South Africa were taking place.

7. On behalf of the Workers' members the Workers' Vice-Chairman said that she wished to thank the Director-General for his comprehensive report on the application of the Declaration concerning the policy of apartheid which on this occasion had included details of the ILO representations to certain banks, including the Union Bank of Switzerland, concerning their dealings with South Africa. She was pleased to note that the response to the ILO's enquiry concerning action against apartheid had shown a record number of replies from workers' organisations and an increase in the number of replies from employers' organisations. But there had been a reduction in the number of Government replies. However, the ten member States of the European Community had again provided a joint reply; of them only Ireland, Netherlands and Denmark had replied separately and should be commended. The joint reply had again failed to cover the important points of continued investment, trade, economic relations and emigration. In particular, the Workers' Group would like information from the Government of the United Kingdom on how it proposed to reduce White migration from the United Kingdom to South Africa; White immigrants not



only impeded Black advancement but also contributed to a larger defence force. The majority of Government replies had merely reiterated their abhorrence of apartheid, giving little factual information on action against the system. Certain replies were totally discouraging; by reiterating their belief that South Africa would change peacefully through dialogue, they encouraged the perpetuation of apartheid. Her own Government, that of Canada, had been guilty of this and had also rejected sanctions as inappropriate. Major employer organisations had echoed this opinion claiming that sanctions would primarily affect the Black population through increased unemployment and other privations; they merely advised their members to be guided only by productivity criteria and to avoid racial discrimination. Yet the Special Report had described the discrimination in the education system, in apprenticeship and in Black job advancement. If productivity was the only criterion, therefore, it was clear that such a policy merely supported the system. It was clear from the Special Report that governments such as those of the United States, the United Kingdom and the Federal Republic of Germany, that is the major investors, relied heavily in their joint or individual replies on Codes of Conduct. The Workers' Group had concluded therefore that a detailed analysis of the Codes should form part of the Committee's work and that a detailed conclusion should be reached on the subject, particularly as they were clearly being used to divert attention away from sanctions and disinvestment. The Codes had achieved little; trade union recognition was limited, many companies continued to use liaison committees with only 10 per cent of wages generally being fixed through collective bargaining. Black wages continued to be depressed and the wage gap would at the present rate take 100 years to close. Many companies paid wages below the levels recommended by the Codes, but Governments were reluctant to publish their names. A typical example of the actual behaviour of a company covered by the European Code was the British Tyre and Rubber Company whose subsidiary, Sarmcol, refused to recognise a trade union, paid low wages, many below the Code's recommendation, and had sacked the entire workforce of some 1,000 when the latter withdrew labour in a legal strike. The company immediately began recruiting replacement labour. In reply to protests by the British TUC, the parent company was rude and dismissive, denied the legality of the strike and contradicted the accuracy of its own subsidiary's report on wage rates. The Workers' Group has reiterated that investment in South Africa was investment in apartheid. This was confirmed by the officially acknowledged involvement of police in industrial disputes on 329 occasions in 1984, when 419 people were charged with illegal striking. In February 1985 alone there were 23 strikes, involving 300,000 workers, for wage demands, union recognition or concerning dismissals; over 700 trade unionists were arrested that month. It was clear that employers were resorting to mass dismissals and selective re-engagements in dealing with union disputes; they eliminated union activists in this way or by describing such dismissals as due to economic factors. Where were the Codes in this situation? What was particularly shocking was the acceptance by many European companies of legislation, custom and practice in

restricting desegregation at the workplace. This clearly confirmed the view that companies would only work within the apartheid system, rather than use their investments to change that system as they frequently claimed. The Codes had also been used to entrench influx control by attempts to end migrant labour; some employers had refused to re-employ South African workers who had been allocated to homelands and had replaced them with Black workers with urban rights. This was why the reports of the United Kingdom, the Federal Republic of Germany and the Netherlands all claimed to have limited the use of migrants. The Workers' Group had yet to hear of a company flouting South African legislation and paying the required fines in pursuance and defence of universally accepted standards which constituents of the ILO were here to defend. The Codes had operated for eight years; they could claim no significant changes for the vast majority of Black workers. The Labour Research Department in the United Kingdom had illustrated this in a report which stated that the European Code had done little to improve Black working conditions and wages; only one third of British companies reported but those that did claimed compliance with the Code by the mere fact of having reporting. Such changes as had occurred had been brought about by the emerging Black trade unions. At the Committee's meeting in Lusaka all members had agreed that industrial relations in South Africa could not be separated from the political, legislative and administrative framework of apartheid. Whilst labour legislation might appear to have been improved, control over workers and unions was now exercised by the homelands system, by security and other legislation and by bans on outdoor meetings. Codes could do nothing to address this situation and their inadequacy had been demonstrated by the revisions of the Sullivan Principles to include a political clause. Yet the latter only covered 1 per cent of Black workers. The Codes were not able to prevent the recent death of Andries Raditsela, a shop steward at the Dunlop Company who had died at the hands of the security police during detention for an alleged car offence, though subsequently charged under the Internal Security Act. He died in hospital after head injuries sustained whilst in custody. In 1984, 126 people died in police custody, 21 trade unionists remained in detention and the South African Government had instituted treason charges against 16 people including four trade unionists. The Codes had not prevented these violations of trade union rights. The Workers' Group would like an in-depth discussion of the Codes, which would illustrate how ineffective they had been. If the European Governments insisted on retaining their Code they should hand it to the Commission of the European Communities for application, supervision and monitoring by a tripartite body working with ILO advice. In addition, the need for employers to work actively for political change must be clearly defined. In March 1985 a secret meeting of employers took place at Leeds Castle in England which included South African employers; this was followed by larger but equally secret meetings organised by Business International in London and New York in June. This posed the question whether employers were planning ways to combat the disinvestment and sanctions campaigns, or perhaps to avoid the amendment to the Sullivan Principles or even to destroy the Black

trade union movement. If there was nothing to hide why was so much secrecy necessary? Statements by South African employer organisations on the constitutional position of Blacks and on their freedom of movement had always been framed in general and unspecific terms, making no reference to the abolition of the homelands system and influx control. Indeed, South African business had publicly urged White support for the new Constitution which excluded Blacks. It was clear that the Committee had to produce guide-lines on what constituted direct action by employers; such action could well include civil disobedience and could test the employers' readiness to live up to the principles of the ILO. At the last Conference the ILO had been requested to make a survey of companies investing in the homelands but this did not appear to have been provided. Companies were increasingly investing in the homelands where wages were lower, workers unprotected but profits very much higher. The Federation of South African Trade Unions (FOSATU) had reported the effects of such investment in KwaZulu where companies such as Bata of Canada, the United Kingdom company Mintex and the United States company Tidewell Housing had been involved in disputes concerning recognition of trade unions and poverty wage rates. Other companies such as J. P. Caots, Pattons and Baldwins and the Golden Era Plastics Company had recently closed factories, dismissed their work forces and moved to the homelands. Companies from the United States, United Kingdom, Holland, Spain and Israel had recently moved into homelands, particularly Ciskei, with support from their own governments. Profits on investment in South Africa in 1981 averaged 24.5 per cent, compared with 6.8 per cent in the United Kingdom, 4.1 per cent in the Federal Republic of Germany and Japan; how much higher would such profits now be in the poverty wage circumstances of the homelands? Such investment in homelands was deliberate support for apartheid and a political act, contrary to employers' claims that they could not be involved in politics. The Committee had to take a very strong stand on this question and the Director-General should provide a comprehensive study of the effects of homeland investment for the next Conference. The Workers' Group also hoped that the money would be found for a study of alternatives to trade with South Africa—both imports and exports. The Director-General had reported on his representations to Swiss banks but this had revealed that one such bank had supported the construction of a high school in Bophuthatswana. This may be laudable in other circumstances but in present circumstances constituted a recognition of the homelands system and separate education for Blacks, in direct contradiction with the ILO Declaration. The reply by the Union Bank of Switzerland (UBS) to the Director-General illustrated that bank's naivety when it argued that business relations did not constitute recognition of a political system or regime. It would be interesting for the Committee to have details of the restrictions imposed by Switzerland on the export of capital to South Africa to which the UBS referred. But not only was the South African Government trying to co-opt foreign investment into the homelands, it was also co-opting them through legislation into the militarisation of South Africa. Militarisation was growing in South Africa with increased killings

and arrests of innocent people. In 1984 over 1,100 people were detained and 165 died in clashes with the police; 1985 has already seen an escalation of the use of the armed forces in civilian disturbances and protests; in the first four months over 500 people had died. In the week preceding the Conference alone, 420 people had been arrested in one day by police and soldiers. If governments considered that "open conflict" was necessary for the introduction of sanctions that situation already existed in South Africa. Yet people still talked of dialogue, a balanced approach and conciliation, in spite of the South African President's rejection of a unitary state and of the presence of Blacks in the same Parliament as Whites. South Africa's intransigence over Namibia had provided a lesson which illustrated that resolutions and dialogue do not bring results. The only language that the South African Government would understand on the issues of South Africa and Namibia was constructive disengagement. There should be no representation by any government or party at the so-called multi-party conference in Windhoek on 17 June 1985 which could construe recognition for South African moves to install their own government in rejection of United Nations resolutions. Although the Workers' Group felt that little tangible progress had been made on the ILO Programme of Action it was nevertheless pleasing to see moves in certain Western industrialised countries to apply real pressure to the South African regime; this was particularly commendable in the United States. A second source of hope lay in the irresistible rise of the Black trade unions. It was appropriate to point out to both governments and employers' organisations that certain of these unions had endorsed the disinvestment campaign and had condemned the Codes. This took courage on the part of those unions. In this context also a senior Black trade unionist had added that he could see little difference between living in poverty due to unemployment and living in poverty due to starvation wages. It was essential to give hope to Black workers that sacrifices would lead to the elimination of the system which for so long had oppressed them. Although some may claim that certain discussions were outside the authority of the ILO, nothing in fact was outside that scope when dealing with the problem of apartheid. It was the earnest hope of the Workers' Group that the conclusions of the Committee would place total emphasis on action against apartheid and thus reject the rhetoric which had so frequently been used as an alternative.

8. The Employers' Vice-Chairman congratulated the Workers Vice-Chairman on her address to the Committee. He particularly commended her call for the ending of rhetoric and the introduction of concrete action. He considered the the Director-General's report to be objective and noted its coverage of the growing repression in South Africa and the actions taken by ILO constituents and by the international community. He also noted with satisfaction that the Director-General had congratulated Bishop Tutu on the award of the Nobel Peace Prize; this had underlined the commitment of the ILO to assist in the abolition of apartheid. It was also heartening to note the growth of the trade union movement in South Africa. But the Special Report also underlined the need for more international action in

order to end apartheid. The Employers were pleased to be able to point to a joint statement earlier this year by six South African employer organisations when they met the Minister of Justice. Their statement had included six points: meaningful political participation by Blacks; Blacks to be allowed to own shops and conduct trade anywhere in the country and no jobs to be reserved for Whites; universal citizenship; free and independent trade unions; restricting the power of the police to detain people without charge; and an end to forced removals. The Employers' Group considered this to be a very categorical statement and employers throughout the world should give those South African employers moral encouragement. The Workers' Vice-Chairman had referred to the employers' meeting at Leeds Castle and the secrecy which had surrounded it and other meetings organised by Business International. The employers present in the Committee had no knowledge of the meetings and were therefore not in a position to comment. Turning to the replies from governments to the ILO's enquiry concerning action against apartheid, the Employers noted a fall from 94 replies in 1984 to 83 in 1985. Although the Special Report implied a need for attitudinal changes on the part of employers, there was also a need for governments to prepare for the changes that were inevitable. Whilst the Special Report was comprehensive it would have been more helpful if qualitative evidence of progress in the fight against apartheid could have been presented. The Employers' Group hoped that with a positive approach and concerted action the Committee would be able to produce tangible and concrete recommendations as the Workers' Vice-Chairman had proposed.

9. The Government member of India observed that, despite the ILO's work over many years, the apartheid problem remained, with increased repression of trade unionists, enhanced use of police and troops, arrests under security legislation, the removal of Blacks to homelands and the banning of trade union activities. But Black workers had nevertheless continued their struggle. The long-term consequence of denying Black rights had even caused concern among Employers which had also been enhanced by the growing demand for sanctions. But business neither questioned influx control nor appreciated the important contribution which Blacks could make if apartheid were dismantled. The Government of India fully agreed with the Workers' view of the Codes; they had failed with their limited scope and absence of independent analysis. They were merely a cover for co-operation between certain governments and South Africa and served as a guise for promoting change by investment which continued but in fact only served to strengthen the apartheid system. Trade was vital for South Africa, with exports contributing 30 per cent of its gross domestic product, and the industrialised countries were its main trading partners. In spite of the oil embargo South Africa was importing 15 million tons of oil annually, about half of its needs. Direct investment had increased to \$342 million in 1982. Multinational corporations played a major economic role in South Africa and their investments had grown in recent years; they sustained the apartheid system which in turn provided rich profit, based on cheap and repressed labour. The Government of India urged all

concerned to work for comprehensive mandatory sanctions and had itself severed all links with South Africa. India did not agree that sanctions would have a harmful effect on Blacks; the latter were already a seriously deprived sector of the population which considered it had nothing to lose. But failure to apply sanctions would strengthen apartheid, allow it to develop its military strength and lead to further repression. Public pressure must be brought to bear in favour of sanctions and the withdrawal from South Africa of the multinational corporations. India also condemned the imposition of a puppet South African regime in Namibia and the continued denial of independence for the Namibian people. A meeting of Ministers of the Non-Aligned Movement had in 1985 called for measures to be taken against South Africa for its repression in Namibia, including strict observance of the arms embargo and increased support to SWAPO and the frontline State. India supported the proposals made by the Workers' Vice-Chairman, particularly the request for a survey of company activities in the South African homeland. India would also support any effort to strengthen the monitoring machinery for the implementation of the ILO Declaration.

10. The Government member of Angola stated that the Special Report had made clear that, taking into account the bloody acts of repression against the workers in South Africa, there had been no significant modifications in the system of racial discrimination. The Report revealed that apartheid was denounced in nearly all parts of the world and that the struggle against it was increasing everywhere. However, apartheid persisted because the regime has powerful allies who on the one hand denounced racism in international meetings but on the other hand bypassed United Nations resolutions and in practice supported the system. For this reason effective measures would have to be taken by the Committee and in this respect he was also in favour of the creation of an ad hoc working group of the Committee on Discrimination of the Governing Body. Certain member States were obstructing the efforts of international organisations and were thus reinforcing the system of apartheid rather than weakening it. The racist regime of South Africa was intensifying its action against the States of the region, even those which had no common border with South Africa, as in the case of Angola. His country had for the past ten years been systematically attacked, its air space had been violated, its economic sources had been destroyed, and all with the complicity of certain member States of the ILO: Angola had tried to contribute to peace in the southern African region and had made concrete proposals acceptable to all interested parties. But the militarists of South Africa had carried out terrorist action against economic targets in Angola, with the objective of undermining its economy and creating misery and chaos in his country. The most flagrant violation had been the commando raid on 22 May by the South African Defence Forces with the aim of destroying oil installations in Cabinda, more than 2,500 kilometres away from South Africa's border. This was an act of terrorism which needed to be condemned in the strongest terms by mankind. It was not an isolated incident. Similar acts of aggression had taken place in the harbours of Luanda and Lobito. Apartheid would

be eliminated only when international capital which invested in South Africa stopped its effective support to the regime.

11. The Government member of Algeria observed that the apartheid regime continued unabated 40 years after the creation of the United Nations and despite universal international condemnation. She noted the determination of the Black peoples of South Africa and Namibia to resist apartheid and to struggle for their freedom. On its part, the international community needed to renew its solidarity with the Black people whose conditions were continuously deteriorating. The facts as described in the Special Report were horrifying. The homelands policy was being vigorously implemented and the Committee should reiterate its condemnation. Reforms which had been introduced were still of a discriminatory nature, although they provided the illusion of change and were aimed at calming the consciences of the friends of South Africa. The illegal occupation of Namibia by South Africa had continued and its brutality had gone beyond its borders and had destabilised the neighbouring countries. South Africa's arrogance was encouraged by the Western Powers and the multinational corporations with their military and economic support. The international community should isolate the regime economically and culturally and there was a need for economic sanctions and increased support to the front-line States. Additional information needed to be provided by the ILO about conclusion 8 of the Committee on Apartheid in 1984 concerning the follow-up of the discussions between the ILO and Swiss banks. She did not agree with the Office comments in the Special Report that all large banks in and outside Geneva had business connections with South Africa in one way or another.

12. The Government member of Ethiopia observed that the Special Report had covered many aspects of the system of apartheid which remained a threat to peace and justice. His delegation was pleased to note an increase in the number of replies from employers' and workers' organisations to the ILO's questionnaire about action against apartheid, although the Report had outlined action by the ILO in relation to the three major banks in Switzerland, further action should be taken to expose illegal activities in collaboration with South Africa. The Report had also provided useful information on multinational corporations operating in South Africa, but had not mentioned important documents such as "Responsibilities of home countries with respect to the transnational corporations operating in South Africa and Namibia in violation of relevant resolutions and decisions of the United Nations" (E/C10/1984/19) and "Recent developments related to transnational corporations and international economic relations" (E/C10/1984/2). These documents showed that one country alone had some 400 multinational corporations in South Africa and revealed the increase in investment and in the supply of technology by those corporations. In addition, an application for a \$50,000,000 agreement on training and servicing in the nuclear sector had been submitted to one government. In the banking sector, there had been considerable diversification of financial activity. These trends should be reflected in future reports of the Director-General. South Africa's con-

tinued presence in Namibia remained illegal and its main trading partners should now end economic relations and co-operation. The Heads of States and Governments of the OAU had recently adopted a declaration recognising that independence for Namibia and the ending of apartheid in South Africa remained urgent objectives for all African nations and that peace and stability in southern Africa depended upon this. The continued struggle by the people of South Africa was therefore legitimate and inevitable and should be supported by comprehensive mandatory sanctions by the international community.

13. The Government member of the United Republic of Tanzania observed that the Committee's task was not to make apartheid in any way respectable but on the contrary to expedite its demise. Since last year the Botha regime had embarked on so-called constitutional reforms which included a tricameral Parliament. However the Asians and Coloured people who were supposed to be the beneficiaries of these reforms had boycotted the elections as they saw through the hollowness of the proposals. Meanwhile, South African police and army brutalities against innocent people had continued. Forced removals were the order of the day. The Special Report had described the activities of the Black trade unions in South Africa. But the regime was against trade unions and the majority of the employers had not encouraged an organised workforce. Rather they were intent on maximising profits at the expense of the Black workers' welfare. Black wages in South Africa should be compared to those given to White workers and not to workers in independent Black Africa as was often done. Apartheid was evil and there could be no negotiation with evil. It needed to be removed from the world scene. Thirty-seven years of apartheid was too long. How much longer should the Black population endure? Those living in the comfort of super-profits obtained through investment in South Africa had no right to plead moderation on the part of the struggling masses of that beleaguered country, which had been suffering since 1912 when the ANC came into being. A number of measures should be implemented as a matter of urgency: (a) increased material assistance to the struggling people of South Africa; (b) an intensified boycott campaign against South Africa; (c) comprehensive and mandatory sanctions against South Africa; (d) a stop to the sale of Krugerrands; (e) material support to the front-line States; (f) the Sullivan and EEC Codes to be mandatory on all foreign companies in South Africa; (g) a world-wide campaign to be launched to publicise the plight of the people of South Africa and Namibia. The situation was explosive and the moment was not far off when violence would engulf the whole of southern Africa. Pressure against South Africa needed to be intensified.

14. The Government member for Cuba condemned apartheid which, with imperialist complicity, was endangering international security. It was essential that pressures be brought to bear on the countries which supported South Africa. Thanks to the help of such countries, which included the United States of America, the Pretoria regime maintained its exploitation of Black workers and denial of human rights. Cuba expressed full solidarity with the front-line

States in facing acts of terrorism by South Africa. Only recently a South African unit had raided and destroyed an American-owned oil refinery in Angola but its leader had been caught. Cuba recognised Angola as a free and independent country and had always sought solidarity with the people of Namibia. But the international community refused to apply sanctions against South Africa or to ensure the implementation of United Nations Security Council Resolution 435 in support of Namibia. Cuba's position was clear: no changes could be entertained in Resolution 435. It was essential to remember that the international community was dealing with a cynical Government which always used the same arguments. Cuba stood by its commitments and reiterated that one day Namibia would become independent.

15. The Government member of the Syrian Arab Republic reminded the Committee that the issue of apartheid had been raised for the first time at the United Nations General Assembly in 1952 by a draft resolution sponsored by 13 developing countries including his own. Although the international community had struggled against apartheid for more than 25 years, it had not succeeded in eliminating apartheid nor in prosecuting a single multinational corporation operating in South Africa. With the military, economic and nuclear aid of Israel and some Western countries, South Africa had become so powerful that it was no longer satisfied with defying United Nations resolutions but was now demanding to be recognised as a regional power in order to force the world to deal with southern Africa through it. South Africa's role was similar to that of Israel in the Middle East. The regime had been able to organise propaganda campaigns aimed at misleading public opinion by creating the impression that changes were taking place in South Africa. The policy of so-called constructive engagement did not help the oppressed peoples of South Africa and Namibia. The regime was aiming at establishing a puppet state in Namibia instead of accepting independence under the leadership of SWAPO. Last year elections had been held in South Africa with a view to so-called constitutional changes but these had been boycotted by the struggling people. The Pretoria regime had also stated its intention to end the laws forbidding inter-marriage between different races which was a crime punished by law. But such superficial changes did not alter the situation of the African people who were still subjected to repression and brutality. Being lenient with the racists and their supporters would lead to more tension and the outbreak of more regional wars. In recent history the international community had also shown itself to be too lenient with the Nazis when they conquered Austria and Czechoslovakia.

16. The Government member of the USSR noted that the Special Report contained a detailed description and analysis of the situation in South Africa and the conditions of the Black people. On the basis of this analysis it was possible to conclude that during the past year, in spite of efforts by the racist regime to implement so-called constitutional and legislative reforms, the situation in the country had worsened. Racial and social repression, poverty and the violation of trade union rights were still the fate of the Black population. As the Report showed, only the elimination of the policy of apartheid could solve the problems. However, the findings of the Report had

been obscured by long legal descriptions labour relations. The Report still tended to describe the situation in an impartial way and to register unimportant events. Regarding South Africa, a paradoxical situation had developed in that there was unanimous condemnation of apartheid, whereas at the same time such condemnation was rarely accompanied by practical measures against the racist regime. This was particularly true of countries having economic relations with South Africa. The ILO should give more attention to the quality of replies by governments and employers as had been requested by the Committee on Discrimination at its November 1984 Session. Furthermore, the conclusions of the Committee on Apartheid in 1984 included a request for the Special Report to give attention to cases of non-compliance with the updated Declaration and Programme of Action. The Report provided information on contacts between the Director-General and Swiss banks, in particular the UBS. The position of these banks was clearly in contradiction with the Declaration and the Office was trying to protect the banks from possible actions against them. The question of relations between the ILO and the UBS could not be considered as closed since funds deposited with this bank were indirectly used for credits granted to the racist regime. South Africa continued its repression in the region; the Government ignored Security Council Resolution 435 on Namibia and was blocking a solution to the Namibia problem. South Africa's decision to establish in Namibia a temporary government with limited powers was another racist move directed at preventing a decision about real independence for the country. The USSR condemned these new acts of sabotage by the racist regime and supported measures taken in accordance with the United Nations Charter including the implementation of sanctions provided for in Chapter VII. South Africa would not have challenged world opinion if it had not been for the support of its Western allies, and in particular the United States which favoured a policy of constructive engagement. According to a United Nations document, at least 2000 Western multinational corporations were operating in South Africa. The IMF had granted huge loans and the West was increasing its military and nuclear assistance which had met with indignation the world over. All these activities by Western countries were against the provisions of the ILO Declaration on apartheid. The Report was disturbing in that it did not contain an analysis of the role played by international monopolies which supported the regime. Instead the Report publicised the positive aspects of foreign corporations in South Africa. The ILO should urgently request member States which had not yet ceased co-operation with the regime to do so immediately.

17. The Government member of the United States pointed to the intense debate on how to deal with apartheid which was currently taking place in his country. This demonstrated that the people of the United States abhorred apartheid in South Africa and regarded it as an affront to both the groups it victimised and to the dignity of human beings. Racism was a particularly virulent form of the collective fallacy which was premised on the belief that group identity and its attendant traits entirely determined the character of the individual. Both the

President and the Secretary of State had voiced their views on apartheid in recent months regarding it as repugnant and in the long run untenable. There should therefore be no impression that the United States defended or condoned apartheid; rather the United States demanded majority rule and respect for minority rights for all population groups, racial justice, progress and peaceful change. The Government was guided in its policy, first, by the fact that South Africa was not a closed society in which all communications and avenues were controlled by the Government and, secondly, by the fact that the United States was determined to achieve results not by empty rhetoric but by contact. This was why the Government did not agree with efforts to isolate South Africa. But this policy had not prevented the United States from calling for an end to apartheid and repressive measures, for political dialogue and restraint in dealing with the unrest which occurred in the absence of dialogue between the governed and the governors. This had been stressed in a letter from the President to Bishop Tutu. With government support United States business had become a positive force for change by adopting and applying the Sullivan Code in the labour and social field. It was significant that some in South Africa criticised the Code but at the same time used it as a tool against what they considered to be unco-operative foreign companies. The Code had recently been amplified to include action outside the workplace. It was also significant that a recent survey had shown only 25 per cent support for disinvestment and trade boycott among Black respondents. The Government therefore help the opinion that it could not influence change by removing itself from the scene, or by cutting off South Africa through boycott. This would be ineffectual, strengthen resistance to change and hurt the Black majority. Through various channels the Government had in 1984 developed a \$10 million programme of aid to Black trade unions, Black education, Black business and the victims of apartheid. This demonstrated that the Government was not attempting to reinforce the status quo in South Africa. The United States Government considered that the responsibility of the ILO was to be true to its principles and to its mandate and to concentrate on its areas of expertise. The gradual change occurring in South Africa and spearheaded by the Black trade unions—albeit gradual—was an opportunity for the ILO to apply that expertise, particularly in the context of freedom of association. That expertise and respect for due process should provide delegates with the opportunity to act upon some of the information presented in the Director-General's Special Report by initiating formal complaints against South Africa for infringements of trade union rights. Such complaints would engage the administrative machinery that existed and would highlight the situation in South Africa, guaranteeing a right to impartial proceedings and fairness. This could mean a report by a fact-finding and conciliation commission which would carry great moral weight, resting as it would on due process. The report of the Committee of Experts of the ILO on the application of Conventions and Recommendations was also useful, particularly those of its comments which referred to the so-called homelands which, it states, cannot be considered exempt from the ILO's standards which had earlier been ratified by South Africa. Similar

procedures could be applied under Convention No. 26 to a consideration of the erosion of the minimum wage in the light of comments in the Special Report. In addition to formal complaints the Committee could deplore the repression of Black trade unions, call for an end to persecution of trade unionists, call for unimpeded freedom of association for all, demand the immediate release of trade unionists imprisoned for exercising their legitimate trade union rights and the lifting of bans on trade union activity and request the Director-General to continue the publication of his Special Report. Conclusions based on these points, or others which focused on the ILO's mandate, would find consensus support and provide greater credibility; there must be a return by the Committee to principles which all could accept. Otherwise it would have no unity and be seen to be posturing and to be less credible in promoting real progress.

18. The Government member of Mongolia considered that the Director-General's Special Report should concentrate on the main issues, namely, cases of non-implementation of the ILO Declaration and Programme of Action and the harmful activities of multinational corporations in South Africa and Namibia. The Government and people of Mongolia had always resolutely condemned apartheid, with its brutality and repression and the illegal occupation of Namibia, as well as the South African attacks on the front-line States. The political, economic and military support which Western States, Israel and multinational corporations gave South Africa undoubtedly encouraged its intransigence and defiance of world opinion and contributed to South Africa's threat to world peace. Mongolia maintained no relations with South Africa and strongly urged that comprehensive mandatory sanctions be applied to that country under Chapter VII of the United Nations Charter. The ILO must also take concrete steps against apartheid, including measures to implement the Declaration fully.

19. The Government Member of Finland, speaking on behalf of the five Nordic Governments, Denmark, Iceland, Norway, Sweden and Finland, emphasised the common efforts of those countries in the struggle against apartheid. The Director-General's Special Report illustrated that in spite of the reforms and changes in South Africa oppression and discrimination continued. It was clear that genuine reform would have to be implemented. The Nordic countries wished actively to combat apartheid in its totality for its disregard of the basic norms of the United Nations Charter and Declaration of Human Rights. The system presented a challenge to the international community as a whole. Already international pressure and isolation had prompted some change in apartheid legislation but the changes had merely been an attempt to consolidate the present system and to divide the people further. Such changes had clearly been rejected by the majority but this had led to killing, arrests, brutality and even more tension. The plight of political prisoners and the maltreatment of detainees were growing causes of concern, particularly in view of the silence of the Government of South Africa in the face of protests. But political and social rights had not been the only causes of unrest; the poor economic conditions had emphasised the plight of Blacks both in urban areas



and in the homelands and had further fuelled Black resentment against the Government. There would be no peace in southern Africa until apartheid was abolished; change was not enough. Namibia must also gain its independence. Further United Nations and, in particular, Security Council measures were urgently needed to increase the pressure on South Africa. The Nordic Governments had been consulting with the front-line States on the co-ordination of efforts against apartheid. This had resulted in a joint African/Nordic initiative which had led to General Assembly Resolution 39-72G concerning concerted international action against apartheid. It was hoped that this resolution, which represented a new approach, would lead to an effective follow-up. But not only was co-ordinated international action necessary, individual government and groups of governments must also take action. For example the Nordic countries were the largest contributors of humanitarian aid to the national liberation movements and to the victims of apartheid. In 1985 this aid would total 35 million dollars. In addition the Nordic Foreign Ministers had decided to expand the Nordic programme of action against South Africa.

20. The Government member of Haiti observed that the question of apartheid reminded the people of his country of its own history and its victory over colonialism and slavery. It now wanted to show its solidarity with other people struggling for their freedom and human dignity. The system of apartheid was unique. The whole world condemned it as contrary to the universal principles of civilisation. The Black people of South Africa were each day becoming more determined to overcome their tragic situation imposed by the apartheid regime. The homelands policy was a most cynical example of the regime's attempt to isolate and disperse the Black people into poor lands while at the same time depriving them of their nationality. His Government repeated its strong condemnation of the so-called constitutional reforms in South Africa, voted upon only by the White people, which gave only limited political rights to non-White groups while excluding any participation by the Black people. These were used as cheap labour by the transnational corporations. The blame for this situation was on certain Western governments which, even if they had no direct economic and trade relations with the South African regime, made little attempt to restrict the activities of those multinational corporations over which they had influence. The Government of Haiti had on many occasions demanded that mandatory sanctions be imposed on South Africa as foreseen in chapter VII of the United Nations Charter, in order to isolate the regime politically, economically and militarily. It recognised the important role played by Black trade unions in South Africa under difficult circumstances and requested the governments and international organisations concerned to increase their moral and financial support to them. Greater support should also be given to organisations concerned with women and children under apartheid.

21. The Government member of the German Democratic Republic stated that the Special Report was an interesting and revealing document which clearly showed that, in spite of cosmetic changes, nothing had altered in the criminal apartheid system. In the past year, the world had witnessed an escala-

tion of the brutal violence by the colonial and fascist imperialist regime against the Black people of South Africa. Considering the question of the responsibility for the dangerous situation in southern Africa, one had to point to the harmful consequences of the collaboration of Western countries and their transnational monopolies with South Africa. It was unquestionable that, thanks to their economic, military and nuclear collaboration, the apartheid regime was able to carry out activities which were a threat to peace and the policies decided by the United Nations and its specialised agencies. The information provided in the Report about contact between the Director-General and Swiss banks illustrated their unscrupulous business practices, and he wondered how the ILO could continue further relations with these banks. He shared the criticism expressed by other delegates about the codes of conduct for transnational corporations. These codes could not hide the real activities of the corporations which excessive profits. The codes should be excluded from further consideration. The United Nations had analysed these as nothing more than a public relations manoeuvre which was aimed at preventing attention being paid to the just demands by the oppressed Black people of South Africa. The Special Report had gained in strength and weight, but it did not yet meet all the requirements of the conclusions adopted by the Conference. The reporting by constituent members on action against apartheid was too general and there were no conclusions reached by the Office. The conclusion adopted at the 70th Session of the Conference about failure to take action and the active promotion of relations which strengthened the apartheid system had not been implemented. Furthermore, lists needed to be drawn up by the Office of Corporations which had co-operated with the apartheid regime. It would also be important to be informed in more detail about the situation of Black people working for transnational corporations. The annual questionnaire needed to be extended in order to obtain more specific information. He supported the working document presented by the Workers' Vice-Chairman and felt that the ILO should do still more to ensure that the Declaration would be effective. The sending of missions to South Africa by the ILO should be rejected as these would only result in a situation which would give greater international credibility to the regime. The Conference Committee on Apartheid should continue to meet annually as a full-time Committee and consider the annual Special Report in greater detail. The Committee on Discrimination of the Governing Body supplemented the Committee on Apartheid in a valuable way. The Office should also make a list of profits made by transnational corporations in South Africa and their activities should be regularly discussed by the Committee on Transnational Corporations. The situation of the Black workers in the homelands should be reported on regularly. The ILO should contribute to preparing the list of apartheid criminals drawn up by the United Nations under the International Convention on the Suppression and Punishment of the Crime of Apartheid.

22. The representative of the Organisation of African Unity (OAU) reiterated his organisation's attitude to apartheid, which was the most cruel form of racial discrimination since Nazism. But in spite of

this there were countries which, while championing liberty and human dignity, scandalously provided economic, military and nuclear support to South Africa. Even more serious, these countries were publicly defying the world community by allying themselves with South Africa. They had during 1984 provided greater credibility to the leader of the apartheid regime by meeting him at a time when internal and external opposition to it was growing. There could be no peace in southern Africa whilst this regime continued. But the situation had become more untenable for the regime with the growth of opposition, which was obliging them to make increased use of oppressive and brutal methods. In view of the evolving situation, other countries must now act with the utmost responsibility because of the danger it entailed to peace in southern Africa and the world as a whole. The proposals by the Workers' Vice-Chairman were commendable and the OAU supported them, urging also the immediate release of political prisoners, the decree of total and binding sanctions, increased assistance to the front-line states, the holding of the Tripartite Conference on Apartheid annually in a front-line state and the declaration of a day of solidarity with the people of South Africa during each International Labour Conference.

23. The Employers' member of Niger considered the Special Report to be impartial in its study of events in South Africa. He thanked the front-line States and other African countries for the sanctuary and assistance they had provided to Black exiles from South Africa, as well as all those who shared the suffering of Blacks in that country. It was not possible to claim ignorance of events and of Black suffering in South Africa after so much television coverage in recent months; the world was now well informed of the real position. The statement issued by South African employers was welcome and, after discussing with his Employer colleagues, he thought they understood that it was in their own interests to make efforts concerning South Africa. Whites should not leave South Africa to return to Europe as they would be disappointed, having no experience of democracy, and would find themselves without Black servants. Employers leaving South Africa should not, as they did in Algeria, then seek to return, as they would not have that option. The proposals within the Committee on Discrimination for the monitoring group to examine actions against apartheid by constituents should be pursued and the money found by the ILO. Human rights problems should receive priority within the ILO and the money be found for work in this area, including a meeting in the front-line States by the Committee every two years. The ILO should also encourage the growing opposition to apartheid, such as that in the United States of America, by initiating concrete proposals for action. He wished to congratulate the Workers' Vice-Chairman for her promise of concrete action.

24. The Employers' member of the United States noted that one particular United Nations employers' action in the last two months was a television programme series that brought Mr. Oliver Tambo into the living-rooms of some 50 million families. This one-week series on apartheid featured such leading personalities as Mr. Tambo, Chief Buthelesi, Bishop Tutu, P.W. Botha, R. H. Botha and others,

not just alone but in simultaneous dialogue with each other. This programme, called "Night-line" and produced by the American Broadcasting Corporation, had strongly increased interest in the apartheid debate in the United States. It had become a national debate and was moving on from debate to action, including national legislation; in other words, not talk but law. In this connection, the expressions of interest and encouragement received from delegates from all benches were acknowledged. It was especially encouraging to hear the Workers' Vice-Chairman's words "not to fuzz over the issues" and "to be absolutely clear about what we mean". The Committee was like a person with one foot on the boat and the other foot on the pier; the two were, in fact, separating. The issue was clear; it was simply "in" or "out", that is, either codes or divestment. Some had spoken of staying, giving details on Black labour unions, pressures and codes for social action and support. On the other hand, some had spoken of divestment, turning their backs on the scene and departing. The boat was leaving the pier and the question was, would we fall in the middle? All delegates were invited to study the Sullivan Principles, copies of which were available. The Sullivan Principles already included all major themes for employer action within the country, as had been mentioned in the Committee meetings. The Sullivan Principles remain the standard for employers' operations. Employers believed the ILO should use all available resources, drawn from each according to his ability; the employers were doing their part. All were invited to join the employers in their efforts, which were in the interests of everyone, to ensure more rapid progress in removing apartheid.

25. The Employers' member of Bulgaria emphasized that his country maintained no relations with South Africa. It was vital to stop business and other contacts with South Africa. In the opinion of Bulgaria the best means of ending apartheid lay in the application of comprehensive sanctions. Bulgarian employers considered that the maintenance of contacts of any kind with the South African regime, including business contacts, meant strengthening the regime.

26. The Workers' member of Mozambique recalled the creation of the Committee and the ILO's first Declaration of the policy of apartheid in 1964. Coming from a front-line State, he noted with satisfaction the courageous stand taken by some progressive-minded tripartite bodies in the fight against apartheid. The front-line and neighbouring States, including his own country, had created the Southern Africa Development Co-ordinating Conference (SADCC) in order to work for their economic independence from South Africa. He appreciated the support given to SADCC countries and said that in future the Special Report should give more information on the conclusion adopted by the Conference in 1984 which stated that companies should withdraw investment from South Africa and direct it towards member States of the SADCC. His trade union continued support without reservation the just struggle of the peoples of South Africa and Namibia against apartheid. It continued to denounce the so-called "internal Government" in Namibia and demanded the implementation of United Nations Security Council Resolution 435. Furthermore it



condemned the latest raid by the South African Defence Forces in an attempt to destroy the oil refineries of Cabinda in Angola.

The Workers' member of Finland stated that he spoke for the workers' delegations of Denmark, Norway, Sweden and Finland. The apartheid policy continued and worsened in its brutality and rejection of human rights for Blacks. Previous speakers had already referred to the violent oppression which persisted in South Africa and the Nordic Workers' delegates supported the call for totally action-orientated conclusions. But there were rays of hope in, for example, the growth of the Black trade union movement through which the Black people were able to defend themselves against the power of the regime. Without doubt the new trade union movement had made the greatest contribution for the people, as the Special Report showed. The Report also highlighted the contribution of the international trade union movement. Within this movement the Nordic trade unions had both kept their members informed on the subject of apartheid and had maintained pressure on their governments for a gradual isolation of South Africa. Both Sweden and Denmark had prohibited investment in South Africa and the possibility existed that Norway and Finland would take the same action. The Nordic Trade Union Council had, under its 14-point programme, intensified its demands that Scandinavian Airlines System (SAS) services stop flights to South Africa. Other points included a tightening of the arms embargo, a ban on oil exports and transportation to South Africa and an end to emigration. These steps were important because trade between Nordic countries and South Africa had grown in recent years. In Finland the trade unions would demand a boycott of all South African products in the domestic market; the possible consequences of this on domestic employment were understood and the unions were persuading the Government to find alternative markets, particularly in the SADCC countries. In addition, the international trade union movement as a whole was intensifying its activities against apartheid with proposals for concrete action. It was also encouraging to see growing action in other quarters, for example the recent developments in the House of Representatives and the Senate in the United States of America, which might lead to specific decisions on this investment. But against this more optimistic note, the South African regime was shortly to instal a puppet Government in Namibia. In view of such South African intransigence no topic should be outside the mandate of this Committee in working against apartheid.

28. The Workers' member of the German Democratic Republic noted that according to the Special Report there had been a further deterioration in the situation of the Black people in South Africa. They were increasingly oppressed and brutally treated through the exploitation of the imperialist monopolies and international banks, which continued to make considerable profits. The multinational corporations bore a heavy responsibility for an increase in violations of human and trade union rights. At the same time, however, the Black workers and their independent trade unions had increased their resistance to the racist regime. It was the responsibility of the international community to increase its solidarity and to intensify sanctions against South Africa, in

particular to achieve a complete arms and oil embargo. Furthermore, the transport of oil and oil products needed to be prohibited. The workers of the German Democratic Republic were strongly in favour of increased world-wide solidarity action by governments and trade unions. The actions proposed by the ILO were insufficient. More support was needed for the independent Black trade unions and for actions to impede the forcible removal of five million Black South Africans to the so-called homelands. The ILO should give greater prominence to the activities of the multinational corporations operating in South Africa and the social and economic consequences for the Black employees. South Africa's decision to create a puppet regime in Namibia through the multi-party conference should be condemned and full support given to Security Council Resolution 435 of 1975. Recently, the annual solidarity week organised by the Confederation of Free German Trade Unions in support of the anti-imperialist struggle of the peoples of Africa had condemned in the strongest terms the destabilisation of Angola and Mozambique by South Africa and had expressed fraternal relations with all those fighting against apartheid, and in particular the ANC and SWAPO. He also emphasised the increased training activities for trade union officials offered at trade union schools in the German Democratic Republic.

29. The Workers' member of the United Kingdom expressed support for the statement by the Workers' Vice-Chairman, in particular her conviction that concrete proposals were now essential for the Committee to take the struggle further. The work carried out by trade unions in the United Kingdom was reflected in the Special Report; these unions had a proud record in the fight against apartheid, contrary to the records of both Government and employers in the United Kingdom. The British Prime Minister had already stated that the United Kingdom Government did not intend to move towards sanctions, as may happen in the United States of America, but positively to encourage more trade with South Africa. Workers in the United Kingdom shared reservations about the Code of Conduct: the TUC had sought to persuade the Government to make it effective by at least publishing names but this had been refused. The Government relied on dialogue and persuasion. The TUC had also endeavoured to persuade employers to increase recognition of trade unions in South Africa. It was important for the Committee to understand that in certain countries, and in the United Kingdom in particular, new trade union law had introduced the possibility of legal action against trade unions which took solidarity action with overseas trade unions. This was a new, serious and inhibiting factor in the struggle against apartheid. The Committee should declare its opposition to such restrictive measures, closely examine the effectiveness of codes of conduct, call for an end to the use of security legislation in trade union matters and for member States to take measures to stop migration to South Africa.

30. The Workers' member of China commented that the South African regime was the most obstinate bastion of racism and colonialism in the contemporary world and a source of instability in southern Africa. After many years of denial of democratic and human rights for the Black population, the authorities had intensified their persecution of lead-

ers of opposition movements, including the trade unions. Black people continued to be forcibly removed and suppressed, dismissed and arrested when striving for freedom and equality. Troops and police had been used against peaceful demonstrators, whilst the Black workers were forced to suffer the worst consequences of the economic crisis, including higher unemployment. Similar oppression had been applied in Namibia through illegal occupation and the imprisonment of nationalists struggling for independence. Chinese workers vehemently condemned the South African regime and strongly supported the people of South Africa and Namibia in their struggle for basic rights and independence. They also supported the front-line States in the defence of their national security and integrity. Although the ILO had adopted many declarations and resolutions on apartheid it was regrettable that several Western countries had not fulfilled their obligations and continued to provide support to the South African authorities. The ILO should nevertheless continue its efforts and adopt measures through which member States might pursue mandatory sanctions against South Africa, in addition to the arms and oil embargoes.

31. The Workers' member of the United Republic of Tanzania, referring to the Federal German company Norddeutsche Affinerie and its subsidiary, Transvaal Alloys, in South Africa, drew attention to a complaint submitted by a South African trade union under the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, which had outlined a long history of physical assault of workers, abusive language, appalling working conditions and poverty wages. The employers had reported under the self-assessment procedures of the European Code that they met the Code's requirements and this had been accepted without question by the Government of the Federal Republic of Germany. Even when the truth had been revealed through other channels, no punitive action had been taken by the parent company or the Government in question. This hypocrisy continued and meanwhile workers were being killed and arrested. Fortunately certain governments realised that the time had come to stand up for human rights and were more openly taking action against South Africa. The Government of Norway was an example, with its recent decision to restrict trade with South Africa which could also disrupt oil supplies to that country. All trade was to be licensed and bans imposed on fruit and vegetable products. The Government was to seek the ending of SAS flights to South Africa. If all airlines refused to carry the New Zealand rugby team to South Africa, this would be a major demonstration that the international community was determined to isolate South Africa until apartheid was ended. The threat of action against front-line States in the event of sanctions had been made by South Africa, but those States had already been suffering in this respect economically and politically. They wished to see an end to apartheid in the very near future and therefore supported sanctions as the quickest and most effective means of achieving this.

32. The Workers' member of Namibia wished to thank all those who had supported opposition to apartheid and its application to the Namibian people.

The Special Report had set out the situation in Namibia and it was now the Committee's task to develop a course of action that would lead to concrete support for the struggle to eliminate apartheid. It was a critical juncture in the history of South Africa and this was no time for the ILO to relent in its efforts. SWAPO expressed its thanks for support, including support from Angola, and sought the early implementation of Security Council Resolution 435.

33. The Workers' member of Bulgaria noted that a recent WFTU Congress in Havana had well described the apartheid regime by stating that in South Africa colonialism, racism and fascism combined in a unique form of exploitation and repression of Black workers and the whole population. In spite of all resolutions and conclusions apartheid still existed because of the assistance provided by some countries which not only did not condemn the racist regime but actively supported it. Without the direct and indirect support of Western governments and multinational corporations, Mr. Botha's regime would not be able to continue. For example, loans and credits made available by United States banks over the past years had increased by US\$2,000 million. Towards the end of the 1970s investment in South Africa by member countries of the European Community amounted to 57.5 per cent of all foreign investment. The United Nations expressed world opinion and had declared apartheid a crime against humanity, which meant that all those who supported apartheid were party to this crime. There were two possible approaches towards the apartheid regime. On the one hand there were the independent African States, the non-aligned movement, the socialist countries and the democratic and progressive forces in the West which were in favour of comprehensive sanctions and a complete isolation of South Africa. They supported the struggle of the workers and the peoples of South Africa and Namibia against apartheid. On the other hand there were those opposing this position. He wished to underline that the workers of Bulgaria energetically condemned the policy of the Pretoria regime. He completely supported the consistent measures taken by his Government which rejected any political, economic and other relations with apartheid, and he favoured its complete isolation.

34. The Workers' member of New Zealand, though reaffirming the importance of the Committee, wondered sometimes what the Committee was actually doing. Was the ILO taking all the action against apartheid that it could? As for his country, with the impending All Blacks tour to South Africa, New Zealand was again in the forefront of headlines on apartheid as it had been in 1981. As President of the New Zealand Federation of Labour he was concerned over the renewed prospect of violence. Indeed this had already occurred when the All Blacks had played recently against an English team, some of whose players had been on a previous tour to South Africa. Similar problems had emerged in Australia where the South Africans had spent vast amounts of money to attract Australian cricket players. The Committee on Apartheid must come up with some hard, constructive proposals to eliminate apartheid which would be supported by ILO constituent members and others. He condemned the continuing violence against Blacks in South Africa and as a

contrast pointed to the successful achievement of equal rights by Maori people in New Zealand. The members of trade unions and liberation movements who were coming out of South Africa were accurately portraying the situation inside the country and they should be supported. Attempts by multinational corporations to break legitimate strikes and to repress workers' struggles in South Africa were to be especially condemned. In order to eliminate apartheid, actions such as the trade ban against the Chilean dictatorship maintained by the New Zealand trade unions for eight years should also be considered against South Africa. An oil embargo should be instituted and the ILO should take the lead in these efforts.

35. The Workers' member of Barbados noted his disillusionment over the continuing problem of apartheid. He supported completely the statement by the Workers' Vice-Chairman, especially with regard to the need to do more than simply reaffirm platitudes before the Committee. He condemned occasions at which South African government representatives were afforded platforms to espouse their propaganda, as had occurred recently in some Western countries. Some people continued to view the problem of Africa in terms of exploitation rather than freedom and equality. There were Powers such as the United Kingdom, the Federal Republic of Germany and Japan which continued to stand behind South Africa; without them, and without support from multinational corporations, South Africa would not be so powerful and arrogant. More information should be given on South Africa's friends and greater use should be made of the media to expose these relationships. He agreed with the delegate from the United Republic of Tanzania that South Africa was headed for a violent explosion given the present circumstances. There were nevertheless encouraging signs, including the slight turn for the better in the United States. This was to be supported and not criticised as superficial, as had occurred in some other Western countries. Apartheid was too vicious a system for there to be any accommodation with it and, citing his own example, he refused to travel by way of South Africa when invited to meetings in southern Africa. Since there could be no accommodation with South Africa, of necessity there would be differences of opinion with those so-called friends of the apartheid regime. Finally, it should be realised that those who claimed to feel concern for the suffering of the Black population were simply using this as an excuse. Those who were genuinely concerned with fighting apartheid should be bold enough to take the necessary action to put an end to it.

36. The Workers' member of the United States stated that arguably the centre of gravity in the fight against apartheid had shifted dramatically to the United States since the events of November 1984. Commentators were increasingly insisting that the external pace in the fight against apartheid would be determined by initiatives taken in the United States. The massive student demonstrations demanding total and immediate disinvestment of United States pension and other funds from South Africa and the accelerated lobbying for legislation prohibiting the investment of local, city and state funds in companies doing business in South Africa were a clear sign that the role the United States chose to play or not to play

in the whole anti-apartheid struggle would be decisive. The arrest of 21 Black labour leaders following the successful two-day stay-at-home strike in South Africa had produced world-wide condemnation. AFL-CIO President Lane Kirkland had met Secretary of State George Shultz and handed him a letter expressing the outrage of the American labour movement over the continued detention of Black trade union leaders. The Secretary of State, in turn, had expressed the Administration's deep concern over events in South Africa and said that it shared the sense of outrage of the American trade union movement. The arrests triggered massive and continuing demonstrations in front of the South African Embassy in Washington and its consulates in New York, Chicago, Los Angeles, Boston, Seattle and Mobile where thousands had now been arrested. Among the first participants to be arrested were leading United States trade unionists. Contrary to an earlier contention, many of the established organisations in the country were in the forefront of this movement. Not the least of these was the AFL-CIO. Its record in opposition to apartheid was well known and second to none. Among many other recent activities, the AFL-CIO had hosted a special session of the ICFTU Executive Council on South Africa in Washington D.C. during the ICFTU Executive Board meeting in April 1985. This session, in which 10 leading Black South African trade unionists participated, helped refocus media attention on the on-going demonstrations in the United States and on the Free South Africa Movement. It also gave added weight and urgency to the efforts being made in the United States Congress to legislate against further investment in the apartheid regime. Several pieces of legislation now before Congress were aimed against the system of apartheid. The legislation sponsored by Congressmen Gray and Wolpe had already passed the House of Representatives. It provided for the prohibition of new investments in South Africa, new bank loans to South Africa, computer sales to South Africa and the importation of Krugerrands into the United States. The AFL-CIO had testified before Congress and brought the full weight of its influence to bear in support of legislation that would bring pressure on South Africa to eliminate the abomination of apartheid. The Secretary-Treasurer of the AFL-CIO had appeared before Congress to urge the imposition of sanctions now and their maintenance until the system of apartheid is dismantled. The Senate Foreign Relations Committee had also passed two items of legislation on South Africa by a large margin. There was no question but that Congress would adopt sanctions against South Africa this year, and the AFL-CIO was confident that President Reagan would have no choice but to sign them into law. The congressional legislation under consideration contained many of the elements of the AFL-CIO's programme. These actions should lead to the end of the policy of constructive engagement, which the AFL-CIO had condemned, and it was hoped that they would lead rather to a policy of "constructive disengagement". The AFL-CIO, at its Executive Council Meeting of 7 May 1985, had endorsed the statement by the Executive Board of the ICFTU which had been adopted in Washington in April and approved by the leadership of the independent Black trade union movement of South Africa which was represented at the meeting. With regard to the

unresolved problem of Namibia, the AFL-CIO, in conjunction with the ICFTU, condemned the Pretoria Government's announced intention of establishing an internal administration in Namibia in contravention of Security Council Resolution 435. The AFL-CIO characterised this action as a provocative move aimed at perpetuating South Africa's illegal control over Namibia. In addition, the AFL-CIO reiterated its proposal made last February that the ILO consider establishing documentation and research machinery to monitor the conduct of all corporations operating in South Africa with regard to their recognition of Black trade union rights, the training and upgrading of Black workers and their observance of universal labour standards. The AFL-CIO also repeated its call to the South African Government to repeal the "preventive detention laws" that are used to harass, intimidate and imprison Black labour leaders. The repeated warnings by the AFL-CIO of the evils of the preventive detention laws and the calls for their repeal were underscored by yet another brutal killing of a labour leader in South Africa, Mr. Andries Raditsela, who died two days after being detained by the South African police. In a telegram to the South African President, P. W. Botha, President Lane Kirkland conveyed the outrage of the Executive Council over the death of Mr. Raditsela. Calling for the repeal of the preventive detention laws, the AFL-CIO accused South Africa of deliberate and consistent disregard of internationally accepted standards of conduct and of perpetually violating the human and trade union rights of Black workers and others. On 31 May, the United Nations Economic and Social Council adopted a resolution on allegations of infringement of trade union rights in South Africa which, among other things, request the Ad Hoc Working Group of Experts to study the situation and consult the ILO. What could the ILO tell them that they could not read in the papers or hear from sources outside South Africa? This was the fifth year that Committee members had, in effect, monitored actions and justified themselves to themselves and others, supposedly by virtue of their commitment to the struggle against apartheid. Yet of all the reported actions taken against apartheid listed in the Director-General's Report, how many had really been relevant and effective? If rhetoric and reports, conferences and noise could bring down the apartheid regime, it would have been gone from the scene a long time ago. The AFL-CIO proposed that the ILO should undertake to use its existing machinery and ability to investigate the areas within its competence inside South Africa, in such a way as would lead to the elimination of apartheid. In effect, the ILO could do more by sending a committee of inquiry to South Africa, and it should be carefully considered.

37. Several Government members intervened with reference to the proposal by the Workers' member of the United States that the ILO should undertake an investigatory mission to South Africa. The Government member of Nigeria wondered what criteria would govern selection of the mission's members, and he suggested the idea could not be implemented. It was not appropriate for anyone representing the ILO to have their passport stamped by South African authorities. The Government member of the United Republic of Tanzania likewise

emphasised the total opposition of his government to any such proposal.

38. The Workers' member of Zimbabwe supported the statement by the Workers' Vice-Chairman and condemned the attempts by some delegates to support South Africa. How could people both support the idea of "constructive disengagement" and at the same time propose an ILO visit to South Africa? It was disappointing that Western industrialised countries and the employers viewed Africa's independence as a threat to their interests and profits. Western countries had been responsible for supporting puppet governments in other countries, and it was hoped this would not be the case in South Africa. Zimbabwe's experience had already shown that this led to the deaths of many brothers and sisters. As for the Contact Group concerned with Namibia, it should move quickly to achieve independence for that country or identify itself fully with the apartheid regime. With regard to employers in South Africa, if they were in South Africa to stay, then they should support the fundamental changes necessary to eliminate apartheid.

39. The observer of the African National Congress stated that the first quarter of 1985 had seen a decisive shift in the balance of forces in favour of the liberation struggle led by the ANC. This had followed a protracted struggle by democratic and progressive forces which had been waged in the face of vicious repression and had knocked the racist regime off balance. This united offensive had also exposed the lie and hypocrisy of so-called reform. The illusion of reform in South Africa had been spread with some degree of success in the West, but this illusion was not shared by the majority of South Africans and the true character of reforms had been exposed. During 1984, over 110,000 people had been detained, most in connection with the anti-Constitution campaign and the Transvaal stay-away. During the year to April 1985, 330 people had been killed by police and military. Evidence given to a commission of enquiry had clearly indicated the degree of police brutality and had revealed that the police were supplied with firearms and not rubber bullets. By December 1984, 48 people had appeared in court on political charges whilst already in 1985 58 political trials were pending. In addition, two major treason trials were pending involving prominent trade unionists. Bans had been imposed on meetings of the UDF and 38 other community organisations, together with a ban on all outdoor meetings. Such measures revealed the true nature of the so-called reforms. The Government's objective was to refuse access to central government by the Black majority, whilst restricting any form of opposition to the military-orientated regime. The period reviewed has also seen increased resistance to oppression by the working class which had played a leading role. This was the consequence of developing working-class militancy associated with the growth of progressive trade unions. For the first time, Blacks formed the largest group of organised workers whilst the democratic trade union movement commanded 61 per cent of the organised working class. Black workers had found organisational leadership with the trade union movement, which had consistently sought to link the struggle for higher wages and improved conditions with the broader political questions affecting the daily lives of Black

workers, such as the absence of democratic and social rights. Experience had shown that it was impossible to separate the two issues; the national question and the class question were interlinked. The economic and political struggles were more firmly on the agenda, as had been demonstrated by the Transvaal stay-away of November 1984 in which demands were both economic and political in nature. In a similar stay-away in Port Elizabeth, community participation was also strongly evident. Given this increased militancy and political consciousness among workers, it was clear that the regime's power was now directed against the progressive section of the trade union movement and those democratic forces which had made unity in the struggle possible.

40. The observer of the Pan Africanist Congress stated that there was now great confusion among South Africa's rulers; pressure was mounting on them and causing them to become even more repressive. This had coincided with increased international pressures for fundamental change in South Africa. The best example of this had been in the United States of America where a mass movement had emerged in opposition to apartheid and in opposition to the policies of the United States establishment with its close links with South Africa. These developments should inspire greater efforts within other countries in support of Blacks in South Africa. If other countries did not join this campaign and should United States investment be withdrawn as a result of public opinion there, it would merely be replaced by investment from Western Europe and Japan. The ILO should extend its programme of action against apartheid to support sanctions. Investing countries argue that disinvestment or sanctions would seriously affect the Blacks but this was a means of protecting their own investments. Contrary to the argument that only exiled South Africans called for sanctions, such calls had also come from trade unions inside the country in spite of the provisions of the International Security Act which prohibited this. The importance of trade to the Government of South Africa had been outlined by former Prime Minister Vorster who described loans and investment as "bricks in the structure of apartheid". Contrary to widespread belief in the West, the imposition of economic sanctions on South Africa would actually hurt Whites there first, and would hurt them most. What was the position of Blacks with investments? They continued to suffer hardships and deprivations, including a 25 per cent unemployment rate, whilst the United States installed more technology in South Africa which was used for greater control and closer scrutiny of Black attitudes. The Employers' Group had complimented South African employers for their statement but in reality they made these sanctimonious statements whilst maintaining their co-operation with the police, supporting influx control, refusing to recognise trade unions and resorting to wide-spread dismissals. With regard to the ILO and Swiss banks, the Committee should find a formula which would enable the ILO to withdraw from banks that were co-operating with South Africa.

41. Representatives of the national liberation movements similarly condemned the proposal to visit South Africa in the strongest terms. The observer of the Pan Africanist Congress recalled that the South

African regime was not only illegitimate but also illegal and it was not recognised by the Azanian people. They had already opposed such missions in the context of previous complaints by the ICFTU and by the WFTU and they continued to oppose them. The observer of the African National Congress expressed astonishment at such a proposal from a Worker colleague. This had already been raised in the Workers' group and rejected. The ILO should not be part of any visit to South Africa. There was no need to have such a mission since information on the situation in South Africa was more than abundant; even now people were dying in various cities of the country. If the ILO were to undertake such a mission, it would imply recognition of the regime. How could such a mission be realised without adhering to the wishes and the itinerary of the South African Government? The proposal was totally unacceptable.

42. Replying to criticism of the proposal, the Workers' member of the United States reiterated that his suggestion was a serious one. The ILO had well-established investigatory machinery which could be utilised to this end. Such bodies had in the past visited all sorts of countries without fear of criticism. This kind of pressure would have impact on South Africa, whereas the rhetoric from the Committee on Apartheid would have no effect.

43. The Workers' member of the USSR commented on the establishment of the Committee five years before and stated that little had come of the original high hopes of the implementation of the updated Declaration and the much-applauded Programme of Action. There was much verbal condemnation of apartheid, but in practice very little had been done. It was true that the work of the Committee contributed towards a better dissemination of information about real developments in South Africa. The Special Report had improved and he expressed his satisfaction with this year's Report for its analytical and objective review of the situation in South Africa. However, it was regrettable that, as usual, there had been a lack of detailed examination of the replies of the constituent Members to the annual questionnaire. He fully supported the energetic and meaningful intervention by the Workers' Vice-Chairman about transnational corporations and the role of Western governments. These governments were providing totally insufficient answers to the questionnaire. Special attention should be given to the codes of conduct which had proved to be totally ineffective, as these were a cover up for the collaboration of certain Western governments with the racist regime in South Africa and Namibia. This needed to be reflected in the conclusions of the Committee. The question of relations between the ILO and Swiss banks could not be considered as closed. It was unacceptable that funds deposited with these banks were indirectly used to support the racist regime and these should be withdrawn from the banks concerned. Furthermore, he was strongly opposed to ILO-sponsored missions investigating the situation in South Africa.

44. The Government member of Norway wished to clarify earlier remarks concerning the position of his Government on investments. Already in 1977 Norway had adopted enabling legislation to prohibit new investments in South Africa, and this rendered

further legislation unnecessary. In fact, there were at present no Norwegian investments in South Africa.

45. The representative of the United Nations Special Committee against Apartheid paid tribute to the courage of the Black people of South Africa and then liberation movements in their resistance to apartheid. He urged the international community to provide additional material and political support to them and to the front-line States. Throughout the world the campaign against apartheid was growing and this was particularly evident in the United States of America and in the Nordic countries. It was to be hoped that the measures taken by the United States Congress would proceed to positive action by the Executors. The Special Report had described the prevailing terror in South Africa which had also been condemned in the General Assembly and in the Security Council. In this context, the Director-General's representations to the South African authorities on behalf of trade unionists was welcome. The Special Committee had on many occasions emphasised the lack of validity of the codes of conduct and the Special Report had reinforced that opinion. Whilst the Director-General had also assembled considerable information in the Report on tripartite action against apartheid, a lack of clarity was evident arising out of the fact that the Report did not identify those governments which were directly assisting apartheid. The Special Committee hoped that future reports could both identify those governments and describe their activities. There had been some evolution in employers' views as the Employers' Vice-Chairman had indicated, including their growing concern at the cost to business of maintaining apartheid, but it was nevertheless evident from the statements that South African employers were trying to buy time and to support apartheid and that many employers continued to hide behind the Code. The replies by the three Swiss banks to the Director-General were hardly credible in their claim that business relations with a regime did not imply support or recognition; they should understand that apartheid was a crime and draw a distinction between that business and their other business. Similarly, loans to Third World countries did not justify loans to South Africa, including its so-called homelands. There were other banks than those dealing with apartheid which could extend lines of credit and other facilities to the ILO; for example, the Chemical Bank in New York had rejected apartheid and maintained no connections with South Africa was able to meet the world-wide banking needs of the United Nations. Although the arms embargo had limited the supply of arms to South Africa there were those who continued this trade with the regime which had succeeded in developing its own armaments industry. It was incumbent on all to find the means of stopping South Africa's export of arms under various guises. Similarly, in spite of the oil embargo, South Africa still maintained 15 million tons annually and the Special Committee would this year join the maritime trade unions in a conference to review the situation and to explore the means of tightening the embargo. Proposals that an ILO fact-finding commission should go to South Africa had been expressed in the Committee and the Special Committee supported those who opposed this step. Such a mission was unnecessary in view of the wealth of

information available and the fact that it would give credibility to the regime. The Special Committee had urged disinvestment although it had been argued that this would be against Black interests; but the national liberation movements, certain Black trade unions and respected Black leaders had spoken in favour of the measure, which had the support of the General Assembly. Some Western States had already initiated legislation and other measures to apply economic sanctions to South Africa in compliance with General Assembly resolutions. It was hoped that such developments would intensify with a view to isolating the regime and eradicating apartheid.

46. In response to a request from the Committee the representative of the Secretary-General stated that the meeting of employers at Leeds Castle in March 1985 had been the second of its kind. The first had been held in 1981 and the second had been initiated by the Reverend Sullivan and had included several British, South African and Swedish businessmen as well as the South African Foundation, under the chairmanship of Mr. Edward Heath, the former United Kingdom Prime Minister. Little hint of the discussions had emerged, but a press statement issued at the conclusion of the meeting stated that the participants had been encouraged by the progress that had been made.

47. Replying to a second request, the representative of the Secretary-General indicated that the Fact-Finding and Conciliation Commission had been established in 1950 as a result of an agreement between the United Nations and the ILO. Its mandate was to examine complaints passed to it by the Governing Body. Such complaints could concern both countries which had ratified and those which had not ratified the Conventions on freedom of association, if they consented to the application of the procedure. Such complaints could concern non-member States of the ILO, in which case they were transmitted by the Economic and Social Council (ECOSOC) to the Governing Body of the ILO. The Fact-Finding and Conciliation Commission was composed of members chosen on the basis of competence and impartiality, such as magistrates and professors of law. So far, five cases had been examined, two of which involved complaints against non-member States of the ILO. The Commission determined its own procedures and applied the principles of a judicial inquiry. It heard the parties, accepted testimony by witnesses and in four or five cases had conducted on-the-spot investigations in order to involve all interested parties. It always requested an undertaking that persons whom it wished to hear would not be subjected to any coercion or sanctions. The Commission's report was presented to the Governing Body and, in the case of a non-member State, transmitted to ECOSOC.

48. The Workers' Vice-Chairman, in a further intervention, stated that the Workers' group had listened carefully to the statements made to the Committee. In her opening address she had emphasised the importance of clarity of meaning in the debate on apartheid and would therefore like to examine the six points made by South African employers about which they had been complimented by the Employers' group. The first point referred to meaningful political participation for Blacks, but did



not state where this was to occur, whether in a unitary South Africa, in a homeland or in local authorities. The implication was that it was to be separate participation. The second point was the owning of shops and the conduct of trade by Blacks anywhere in the country and no job reservation for Whites. Blacks could only conduct business anywhere if their mobility was unimpeded and this was not the case and the employers had not referred to it. Additionally, Whites had prevented them opening shops in central business districts. The only legal job reservation was in mining but Whites directly controlled entry into every area of employment; an example was apprenticeship which was strictly under White control. The third point, universal citizenship, was equally obscure and could mean joint citizenship for Blacks in South Africa and in the homeland; it clearly did not imply the ending of the homeland system or the use of a single citizenship for all races in a unitary State. The Government claimed that the fourth point, free and independent trade unions, was already the case in law. But the employers had made no reference to the use of the Internal Security Act and other non-labour legislation or to the homelands system, all of which extended control over trade unions. The fifth point concerned the restriction of the power of the police to detain people without charge; employers ignored the fact that this was merely one aspect of over-all police brutality. The final point was an end to forced removals of people; the Government claimed to have reverted to "persuasion" to make people move. But why did not the employers call for an end to removals altogether? It was not only revealing to examine the language in South Africa's statement but also significant to see what was omitted. The South African employers had not, for example, called for equal political, social and economic rights in a unitary State, an end to the homelands system of influx control or for common systems of education, health services and public administration. The use of language to camouflage meaningless change was part of South African tactics and had also characterised their policy in Namibia. The Workers' group would therefore be proposing conclusions which would require employers to make clear and unambiguous demands of the South African Government on the subjects mentioned above, all of which directly affected labour matters and lay within the ILO's competence. In addition, the employers should demand an end to their liabilities under the National Supplies Procurement Act, through which they were co-opted into supporting the South African military defence and security system. Employers should also call for an ending to investment in the homelands and should present the Government with a time-limit for the abolition of apartheid, after which they would withdraw from South Africa. The Workers' group also wished to respond to the intervention by the representative of the United States and to point out that the conclusions reached by the House of Representatives in his country did not coincide with what had been said by the Administration. In addition, the Organisation would not be true to its principles if South Africa were allowed to participate in any way in the ILO or if the ILO were to raise the question of a fact-finding mission to that country. These and other matters would form the basis of proposals to be submitted by the Workers' group for inclusion in the Committee's

conclusions and would be placed before the Working Party to be established by the Committee.

49. The Committee decided to set up a Working Party to prepare conclusions to be included in the Committee's report to the Conference. The Working Party was composed as follows:

*Government Members:* Cuba (Mr. Heredia Pérez); Finland (Mr. Harttila); Mongolia (Mr. Yumjav); United Republic of Tanzania (Mr. Mdamo); Zimbabwe (Mr. Mandaza).

*Employers' members:* Mr. Ekirapa (Kenya); Miss Hak (Netherlands); Mr. Narayanan (Malaysia); Mr. Richan (Canada); Mr. Sumbwe (Zambia).

*Workers' members:* Mrs. Carr (Canada); Mr. Rwegasira (United Republic of Tanzania); Mr. Knox (New Zealand); Mr. Botvinov (USSR); Mr. Yankey (Ghana).

The Government member of Zimbabwe, Mr. Mandaza, acted as Chairman of the Working Party.

50. In presenting the Working Party's conclusions, the Chairman of the Working Party stated that the Working Party had taken as a basis for its discussion proposals presented by the Workers' members. It had held two sittings during which it had had detailed discussions marked by a sincere attempt to reach consensus on the part of all groups. The Working Party had also received other proposals from the Employers' members which were carefully discussed and taken into account in the conclusions proposed. The conclusions were adopted by the Working Party with reservations on some points.

51. During the discussion of the draft conclusions, the Employers' Vice-Chairman stated that the Employers unanimously agreed on the removal of apartheid, and to this end they had made a genuine attempt to work in tandem with the Government and Workers' members. Their differences with other groups were not many, but some aspects in the proposed text in fact posed some problems. Concerning the meeting of employers at Leeds Castle, it was regrettable that there were such misunderstandings surrounding what had become in effect a matter subjected to considerable emotional discussion. It was a relief to be able to note that the suspicions surrounding the conference had been dispelled and that it had been held under the auspices of Mr. Sullivan, whose Principles were accepted in many countries, notably the United States. It was also gratifying to note the acknowledgement by the Workers' members of recent efforts made by employers. Some Employers' members did indeed have reservations on some of the points, especially those calling for disinvestment. These Employers did not feel they could go any further on this point until such time as their governments changed their legislation on the matter.

52. During the discussion several Employers' members expressed reservations on certain paragraphs. The Employers' members of the Netherlands and Canada recalled their previous reservations on the updated Declaration itself and the Programme of Action annexed to it. The Employers' Vice-Chairman noted that certain Employers' members had reservations on the whole of paragraph 4A which they considered to be outside the scope of the ILO's mandate. The Employers' member of the Nether-

lands expressed her reservations on those parts of paragraph 4B which concerned disinvestment, paragraph 4C concerning workers and paragraphs 5, 6 and 7. She noted that her position on disinvestment would be subject to review in one year. The Employers' member of Canada noted his reservation on all parts of paragraph 4A concerning governments and 4B concerning employers, since it was important to work with South African employers. The Employers' member of the United Kingdom also expressed his reservations on paragraph 4B, in view of the United Kingdom employers' support for the codes of conduct. He stated that 171 of 181 companies reporting on the European Community Code had complied with it and this demonstrated good progress. Disinvestment could not be supported as it was inappropriate. Only if the Government adopted appropriate legislation on this subject could the employers comply.

53. A number of Government members expressed their own reservations concerning parts of the proposed conclusions. The Government member of the United States recalled his Government's reservations and its abstention on the adoption of the updated Declaration and Programme of Action in 1981. The United States Government had the deepest reservations about a number of the proposed conclusions. In particular those concerning an arms embargo, economic sanctions including disinvestment, tourism and sports and cultural contacts listed as items for government action under paragraph 4A were considered to be beyond the competence of the ILO. The Government member of Finland noted his Government's reservation on paragraph 4 of the conclusions, some parts of which were considered to be beyond the mandate of the ILO. The Government member of Italy, speaking on behalf of the 10 member States of the European Community, voiced reservations on subparagraphs (15) and (16) of paragraph 4A. The European Community derived its mandate from the member States and the Community itself. The manner of responding to the ILO's annual questionnaire also depended on those organisations which these countries had established for themselves. The monitoring of the application of the Code of Conduct was carried out at the national level and neither the Commission of the European Communities nor the Community itself were competent to take measures in this respect. In general terms, the proposed conclusions contained paragraphs which posed problems for the 10 member States of the European Community. The Government member of France concurred with the comments of the Government member of Italy with respect to subparagraphs (15) and (16) of paragraph 4A, in addition to expressing his Government's reservations on the whole of this paragraph. The Government member of Lesotho noted her Government's reservations on subparagraph (11) of paragraph 4A in view of Lesotho's heavy dependence on South Africa as a source of employment for Lesotho nationals. The elimination of South African recruitment offices in Lesotho would lead to a situation of massive unemployment in her country. The Workers' Vice-Chairman reassured the Government member of Lesotho that this point was proposed for very specific reasons and was designed in the first place to stop recruitment in Western countries rather than being aimed at

Lesotho. She further recalled that paragraph 6 was designed to provide assistance to SADCC countries to offset their dependence on South Africa.

54. Other Government members expressed their reservations on paragraph 4A which they felt was not strong enough. The Government member of Ethiopia, supported by the Government member of the German Democratic Republic, called especially for strengthening this paragraph by including a ban on all forms of investment in South Africa. The Government member of the German Democratic Republic noted his Government's reservation on those parts of paragraph 4B concerning codes of conduct. It had been clearly demonstrated that these codes had not produced any satisfactory results; moreover, certain parts of this paragraph implied recognition of the South African Government which could not be endorsed.

55. The Workers' member of the United States expressed his disappointment that the proposal for the ILO to use its existing investigatory machinery in South Africa had not been included in the proposed Conclusions.

56. Responding to the reservations by Government and Employers' members, the Workers' Vice-Chairman, while recognising their right to do so, expressed the disappointment of the Workers' members over such statements. Referring specifically to paragraph 4 of the proposed conclusions she noted that the Committee on Apartheid was supporting the need to strengthen the reporting and monitoring procedures currently in effect, a fact which had already been recognised by the Governing Body's Committee on Discrimination. Some ILO members had done a complete job of reporting while others had not. The provisions concerning the European Community were thus necessary because member States of the Community, with three exceptions, were still only making a collective response. She reacted sharply to the doubts expressed about certain actions, such as the arms embargo, falling outside the ILO's mandate. The Workers' members could not understand how such statements could be made in view of the attack by South Africa on Botswana just the night before. As was stated by the Chairman, this had resulted in many casualties and destruction to buildings. If the Committee on Apartheid did not adopt a strong course of action there would be no effective pressure on South Africa.

57. The position of the Workers' members was supported by the Chairman of the Committee who felt that in view of the ILO's place within the United Nations system in the fight against apartheid, nothing before the Committee should be considered as being outside the ILO's field of competence.

58. The representatives of the national liberation movements also reacted strongly to the reservations expressed by certain Government and Employers' members. The observer of the Pan Africanist Congress stated that the proposed conclusions represented peaceful means to change the situation. Those Government and Employers' members with reservations should realise that their long-term interests were with the South African people, not the current regime, and that, although there was still time left, if they did not change, higher and more effective



forms of persuasion would be used against them. The observer of the African National Congress rejected the arguments for the codes of conduct and the reservations put forward by some Employers' members. The codes had done nothing to improve the conditions of the Black people. Rather they encouraged South Africa to kill even more. He warned employers that resistance to the regime was growing daily and that, if employers engaged in any way in support of the military machinery, the resistance had the power to take stronger action, as they had already done in the past.

59. Following these discussions, a request for a vote on the adoption of the conclusions was made by the Government member of the United States. The Workers' Vice-Chairman, speaking on behalf of the Workers' members, thereupon called for a record vote. Based on the weighted system of voting which assure equal representation for each group, the conclusions were adopted by 430 votes in favour and 30 against, with 20 abstentions, the quorum being 192.

60. Before the vote was taken, the Employers' member of the Netherlands had stated that she would vote in favour of conclusions, as she had done the previous year, subject to the reservations she had expressed.

61. The Employers' member of the United States, in explaining his vote against the conclusions, said that he had initially been encouraged by the discussion within the Committee when he had gained the impression that it was looking for positive change. But the conclusions now appeared to reaffirm and to continue earlier approaches. He saluted paragraph 4C(3) of the conclusions but otherwise they did not offer the opportunity to eliminate the problem. A more effective result could be achieved by a carrot-and-stick approach, for example by establishing a timetable for fundamental change which all could agree upon.

62. The Workers' Vice-Chairman urged employers to show their sincerity on the question of apartheid by withdrawing from South Africa. Employers had been given enough leverage by the conclusions to take positive steps and to make specific demands for concrete change. A carrot-and-stick approach was not acceptable to the workers and people of South Africa. Paragraph 4B(6) provided employers with the mandate to present an ultimatum for change to the South Africa Government.

63. The Government member of the United States, in explaining his Government's objections to the conclusions, first repeated the abhorrence and repugnance with which his Government viewed apartheid. In the opinion of his delegation the conclusions, as in earlier years, had gone beyond the ILO's mandate. This did not mean that some of the subject matter in the conclusions was not proper for discussion by the international community; it merely meant that it was not proper for this forum. Nor did it mean that the subject of apartheid was beyond the ILO's mandate; it was within its mandate to the extent that it concerned labour and workplace issues. His delegation was also disappointed at the refusal of the Workers' Group to invoke existing ILO proce-

dures to investigate infringements of trade union rights.

64. The Government member of India stated that his delegation had hoped that the rather mild conclusions would have been adopted by consensus. However, in view of the reservations expressed by certain delegates, he wished to emphasise that his Government would have preferred stronger wording of the text, which would have urged more positive action by constituents under paragraph 4. It was regrettable that the strong views including a call for sanctions against Pretoria and the condemnation of the puppet government installed in Namibia, expressed in the Committee, were not reflected in the text. However, his Government supported the conclusions.

65. The conclusions adopted by the Committee, as indicated above, were the following:

1. The Committee reaffirms its full commitment to the updated Declaration concerning the Policy of Apartheid in South Africa, including the Programme of Action as adopted by the International Labour Conference in 1981, the implementation of which is to be monitored by the Conference Committee on Apartheid.

2. To meet its monitoring obligations, the Committee carefully examined the Director-General's Special Report on Apartheid in the light of the conclusions reached during its previous sessions, as well as the conclusions unanimously adopted by the ILO Tripartite Conference on Apartheid held in Lusaka in May 1984 and approved by the Conference Committee.

3. The Committee commends the Director-General and the Office on the presentation of the information as well as the overall content of the Director-General's Special Report, which constitutes an in-depth analysis of developments in South Africa and of the action taken by ILO constituents in implementing or failing to implement the updated Declaration and Programme of Action.

4. The Committee calls for a more explicit formula for reporting on the implementation of the Programme of Action, including specifically the following points for future reporting on legislative and/or administrative action taken or not taken by the ILO constituents:

#### *A. Governments*

- (1) The extension of the arms embargo to include sales by South African subsidiaries of transnational corporations, a tightening of the definition of arms sales to include all types of equipment intended for use by South Africa's military, security and police services, and sales of machinery and technology to South Africa by major arms-producing companies. This should include the strengthening of international monitoring to ensure compliance by all countries in preventing the purchase of South African produced arms.

- (2) The ending of investment guarantees, export credits and all trade promotion measures, and steps, product by product, to switch both import and export trade from South Africa.

- (3) The prevention of new investments in South Africa by transnational corporations.

- (4) The ending of all contracts for the expansion of the South African nuclear energy and oil-from-coal programmes.

- (5) The ending of all commercial operations by transnational corporations in the so-called homelands or "bantustans".

- (6) The stopping of bank loans to the South African state- and publicly-owned companies and of new IMF loans.

- (7) The taking of punitive action by flag States against the owners of any ships which carry oil to South Africa and against oil companies or oil traders which break or are a party to the breaking of the United Nations oil embargo.

- (8) The banning of the sale of Krugerrands.

- (9) The banning of purchases of South African coal.

- (10) The establishment of a programme of compulsory disinvestment by transnational corporations operating especially in the armaments, energy and high technology sectors in South Africa, including all those companies which have been identified as being in violation of internationally accepted standards of labour practice.

(11) The closing of all official and unofficial South African recruitment offices and tourist promotion offices.

(12) The adoption of measures to ensure that no public employment agencies handle job vacancies in South Africa and the active discouragement of the advertising of South African job vacancies.

(13) The stopping of all sports and cultural contacts with South Africa. This should include the immediate revocation of existing cultural agreements, suitable directives to cultural agencies to prevent subsidies for cultural exchanges and appropriate policies regarding work permits for South African artists to prevent cultural exchanges or the commercial presentation of such artists by entrepreneurs. Governments should introduce regulations or legislation to prevent workers in the arts and entertainment fields from being compelled through general contractual provisions from working in, or for, South Africa. The same policies should also be applied to sportsmen and sportswomen engaged in professional or amateur sports.

(14) The repeal of legislation which prohibits or inhibits national or international solidarity actions by trade unions in support of Black workers and their trade unions in South Africa.

(15) The adoption by the member States of the European Economic Community of stringent divestment and disinvestment measures in line with the ILO's Programme of Action, as a replacement for the European Code of Conduct or parallel to a radically reinforced Code of Conduct. The monitoring of implementation of these measures should be co-ordinated at the level of the Commission of the European Communities.

(16) All countries should respond to the ILO's annual questionnaire on an individual basis.

#### B. Employers

(1) A demand for an immediate end to all apartheid laws and the homelands system, leading to:

- (a) equal political, social and economic rights for all races in a unitary South Africa;
- (b) the establishment of equal and common system of education, health services and public administration;
- (c) an end to the influx control system and the Group Areas Act;
- (d) the development of a free and independent trade union movement, in particular for Black workers.

(2) A demand for the European Code of Conduct to be strengthened, notably:

- (a) by incorporating into the text of the Code the basic principles at present set out in ILO Conventions such as the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 97), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Forced Labour Convention, 1930 (No. 29), and Abolition of Forced Labour Convention, 1957 (No. 105),
- (b) by rendering compulsory the reporting by companies to their national authorities on action being taken by them to give effect to the provisions of the European Code of Conduct and establishing appropriate means of supervising their implementation or non-implementation.

(3) A demand to all employer organisations in South Africa to take immediate steps to expedite the implementation of the measures mentioned in paragraph 1 above.

(4) Recognising that time is fast running out, employers are asked to urge their governments (member States of the ILO) to exert pressure on the South African Government to establish and make public a programme of action, with definitive time limits as short as possible, for the final abolition of apartheid, in line with paragraph 1 above.

(5) A demand for disinvestment in the homeland.

(6) An ultimatum to the South African Government for the abolition of apartheid and, if this is not met, an explicit call for withdrawal of investment from South Africa.

#### C. Workers

(1) The continuation of every possible measure to reinforce the campaign for the release of all trade unionists and political prisoners, thereby extending solidarity to their brothers and sisters in South Africa, in accordance with the recommendations for actions by trade unions the world over contained in the Programme of Action annexed to the updated Declaration concerning the Policy of Apartheid in South Africa.

(2) The organisation by bank employees' unions of campaigns to highlight the relationship of major banks with South Africa in an effort to stop loans and the sale of Krugerrands.

(3) Recognising that time is running out, workers are asked to continue to put maximum pressure on their respective governments for the implementation of the recommendations in conformity with the ILO's Declaration on apartheid and the Programme of Action annexed thereto.

5. Concerning action by the ILO itself, the Committee requests that the following measures be taken:

- (a) The Committee requests the Director-General to point out to the UBS that, in spite of his discussion with that Bank, its Director visited South Africa in April 1985 and signed an agreement with the South African Minister of Finance for a loan of US\$75 million and that the UBS has also been involved in several other major loans during the past year. It is therefore recommended that a tripartite working group of the Governing Body be set up to examine the situation and to explore alternatives, if appropriate, to the ILO's continued use of the facilities of the UBS and to report to the Governing Body. The Director-General should also request the UBS to stop immediately the sale of Krugerrands at all its branch offices.
- (b) The ILO is also requested to compile a document on investment in the so-called homelands, including a list of companies and their countries of origin. This document should include an analysis of the effects of investment in the homelands on Black workers in the main South African economy.
- (c) The ILO is requested to provide information on foreign investments and bank loans in South Africa, which have expanded significantly in recent years.
- (d) The ILO should furthermore prepare a study exposing Government-legislation and administrative measures which prevent, inhibit or discourage trade union solidarity action.

6. The Committee repeats its recommendation contained in its 1984 report to organise in 1985, under the auspices of the United Nations, an international conference on the oil embargo against South Africa, with the participation of oil exporting and transporting countries and of the trade unions of the appropriate sectors.

7. The Committee reiterates that maximum assistance should be extended to the front-line States to shield them from South African economic sabotage and political destabilisation. It therefore calls on governments to increase their support for the front-line States and their regional bodies as well as for other victims of apartheid. The Committee reaffirms its requests to multinational companies to direct their investments towards those countries which are members of the Southern African Development Co-ordination Conference (SADCC).

Geneva, 14 June 1985

(Signed) S. K. OMOJOKUN  
Chairman

P. HARTTILA  
Rapporteur

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# **Provisional Record**

Seventy-first Session, Geneva, 1985

## **Thirteenth Sitting**

Friday, 14 June 1985, 3.00 p.m.

*President: Mr. Smith*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The CHAIRMAN (Mr. SMITH)—We shall continue the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Arabic:* Mr. KHADAM (*Workers' delegate, Jordan*)—In the Name of God, the Compassionate, the Merciful!

May I join with those who have preceded me in congratulating Mr. Ennaceur on his election to the presidency. I am convinced that, under his wise leadership, in the light of his integrity and his experience, the Conference will be able to reach sober decisions which will be to the benefit of mankind and help to achieve the noble aims for which this Organisation was founded, as a contribution towards building a better future characterised by organisations and stability, which are the prerequisites of prosperity. I also thank the Director-General for having so wisely chosen industrial relations as the subject of his Report this year. This Report contains much constructive information as concerns industrial relations in the light of new features of economic, social and technological development.

We, on our side, can assure you that one of the main reasons for success in industrial relations is an atmosphere of calm and stability based on constructive dialogue and understanding. The complementary nature of the three parties requires that workers must be free to set up trade unions, that these unions must be united and that they must be well organised and independent so that the workers can perform their role as an active force in social and economic construction. It thus follows that good industrial relations can have a beneficial effect on society.

The ILO has a heavy responsibility in the taking of decisions and the adoption of resolutions which can help to establish international traditions taking into account the aspirations of the workers, raising productivity and promoting prosperity. In view of the importance of industrial relations in creating a climate of stability and profitability, we consider the Director-General has chosen very wisely his subject for this Conference, which is being held under very difficult conditions at a time when the world economy is suffering from stagnation and rising unemployment.

The holding of the Conference in this International Youth Year makes us feel even more bitter when we see tens of millions of young people in certain member countries suffering from unemployment which is destroying them and destroying their souls,

as well as their social and economic sense, at a time when astronomical sums are being spent on the arms race to increase the capacity for destruction in various parts of the world, instead of using the money to improve the training of young people to take their place in the employment market. Every year attempts are made to improve relations between rich and poor countries and to find money to finance humanitarian operations which may be of value to all peoples and in the interests of lasting international peace and security in order to put an end to international terror and banish the spectre of war.

In this connection we remind the ILO that His Highness Crown Prince Hassan has called for the creation of an international fund to help those countries exporting manpower.

The Report sets out the results of the latest ILO mission to investigate the status of Arab workers in Palestine and other occupied Arab territories and tells of the agonies they suffer from racial discrimination, flagrant violation of trade union rights and attempts to "clear" the land of its lawful occupants, to confiscate land and water resources and to plunge Arab milieux in obscurantism by deporting educated youth and closing down universities. Thousands of workers and a great number of trade union leaders are still banished from their country, while thousands of other workers are in the prisons and internment camps of the Zionist entity and are terrorised and ill-treated in various ways, so that daily raids on union premises, the confiscation of trade union property, the breaking up of meetings by the police and open interference with trade union elections have become daily occurrences and are the surest sign that trade union freedoms are being trampled underfoot and Arab freedoms denied in the occupied Arab territories.

Last year the workers' federation on the West Bank saw its General Secretary forbidden permission to leave the country to accept an invitation to attend the Trades Union Congress in the United Kingdom. It is obvious that these flagrant breaches of trade union rights and freedoms and elementary human rights are a threat to freedom and democracy on the part of the leaders of Israel who approve and protect these crimes against humanity and help to strangle freedom and trample human rights underfoot in the name of the preservation of freedom and human rights.

The condemnation of the aggressive expansionist policy followed in the occupied Arab territories will not bring peace and security to Israel, because hatred can only breed hatred and the despoiling of the territory can only breed vengeance. Peace can be

achieved only by the complete withdrawal of Israel and recognition of the rights of the Palestinians to return to their territory and have control over their own territory.

International conscience, moved by the crimes against the Arab workers, is today more determined today than ever before to further the process of peace started by Jordan, together with the PLO the only legitimate representative of the Palestinian people to work towards achieving peace in the Middle East before it is too late. This initiative offers a rare opportunity to bring peace to this region and try to save it from the strife of war which could well spread beyond the Middle East and in its turn, lead to a world war.

On the subject of peace and a better future, we view with great concern the continuation of the war between Iraq and Iran which has been going on for five years and claimed the lives of tens of thousands of victims, it has laid waste to both these two countries and is now threatening their very civilisation and future progress and its economic consequences will affect the status of workers and threaten the stability of the whole region, especially since the war does not stop at the border but invades the towns, affecting economic and civil institutions inside the country. All this will have disastrous consequences if an end cannot be put to the war. We call on the international community to do everything possible to convince the Iranian leaders to accept the peace initiatives which Iraq, in its strong position has already accepted because it is convinced that this war is useless and, if it continues, can only lead to destruction throughout the whole region.

The PRESIDENT (Mr. SMITH)—I recognise Mr. Sarmadi, Government delegate, Islamic Republic of Iran, who has risen to a point of order.

Mr. SARMADI (*Government delegate, Islamic Republic of Iran*)—In the Name of God, the Merciful, the Compassionate!

My delegation wishes to rise to a point of order under paragraph 5 of article 14 of the Standing Orders. According to paragraph 4 of the same article, the President may require a speaker to resume his seat if his remarks are not relevant to the subject under discussion. Therefore, Mr. President, since the speaker has gone beyond the framework of the subjects under discussion, may I ask you kindly to prevent him from continuing his speech? May I also ask you for the right of reply at the end of this sitting?

The PRESIDENT (Mr. SMITH)—You may have the right of reply at the end of the sitting. I would ask the speaker to confine his remarks to the subject of the Director-General's Report.

*Interpretation from Arabic:* Mr. KHADAM—Jordan is a developing country which is endeavouring to develop its resources and deploy its people and workers in the best possible way under the leadership of King Hussein. It is doing everything possible to accomplish this task at all levels. We are sparing no effort to attain this objective despite the difficulties and challenges facing us, particularly as a result of the occupation of the West Bank by Israel. Economic plans were drawn up last year for the period 1985-

1990 and we hope that through this five-year plan we shall be able to fulfil our ambitions in the near future. Despite the fact that many workers leave Jordan to go to work in neighbouring countries, we still need more trained workers to carry out our development plans and that is why we ask the ILO to do more in this field for Jordan.

The Jordan Federation of Trade Unions, assuming its national responsibilities, makes every possible effort, in agreement with the other factors of production, to further development. The Federation also contributes in securing improvements in the labour legislation and updating it. In addition, the Jordan Federation of Trade Unions has had fruitful experience with the development of various facilities for workers, such as clinics, co-operatives, and housing, which the trade unions have provided for their members. The workers of Jordan can only pay tribute to the policy of the Jordanian Government which is mindful of the need to protect the workers, particularly at this stage, when legislation is being worked out which will benefit workers even further.

In approving the positive action taken by the ILO to further the human rights of the people of Namibia, we strongly condemn apartheid and the policy of racism carried out by the South African Government against Africans. We also condemn the criminal and anti-humanitarian policy of these two racist regimes, South Africa and Israel. We call on the international community to intervene with respect to this racist policy and help people fighting for their freedom and independence.

The Jordanian delegation to this Conference, and all workers of Jordan, condemn the action taken against an Alia airliner in Beirut. This irresponsible behaviour further generates terrorism, is contrary to the vital interests of the peoples of all countries, and particularly the workers.

In Jordan we are anxious to carry out our national development plans as soon as possible, and in doing so we hope that it will help to bring peace and justice to this region.

Mr. de KONING (*Minister of Social Affairs and Employment, Netherlands*)—First of all let me associate myself with those speakers who have preceded me in offering my sincere congratulations to the President and to the other Conference Officers on their election. I am convinced that they will fulfil this difficult task in an excellent way, thus contributing largely to the success of the Conference.

The theme of the Director-General's Report this year is tripartism and industrial relations seen, in particular, in the light of recent economic, social and technological development. The International Labour Organisation with its unique tripartite structure is the most appropriate international organisation for devoting attention to this topical subject. I would therefore like to make a few remarks on tripartism, referring at the same time to the situation in my country.

First of all I wish to compliment the Director-General on his excellent Report. I agree very strongly with his approach to tripartism both on the national and the international level. In my view the success of the ILO can very largely be attributed to the practice of tripartism of the Organisation. This practice does not only have a favourable impact on the ILO's activities but also has a very activating and

stimulating effect on the role of employers' and workers' organisations at the national level.

Generally speaking, prior consultations take place in my country with the two sides of industry on government replies to questionnaires, on the Reports on the Application of Conventions and Recommendations, on ratifications, etc. This gives the social partners an additional opportunity to exert an influence on national policy and I think this is a good thing. On the other hand we must not lose sight of the fact that we are dealing with three separate parties with different responsibilities. This also emerges within the ILO. Negotiations on the contents of Conventions and Recommendations are conducted among all the parties involved. However, once the legal instruments have been drawn up, and, in the case of Conventions, have been ratified, it is the *government* which is responsible and accountable for applying them. The different responsibilities and interest become all the more clear when seen in the light of recent economic, social and technological developments. After all, these developments exert an influence on the functioning of tripartite structures.

In a country like the Netherlands, where tripartism goes back many years, it is clear that the social partners and the Government sometimes differ on policy objectives in the field of labour relations or on their implementation. Unsatisfactory economic performance, high unemployment and a large budget deficit oblige the Government occasionally to take measures which are unpopular with one or both of the social partners. Examples are the curtailment of government expenditures in general, and more especially expenditure on social security. The Government considers the taking of such measures to be sometimes unavoidable. Consensus between social partners on these measures is rare.

With respect to the role of governments, we are witnessing interesting developments in various countries. In the Netherlands for instance, we have for years aimed at an integrated incomes policy with the central Government playing a major role. Nowadays however, the Government refrains from directly interfering in primary incomes in the market sector. In certain other countries, on the contrary, there is a growing tendency to play a more active role with regard to collective bargaining in the market sector. In this connection I want to draw attention to a specific issue confronting the Netherlands, namely labour relations in the subsidised and non-market sector. In this sector, which provides services that are in the general interest, for instance transport, health care, etc., private organisations are admitted and even welcomed. Hence, it is appropriate for collective agreements to be negotiated by employers and workers.

However, the sector is to a large extent financed by public funds. The Netherlands Government is of the opinion that, given the financial crisis, it has the responsibility to structure collective negotiations in this sector in such a way that there is an acceptable balance between freedom of bargaining on the one hand and its overall financial responsibility on the other. It is the Government's view that it has now succeeded in striking such a balance. We are confident that other countries, in which such problems may also arise, will pursue a similarly balanced approach. We would welcome a constructive discussion on such issues in this Organisation.

Tripartism is also faced with new technological developments which are having their effects on labour relations and making new demands on tripartism. The Netherlands, as most countries, attaches great importance to the introduction of new technologies. The introduction of new technologies within an organisation may have far-reaching consequences on the contents of work, working conditions, workload—in brief, on labour relations in general. We believe that too little attention has been paid to this issue. I shall, at this point, not linger on the consequences themselves. What I am concerned with now is to see how the Government and social partners can work together on the issue. In other words, how can tripartism function optimally? For the Government of the Netherlands it is first and foremost vital that we *cannot* and *do not* wish to exercise any direct influence on companies' choice of new technology.

With regard to the international approach on this matter I made a proposal at the Conference of the EEC Ministers of Labour in Venice last April on a tripartite declaration on this subject. I am pleased to learn that the host country of that conference has put forward a draft resolution covering the same issue to the 71st Session of the International Labour Conference.

At the national level the Government can, in our view, only play a stimulating and activating role vis-à-vis the social partners. It is up to the *social partners* in the first instance to try to find acceptable solutions for the repercussions on labour relations which stem from the introduction of new technologies.

In the Netherlands the Government is also playing a stimulating role in matters relating to technological education and scientific research. Moreover, legislation has been introduced in the so-called Works Council Act, which gives an opportunity to workers to exert influence on the introduction of new technology. Furthermore, I should like to draw attention to the possibilities offered by collective agreements. Unfortunately, however, such technology agreements, as they are called, in which both the procedures *and* the substance of the introduction of new technology can be laid down, are as yet barely reflected in collective agreements.

Such possibilities could be explored in greater depth both in this Organisation and at the national level. It is also important that greater expertise is acquired with regard to the introduction of new technologies as a basis for negotiations and consultations on the introduction of that new technology. Here, too, the tradition of tripartism with all its underlying structure may be of help.

I conclude that the principle of tripartism is just as valuable now as it was in former times, when it was explicitly established as a fundamental feature of the ILO. Even though we have to acknowledge that agreement between the three parties is not always possible and that concrete agreements are often made—and rightly so—at a decentralised level, this does not take away the need for the three parties to be partners in a debate at the *central* level and to remain so.

I should like to quote two examples which refer to my country. First, the responsibility for introducing shorter working hours with a view to the redistribution of work rests with the parties to collective agreements. It is part of the negotiation in each branch of industry and in each company. We, the

Government, and both sides of industry must, however, continue to talk to each other to try to achieve the goal of redistribution together. Second, the same goes for policy on purchasing power. After all, purchasing power is the outcome of nominal wage increases on the one hand, which fall under the competence of the collective bargaining parties, and of taxes and social security contributions on the other, which in themselves are major factors in the context of the Government's budgetary policy. In the ILO, too, the principle of tripartism is valuable and indeed indispensable, even if complete agreement between the parties cannot always be reached. It is clear that there will always be differences of opinion, both with regard to the desired contents of Conventions and Recommendations and with regard to their application.

However, the great value of the tripartite nature of the ILO is that these differences of opinion can be discussed in a wider context by the three parties. It goes without saying that the views of each of the three parties have to be taken seriously. Tripartism as a principle and in practice puts great demands on our international Organisation. This is even truer in the present complex economic and social situation. I hope and indeed trust that the ILO under its able leadership will continue its constructive efforts and that tripartism will continue to exercise a positive influence on labour relations in the member States.

Permit me to conclude with one remark on the ILO's activities in the field of technical co-operation in developing countries.

Since the mid-seventies the ILO has assumed, with the full support of the Government of the Netherlands a special mandate for employment creation and training in the rural areas in the Third World. The result of this is a substantial programme of technical co-operation with a growing number of developing countries benefiting from it.

The Netherlands has always been among the major contributors to this programme. An example is the labour-intensive Special Public Works Programme where currently seven national schemes (all but one in Africa) are under way with Dutch financial support. More recent ILO activities to which we contribute are the women's programme, the energy programme, the Programme on Participatory Organisations of the Rural Poor and some activities in the field of income generation for African refugees.

The Government of the Netherlands will continue to support these programmes, at the same time as capitalising on the precious experience which both the ILO and the Netherlands so far have gained in technical co-operation.

I wish you and all the participants at this Assembly every success in your deliberations. The ILO is an important organisation covering a rich field of activities which are essential for international co-operation in the world of work. We have confidence in the wise and efficient leadership of its Director-General, Mr. Blanchard, and I also wish him every success in his work in the year to come.

Mr. INOCENTES (*Employers' delegate, Philippines*)—The Director-General should be complimented on his excellent choice of a most timely topic for his Report to this year's 71st Session of the International Labour Conference. Indeed, there is some urgency in facing the problems and challenges that have

emerged in a world which, for the past trying years, has been experiencing a general deterioration in economic growth. As the Director-General pointed out in his Report, while the deceleration of growth originates in the industrialised market economy countries, it eventually found its way, through channels of interdependence among nations, to the developing countries, inflicting upon the latter far-reaching economic, monetary and, consequently, social effects and seemingly unmanageable foreign debt crises accompanied by galloping inflation, scarcity and prohibitive cost of operating capital, and energy problems. These externally generated problems immediately resulted in the developing countries in production slow-downs, if not outright closure or cessation of plant operations which, in turn, triggered a host of social problems including retrenchment, mass lay-offs, redundancies, shortened work-weeks, declining incomes and purchasing power and, inevitably, labour unrest. Quite naturally, these resulted in increased tensions and conflicts in relations between the two social partners and generally posed a dilemma to governments, particularly those of developing countries, which must now perform a most delicate and precarious balancing act. On the one hand, in resuscitating an anaemic and nearly dying economy and re-establishing the foundations for recovery, productivity and growth, most governments, the Philippines not excluded, have been constrained to undertake harsh measures to contain inflation and arrest the declining value of their currencies. These measures have produced net results of reduced growth rates and increasing unemployment. Debt rescheduling and very rigid adjustment and stabilisation programmes have, therefore, become the order of the day. On the other hand, governments have at the same time to look after and pacify a restive labour force and institute measures that would provide them with a modicum of decent living standards. Our country, the Philippines, was not spared these problems and dilemmas. In terms of macro-economic indicators, our country's economic planning agency, the National Economic and Development Authority, or NEDA for short, reported very slight GNP growth of only 1.3 per cent in 1983, and GNP further decline in 1984, registering a negative growth rate of 5.3 per cent. The inflation rate averaged 10.3 per cent in 1983 but jumped to 50.3 per cent in 1984, with the peak month of September registering a high of 62 per cent. At the beginning of 1985, the picture brightened up somewhat. A steady decline in our inflation rate has raised hopes that the tremendous upsurge in the cost of money in terms of interest rates during the past years may soon calm down.

However, the Central Bank of the Philippines, in an effort to sop up excess liquidity in the country's money supply offered high-yield debt instruments which pushed interest rates sky high, up to 45 per cent, by the end of December 1984 but which simmered down to 40 and 35 per cent in April and May of this year. In the process, the prohibitive cost of operating capital has taken a heavy toll on many industries, which at the same time have suffered from poor market conditions.

Production slow-downs and temporary cessation of business operations by many industries have caused some 3 million persons to lose their jobs during the last two years.



This employment picture in the country is not in any way being helped by a worsening industrial relations situation. For instance, latest figures given by the Bureau of Labour Relations under the Labour Ministry showed that actual strikes declared in 1983 totalled 155 and involved 33,638 workers. In 1984 declared strikes rose to 282 and involved 65,306 workers. As a consequence, such strikes caused the national economy 581,291 man-days lost in 1983 and a staggering 1,907 million man-days lost in 1984.

During the first quarter of this year alone, 88 strikes were declared, representing a 3 per cent increase in the number of work stoppages, as against 64 strikes held during the first quarter of 1984, and involved 23,270 workers—a figure almost double that of last year. In terms of man-hours wasted, including those arising from carryover strikes in 1984, some 5 million man-hours have already been lost during the first quarter of 1985, which is about half of the recorded wastage suffered in 1984. Such an alarming state of affairs has certainly strained industrial relations and has had deleterious effects on production and productivity, and on the Philippine economy as a whole.

The idea that labour and management are not at opposite poles and seldom, if ever, could be expected to co-operate has never been put to a more difficult test than in times of economic crises such as the one our country is now experiencing. A concrete manifestation of this so-called “polarisation” between the two social partners is the present trend for many labour disputes inevitably to end up in naked economic warfare through wasteful work stoppages and other disruptive mass actions, rather than being settled at the negotiation table. Cases of non-compliance with, and blatant defiance of, orders and decisions promulgated by the competent authorities to settle labour disputes are also prevalent.

It would seem that the different sectors of society have realised the alarming consequences of such a situation and are now fully aware that something should be done about it. The Employers' Confederation of the Philippines, for one, at its national conference of employers held in Manila in April 1985 chose as its theme “Alternative modes for industrial relations and new approaches to industrial peace”, recognising that perhaps some discussions on the legal, cultural and attitudinal framework governing the Philippine industrial relations system could somehow contribute to the lessening of conflict between labour and management.

More than any existing legislation, it is probably the law governing industrial relations which demonstrates the basic limitations and deficiencies of a system which, in its entirety, is borrowed from a totally different cultural environment and applied and foisted upon the social partners in a strictly Philippine or Asian setting. Despite the many innovations and improvisations introduced in our industrial relations system, there is a growing belief that the current system has not worked out too well in the Philippines mainly for the three following reasons: first, such a system consists of elements and concepts which encourage confrontation, rather than co-operation, between the two social partners; second, the basic assumptions as stressed in the highly impersonal and formalistic approach of the existing system are not entirely recognised in the Philippines so that they run counter to the Filipino culture and way of

settling disputes; and third, such a system has the propensity to adhere blindly to the Western manner of negotiation among adversaries and therefore does not help resolve disputes that are invariably rooted in peculiarly Filipino or Asian mores and customs.

Given the aforementioned premises, the result is the inability of the system to provide appropriate and adequate solutions to industrial relations problems. Instead, there is a tendency to prolong and therefore to intensify tension and animosity between the two social partners. This leads to a breakdown in negotiations and results in an impasse basically because of the inability of the system to be responsive to the nuances of Filipino dispute settlement.

From a micro or company or even industry point of view, it is very easy to put the blame on external economic factors such as those that brought about the present economic crisis in our country. Both labour and management feel the effects of the present economic crunch and both may have the same reading and assumptions about the environment. But such communalities still drive labour and management farther away from each other instead of pulling them together to discuss, much less implement, common programmes to enable them even to survive. The typecasting of roles again has a lot to do with this. Both sides refuse to budge from their individual vantage points, perhaps for fear of losing face before their respective constituents. Indeed, peer pressure is as much to blame as any for their unhealthy attitude towards each other.

Socio-economic trends similarly exert great pressure on both management and labour. Reversal of the present trend, however, does not depend on labour and management alone. Granted that these two sectors could play their part in this crisis situation by being more productive and profitable, much depends on such other sectors as the Government, the financial sector and perhaps even the church in our country. Management of the general environment, where labour and management should work hand in hand, should be both conducive to, and provide stable conditions for growth and perhaps, right now, for survival. Now is as good a time as any for the social partners to influence decisions in national policies other than those regarding national wage legislation. Before this occurs, however, there is an urgent need for co-operation between labour and management even within their own separate backyards. Multiplicity of representations is a manifestation of the need for self-assessment, soul-searching and internal house-cleaning. Mutual trust and confidence between the leaders and those they represent should be underscored to obviate defiance of and non-compliance with decisions of the competent authorities to resolve disputes, particularly those that affect the national interest.

I mentioned earlier the need for our country to search for a fresh approach to industrial relations—one that is best suited to the cultural, moral, attitudinal and social values of both Filipino workers and entrepreneurs. The objective is to achieve the most productive mix of capital, labour and entrepreneurial skills, in an environment of stable industrial peace.

The PRESIDENT (Mr. SMITH)—I am sorry to interrupt but we do have a very strict 15-minute limit. If you can finish in 30 seconds, please do so.



Mr. INOCENTES—I fully agree with the Director-General when he concluded that “adjustment to structural change, while depending to a large extent on uncertain economic, social and technological developments, can be greatly facilitated and made socially more acceptable if it is based on dialogue—dialogue at all levels, between the social partners and between them and governments”. In brief, continuing tripartite and bipartite dialogue by and among the different sectors of society and the economy should be the keystone of any industrial relations system.

A welcome development reported during the ASEAN Meeting on Effective Approaches to the Prevention and Settlement of Labour Disputes held in Brunei from 22 to 26 April 1985 is that alongside tripartism and bipartite mechanisms as a means of preventing labour disputes, voluntary “codes of conduct and ethics” are gaining ground in the Asean region.

May I conclude this statement by associating myself with the other speakers who preceded me in congratulating the President and the two Vice-Presidents on their election to high office and the explicit trust bestowed upon them by the Conference to steer this year’s session of the Conference to a fruitful and rewarding conclusion.

Mr. HORDIJK (*Workers’ delegate, Netherlands*)—First, I would like to join all the previous speakers who wholeheartedly congratulated Mr. Ennaceur on his election to the presidency of this Conference.

I want to express my sincere appreciation with regard to the Report of the Director-General. I read it with great interest and I might add that my confederation agrees with its general contents. Mr. Blanchard gives an excellent analysis of the problems related to change when he mentions the subjects in which such change plays an important role.

The economic recession appears to have had an impact far beyond the scope of economics. Further technological change is leading to a sharp increase in the relative importance of industrial employment in most developing countries.

However, technological change has different consequences and seems to be taking place more rapidly in the most developed countries of the world such as Japan and the United States.

The role of technological change as regards employment, therefore, must not only be considered in the national perspective but also as a factor in world-wide economic and social development. I think it would be most appropriate for the ILO to continue its efforts in this respect.

The remarks of the Director-General about the changing composition of the labour force, i.e. about public employment and the role of the government are very accurate and call for further elaboration in the years ahead.

We are indeed living at a turning point in history; we have to cope with new challenges and find new solutions to new problems. In this connection, I agree wholeheartedly with the approach of the Director-General based on the need for a more co-operative dialogue to solve the problems mentioned above.

In our view, no solution will be durable, however, if it excludes the possibility of appropriate trade union participation as a responsible social partner.

As the Report correctly points out, collective bargaining—and, I might add, other forms of co-determination—has demonstrated its real capacity to contribute to the solution of problems arising from unfavorable economic conditions and the technological revolution.

However, in developed and developing countries alike, there is a perceptible tendency to exclude the trade union movement from important decision-making processes. At the enterprise level, it follows, in our view, that relations should not be based on ownership or power as such. They should be based on genuine partnership, close co-operation, co-determination, and co-responsibility instead.

The trade union movement which I represent shares the clear-cut view that social partners should endeavour to contribute to the establishment of a free and responsible society in which conflict and self-interest would be superseded by trust, open-mindedness and a willingness to serve mankind as a whole. This implies the idea of mutual responsibility, a concept that is radically different from the generally prevailing philosophy of countervailing powers. We advocate a more positive approach to power relations whereby employers (irrespective of their position and duties) would actively promote a social policy determined neither by power nor by authority but by freedom and responsibility. Enterprises should have a Magna Carta in which human dignity and equal worth would be the key words and under which it would be unacceptable to subordinate social policy to economic, financial or technical objectives. One of the principal aspects of an enterprise’s overall policy must be its social policy. Neither the management nor the employees should be allowed to disregard this. They should be committed at all levels in order to avoid aloofness or apathy with respect to what goes on in the enterprise. In order to implement social policy in the entire decision-making process, a policy document might be introduced to clearly spell out that human needs and values play a dominant role in the determination and formulation of the enterprise’s aims.

Such a document, which might be called a socio-economic bill of rights, should contain the principles and objectives of social policy. The various aspects of industrial activity i.e.—social, economic, technical and financial questions—should be considered as horizontally interdependent and integrated.

The basic philosophy underlying this Bill of rights should be elaborated on the basis of collective agreements and formulated in detail, in line with special needs and possibilities at the various levels of the enterprise.

Personal ethics and attitudes are important in this respect. But they must be complemented by social ethics. Nobody, neither manager nor worker, can claim that he is not responsible for the way in which goods are produced and services provided or for the way we treat one another.

Ethics do not stop at the factory gate. Present conditions urgently call for the reappraisal and reconsideration of norms and values. It is crucially important that we undertake concerted action to ensure that employers and employees can respond together to the new and urgent need for industrial ethics in this period of transition.

I should like to make a second and last remark on what was said by the Director-General in his Report

on industrial relations, tripartism and government economic and social policy.

As has been the case in many other countries, my Government has intervened in the past in collective wage and wage-related bargaining in the private sector. By and large, difficulties in this respect, which caused considerable tension between the Government and the social partners have been overcome. Our Minister of Social Affairs and Employment, who had the floor before me, made some general remarks on this question.

Nowadays we are faced with many difficulties and tensions in connection with the civil service and what is referred to as "the trend followers". Specifically this last group is at present being confronted with the violation of Convention No. 87 because our Government has submitted to Parliament a Bill concerning conditions of employment in the national insurance and subsidiary sectors, restricting the right of collective bargaining.

According to the report of the Committee of Experts, my Government should fully respect the criteria and principles governing freedom of association and collective bargaining; that is to say that workers and employers should have the possibility, as stated in the Report, to get together to set up organisations independent of government authority and capable of determining wages and other conditions of work by means of freely concluded collective agreements. In our view there is no need to introduce restrictive legislation.

In my country both employers and workers are fully aware of the fact that there is a common problem and, to quote the Director-General himself, a need to maintain some appropriate alignment between the conditions of workers on the public budget and those of workers in the private sector.

I sincerely hope that my Government will take due note of the Director-General's message of warning against the tendency to issue central directives in this field.

Just before this Conference started, we were informed that our Government had introduced a change in the draft Bill which I have just referred to a change which, our Government believes, will bring the draft Bill into full conformity with the international labour Conventions in question. It stands to reason that we would be very glad if our Government had really done so. Although we cannot make final comments at this stage, in our view this would at any rate have to imply first that the social partners themselves will have final say as to the conclusion of collective bargaining agreements; and secondly that workers not belonging to specific categories of civil servants cannot be excluded from the provisions laid down in the international Conventions.

We express the wish that our Government, which has always tried to abide by its international obligations in other fields, will finally take the same course with regard to the full implementation of Conventions Nos. 87 and 98.

In conclusion, I can assure you that as far as we are concerned the door is wide open to tripartite co-operation with a view to tackling today's major challenges together and building together a responsible and viable society.

*Interpretation from Spanish:* Mr. JIMÉNEZ AGUILAR (*Employers' adviser, Spain*)—Allow me

to start by extending to the President the congratulations of the Spanish Employers' delegation on his election to the presidency of this 71st International Labour Conference, which this year, among other subjects, has emphasised tripartism which is the very essence of the ILO.

A perusal of the Director-General's Report brings to light three fundamental points of significance in relation to tripartism.

First, the main preoccupations of industrialised countries at this time are inflation, productivity, structural adaptation and employment. Secondly, economic and social problems accentuate the need for tripartite co-operation and understanding. Thirdly, freedom for independent and representative employers' and trade union organisations to negotiate is part and parcel of tripartism.

As employers, we are committed to tripartism and free bargaining both by conviction and in our everyday lives, inasmuch as we see social dialogue as a factor of progress and development.

Ever since its creation, the Spanish Confederation of Employers' Organisations (CEOE) has been in favour of consultation and dialogue with the trade unions and with the successive governments of my country.

We have signed several national agreements, some tripartite other bipartite, depending on the matters negotiated. With this attitude towards industrial relations and social dialogue, the employers' organisations, the CEOE and CEPYME, as mentioned in the Director-General's Report, signed the two-part Economic and Social Agreement, preceded by a government declaration of intent to pursue a specific economic policy: a tripartite part which sets out the Government's commitments in particular, and another part laying down rules or guide-lines to ensure the successful and, as far as possible, smooth negotiation of collective agreements in Spain.

However, the Economic and Social Agreement as a whole was discussed, negotiated and signed by us, employers, on the basis of such legitimate objectives as the introduction of complete modernisation of socio-economic structures and the pursuit of the fight against inflation through the necessary wage restraint and a reduction of the employers' social security costs and other indirect wage costs, so as to permit smooth negotiations and a better understanding between employers and workers.

We thought then, and we still think, that these objectives, through important under any circumstances, have now become fundamental and urgent in view of the historical challenge that Spain's entry into the European Economic Community is going to entail for the socio-economic order of our country.

One may wonder what impact the Economic and Social Agreement has had in practice and to what extent it has contributed to solving the problems posed by structures that are still rigid and bureaucratic.

If we take that part of the Agreement which concerns collective bargaining, the balance is clearly positive, since collective agreements have since been negotiated speedily within the agreed wage limits and there has been a considerable reduction in labour disputes, with an almost 70 per cent drop in the number of hours of work lost due to strikes in the first four months of 1985 compared with 1984. So smooth has the process been that in 1985 collective

agreements no longer make news in the negative sense of the word because they have proceeded in an atmosphere of understanding.

I would also like to point out that, in fulfilment of the bilateral commitments entered into under the Economic and Social Agreements, we are currently negotiating a system of voluntary procedures for resolving labour disputes based on Recommendation No. 92 of the ILO. We hope to be able to inform the ILO soon that a satisfactory agreement has been reached on this important subject.

As for the first part of the Agreement, the balance at this point is not so satisfactory.

Positive steps have been taken as far as recruitment of workers is concerned and this has already created many new jobs. But there still remain considerable areas of labour relations that must be made more flexible since, as the Director-General states in his Report, flexibility is now a more acute requirement than ever before.

The legislation on staffing has to be made more flexible, along the lines of the normal standards practised by the member States of the EEC. This is not just necessary but a commitment undertaken by the Government in the Economic and Social Agreement. This commitment must be taken into account when we become members of the European Economic Community, otherwise the result will be the disappearance of undertakings and the consequent loss of jobs.

Flexibility permits competition, which is essential, and avoids excessive and artificial labour costs that penalise employment and discourage further recruitment.

Another aspect of employment dealt with in the Agreement is the high social security costs now borne by Spanish undertakings, almost 30 points above the average for EEC countries. This was precisely why the Agreement provided for the establishment of a tripartite committee to reform the social security system which has not so far proved to be an effective tool for dialogue and agreement between the Government and the social partners. So far the Government of my country has not made any clear proposals for reducing employers' contributions, which for us is very worrying. We believe it is urgent that the Government clarifies its position on this subject and agrees to the, for us, essential idea of bringing Spanish employers' social security contributions into line with the average for the EEC as a whole.

We are prepared to maintain a permanent dialogue and consultation on the subject, because it is in this way, and not by confrontation and conflict, that we can resolve the social security issue.

If the Government were to adopt reform measures and introduce a measure of flexibility into its employment and social security policy, it would do much to generate a better climate and reassure the employers.

It is impossible to have a successful employment policy and social security system if one simply begs the problem by means of subsidies and other measures that create discrimination between undertakings, disrupt the market and discourage competition.

Because employment is currently suffering from the economic crisis and because of the distortion provoked by subsidies and half-hearted measures, we are asking for a little more freedom and flexibility so as to clarify things.

As the Director-General rightly points out in his Report, the more or less absolute security of employment of those who have jobs in certain countries may reduce the chances of employment for those who do not, thus slowing the whole process of economic development.

If the Government introduces the reforms to which it has committed itself, we will have taken a definite step forward as far as employment and social security are concerned, and everyone will benefit.

In the meantime, Spanish undertakings are not just standing by and waiting. On the contrary, and in spite of all these problems and difficulties, we are planning how to achieve higher levels of competitiveness and investing huge sums of money—4,000 million pesetas in 1984, much the same as in more industrialised countries than ours.

Under the Economic and Social Agreement, we are also continuing to collaborate in vocational training and supporting the possible establishment in Spain of a national vocational training programme.

Spanish undertakings are still highly responsive to the encouragement offered by our employers' organisations to promote employment for young people. All our organisations have emphasised the advantages for employers of drawing on young labour, and we are now negotiating with the Ministry of Labour the introduction of new on-the-job training incentives.

Spanish undertakings are still highly responsive to the encouragement offered by our employers' organisations to promote employment for young people. All our organisations have emphasised the advantages for employers by drawing on young labour, and we are now negotiating with the Ministry of Labour the introduction of new on-the-job training incentives.

But our own problems do not make us blind to those faced by other countries and regions of the world. Together with other employers, we have therefore presented a draft resolution on employment which we hope will receive the necessary support to be adopted by the Conference.

Our endorsement of the objectives and activities of the ILO during 1984 has taken the form of intensive co-operation in various fields and in various ways: supporting the ILO study of labour relations in Spain, publishing a book on social communication and the undertaking together with the ILO, actively collaborating in training activities undertaken by the Bureau for Employers Activities and the Turin Centre, and obtaining the support of the ILO for a training programme for children of small and medium-sized employers.

May I conclude by expressing our gratitude to the ILO for its constant endeavours to defend tripartism and free bargaining, a task that our employers' organisation will always support sincerely and firmly.

Mr. MALLIA MILANES (*Employers' delegate, Malta*)—I should like to congratulate Mr. Ennaceur on his election to preside over this Assembly, a task which I am convinced he will fulfil with the distinction brought to it by his predecessors in office.

In Part I of his Report, the Director-General has reviewed, in a wealth of detail, the role of tripartism and that of its partner, industrial relations, in combating the adverse effects of the structural changes

with which we are being faced in the world of work. Social, economic and technological developments have all had their effect on our world. Whether one operates in an economy of the North or of the South, or of the West or the East, these three factors have all, to a greater or lesser extent, impinged on our operations. In several years, economic growth was virtually negligible and this produced the scourge of unemployment we know today. The burdens of international debt and the programmes to combat it and to arrest inflation, as also growth in counter trading, have all had their effect on the economies of countries in all regions and at all stages of development. Social changes have brought about a transformation in the workforce, with a sharp increase in the number of women workers. Today, we meet at a time of high unemployment; we also meet at a moment when some hope exists of an American-led economic recovery.

Through the operation of the tripartite mechanism, the social partners join together, with varying degrees of co-operation and smoothness, to combat the social scourge of unemployment. The labour unions vigilantly safeguard the interests of their members, the employers' group strive to re-trench their enterprises and boost productive investment therein and governments attempt to harmonise the aims, sometimes divergent and just as often parallel, of the two other partners in the tripod.

It will be noted that in describing, in shorthand, the government's role in the present situation, the word "attempt" was used. While labour unions and employers' associations generally have their aims and objectives well defined, frequently governments do not, as they cannot often enjoy the luxury of a clear definition of objectives. It is all very well to cite the protection of the well-being of society at large as being the overall aim of government, but this intended point of arrival will generally be reached by a route so circuitous as to often distort the ultimate aim. And these circuitous routes may be dictated by various considerations: political ideologies and allegiances, social-economic pressure groups, international responsibilities and exigencies and even natural phenomena.

However, the argument stands that it is only by the maximum tripartite effort that unemployment can be successfully overcome.

We feel strongly that there has never been a greater need for employers, governments and unions to co-operate closely in combating the present situation. It is futile for any side to preach or generate unilateral actions.

We believe that it is necessary to follow this path and concentrate energies and resources in identifying and enlarging those areas that would create conditions beneficial to the whole social framework. In other words, let us pinpoint and enhance the points of unity rather than seek to be labour areas that could divide us.

Unemployment has also raised its head in our own country-Malta. Certain local factors apart, world recession has combined with stiff freight costs and our own strong currency to affect our export and tourism-oriented industries.

We now badly require fresh investment to spur economic growth and produce jobs; such investment would be both local and external, the latter, particularly, bringing with it technology transfers.

The full development of co-operation within the sector of industrial relations necessitates a clear-cut definition of the roles of the three participant groups—employees, employers and governments. On our side, we as employers are conscious of the role of private enterprise in our society; we realise that entrepreneurial activity must retain a human face and have proper social consciousness. It is our constant task to balance the economic and human forces that comprise our endeavours at our place of work.

As regards organised labour, which is an inseparable and indispensable part of our endeavours, we as employers would seek a role distinct from that of any political party. We are conscious of the potent political force that organised labour (and indeed organised employers) represents in western society, but we cannot ignore the fact that a healthy tripartite mechanism is essential for full, responsible co-operation. As employers, we therefore seek national policies that ensure separate retention of identity and that no participant in the tripartite mechanism is submerged beneath the pressure of another.

We employers realise that the aim of the workers, indeed of all human beings, is to improve the living conditions. This is an inescapable and completely acceptable factor of the human condition. In the short-term, organised labour may feel stronger in fusing itself with a political party, but the very nature of work and the very nature of politics make it obvious that one side would smother the other in the long term to the detriment of society as a whole.

Where one social partner, or a major component thereof, places itself or gets into a position where its aims and aspirations do or can become secondary to other alien considerations, the tripartite mechanism is distorted. Such distortion often results in changes in conditions of employment being established statutorily without effective consultation and these ultimately lead to a radical reversal of policy. The role of the State is therefore an obvious one. It has to embark on those confidence-building measures and policies to encourage entrepreneurs to plunge into investment with zest and without uncertainty. The State should also continue to strive to bring about the best possible distribution of wealth and develop those social measures that would increase labour productivity, thereby reinforcing the work ethic.

I should like to elaborate further on the role of the State in the tripartite mechanism. We are not placing the whole onus of creating the right conditions of growth on governments. In fact a world-wide slogan of free enterprise which we endorse is "give us the tools and we will do the job". And doing our job successfully is measured by the jobs we create, that is by the wealth we generate, for society at large and for ourselves.

The "tools" needed by employers to do their jobs are obvious. Generally, they fall within the framework of tripartite action. The Director-General has highlighted them in his report: he refers to tripartite co-operative relations within the ILO itself as a continuous and concerted effort in which representatives of workers and employers join with those of governments in free discussion and democratic decision with a view to the promotion of the common welfare. On the national level the Director-General cites the Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113), which states that "such consultation and co-opera-

tion should have the general objective of promoting mutual understanding and good relations" amongst the three sides.

The second "tool" in market or mixed economies was also clearly identified in the Director-General's report when he states that, in such economies, the first assumption of tripartism is the existence of autonomous and representative organisations willing to engage in dialogue. "Autonomous organisations" as referred to by the Director-General are the basic ingredient for that tripartite activity which should lead to more widespread and more determined efforts to explore national package solutions. The alternatives, as the Director-General states, are usually unpleasant, as either the problems remain unsolved or governments are tempted to solve them by unilaterally curbing collective bargaining (if not autonomous trade unions themselves).

I have already referred to the third major "tool" that employers often stress. It is also touched upon in the Director-General's report where he refers to "understanding". This can only evolve in a climate of mutual trust; this often elusive but essential "tool" is a must where tripartite action (with the attendant benefits) is to flourish.

And it is here that we place major emphasis on the role of governments, as the senior partner in the tripartite framework. Governments have both the responsibility and the "tools" to embark on those confidence building measures which would not only stimulate the tripartite mechanism into meaningful action but would thereby bring about economic and social progress. As employers, we expect this of governments; it is the minimum we insist upon so that we can proceed with the stimulating of economic growth with its attendant social benefits. Investment is a highly sensitive creature, as we all know, and as employers we need a climate of mutual trust, where our confidence is founded on the fruits of wise, long-term policy-making by the State. Confidence can never evolve through artificially applied, unilateral actions; like prosperity, it can never be legislated into being.

On our part we are certain that tripartite dialogue and co-operation *must* follow where *trust* and *honest intention* exist. Otherwise, as the Director-General has so rightly stated, the alternatives are usually unpleasant.

*Interpretation from French:* Mr. TOE (*Government delegate, Burkina Faso*)—Allow me first of all to express, on behalf of the delegation of Burkina Faso, and on behalf of the authorities and people of my country, our congratulations to Mr. Ennaceur on his election to the Presidency of this Conference. We in Burkina Faso are well-acquainted with Mr. Ennaceur on account of his co-operation and the dynamic advice which he gives us in the field of management training.

I would also like to associate myself with previous speakers in extending warm congratulations to the Secretary-General of the Conference, the Director-General of the International Labour Organisation, and to all the officials of the Office for the excellent document that they have prepared in the form of the report now being discussed. The report arrived very late in my country and we deplore this fact as it is undoubtedly a very good document, like those the officials of the Office often prepare. The report

describes phenomena, facts and practices that can be observed in the world, makes extrapolations regarding emerging trends but refrains from recommending the adoption of any particular approach. It therefore encouraged us to question the methods and approaches which have been adopted. Its great virtue is that it keeps us informed and fosters a better adaptation of methods to prevailing national situations.

The Report of the Director-General very strongly emphasises the unprecedented crisis in the world, particularly in the market economy countries. It also highlights the recession's disastrous effects on general conditions of employment and the living conditions of workers. We can observe in the capitalist countries and in the peripheral areas that they dominate closure of enterprises, increased unemployment and a feeling of insecurity, the crystallisation of conflicts around certain issues, racial discrimination and dismissal of workers on grounds of race or nationality.

The Report highlights new technological changes which are having a disturbing effect on the highly industrialised countries, the world of labour, general working conditions and, in particular, labour relations. The Western world is today experiencing all the social, psychological and economic upheaval of the industrial revolution and of technological innovation, such as that experienced by medieval societies, much as our societies in Africa and Asia have experienced the violence of "civilisation" and "modernism". To tackle the question of tripartism is to take up a challenge, and each State can only put forward its own general guide-lines, in this field, as is also true for questions concerning labour relations.

Allow me to refer to certain aspects of these issues in my own country. A backward agricultural country affected by natural disasters, drought, inadequate water supply and sudden flooding, former Upper Volta previously lived in the wake of imperialist countries whose main concern was to see which man they should place at the head of the country so that it would forever remain under their influence. Today, Burkina Faso has freed itself from all kinds of domination and has chosen the path of democratic and popular revolution. An opportunity for discussion and the power of decision have been given to the working people (peasants, workers, pupils, students and patriotic intellectuals) so that they can express themselves, discuss, debate, indicate their preferences and combat imperialism in Burkina Faso.

The main idea underlying tripartism and labour relations is that of promoting communication between government officials, employers' and workers' organisations. They should consult on all matters, express their opinions and views on problems which arise or may arise in labour relations. They should also put forward specific proposals as a basis for serious negotiations. As a Member of the ILO, my country applies the principle of tripartism; in accordance with Conventions Nos. 87, 98 and 135, my country has committed itself to strengthening labour relations to the greatest possible extent.

Nevertheless, I should remind you that Burkina Faso is a backward agricultural country and that by far the greater part of our population is made up of rural peasants. If tripartism and labour relations were to apply only to workers in the meaning of the Labour Code or to civil servants, only 1 to 2 per cent

of the active population would be covered. Apart from groups at the village level, we have no organisations of rural workers that are powerful and well structured in the same way as trade unions in the modern sector.

Although their specific objective was not the improvement of labour relations, it must be recognised that the creation of the Committees for the Defence of the Revolution in the historic night of 4 August 1983 resulted in the provision of structures for discussion and submission of proposals which in no way jeopardise existing tripartite structures.

The Committees for the Defence of the Revolution comprise, at the level of the village, district, sector and province, and in respect of the various services, all the militants and supporters of the Democratic and Popular Revolution. Peasants, workers in rural and urban areas, pupils, students, patriotic intellectuals and the unemployed meet in the Committees, in a non-sectarian setting, in order to analyse proposals or put forward their own proposals. Today the administrative boards of public or jointly owned establishments include employers, representatives of the State and of the workers, and representatives of the Committee for the Defence of the Revolution set up at the establishment. Similarly, when a serious problem, such as staff reductions, arises the committees set up to carry out inquiries into the reasons for collective dismissals or staff reductions also include staff representatives, representatives of the trade unions and delegates of the Committee for the Defence of the Revolution at the establishment. It is in this novel manner that we intend to develop the ideal of healthy and responsible tripartism. In fact, the conflicts that have occurred often show that the parties concerned are not always well informed about the prevailing economic and social situation, and that the overall analysis of a world in crisis is not clearly understood by everyone. In accordance with the political orientation that we have adopted, we attempt to guide the discussions from the technical and political standpoints in such a way as to ensure a fair settlement of problems between the social partners.

Intervention by the State and the political authorities is necessary in tripartism and labour relations. The State must give guidance concerning collective bargaining in order to avoid a situation where disparities may exist in the same sector between employers and workers. We speak out publicly against those who, incorrectly understanding the role of the International Labour Organisation and the Office, wish to use these institutions as a threat, in order to preserve, within the context of collective bargaining or tripartite negotiations, acquired rights which increase social injustice and endanger economic and social equilibrium. These acquired rights call into question a form of social progress that should be beneficial to all, in conformity with the ideals of the Democratic and Popular Revolution.

In the past States have refused to accept responsibility and play their rightful role, and like Pontius Pilate have washed their hands of labour relations. They felt that it was sufficient to be present in order merely to note the points of view of the social partners. The new trends in tripartism and labour relations are highly revolutionary. Discussions on economic, financial and budgetary questions are

public in Burkina Faso and are often broadcast live by radio. Staff problems underlying tripartism and labour relations can not be resolved in isolation but must be tackled in the context of real situations. On the one hand, there is a budget, on the other, demands and claims, and all this has to be harmonised after lengthy and instructive discussion.

In my country, public democratic discussions are now under way for the elaboration of the Five-Year Plan 1986-90. This Plan places emphasis on the agricultural sector, national savings, despite all the difficulties encountered, investment aimed at the full use of human resources, the need for a spirit of sacrifice and initiative in order to win the great battles against economic and social underdevelopment, and for national construction—important battles alongside the struggle against imperialism, neo-colonialism, apartheid and Zionism. In less than two years the National Revolutionary Council, the Revolutionary Government and the people of Burkina Faso have achieved a series of outstanding victories: implementation of a large-scale programme of water supply facilities under the popular development programme; provision of a public transport; construction of housing for the poor; free housing in Burkina Faso for the whole of 1985; setting-up of popular revolutionary tribunals; a 50 per cent reduction in schooling fees in private educational institutions; definition of threefold control of desertification: liberation and emancipation of women.

There is no doubt that further sacrifices will be required. Such truths must be stated clearly. Such a vast programme cannot be implemented without sacrifices and without giving up a certain life-style. Certain day-to-day living habits, in the eyes of the toiling masses and in particular the peasants, have led to a situation where the masses criticise employers and workers in the private, semi-public and public sectors, and place them in the category of the petite bourgeoisie or social climbers aspiring to the middle class and ready to do anything in order to arrive there. Tripartism in States such as ours must bring about a process of awakening of consciences by means of information regarding the problems that call for discussion by the protagonists in the economy and the world of labour, in order to arouse a new spirit of solidarity. As we are unable to introduce tripartism by conventional methods where written laws are regarded with excessive veneration, we must innovate in this matter.

I cannot dwell on all the questions raised, in particular those concerning employment of women and international labour standards. On the latter point, the position of Burkina Faso has already been brought to the attention of the 70th Session of the International Labour Conference.

It was the intention of my delegation to deal with one particular aspect of this Report concerning tripartism. We must, above all, invite workers' organisations to come together in order to exchange views and make proposals. As far as we are concerned, we are not afraid to meet the mass organisations, in particular organisations of workers, who are an integral part of the people and who, through their labour, create the goods and assets which we should all enjoy equally. Various structures have recently been set up in Burkina Faso to ensure constant dialogue with the mass organisations, including



workers' and employers' organisations: the revolutionary Economic and Social Council, the National Plan Council, the Contact Group for liaison with all socio-professional organisations. The revolutionary process now under way in our country represents the conscience of the people on the move to win freedom and to create a new man who is open-minded, generous, hardworking, altruistic and courageous, the new citizen of Burkina Faso.

Other peoples of the world are struggling for the same ideal and we support the struggle for the independence and dignity of peoples. The sordid plots and active interventions to oppress the valiant people of Nicaragua must cease in order to allow the Government of that country to set in motion and successfully complete the task of national reconstruction. Those who are intervening in Nicaragua to counter the Democratic and Popular Revolution in this country must also desist from affording further criminal support to racist South Africa and the Zionist State of Israel.

The peoples suffering today from exploitation and domination will inevitably attain victory.

Fatherland or Death, we shall overcome.

*Interpretation from Spanish:* Mr. MENESES FONSECA (*Minister of Labour, Nicaragua*)—I should like to begin by congratulating the Minister of Social Affairs of Tunisia, Mr. Ennaceur, on his election to the presidency of this 71st Conference of the International Labour Organisation. We are sure that, under his leadership, our work will be crowned with success.

We come to this international event at a crucial time for mankind, when the tremendous gap between the progress and wealth achieved by the highly industrialised nations and the impoverishment of the small, undeveloped nations reflects a world of contradictions and injustice which give increasing cause for concern and indignation.

Precisely as made clear by the Director-General in his Report, one of the severest forms of pressure on the developing countries is their foreign debt which has become of such a size as to affect profoundly every aspect of the productive activity in our countries and, in consequence, the world of industrial relations.

In the sombre panorama of international economic relations, conditions persist of obvious injustice towards our countries. I am thinking, *inter alia*, of the persistence of inequalities in the terms of trade; restrictions on the transfer of technology from industrialised centres to countries on the periphery; and the huge foreign debt of the immense majority of the countries of Asia, Africa, Latin America and the Caribbean.

As concerns the use of science and technology in production, it is a painful fact that while, in the industrialised countries, this is reaching levels never before imagined, in our countries it is almost impracticable due to the monopoly exercised by the possessors of technological secrets.

We all know that, without this vital factor, it is extremely difficult to achieve the optimum levels of production and productivity so greatly needed by developing countries. It is indispensable that the countries which have made great technological and industrial advances should understand that, in the world concert of nations, peace and social stability

will be guaranteed only if we can all share in the benefits of technical and scientific development, which should not be the exclusive property of any country or society, since they represent the patrimony of all mankind.

Furthermore at these times of grave crisis, the heaviest burden, that of the foreign debt and the need to pay it off, is practically strangling the national economies and making its effects felt throughout their entire production activity.

In this dramatic situation, a great responsibility lies with the International Monetary Fund, whose policies calling for adjustments in the economy of the indebted nations have meant, for the latter, even more poverty and sacrifices for their workers, although this is a matter of little importance for the powerful economic interests which it represents.

The worsening of the conditions in which workers live and work in town and country and the problems which the employers of each country have to face are widening the disparities and creating new sources of social tension. And precisely when these tensions reach flashpoint and explode as a natural reaction to this state of injustice, the word "subversion" is used to describe the process in an attempt to conceal its real origin and nature.

The ILO, due to its world-wide prestige, must take the necessary steps to meet the challenge of the times in which we live. The ILO cannot continue operating with the same structure and criteria that it has used since its creation. Its procedures must be brought up to date so as to reflect the realities of the countries of the Third World and the social and economic changes that have taken place in this century. Only in this way will it be able, in the future, to play the most effective part in the improvement of co-existence and human relations.

Nicaragua once again proclaims its desire to contribute and make every possible effort to share in this complex task. We also express our determination to comply with international Conventions and Recommendations.

In this spirit, even though our country has been severely affected by the impact of the world economic crisis, aggravated in our country by foreign aggression, we shall continue to achieve successes in the labour field.

In the past year our social security schemes have been extended to rural areas as regards invalidity, survivor's benefits and occupational hazards. Social security pensions have been raised to bring them in line with the cost of living and other benefits have been provided.

We are also making progress in the elimination of all forms of discrimination in employment on the ground of sex or other circumstances, and apply the principle of equal pay for equal work.

To defend the standard of living of the workers three wage increases have been granted so far this year and a series of measures have been introduced to ensure the supply of basic consumer commodities through commissariats in factories and co-operatives.

Freedom of association continues to be exercised to the full by the workers' organisations so that in the past year alone 53 new trade unions were set up with a total memberships of 4,541, and the total number of organisations established during the revolutionary period is 1,330, with a membership of more than 115,300 workers in town and country.

At the same time the revolutionary Government has not spared its efforts to implement policies with a view to reducing unemployment and underemployment. The revolution inherited from the Somoza dictatorship an unemployment rate to the tune of 30 per cent of the economically active population. In the past few years we have succeeded in reducing this figure to 8.1 per cent. Special mention should be made of the increase in the participation of women in productive work on an equal footing with men so that in 1982 they represented 42 per cent of the economically active population in the towns, and 25 per cent in rural areas. Furthermore during this period there was an increase in the co-operative, agricultural and stockbreeding sector of around 6 per cent.

Paramount importance has also been attached to social and labour policy by the revolution and the introduction of measures for the occupational safety and health of the workers. In the past year a total of 321 training courses were given covering 10,055 workers in the different branches of activity.

In the same way, we are in the process of revising and amending the labour legislation inherited from the dictatorship. The progress achieved has even been expressly recognised by the Committee of Experts on the Application of Conventions and Recommendations, as stated in its last report.

The achievements obtained by the workers have, however, not been confined to the labour field. Well known throughout the world are the efforts we have made in the fields of health, education, housing and other basic services for our population.

All these social achievements made in pursuance of the difficult task of national reconstruction are being jeopardised by the aggressive attitude of the present administration of the United States which has adopted various forms of pressure, coercion, blackmail and threats against our country.

This has resulted in a long campaign of aggression against Nicaragua, a small and proud nation with scarcely more than three million inhabitants, and led to the indignation of free and democratic men all over the world.

Thousands of workers have been murdered by mercenary bands. A campaign of terror and destruction has been financed and mounted in our zones of agricultural production to prevent the harvesting of coffee and other crops. The Somoza guards, overthrown by our people, have been reorganised and armed for the purpose of carrying out raids in our territory, sowing desolation and death. Not content with this, the so-called champions of "freedom" have carried their villainies so far as to murder 189 children under 12 years of age. They have left 98 wounded in the villages attacked. They have caused 19 people to be permanently disabled; they have kidnapped more than 187 and have left 7,582 orphans.

The PRESIDENT (Mr. SMITH)—I would ask the delegate to confine his remarks to the subject at hand, which is the Reports of the Governing Body and the Director-General.

*Interpretation from Spanish:* Mr. MENESES FONSECA—With such a picture it can be understood why our country and its people, led by the people repudiate these criminals and their supporters and

unite for the defence and protection of the integrity and sovereignty of our country.

From an economic standpoint, too, workers in the country and the town have suffered also the consequences of the mining of our ports, which are vital to our imports and exports, from the blocking of financing and investment projects in our country, and the establishment of an economic and financial hold over different multilateral bodies and, more recently, the decreeing of a trade embargo, the effects of which are beginning to take effect in the form of difficulties in obtaining raw materials, spare parts and machinery, which may lead to a decline in jobs and consequently in the standard of living of our people.

This new aggression has been condemned by the vast majority of the nations of the world in different forums, among which I might mention the United Nations Security Council, the Co-ordination Bureau for the Non-Aligned Countries, the World Health Organisation, amongst others.

Despite the aggression to which our country has been subjected, we have continued to manifest our desire for peace in more than 30 offers made directly, both to the Contadora Group and to the Government of the United States, and in our announcement that we will ratify the peace plan produced by the Contadora Group. The reply of the United States Government...

The PRESIDENT (Mr. SMITH)—With all due respect I would ask you to confine your remarks to the subject at hand. This is not the place to debate military problems that are normally handled in the United Nations.

*Interpretation from Spanish:* Mr. MENESES FONSECA—... the reply of the United States Government has been to refuse dialogue by withdrawing from the talks in Manzanillo.

The PRESIDENT (Mr. SMITH)—I must ask you to take your seat, Sir. You are not listening to the ruling of the Chair. I have asked you not to continue this type of discussion. I have asked you twice. You have refused to stop. Please take your seat. That is not the subject of this debate. The subject of this debate is tripartism, industrial relations and the Report of the Governing Body. If you will confine your remarks to the subject at hand you are welcome to proceed, but if you persist in moving on to subjects that properly belong in other bodies, I will have to ask you to take your seat. Now, continue with your speech, but not those parts that belong in the United Nations.

*Interpretation from Spanish:* Mr. MENESES FONSECA—... Nicaragua, the victim of harassment and aggression, denounces before this Conference the intention of the present administration of the United States to commit genocide against our people, and already alerts this Conference to the possibility of ...

The PRESIDENT (Mr. SMITH)—Will you please resume your seat at once.

I recognise Mr. Vargas Escobar, Government delegate, Nicaragua, on a point of order.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua*)—Mr.



President, we wish to have placed on record our strongest protest at the way in which you have conducted this debate. Other speakers have gone outside the subject-matter of this discussion and have not been stopped. I know how difficult it is for you, Sir, to be a judge and a party to the dispute. It is really most improper that you should have been called upon to chair this sitting when Nicaragua was going to speak. I wish this statement placed on record.

The PRESIDENT (Mr. SMITH)—Mr. Vargas, in all good faith, I too wish that someone else were in this chair. I now give the floor to Mr. Walcott, Workers' delegate, Barbados.

Mr. WALCOTT (*Workers' delegate, Barbados*)—I should like to join other speakers in congratulating Mr. Ennaceur on his election to the Presidency of the 71st Session of the International Labour Conference. I am confident that under his guidance the Conference will reach a successful conclusion.

I should like to compliment the Director-General for a Report which is both wide-ranging and penetrating in its analysis of the problems faced in industrial relations, both in the developed and the developing world.

As a representative of a trade union from a developing country, I share the view expressed in the Report that collective bargaining remains the most appropriate method for conducting industrial relations in countries such as ours. At the same time, I recognise that collective bargaining is a highly flexible industrial relations system. Indeed, I have identified a spectrum of modes of collective bargaining, based primarily on one of the following: conflict; containment; accommodation and co-operation, or assimilation. I do not think that any collective system in existence mirrors the pure form of any of the above modes, and, indeed, an industrial relations system might well be characterised by a mixture of the various modes.

Our collective bargaining system in the Caribbean came into existence at a time when there was direct conflict among the three partners. Over time, however, changes in our economic, political and social development have blunted some of the edges of conflict, so that our system operates somewhere between the modes of containment and co-operation, depending on a number of factors.

Shifts in particular modes of labour-management relations in our area are largely a direct response to the structural changes which have been referred to in the Report. In particular, economic changes have a direct application and impact on the prevailing mode of industrial relations in the area to which I refer. At this time, I should like, to a certain extent, to address the question of the impact of foreign investors who come to developing countries and attempt, sometimes with the tacit support of governments, to modify the prevailing industrial relations system.

It is well known that small developing countries depend heavily on the injection of foreign capital in order to maintain and improve the standards of living of their people. Many of the countries which follow the policy of industrialisation by invitation, attract investors, through various tax holidays and other concessions. As these investors seek to sell their finished products in highly competitive markets,

there is a tendency for them to compress the wages costs component of their production expenses. Some governments are not averse to selling their countries as areas of low wages, in order to attract these investors. Sometimes there is little attempt to look at the total environment of the country where costs, including rental of buildings and factory space, utilities, non-wage labour costs, and others, are significant and rising. Rather, the pressure is placed on the workers and their representatives to make the necessary sacrifices for the entire country. It is certainly not surprising, in such circumstances, that the mode of conflict or containment should exist in such a situation.

We have no doubt, however, that this mode need not be the prevailing one. If governments, along with the foreign investors, are willing to engage in dialogue with trade unions, and, in particular, to follow the ILO's Code regarding industrial relations and multinationals; and if multinationals, who form the bulk of these investors, desist from placing impediments to the unionisation of their employees, then there could be a noticeable change in the mode of industrial relations in this area.

Unfortunately, this has not been the case in many instances. Sometimes the multinationals are able to circumvent the provisions of Conventions Nos. 87 and 98, with the tacit support of governments, but without breaching national laws. Sometimes, governments have gone so far as to provide export processing zones, through statutory legislation, in such a way as to place a serious constraint on the practice of collective bargaining within these zones.

Any attempt to impose the above types of development on mature and functioning industrial relations systems based on collective bargaining, are fraught with difficulties for the practice of tripartism.

Along with the enclave export sector mentioned above, the export-oriented agricultural and mining sectors of the economies of these developing countries are also significant. In the Caribbean, crops such as sugar cane, bananas, citrus fruits and nutmegs have to be sold in highly competitive markets. In areas such as sugar, some governments have had to come to the rescue of the producers, through subsidies of various kinds. The market prices for these crops are in themselves restraints on the wages paid in these sectors, yet, sometimes, there are concerted efforts to further depress the wages of workers in these areas, and conflicting relationships can develop, especially in times of crisis. These areas are well known for 'boom and bust' periods, and, unfortunately, this is reflected in the prevailing modes of industrial relations. When there is a boom period, there is a tendency for conflict to prevail, as employers try to retain as much of the profits as they are able to, but once 'bust' sets in, there is a call from employers and governments for the trade unions to practise co-operation. The same comments are generally true for mining which depends heavily on prices in the external markets, although the same fluctuations might not obtain to the same degree.

Several of these countries also depend on tourism as a foreign exchange earner. Unfortunately, there is still an image of workers in the hospitality sector as being first cousins of domestic workers. The economics of this sector are seriously affected by the strength or weaknesses of various currencies, the prevailing strength of the economy in the developed

countries from which the tourists come, the various linkages established in the host country, as well as the price of services in the host country.

The result is that the tourist industry is heavily influenced by the performance of the domestic economic sector: transportation; commerce; food; manufacturing, and others. Where all of these domestic areas are unionised, there is the usual resulting charge that wages play an important role in fuelling inflation, even when, in fact, most of the costs of products and services provided in this area are determined by exogenous factors. It is not surprising, therefore, that the conflict mode also exists in this area.

In the domestic sector, there is a tendency for business to pass on wage increases to consumers, rather than forgo their share of profits in good times. As these economies mature, there is a clear limit up to which this practice can be continued without damage to the economic environment. In bad times, such policies can definitely lead to business failures. There is no doubt that there is a crying need in such areas for the formulation of policies based on tripartite discussion.

The last area for specific discussion relates to the public sector of the economy. In recent times, this has been a dynamic area for industrial relations. As noted in the Report, public sector collective bargaining has characteristics which are far different from private sector collective bargaining.

It is one area where the element of tripartism is impracticable, as the government is at the same time the employer. Governments have been known to use the full gamut of state power to bring trade unions to their knees in this area of industrial relations. Particularly in times of economic recessions, governments use fiscal and monetary policies as well as legislation, in attempts to control the trade union movement. At present, it would appear that attempts are being made at using unemployment, in some countries, as a means of weakening the trade unions, and shifting the balance of power towards the employers and government, itself a large employer in these developing countries. Such brutal measures may engender a policy of quietude on the part of trade unions, which may appear to be one of accommodation, but which is really a mask for residual conflict.

I have tried to look briefly at the various areas where the mode of industrial relations practice may vary, because of specific factors relevant to the particular area. This brief overview was made in an attempt to show why tripartism may be difficult to put into practice in certain countries, and why there is still an element of mistrust between the various partners.

We strongly support the concept of tripartism where each partner is a strong institutionalised and autonomous entity. This is much the case in the Caribbean where long-standing trade unions, established employers' confederations and governmental systems, based on variations of the Westminster model, exist. Furthermore, these countries, with a few exceptions, share homogeneous cultures, racial and ethnic backgrounds, as well as economic and political values. Only sporadically, and in a limited way, has ideological pluralism played a role in industrial relations in these areas. Generally also, the political parties and trade unions used to share a

basic democratic socialist philosophy, which would probably be described in developed countries as liberalism.

Yet there has been a general disinclination to introduce functional tripartism in the Caribbean. Where National Economic councils have been formed, they have had a limited life and effect. Unfortunately, they have been used as fora for imposing government policies and strategies on trade unions. Again, attempts to integrate trade union views into planning instruments, such as development plans, have been of a limited nature and value. Where governments have placed trade unions on various boards, conflicts have arisen over the union's role on the boards, since the union's representatives, especially on public boards, may be the only non-governmental representatives and may not be in total agreement with decisions on the board, as they affect the workers.

The Report of the Director-General refers to the question of workers' participation in its various forms. I am of the view that a form of workers' participation, relevant to the Caribbean area, supportive of and consistent with collective bargaining, should be encouraged by the three social partners. To this extent, the development of workers' councils and worker directors could be a useful complement to the existing industrial relations system, and also provide a better foundation for tripartism. It appears to be a useful way of moving industrial relations along the spectrum, from conflict to co-operation, co-operation based on co-equal partners working together for the better of the entire society, which should be the aim of an industrial relations system.

In closing, I should like to express the hope that this timely discussion will help to stimulate a better understanding of the common interests which the social partners share, rather than focus on their many differences, thus paving the way for industrial relations which will contribute to development and to a better life for all citizens.

*Interpretation from Spanish:* Mr. DIAZ-GARAYCOA (*Government delegate, Ecuador*)—I should like to associate myself with the congratulations which the President has received on his well-deserved appointment to the Chair of this Session. I am sure of the success of his direction of our debates and that the assembly will obtain all its objectives.

The Director-General has chosen a matter of extreme interest and topicality as a matter for our debate. His annual Report, which this year deals with industrial relations and tripartism, invites us once more to think about the need to use dialogue and the participation of workers and employers as the basic machinery of industrial relations.

At a time when economic difficulties are getting worse throughout the world, compounded by greater uncertainty and tensions in industrial relations, it would be ridiculous to ignore or underestimate the value of consensus in our analysis of social problems and the search for appropriate solutions. The International Labour Organisation has constantly promoted the reinforcement of employers' and workers' organisations so that they may act as channels for the concerns felt by both sectors, and in this way avoid the risk of undue interference which would divert the purposes and objectives of those who have a direct interest in employer-worker relations.

The ILO and its Members have always been concerned with the implementation of those Conventions and Recommendations relating to freedom of association and the promotion of collective agreements. A majority of Members have acceded to the Conventions Nos. 87 and 98, and it is encouraging to note the support received in 1981 by Convention No. 154 and Recommendation No. 163. This shows that there is a trend of opinion in favour of the use of the machinery of discussion and the search for agreed solutions.

Nevertheless, the results of this encouraging awareness are perhaps not so good when an attempt is made to reach overall agreements of framework agreements, the scope of which go further than the undertaking or group of undertakings and when attempts are made to reach much more ambitious agreements related to aspects of general economic and social policy.

While we can observe every day that employers and workers or sectors of employers reach and sign agreements with their workers concerning working conditions and the benefits granted to the workers, and note with satisfaction that workers and employers increasingly participate in the discussion of important matters such as vocational training and social security, we find on the other hand that there is often marked reluctance to take a similar attitude in the analysis of the most critical matters of the world today which go beyond the points of detail covered by agreements reached at lower levels. Here is a problem which we think should be given immediate attention by all the sectors concerned and of course by the International Labour Organisation.

We acknowledge that in certain member States there have been valuable experiments made as regards social concertation and that important results have been achieved. However, there is no doubt that this applies to a minority of all the countries who make up this Organisation.

We are aware that the success of such experiments depends to a considerable extent on the existence of solid institutions with a long tradition in the use of parliamentary systems and the machinery of discussion.

But the reality obtaining in the great majority of countries is very different. In these countries, it has still not been possible to find ways and means of consolidating social concertation concerning decisive matters such as the struggle against inflation, unemployment, social marginality and so on. We all know, and we all agree, that inflation is the most regressive of all taxes and places the heaviest burden on the poorest sectors of society. We all know that underemployment and unemployment can only be overcome by the best possible use of the material and human resources of each State. We all agree on the need to harmonise the rates of wage increases with the possibilities of the national economy in order to prevent a state of affairs in which inflation deprives the products of a country of their competitiveness on the foreign markets and thus the acquisition of foreign currency which is essential to the attainment of other substantial objectives.

Nevertheless, in practice, it is often impossible to achieve the agreement of those who represent the sectors involved to take part in meetings with the Government to reach understandings which will

include obligations and related rights in connection with the points I have just mentioned.

Far be it from me to deny the important success achieved in the recent decades as regards the establishment of trade unions and collective bargaining. Our country, Ecuador, is an example of such success since from the 1960s there have been signs of constant growth in the number of trade union organisations and in the conclusion of collective labour agreements. Furthermore, there has been a substantial reinforcement of employers' organisations which are properly endowed with the ways and means of taking action on behalf of those whom they represent in the various aspects of labour relations. At the present time, Ecuador has an extensive trade union movement both in the private as well as in the public sectors as established in its social welfare legislation. It also has employers' associations which are very much concerned with labour questions.

Collective agreements are being ever more used in medium and large-scale undertakings and are a most valuable instrument for harmonising industrial relations. Similarly further to Convention No. 131, employers and workers participate in the work of tripartite and joint committees called upon to lay down minimum wages by sector, and these cover a vast range of activities and occupations and accrue to the benefit of very many workers. The machinery I have mentioned deserves the vigorous support of the Government of Ecuador which is convinced of the need to intensify its efforts to ensure that tripartism should be extended and cover those areas in which it is not yet applied.

Although it is for each member State and its employers and workers to endeavour to attain these aims, we feel that in view of the gravity of the economic and social situation which is being experienced chiefly by the developing countries, it is essential that the ILO renews its efforts to promote the intervention of employers, workers and governments so that together they may reach agreements in those areas of the economy which directly or indirectly have an effect on industrial relations, especially as regards employment and wages.

As regards Part II of the Director-General's Report bearing on the activities of the ILO, we note that the ILO has during the year past undertaken a vast programme of action concerning which I would mention the policies concerning co-operation and sectoral activities. As regards this last point, we believe it is necessary that a review should be made at the appropriate moment of the membership of Industrial Committees so that the less developed countries may make their voices directly heard and contribute their views and their experience.

Finally, may we express the concern we feel at the tardy progress being made in reviewing the structure of the ILO. In this connection, we believe it is of capital importance to bear constantly in mind the principles of universality and tripartism which have always inspired the life of this Organisation.

*Interpretation from French:* Mr. BARRY (*Secretary of State for Labour, Guinea*)—On behalf of my delegation and the Government of the Republic of Guinea which we have the honour of representing, I should first of all like to transmit to the 71st Session of our Conference the warm greetings of His Excel-

lency Colonel Lansana Conte, Président of the Military Committee for National Recovery and President of the Republic and Head of State.

I should also like to address to the distinguished delegates the sincere greetings of the people of Guinea and to express the hope that this session will be a great success.

I should finally like to associate myself with the speakers who have preceded me in addressing our warmest congratulations to Mr. Ennaceur on his brilliant election to the high office of President of the 71st Session of the International Labour Conference.

This session, just like the preceding ones, has as an objective to patiently and jointly seek rational and lasting solutions to the numerous problems of socio-economic development which determine the peace and happiness of the toiling masses in the member States. It has therefore on its agenda very important items connected with the multiple activities of our Organisation. In this connection I should like, if you will allow me, to give the views of my country regarding certain items on our agenda which are of particular interest to my Government.

First of all, the subject of industrial relations and tripartism is a burning one for many countries in our Organisation and constitutes for the Government of the Second Republic of Guinea a sector of major interest as regards both theory and practice. Today more than ever the new nation of Guinea is being built on multiple foundations of which are all important; these include respect for human rights, the improvement of the conditions of life of citizens, the regeneration of an asphyxiated and weakened economy, genuine guarantees of full employment while rendering economic units more competitive, and the re-establishment of the democratic participation of citizens in action concerning them.

In this context, concrete measures have already been taken with a view to demonstrating more clearly the liberal socio-economic line which is now being taken: an investment code is being drawn up, goods, property and land confiscated by the former regime are being returned, the trade union movement is being reorganised by the workers themselves without interference or remote control by the Government, improvement of wages increased family benefits administered by the National Social Security Fund which has become a separate legal entity with financial autonomy as well as a tripartite board of directors made up of representatives of the State, employers and workers, which is responsible for future development.

The exercise of liberal professions is now being practised in the context of a new State based on rule of law.

This slow and patient revival nevertheless means that we have to modify the predominant role hitherto played by the State in the economic sector and this explains the restructuring of enterprises and the civil service currently under study with a view to ensuring that the Interim Economic Recovery Plan will be dynamic and stimulating.

Against this background, our country intends to set up, for the first time in its existence as a sovereign State, an employers' organisation which can contribute in the same way as the National Confederation of the Workers of Guinea to the elaboration and implementation of decisions relating to the promotion of labour and the well-being of the workers.

Turning to the activities of the ILO in 1984; their scope is immense, and the appeals many.

My Government would like to express here its enormous gratitude for the continued attention paid to our country by the ILO since 3 April 1984. We should like to emphasise the fact that our country has really rediscovered the value of the ILO and the multiple resources at its disposal for assisting labour institutions.

Thus, following a request from my Government, Mr. Lafougère, an expert from the Labour Administration Service of the ILO in Geneva, carried out a mission in September and October 1984 to determine the needs of the country in connection with technical co-operation in the labour sector. Since then assistance has been concentrated on certain social aspects of the Interim Recovery Plan, on the study of ways of increasing the efficiency of the employment, manpower and labour inspection services; on the holding of a Retraining Seminar for Labour Inspectors in April 1984; and on workers' education.

It will be further reinforced with the visit of a labour legislation expert who will assist in the amendment of the labour legislation and regulations.

I should like once again to express the gratitude of my Government for the valuable and constructive work done by these devoted and competent experts from this Organisation.

As regards international standards ratified by my country, I must ask for the understanding of the Committee of Experts for the irregularity of our detailed annual reports. In fact, we must simply admit that the Ministry of Labour, which did not exist up to 3 April 1984, was unable to properly carry out the obligations of the State of Guinea arising out of its membership of the ILO. This state of affairs will unfortunately continue to exist until a proper labour administration has been effectively established, which will show due concern for the law and conditions of work, and until the labour legislation has been adapted to the economic context. Fortunately, in this connection we are awaiting with impatience the promised visit of an expert because the task to be accomplished is a mighty and important one.

As regards the revision of international standards justified by the development of technologies and the international economy, my delegation is happy to give its support, all the more so since very often these are legal instruments whose applicability is restricted, and even dangerous, in most developing countries.

As regards the situation of workers in the occupied Arab territories, my country is concerned for more than one reason. It denounces the arbitrary situation in the various labour sectors, and would like to express the hope that a peaceful solution will be found through negotiation to this painful tragedy which has now existed for almost 20 years.

The delegation of the Republic of Guinea would finally like to respectfully salute the memory of the workers who have been the victims of the shameful system of apartheid applied in South Africa. It hopes and indeed desires, the intensification of ILO action which will force the racist Government of Pretoria to revert to democracy, to the respect of human rights and social peace based on the equality of all men.

Against a background of the world economic crisis and the natural catastrophes which are particularly prevalent in Africa, the delegation of my country,

would like to launch a pressing appeal for more solidarity and an increased effort for rural and industrial development of African countries, which is the only way in which we shall banish the spectre of hunger and underdevelopment which separate them from the industrialised countries. This is a cry of hope which we refuse to allow to become a cry of despair, in spite of the seriousness of the general situation. To this end, the technical assistance activities of the ILO, in spite of budgetary reductions, are worthy of being pursued and even amplified.

*Interpretation from French:* Mr. ARETS (*Employers' adviser, Belgium*)—It is both an honour and a pleasant duty for me to congratulate Mr. Ennaceur on his election. It is an additional pleasure to speak at a time when Mr. Smith, Employer Vice-President, is in the chair.

The Report of the Director-General, Mr. Francis Blanchard, on tripartism is remarkable, both from the point of view of the content, which contains a wealth of information, and from the point of view of the form which is extremely subtle and strikes a balance between attitudes often very far apart. It concludes by appealing to those taking part in the Conference to send in particulars of their personal experience. Further to that wish, I should like to offer some specific examples which show how the Belgian employers view favourably peaceful dialogue with the workers' representatives.

For 40 years now, social policy has been developed in Belgium in close co-operation with employers' and trade union organisations. First, social security as a whole and its various branches are administered on a joint basis. Second, workers and employers make contact both within the undertaking and at the occupational sector, as well as at the inter-occupational level.

There is constant dialogue, either informal—for instance, through social welfare programme agreements—or formal, within the National Labour Council. This body, which groups together the leaders of employers' and workers' organisations—some of whom are present amongst us at the 71st Session—play an important part in employer-worker discussions.

Set up in 1952, this National Labour Council has two main duties: first, it gives its opinion on certain matters, some 800 times to date; second, it enables inter-occupational collective agreements to be concluded and promotes their conclusion.

It is interesting to note that, in so far as its views are issued unanimously, they have a decisive effect on social policy. The government often modifies the wording of a bill being discussed in Parliament, to bring it into line with the opinion expressed by the Council.

Since 1968, when the Council was authorised to conclude national collective agreements which, rendered binding by royal decree, have to be respected by all employers and workers, some 50 such instruments have been signed. They deal with the most varied subjects: the reduction in weekly hours of work, extension of paid leave, compensation for sickness, the stipulation of a minimum wage and so on.

A few examples will show to what extent social dialogue is very much alive and flourishing in Belgium.

I shall only mention four, but they seem to me typical and I shall quote them in chronological order.

In 1974, a collective agreement was signed in the National Labour Council providing for an early retirement pension to be offered to workers of 60 years of age who, apart from their unemployment allowance, were to be paid a bonus by the undertaking. This inter-occupational agreement paved the way for numerous agreements at branch or enterprise level, which reduced the age of entitlement for this bonus to 55 or even 50 years. It should be noted that the social partners were first behind this initiative because, as early as 1974, that is to say right at the beginning of the crisis, they unequivocally declared that older workers should be able to retire and still remain reasonably well off, while favouring the maintenance of young workers on the shop-floor. The number of persons enjoying early pensions under these agreements has increased and has now reached the figure of 100,000 people. This being said, a great deal remains to be done to reduce unemployment amongst young people. Everybody is aware of this and we hope that efforts to organise industrial apprenticeship, to provide more and better training for young people and to experiment with systems of alternate work and training will be successful.

Whilst on the subject let us stress that alongside the introduction of this early pension scheme workers and employers have been unanimous in demanding a reduction in the prior notice for early retirement, otherwise employers would have been obliged to renounce a formula they hitherto supported. This unanimous agreement in the Council is surely proof that flexible action can also be in the interest of the workers.

In 1975, the Commission of the European Communities adopted a decree concerning equality of remuneration between men and women workers. This directive left it up to the national governments to opt for the instrument best suited to give effect to this decree. The Belgian Government submitted a Bill to meet its obligations.

The National Labour Council unanimously felt that this problem was of prior interest to it; and it set to work! In a few weeks it drew up an inter-professional agreement to apply this European directive.

The Government then did the noble thing, it withdrew its Bill and made collective agreement No. 25 binding by royal decree, dated 15 October 1975. Is this not a particularly striking case of the influence which the social dialogue when the subject is the specific problems which arise at the level of the undertaking? This desire for joint concertation has thus prevailed despite the initial intention of the Government.

The problem of temporary work, which is rightly a matter of concern to the International Labour Organisation, received the attention of the Belgian social partners.

Beginning in 1976, they issued a unanimous view which led to an experimental Bill which was voted for a period of only one year. At the end of the year the Government resigned and the Act could not be prolonged.

To avoid a legal vacuum the National Labour Council concluded a collective agreement based on its previous opinion. This agreement is renewed from year to year so that at the present time the important

problem of temporary work is governed not by a legal text but by an agreement applicable to all workers and undertakings whether they make use of temporary staff or directly employ them.

In fact, this is once more an example of social discussion which has enabled us to settle a ticklish problem.

My last example concerns the social consequences resulting from the use of new technologies.

In his Report, the Director-General repeatedly refers to technological innovation and to recent changes in technical processes.

Only exceptionally does he use the expression "new technology" and I am glad that this should be so. In fact, technological innovation has always been with us. While it is true that it is proceeding very much faster today, it would be erroneous to view it with pessimism.

In May 1982, the Belgian Government, anxious to give satisfaction to the preoccupations expressed by the workers, intended to present a Bill which would provide for a blocking right if technological innovation should prove to have pernicious effects on employment.

Once more the National Labour Council felt it was preferable to discuss this problem. After several months of negotiation a collective agreement was concluded. This provides for a broad right by the workers to information but leaves the power of decision with the head of the undertaking.

This Convention No. 39 was signed in December 1983 and rendered binding in January 1984. To date, its application has not given rise to any difficulty.

After this brief picture of interoccupational conditions, I ought to recall that at the sectoral level we have joint committees which are very active. These committees which were reorganised in 1945, conclude year in and year out some 500 collective agreements. Furthermore, within the undertakings, the trade union delegations established in 1947 and the works councils established with joint membership in 1948 play an especially important part.

There are a few specific considerations which show that contrary to certain affirmations made from this rostrum the spirit of constructive discussion is still very much alive in Belgium.

One of the most famous of all Belgians, the well-known novelist Georges Simenon, wrote a short time ago a book with the title *J'ai toujours été un enfant de chœur* ("I have always been as innocent as a choir-boy"). The tongue-in-cheek title is an obvious wink at the reader.

If my reflections have given you the impression of a certain optimism despite the grave social and economic problems which face us, I wish in concluding to show a healthy realism.

May I recall what was said quite recently—on 6 June 1985—by André Leysen, Chairman of the Federation of Belgian Undertakings and President and Director-General of the Agfa-Gevaert multinational: "It is generally acknowledged today that the best results are obtained in countries where there is least friction between the three principal agents of economic life—the State, the undertakings and the workers. Friction always causes a loss of energy. It is therefore essential that we should seek concord. It is time to emphasise that employers and workers share certain interests. The employers who formerly laid stress on pure economic efficiency have, during the

last 30 years, adopted themselves to the social aspirations of the workers. The common interest of employers and workers is to find the maximum point of convergence between optimum social justice and economic performance. I launch an appeal to the trade union organisations to discuss with us in a profound and serene manner the long-term problems. We are under the obligation to develop a spirit of harmony."

This objective is surely in full agreement with what is said in the Report by Mr. Blanchard, Director-General of the ILO.

It is a coincidence which I am very happy to emphasise here.

Mr. SIMEUNOVIĆ (*Employers' delegate, Yugoslavia*)—It is my privilege and honour to congratulate Mr. Ennaceur on behalf of the Yugoslav Chamber of Economy, the broadest association of the economy of my country, on his election as President of this Conference.

We have studied the Reports of the Governing Body and the Director-General for the past year most carefully. The activities of the International Labour Organisation in 1984 were significant. We accept with understanding the programmes proposed for this year.

It is particularly important to consider tripartism and industrial relations in the light of the new economic, social and technological developments addressed by the Director-General.

The time has come indeed to think about changes. Life has already changed the social and economic environment and relations between people, so that more modern forms of work and co-operation have to be sought. And in many fields they have been found. Yet it is perhaps in the field of labour that traditionalism in the forms of co-operation has persisted longer than elsewhere, even though labour has completely changed. The world of labour changes as the years go by. Technological revolutions disintegrate and integrate so fast that much knowledge and ability are needed to grasp the changes, to accept them and give them support.

We are undergoing a process of economic and technological change as well as social change, where serious thought has to be given to issues that link us together and not to those that separate us.

The economic crisis is spreading rapidly, affecting small economies, developing countries and the least developed nations in particular. The new economic order has not lived up to expectations yet. Food has become a strategic issue, while economics has still not been translated into politics—and without this the poor will become even poorer.

As you know, the economy of Yugoslavia is confronted with a number of serious difficulties. Our paramount tasks are production and exports. We have gone into our problems deeply. We know them. Decisions have been taken on ways of overcoming our economic difficulties. They are of a long-term character. We have turned to our own production of resources but also intensified our international economic co-operation. Many internal reserves have been discovered both in manpower and in the instruments of labour. In a word, we have turned towards work, the struggle for improved productivity, utilisation of production capacities and economic



investments. An upswing of production has already been noted.

We have adopted a concept of technological development of our own, the concept of the scientific and development policy of Yugoslavia.

Particular attention has to be devoted to creative work in the economy and to the further development of socialist self-management, with increased emphasis on professional knowledge and scientifically grounded facts.

The Yugoslav Chamber of Economy works together with the Council of the Confederation of Yugoslav Trade Unions and the Government of Yugoslavia in resolving common issues in the economic, social and social welfare fields. Such co-operation develops without any problems.

I hope that the successful work of this year's session will provide answers to some questions of interest for the development of labour in Yugoslavia.

The economy of Yugoslavia will endeavour to promote the instruments that are going to be adopted.

Mr. MEATA (*Workers' delegate, Papua New Guinea*)—My name is Joseph Meata and I am the Deputy President of the Papua New Guinea Trade Union Congress, which is a national centre for nearly all blue-collar workers' organisations and some white-collar workers' organisations in Papua New Guinea.

I have been nominated to attend as one of the Workers' delegates, to represent them in this most important international labour forum. It is a great privilege to be accorded the opportunity to act as a mouthpiece for the workers of my country, Papua New Guinea.

On behalf of the workers in my country, I wish to join previous speakers in congratulating Mr. Ennaceur on his unanimous election to the very important office of President of this Conference.

Development in a global perspective is experiencing considerable difficulty in view of the fact that many Third World countries are extremely disadvantaged and plagued with a host of social and economic problems.

To refer to Asia alone, in nearly all of the Asian countries, poverty and unemployment show no signs of abatement. If anything, they are on the increase despite some two decades of economic planning and development.

Whilst generally the two broad objectives and functions of worker organisations in the industrialised countries would appear to be (a) maintaining of improving conditions of work and (b) safeguarding the workers' status in society, the same cannot be said of Third World countries, especially those we may term as developing countries, of which Papua New Guinea is an example.

The most pressing need of my country is development itself. The absence of industrialisation and concentration on projects are restricting the further development of the working class, and workers' organisations in Papua New Guinea face hostility and growing opposition from the State, for example the Government. This encourages the growth of a fragmented unskilled, unpermanent and largely rural workforce, and when more permanent, skilled and urban categories began to emerge, specific new

controls were already too hard to contain the working class politically.

The ILO estimated in 1972 that more than 850 million people in Asia could be characterised as extremely poor, with income levels much below even the minimum standard of nutrition, shelter and personal amenities. Their number is on the increase, and what is more disturbing is that the income disparities have also further widened.

With regard to unemployment, official figures even according to international agencies in the family of the United Nations are suspect. However, according to some rough estimates, unemployment and underemployment could well be around 40 per cent in so-called developing parts of Asia.

How can one explain such conditions of chronic poverty and unemployment in spite of tremendous efforts at development?

It is an established fact that such problems cannot be seen in isolation but should be viewed together with general trends in world developments. For example, Papua New Guinea has, through a slow, lengthy and uneven process of colonisation, been incorporated into the world capitalist system as a highly dependent, underdeveloped entity, bearing all the features of a neo-colony. What is exceptional about Papua New Guinea is that for a long time its involvement in the world economy was so tenuous and marginal that it constituted what we have dubbed an ultra-peripheral region, a condition that has disturbed the pattern of underdevelopment which given sufficient time, I would have described further at this forum.

None of the political changes from the colonial era have made any improvement, the grip of world capitalism upon my beautiful country is greater than ever and my people, save a small group of politicians, administrators and a few rural capitalists, have never had any degree of control over their affairs.

The heights of the economy remain as firmly as ever under foreign domination. The country is overwhelmingly dependent upon foreign aid and investment for financial viability and economic activity remains restricted almost exclusively to agricultural and mineral exports to world markets.

The mass of the people have experienced change as a process by which their culture has been disrupted, their society made more unequal, their country more dependent.

Papua New Guinea has been subjected to the many-faceted process inherent in the operations of the modern world system.

Among the hallmarks of continuing subjection: in the economic sphere, progressive dislocation of the economy and the export enclaves, deepening divergence between domestic resources and domestic demand, an overwhelming export orientation, a stunted manufacturing sector, chronic dependence, the absence of internal dynamics and coherence; in the social sphere, a perverse class structure shaped more by external than by internal pressures, characterised by extreme inequalities and notable for the persistence of high rates of unemployment and underemployment; in the political sphere, instability, acute dependence upon external forces, bureaucracy and authoritarian trends.

Today, in Papua New Guinea, the Government is seeking to stamp out workers' organisations. This is clearly demonstrated by constant abuse of the power

vested in the Government by the people to enact legislation in Parliament; the type of legislation being enacted today is intimidating, dictatorial and authoritative. What is more, the Government of Papua New Guinea is one of the worst offenders against ILO Conventions and Recommendations in the world in terms of the ratification of ILO Conventions and non-compliance with reporting obligations to the ILO.

Allow me to get back to the municipal legislation of Papua New Guinea. The Government had intended to pass the peace and good order Bill as early as 1976 and has repeatedly attempted to pass it since then. This Bill will give extensive and extreme powers to the police department to control and regulate public demonstrations by workers, students, etc. However, due to huge demonstrations by workers and students and, at times, violent clashes with the police regarding the bill, it was narrowly defeated in Parliament. However, one of these days it will be passed.

As regards proposed legislation and amendments to the Industrial Relations Act. The Government of Papua New Guinea has now finalised draft legislation to be introduced in Parliament. This legislation will make strikes illegal, thereby denying the workers their fundamental right to take industrial action.

Today, as I am speaking at this forum, a Bill is being debated in the Parliament of PNG which would make public hanging, public flogging and castration, legal in Papua New Guinea.

These inhuman, barbaric and totally unacceptable and unconstitutional Bills are typical of our Government which has neither sympathy nor feelings for the workers, the students, the unemployed and the people of Papua New Guinea. The Government is desperate.

Papua New Guinea is one of the 50 countries which have ratified no more than 20 of the 155 Conventions.

The Government of Papua New Guinea is one of the most exceptional in the world, since it has ratified Conventions only once, namely on 1 May 1976, about seven months after independence, when it ratified 19 Conventions only. Although Convention No. 26 on minimum wage fixing machinery, Conventions Nos. 12, 17 and 18 on workmen's compensation, Convention No. 2 on unemployment and Convention No. 98 on the right to organise and collective bargaining have been ratified, many more important Conventions have been ignored by the Government of Papua New Guinea.

Convention No. 1 hours of work in industry, Convention No. 3 maternity protection, Conventions Nos. 35 and 36 old-age insurance, Conventions Nos. 37 and 38 invalidity insurance, Convention No. 51 on the reduction of hours of work and many more important Conventions have yet to be ratified.

The Government of Papua New Guinea is also one of the Members which has failed to fulfil ILO obligations, especially as regards compliance with reporting obligations.

The report of the ILO's Committee of Experts on the Application of Conventions and Recommendations (general report and observations concerning particular countries) has repeatedly indicated that the Government of Papua New Guinea has failed to fulfil its obligations.

The attitude of the Government of Papua New Guinea towards the workers as regards legal norms, at the municipal and international levels is now being geared to the maintenance of a system of development that has proved to be a failure in Asia and other Third World countries. Not long ago, economists considered economic development mainly in terms of investment. Indeed they went as far as to work out a rough relationship between capital formation and the increase of national income.

Conditions most conducive to capital accumulation were supposed to centre around restrictions on consumption, which implied lower wage levels and income for the poorer social groups. If this premise is accepted, then of course every effort to increase the income of the poorest groups should be discouraged as they will hinder capital formation and thereby retard economic progress. Workers' organisations and agencies set up with the avowed objective of securing higher wage levels and better conditions of employment were therefore frowned upon and considered to be obstacles in the way of economic progress, as they affected capital formation and, through their activities, disrupted production. However, later studies have thrown more light on the process of development. The particularly important role played by human resources in the process of development is now recognised by all.

Lastly, it is sad to note that in Papua New Guinea, the Government and the employers, through their actions, have clearly demonstrated how backward they have become by considering worker organisations only as obstacles in the way of progress.

We, the workers of Papua New Guinea, hope and pray that our plight is now more fully appreciated, and I thank the ILO once again for allowing me to express the workers' views in a more realistic manner.

The CHAIRMAN (Mr. SMITH)—We have two delegates who have asked for the right of reply during the afternoon and, in accordance with procedure, we shall give them that right of reply. Before I do so, however, I wish to quote the words of the President of the Conference when he opened this debate with regard to the right of reply:

"I wish to make clear the practice regarding the exercise of the right of reply: first, the reply should only concern the point under discussion; secondly, it should be brief; thirdly, it should be couched in terms which do not necessitate a further rejoinder; and fourthly, it should be delivered with the courtesy common to parliaments throughout the world."

Having that in mind, I will give each speaker two minutes to make his reply and I ask that you to abide by that. There will be no right of reply to rights of reply.

I call on Mr. Sarmadi, Government delegate, Islamic Republic of Iran, who has asked to reply to the comments of Mr. Khadam, the Jordanian Workers' delegate.

Mr. SARMADI (*Government delegate, Islamic Republic of Iran*)—It is not surprising to the Islamic Republic of Iran that the representative of the Jordanian regime, when referring to the war that was imposed upon us, announced its support for the aggressor. From the beginning of the aggression against the Islamic Republic of Iran five years ago,



Jordan has been a close collaborator with the aggressor and has given every help possible to it. At the beginning of the aggression, the Jordanian ruler announced that a battalion of Jordanian volunteers would be formed to go to the war front in support of the aggressive forces, but as only a few volunteers could be found, the Jordanian ruler, for some time now, has despatched his regular forces to the war front to fight against the Islamic Republic. In some instances, international newspapers published statements of the Jordanian ruler in support of the aggressor and the direct intervention of his regime in the war against our country, and the television newsreel has shown the Jordanian ruler standing beside the President of the regime which attacked the Islamic Republic of Iran, aiming the artillery towards our land.

The CHAIRMAN (Mr. SMITH)—There is a point of order raised by Mr. Dawood, Workers' adviser, Iraq.

*Interpretation from Arabic:* Mr. DAWOOD, Workers' adviser, Iraq—I wish to speak to the right of reply exercised by the previous speaker, in which he did not abide by the rules you enunciated. The speaker based himself on the principles of the ILO which connect peace with well-being. The regime of Iran imperils this.

The CHAIRMAN (Mr. SMITH)—I would ask that if you have a point of order, please make it. This is not the time to make a comment. The Government delegate of Iran was giving a right of reply. You have a right to a point of order but you do not have a right to reply to his right of reply. Now, if you have a point of order, kindly make it; otherwise, please sit down.

*Interpretation from Arabic:* Mr. DAWOOD, Workers' adviser, Iraq—I was basing myself on paragraph 4 of article 14 of the Standing Orders. The previous speaker departed from the subject raised by the Workers' delegate of Jordan. That is what I wished to say. And I reserve the right to reply to the reply if the speaker continues in the same vein.

Mr. SARMADI—The representative of the Jordanian regime who speaks about peace and ending the war well knows that his Government is one of the main supporters of the aggressive regime. Our advice is for his regime to discontinue its military and economic support for the aggressor. But we are certain that the Jordanian regime, for its own survival, will not discontinue its support.

It seems that, from the beginning of this Conference, a well organised conspiracy of some of the supporters of the aggressor has begun so that international organisations take the preliminary steps to impose an unjust peace against my country. But they should know that, just as their conspiracy and that of their masters in imposing the war failed, with the will of God their efforts to impose an unjust peace will meet failure as well. We hope that, with the realisation of conditions in the Islamic Republic of Iran, a real and just peace will be established in the region, and it is in this way that an unforgettable lesson can be taught to the aggressors.

The PRESIDENT (Mr. SMITH)—I now give the floor to Mr. Freeman, Government delegate, United

States, who has asked for the right of reply to the statement made by Mr. Meneses Fonseca, Minister of Labour, Nicaragua.

Mr. FREEMAN (*Government delegate, United States*)—I hope it is clear the the Nicaraguan Minister's intemperate and fallacious remarks represent a blatant attempt to turn this Conference away from its legitimate purposes and convert it into a propaganda forum. Once more we feel compelled to respond to the issues raised in the Nicaraguan speaker's political propaganda diatribe.

The PRESIDENT (Mr. SMITH)—I give the floor to Mr. Meza Sora, Government delegate, Nicaragua. I wish to make it clear that this is a point of order, not a right of reply.

*Interpretation from Spanish:* Mr. MEZA SOZA (*Government delegate, Nicaragua*)—We wish to make a point of order. Firstly, we want to point out once more that the incident that occurred this afternoon which we all know about, prevented our Minister from saying all he wanted to in his speech. In this sense ...

The PRESIDENT (Mr. SMITH)—Please give me the point of order.

*Interpretation from Spanish:* Mr. MEZA SOZA—We believe that the President has incorrectly granted the right of reply to the delegation of the United States on the contents of a statement which was not even known to all the delegates here present. Once again, it has been demonstrated that this afternoon's, President is fully implicated in this business, and we should like to make this perfectly clear.

The PRESIDENT (Mr. SMITH)—Mr. Freeman, proceed.

Mr. FREEMAN—I was saying that is hard to accept facts that show that the hopes raised by a successful revolution have been betrayed, and that the revolution has been transformed into a new tyranny and a new colonialism. When they came to power the Sandinistas declared that they were committed to democratic pluralism. Instead they turned their backs on the broad democratic spectrum which supported the overthrow of the Somoza dictatorship and from the very start they put into effect a secret plan to convert Nicaragua into a Marxist-Leninist dictatorship. They instituted policies designed to harass, eliminate ...

The PRESIDENT (Mr. SMITH)—I give the floor to Mr. Vargas Escobar, Government delegate, Nicaragua, on a point of order.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua*)—The member of my delegation who preceded me on this rostrum made a point of order in the sense that the distinguished delegate of the United States could not reply to something which he had not listened to, because you did not allow our Minister to finish.

We feel that the distinguished delegate of the United States is not using his right of reply; on the

contrary, he is using this rostrum to attack the Government of Nicaragua—Government, a regime, and a people which the United States attacks illegally in every possible way and at every possible time. It is not we...

The PRESIDENT (Mr. SMITH)—The Standing Orders say that the Chair must rule the debate. I listened carefully. I am sorry I was in the chair because, were it not my country being attacked—if someone else was in this chair, they would not have been as tolerant as I was or as patient with the statements that were made by the delegate. I stopped him when he refused to stop making those statements. Mr. Freeman has every right of reply to those statements because they were a direct attack on the United States. Please take your seat, sir.

Mr. FREEMAN—...I will restrict myself to the comments that were made by the Minister and forgo other comments that I would have liked to make.

I would like to point out first of all that when the Sandinistas came to power the United States provided economic aid to the country to the order of \$100 million in the first years, and it was our hope that Nicaragua would move now in a democratic direction. However, the story of the attacks of Nicaragua on its neighbours and attempts to destabilise their governments is too long to be detailed here. I would merely point out the border incursions of last week and the skirmish which resulted in the deaths of two Costa Rican civil guards and the wounding of seven more. The actions which we have taken have been in response to a set of conditions which the Sandinistas, with the logistic support of their allies have themselves created. Our policy seeks to achieve changes in Nicaragua...

The PRESIDENT (Mr. SMITH)—Mr. Freeman, your time has elapsed. This meeting is now adjourned.

*(The Conference adjourned at 6.45 p.m.)*

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Fourteenth Sitting

Saturday, 15 June 1985, 10 a.m.

President: Mrs. Carr

### SEVENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT (Mrs. CARR)—The first item on this morning's agenda is the seventh report of the Selection Committee.

I call on Mr. Dolan, Workers' delegate, Australia, Vice-Chairman of the Selection Committee, to submit the report.

Mr. DOLAN (*Workers' delegate, Australia; Vice-Chairman of the Selection Committee*)—I have the honour to submit to the Conference the seventh report of the Selection Committee. The report deals solely with changes in the composition of committees.

I recommend to the Conference the adoption of the report.

The PRESIDENT (Mrs. CARR)—The discussion on the report is now open. If there is no objection, may I take it that the seventh report of the Selection Committee is adopted.

*(The report is adopted.)*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT (Mrs. CARR)—The second item of business is the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Portuguese:* Mr. REAL MAZULA (*Government delegate, Mozambique*)—In taking the floor for the first time in this Assembly I should like to join with earlier speakers in congratulating Mr. Ennaceur on his brilliant election to the Presidency of this Session. I am convinced that under his enlightened leadership the International Labour Conference will achieve the greatest possible success.

We appreciate not only the high qualities which he has shown as member of the Tunisian Government but also everything he has done for Africa in regional and international forums. His contribution to the progress of people will remain engraved upon the pages of the history of Africa.

This session of the International Labour Conference is being held at a very troubled time for the peoples and nations represented here.

The Director-General's Report shows that many countries of the world are in a critical situation and this is particularly true of Africa.

In reality the situation has continued to deteriorate year after year despite all the efforts of our governments and the international community to improve conditions of life and work. In fact, desertification and all the natural disasters which have afflicted our continent in recent times have caused suffering to millions of Africans.

The Republic of Mozambique is no exception to this. These disastrous circumstances will remain with us for a long time to come and are compounded by the pernicious effects of the international economic crisis. It is within this set of negative factors that we must also analyse the problems of work, to which the Director-General's Report refers with perspicacity, without failing to suggest viable solutions to the above problems and which should be set within the more global context of a new international economic order.

Although the incentive to pursue tripartite dialogue between the main agents of the social and economic development of countries persists, along with improvement of the conditions of work and of life of the workers, promotion of equal opportunity and treatment between men and women in employment, through the appropriate channels which deal with the national problems relating to the world of work, there still remains the challenges posed by the difficult economic and financial situation facing our underdeveloped countries.

The solutions proposed in the Director-General's Report and the ILO's promotional activities require the industrialised countries to adopt a new attitude concerning the policy of the constantly high level of profits which continue to despoil the countries of the Third World which are the suppliers of the raw materials.

Unfortunately, the international community is a passive spectator to the freezing of the production apparatus in the industrialised countries, whilst unemployment rises and men, women and children are starving to death.

Dialogue and the observation of tripartism alone will not resolve the problems which give rise to war and unemployment.

The ILO, by its vocation, must fight to ensure that the means lying idle in the industrialised countries are placed at the disposal of the developing countries which suffer from the unequal terms of trade and thus prevent the developed countries from becoming richer and richer through such retrograde machinery

and the developing countries from getting poorer and poorer.

As concerns the African countries in the southern part of our continent, the problems of employment and vocational training are particularly difficult.

At the last session of the South African Labour Commission, member States unanimously reaffirmed the principle that the reduction of economic dependence on the Republic of South Africa in the field of employment required a special effort by the countries of the region to establish productive and economic workplaces which would ensure that workers stayed in their countries of origin and ensure the satisfaction of the basic needs of their populations. Member States also agreed that more technical and financial assistance should be forthcoming from the SATEP, the ECA, the UNDP and other donor agencies concerning the application of development plans giving priority attention to agricultural and industrial projects and as regards the preparation of projects and their financing.

In this last connection we believe that the ILO and the various bodies in the United Nations system have a dynamic role to play and should ensure that exploratory missions achieve concrete results which will enable our countries to overcome their difficulties.

On the other hand it is also important to stress the role the ILO should play with its customary efficiency in its contacts with international financial institutions with a view to persuading them not to aggravate the already difficult situation of the underdeveloped countries when they offer assistance to our governments in the field of economic policy, in connection with questions like public expenditure or tax, trade or monetary policies so as to ensure that the necessary weight is attached to the employment factor.

The establishment of a climate of lasting peace and a new international economic social order throughout the world are basic requirements which will enable the ILO and member States to pursue the lofty ideals which they have sovereignly ratified and freely assumed. However, the tendency in many Western countries of colonialism, particularly those which regret the passing of colonialism, is to create sources of tension and promote regional conflicts and fratricidal wars with the sole objective of establishing neo-colonialism and continuing the pillage of the resources of these countries, undermining the already fragile world peace and threatening the security of mankind.

The sick policy of hegemony, militarism and the arms race which characterise international relations is one of the main sources of tension in our opinion, because by disregarding the legitimate interests and rights of States and peoples to political and economic independence it brings into play other factors and destabilising agents which seriously compromise the interests of the developing countries.

As a result of the geopolitical situation of Mozambique and the People's Republic of Angola, our people must directly suffer the effects of the war organised and maintained by the Western Powers who remain deaf to the calls for the freedom and independence of the peoples who are still oppressed in South Africa and Namibia. These Western countries, by sheltering and supporting their agents in the region, continue to dream of an Africa which will satisfy their own greed and imperialist designs.

During the past four years both in Mozambique and Angola with the support and solidarity of the front-line countries, and in response to the authorities of their respective peoples, efforts have been made to create a climate of peace in the region which for more than 20 years has suffered from war, death and destruction.

However, all these efforts have so far proven to be very weak owing to the intransigence of South Africa which refuses to abandon its odious policy of apartheid to grant independence to Namibia, in accordance with the pertinent resolution of the United Nations.

For the international community and for all governments who believe in peace and progress, it is clear that the conflict and insecurity prevailing in southern Africa are not the expression of a confrontation between East and West, but rather that it is a conflict between the peace and freedom of the peoples of South Africa and Namibia.

In concluding my remarks I would like to reaffirm from this international forum which strives for the peace and progress of peoples the unswerving support of Mozambique for the ANC and SWAPO as the only genuine representatives of the peoples of south Africa and Namibia and thus to reiterate our vehement condemnation on the institutionalisation of racial discrimination. The fight will continue.

Mr. PERERA (*Workers' delegate, Sri Lanka*)—It is indeed a privilege for me to have the opportunity once again to address this distinguished assembly. On behalf of the workers of Sri Lanka, the Jathika Sevaka Sangamaya and on my own behalf, I offer our congratulations to Mr. Ennaceur on his election as President of the 71st Session of the International Labour Conference. Our greetings are also offered to the Vice-Presidents and the officials of the Conference. Through you, I would also like to convey our congratulations to the Director-General, the Secretariat and staff of the ILO for presenting a detailed and thought-provoking annual Report.

The Jathika Sevaka Sangamaya, founded by His Excellency J. R. Jayewardene 25 years ago, has a membership of over 350,000 today with more than 700 branches throughout the Republic of Sri Lanka; the JSS represents over 70 per cent of the unionised white-collar and blue-collar workers of Sri Lanka. The JSS is unique in that it is not a federation. It is one of the largest single multirepresentative trade union organisations in Asia. We have members in all state corporations, statutory boards, government-owned business undertakings, the co-operatives, the ports, the airports, banks and mercantile organisations of the private sector. The JSS is affiliated to the International Metalworkers' Federation, the International Graphical Federation, the Miners' International Federation, the International Federation of Building and Wood Workers, the International Secretariat of Arts, Communications Media and Entertainment Trade Unions and the International Federation of Energy and General Workers' Unions.

It is therefore only the JSS that can hold a brief for the unionised white collar and blue collar workers of Sri Lanka of whom seven out of ten are members of the JSS.

At the outset, I would like to mention with sorrow the death of the late Captain C. P. J. Seneviratne,

who was the Minister for Labour of Sri Lanka from July 1977 to December 1984. During his period of office he was able to enact many laws for the benefit of the workers of Sri Lanka. Notable among these many acts are the Gratuity Act whereby an employer is compelled to pay any employee who has put in a minimum of ten years of service a retirement gratuity based on half the last salary drawn for every year of service. This is an Act that has brought great relief to thousands of workers.

Another very important Act is that setting up the Employees' Trust Fund whereby any employer having a workforce of over ten persons has to contribute an equivalent of 3 per cent of the employee's remuneration to the Fund. The Fund will invest the monies and pay the employees the capital plus interest on their retirement.

Another notable event was the opening of an ILO office in Sri Lanka. This office is in the efficient and capable hands of Mr. Stanley Taylor. The workers of Sri Lanka, through their trade union organisation, are looking forward to many benefits through this office.

We note from the Director General's Report that a key theme is that adjustment to structural change can be greatly facilitated and made socially more acceptable if it is based on dialogue. We appreciate the fact that even if government agencies are willing, it requires strong organisations to engage meaningfully in joint problem-solving. It is in this context that workers' organisations, especially those in the developing countries, need the assistance of the ILO to strengthen their structure and activities. We are glad that the ILO programmes cater not only for workers but for employers as well.

We note that the ILO's industrial relations programmes are geared for the development of sound international relations systems and for enhanced tripartism.

Following up the key theme of last year's session, we agree that in most developing countries the setting of ILO standards does not receive the consideration it deserves.

Most developing countries lack the expertise required to correctly handle the questionnaires, reports and other communications which should be effectively processed so as to ensure meaningful participation in standard setting.

Therefore it is very urgent and important that the officers concerned in the Department of Labour, the workers' organisations and the employers' organisations should receive thorough and intensive training to enable them to perform their functions in a satisfactory manner.

I deem it appropriate at this stage to mention that Sri Lanka, which has a long history and which is regarded as the Pearl of the Indian Ocean, is today facing a grave threat from terrorism. The self-styled militants are trying to hide their real colours behind the mask of freedom for the minority. We are happy the Government is taking firm action to wipe out terrorism from our country and solve ethnic problems by dialogue. We trust and pray that peace will soon be restored to our country, so that all communities can once again live together in harmony.

In conclusion, we are confident that we will be able to benefit from the knowledge and experience of the delegates to this 71st Session of the International Labour Conference as to how all of us can better

utilise the instrument of dialogue in the cause of social justice.

We wish the Conference all success.

*Interpretation from Portuguese:* Mrs. GODINHO GOMES (Government delegate, Guinea-Bissau)—Allow me to congratulate Mr. Ennaceur very sincerely on behalf of my delegation and on my own behalf on his election to the presidency of 71st Session of the International Labour Conference, and wish you every success.

This session of the International Labour Conference is taking place at a very difficult time for my country from the economic point of view.

That is why we should like to give briefly, as we have already supplied the ILO with a memorandum concerning our situation, an outline of the current economic position in Guinea-Bissau, explaining the bottlenecks in the economy and prospects for improvement in the future.

Our economy is a weak one and is characterised by a lack of infrastructure and an increasing drift to the towns due to an erroneous investment policy during the first years following independence, and hence a growing imbalance between town and countryside with all its evil consequences (overpopulation of the capital, an increase in unemployment, a crisis in housing, difficulties of supply, and so on); lack of adaptation of development projects to realities in the country; absence of financial, material and human resources; lack of co-ordination between the economic and social activities in the country; the absence or inadequacy of stimulus to production; the policy of prices and of redistribution of the yield on capital towards the country; the general absence of trained staff at the various levels of the public service and in the management of the economy; low levels of production due partly to drought and to the vagaries of the climate and also to the inadequacy of supplies for the rural world as regards both materials for production and current articles of consumption; the low productivity of manpower due to insufficient motivation and to the low level of primary health care and education; low productivity of factories and workshops, most of which are too big or not adapted to our needs (they depend on countries abroad for their raw materials); technical assistance, and finished products when they exist, have no outlets because there is no prior marketing study; the weight of the oil bill in our balance of payments; the aggravation of the foreign debt; and the large budget deficits and deficits on payments on foreign debt which compromise our balance of payments.

The Government of Guinea-Bissau, to cope with this humiliating and very serious situation, has decided to study the ways and means whereby we halt the growth in this economic and financial imbalance and give a boost to the economy on the basis of various concrete short-, medium- and long-term measures and policies.

It is with this in view that the Government in October 1982 approved a programme of economic and financial stabilisation which is made up of four main groups of activities: placing the internal and external economic and financial system on a firm footing; reorganisation of economic and commercial circuits; a rigorous use of foreign aid; supervision of the economy.

Thanks to the policy measures contained in this programme, we wish to create the necessary basic machinery which would ensure the normal functioning of the national economy and to forge the tools for regulating it. Attainment of these objectives would certainly at a later stage help to give a boost to the process of structural adjustment and hence would ensure balanced development based on endogenous accumulation of capital.

We have also approved a First Plan for Economic and Social Development, 1983-86, which will be put into effect in stages.

As can be seen, the stages coincide exactly with the spirit and letter of the programme of economic and financial stabilisation. Consequently, this programme is a basis for action, and the first years of the Plan and the attainment of its objectives will provide a guarantee for its implementation because only in this way will it be possible to ensure harmonious development based on an endogenous process of growth by facilitating amongst other things accumulation of capital.

However, we are aware that because of the major bottlenecks in Guinea-Bissau's economy, it is probable and logical that the matters of concern to the programme should cover the whole range of the Plan, thus ensuring that the programme be effectively directed towards endogenous development.

The First Plan for Economic and Social Development, 1983-86, was drawn up on the basis of the overall strategy defined by the Party, which included: priority accorded to agriculture as an essential activity of our people, capable of making a more effective and valid contribution to the accumulation of national wealth; a link between agriculture and industry (particularly the processing industry) in a balanced form of development in which agriculture is the basis and industry is a dynamic element serving to boost its development; integrated development of agriculture, industry and services (mainly trade, transport, banks and insurance); maximum rational development of economic potential (material, financial and human resources); participation in worldwide trading within the framework of the establishment of a new and more just international economic order. The strategy is designed essentially to satisfy the basic needs of the population by ensuring food self-sufficiency, increase and diversification of production being considered as a "pilot" phase.

Taking this strategy as a basis together with the political, economic and social aims of government action, the various sectors of economic and social activity have been assembled in various groups. These groups are viewed in accordance with the essential criteria underlying the strategy and objectives of the Plan, volume and profitability of investment.

The implementation of economy policy measures requires the transformation of our institutions to meet the new demands arising out of the dynamism and complexity of our economy over the last few years.

In view of this, radical changes are required in the public service and the labour administration as one means of speeding up the implementation of ongoing measures under the programme.

In order to indicate our needs and possibilities more clearly, let us recall a few data concerning our population.

The Republic of Guinea-Bissau, which gained independence in 1974 after a long national liberation struggle, has a total area of 36,125 square kilometres, of which 8,000 km<sup>2</sup> are covered by rivers and periodic tidal floods. The population is estimated at 767,000 persons (1979 census), of whom 87 per cent live in the interior of the country in 3,600 so-called *tabancas*, village communities which constitute the basis of economic and social organisation in the country. The remaining 13 per cent live in Bissau, the capital, which is the hub of the national economy, public administration and the entrepreneurial sector.

The active population comprises some 400,000 persons, of whom only 25,000 are employees or wage earners, and approximately 14,500 persons are employed in the public service. Nearly 88 per cent of the active population are engaged in the primary, 3 per cent in the secondary and 9 per cent in the tertiary sectors.

One of the fundamental questions facing the country's administration is that of defining appropriate policies to link and progressively unify the two economies (the urban and the traditional) in order to arrive at and manage an integrated national economy.

As can be seen from these data, the capital is being strangled by the concentration of people, which is causing among other difficulties the public administration to be considerably overloaded, and unemployment. Undertakings and industrial units, most of which are located in Bissau, do not possess sufficient capacity to absorb this manpower. In order to pay their workers, undertakings in most cases have recourse to the state budget, a situation which is daily becoming more intolerable.

One of the aims of the programme of economic and financial stabilisation is to keep expenditure under control, particularly through dismissal of civil servants. As an illustration, the cost of wages paid in the public service represents nearly 50 per cent of the operative budget, despite the fact that this percentage has fallen each year. Furthermore, up to 1983 income covered no more than 76 per cent of wage costs. The situation improved last year, the figure being 102 per cent for 1984 and it is hoped to increase it to 108 per cent in this fiscal year.

The dismissal of surplus staff also affects public undertakings and industrial units since rigorous management is required in these concerns too.

Such a measure obviously calls for other associated provisions, a prior study of the consequences of such a policy and the creation of conditions in rural areas, which represent the economic base of the country, so as to reverse the current trend and encourage migration from the town to the countryside. It is also necessary to restructure the public service and the labour administration.

It is urgent to plan the use of the country's manpower so that this important, indeed decisive, factor in development can meet the new requirements of development. Such planning must ensure a proper and harmonious allocation of the available manpower to the various sectors of activity. It must establish in the medium term, in view of the low level of productive forces in the country, a dynamic balance between the increased social product in the different sectors and the quantitative and qualitative development of manpower in connection with the need for greater productivity.

Planning must ensure as far as possible correlation and harmonisation of needs and available workforce with a view to achieving full employment of the active population.

Planning must also include an evaluation of factors which determine annual changes in human resources (duration of general schooling, legal age of employment, pensions, etc.).

This is a complex but essential task which could be accomplished with the active participation of the ILO. We would welcome support at all levels from the ILO in this field and we have already made a request to this effect to the Organisation. We are counting on its collaboration for drawing up special programmes and emergency measures to find the best solution to the complex and delicate labour problems with which we are confronted.

I should have liked to contribute to the discussion on the Director-General's Report, by providing you with a well-considered analysis of its contents because we believe it to be a valuable instrument for this Conference, by reason of the important matters it covers, especially in Part I: industrial relations and tripartism.

In view of the wide range of themes dealt with in this first part, we can see how important it is that all member States should share their experiences with respect to the economic, political and social situation existing in their countries.

We can affirm that our Government supports tripartism, considering it can play an important role in the creation of employment, and vocational training and even serve the cause of democracy.

Unhappily the Report reached us only when we arrived in Geneva and we have not had the time to make a thorough analysis of it.

As regards the agenda of the Conference, we should like to go quickly over certain points.

As regards information and reports on the application of Conventions and Recommendations, we should like to inform the Conference that, in addition to the reports submitted in accordance with articles 19 and 22 of the Constitution of the ILO, some success has been obtained; we are preparing to refer the Conventions and Recommendations adopted from the 63rd to 70th Sessions, which have not yet been ratified, to the competent authorities, i.e. the Council of State; under the Constitution, the Council of State is entitled to decide on such matters between sessions of the People's National Assembly. Furthermore, it is the State Council that ratifies and denounces international conventions and treaties.

As regards equal opportunities and equal treatment for men and women in employment, I should like to look back in retrospect on the life of women in our country before and after independence. This will give us a general picture of the efforts made by our Government to ensure this equality is obtained.

Before national independence, women were discriminated against right from the beginning of their schooling, during vocational training, in obtaining positions of responsibility where they might have to take decisions and with respect of the distribution of wealth and so on.

With the national struggle for liberation, women entered a new era and now have new horizons open to them.

They are beginning take part in the country's political, economic, social and cultural life on an

equal footing with men. They are beginning to have access to education and training.

After independence, the Constitution of the Republic enshrined the principle of equality in its articles 23 and 24.

Women, like men, are guaranteed access to any post, job or profession, commensurate with their skills, aptitudes, vocational training, degree of education, in accordance with the needs for national reconstruction. They are also guaranteed equal pay for equal work.

This development explains why, today, women can be found in responsible posts with in the party, in regional councils, in the People's National Assembly and also in the Government itself.

In concluding, I should like to point out that the law provides special protection for women during pregnancy and confinement; for instance, they do not have to do work which is medically inadvisable during their pregnancy or after their confinement, without loss of wages. Furthermore, they do not have to do heavy work during pregnancy and after confinement during the period medically prescribed. They are also authorised to leave their work without loss of wages for such a time as is strictly essential to get medical assistance during pregnancy if they cannot be treated outside working hours and after confinement, with a medical certificate; they may also interrupt their daily work to nurse their child for one hour a day without loss of wages, up to one year after confinement.

Finally, they may leave their work without loss of wages for a medical visit if this cannot be arranged outside working hours and have 60 days' paid leave for a confinement.

As regards the structure of the ILO, we hope that the reforms which have been urged will indeed correspond with the Organisation's noble ideals of contributing to the economic, social and cultural progress of the workers in all member States, while taking into account the specific economic, political and social conditions prevailing in these countries.

We do not wish to finish without mentioning the action of our Government as regards apartheid. This has consisted in energetically and constantly condemning the racist regime of South Africa, in using its media to inform the general public about the moral social, political and economic consequences of such a system and the need to extirpate it and in condemning and rejecting all manoeuvres designed to destabilise our brothers in the front-line States.

We are sorry that, because of our very difficult economic situation, we are unable to give financial assistance to our brothers in South Africa, but we offer them our moral, political and diplomatic support, which has always been an intrinsic part of our foreign policy.

Mr. FORD (*representative of the International Textile, Garment and Leather Workers' Federation*)—I wish to congratulate the Director-General on the Report whose clear message should be carefully pondered by all parties in this Conference.

I wish to address myself in particular to an issue that is discussed in the Report: the flexibility of wages.

It may be said that the view of the wage flexibility enthusiasts—usually the world's most inflexible doc-



trinaires—in the matter of wages is that the principal to be applied is “the lower the better”.

The Report indicates that the flexibility enthusiasts are a minority among the employers, as shown by the quotation from the European members of the Executive Committee of the IOE.

In the great debate on incomes policies in the 1950s and 1960s, there was a general agreement that if there were to be incomes policies they should cover all incomes, including directors' emoluments and non-wage incomes such as profits.

This view was cogently expressed in a memorandum that I submitted as General Secretary of the Trade Union Advisory Committee to the OECD, to that organisation: “An argument can be made out for planning or guiding incomes; an argument can also be made out for leaving them unplanned or unguided; but there is nothing at all to be said for planning or guiding half the incomes and leaving the other half unguided or unplanned and subject to market forces or varying degrees of monopoly control.”

It is pertinent to observe the change in the vocabulary of economic analysis over the last decade or so. The notion of non-wage incomes adopted by OECD in its report on *Policies for prices, profits and other non-wage incomes* was a response to TUAC arguments that if there were to be an incomes policy, equity required that it should embrace all incomes and not only wages.

However, the phrase “non-wage incomes” has been slyly transmogrified into “non-wage costs”. Currently, right-wing economists are focusing not only upon the need to limit nominal and real wages, but are urging reductions in the social wage, such as social security benefits. These are also contributing to inflation.

Thus any discussion about profits and other non-wage incomes has been avoided by a single-minded focus upon a simplistic equation: inflation equals rising wages and other labour costs.

The essential fact is obscured that rising social charges are mainly caused by the social costs of the economic policies adopted in the 1970s and 1980s by many governments whose essential characteristic was adoption of restrictive fiscal and monetary measures to limit demand and therefore to increase unemployment. It was the policy of abandoning full employment that was the principal cause of falling profits, falling investment and drooping expectations about economic prospects.

A further significant change in the economic vocabulary can be seen by tracing the origin of the current buzz-word among right-wing economists and publicists—flexibility.

When Gösta Rehn, the Swedish economist, then Director of OECD's Manpower and Social Affairs Division, first expanded and popularised the idea of flexibility in the 1960s, he saw it as flexibility throughout working life. Workers should have the opportunity of publicly financed periods of education through sabbatical leave instead of retiring at a fixed age; workers would have the opportunity of either going earlier or staying on. This is what Gösta Rehn meant by flexibility.

But today the word “flexibility” has become increasingly used as a synonym for nominal and real wage cuts.

In the United Kingdom the call for flexibility is increasingly directed to young workers and even those on minimum wages. In an open letter to Mrs. Thatcher a group of peers, Conservative members of Parliament, businessmen and academics called for the abolition of Britain's 25 wages councils which cover about 3 million workers whose precarious position was accepted by all previous governments of whatever political persuasion as needing special protection against exploitation. This letter brushed aside Britain's obligations to the ILO requiring member countries to maintain machinery to enforce minimum rates of pay where wages are exceptionally low since, in their view, social security benefits in effect set a floor to wages in the United Kingdom.

Unemployment, asserted the group, is determined not only by labour costs, but also by the monetary advantage of working compared with not working.

This argument was effectively disposed of in a book by Morris and Wilmot, *Institute of Fiscal Studies*, which shows that the Conservative Government's abolition of earnings-related supplements to unemployment benefit greatly reduced the income of the unemployed. The average income of the unemployed in 1983 was only 60 per cent of their previous earnings when in work, compared with 73 per cent in 1980. The hope that the abolition of wages councils will increase employment is certain to be disappointed. This can be clearly seen from the failure of employment to increase in sectors where wages councils have already been abolished.

Let me give you a quotation. For a citizen to earn less than the living wage “is a serious national evil. It was formerly supported that the workings of the law of supply and demand would naturally regulate or eliminate that evil. Where you have no organisation, no parity of bargaining, the good employer is undercut by the worst... You have not a condition of progress but a condition of progressive deterioration”—thus Winston Churchill in introducing the trade boards, the precursor of the present wages councils.

What Winston Churchill understood in 1909, there are some people who don't really understand today. But this argument still remains valid.

The aim of the proposed legislation to abolish wages councils is to create more jobs by cutting wages. What are these terribly high wages that we are asked to believe reduce demand for labour? Minimum full-time rates vary from £63 to £72 per week or about 40-45 per cent of the current earnings in industry in Britain.

In terms of purchasing power let me give you a parallel. This would be about enough to stay one night, one night, not a week, in a good-class London hotel and you wouldn't get any lunch or dinner for your money. So these are the terribly high wages that some people are proposing to abolish and of course in terms of European standards they are extremely low.

Now in November 1983, the ILO Committee on Freedom of Association examined trade union complaints in three countries. In the three cases, the Committee on Freedom of Association emphasised how important it was for the state authorities to refrain from changing the content of freely negotiated collective agreements. If, for compelling reasons of national economic concern, the Government considers that wages can no longer be fixed by collective

bargaining, such a restriction should be introduced as an exceptional measure and only to the extent necessary and should not apply for more than a reasonable period and should be accompanied by guarantees to protect the standard of living of workers.

It is precisely these guarantees that are lacking at the present time. The only real guarantee of the workers' standard of living is the trade union movement. But this has been weakened by rising unemployment and by governments in many countries enthusiastically redistributing income in favour of the well-to-do. Thus, while real wages have declined, profits and company directors' emoluments have risen sharply.

The effect of holding back wages and salaries while encouraging profits to expand by fiscal inducements, etc., for instance tax concessions on equity investments, is to deprive working men and women, the majority of the population, of an essential part of their income while transferring this income to a minority of the population who own shares—in most developed countries about 2 or 3 per cent of the total population, without any guarantee that investment will increase. But even worse perhaps, not only is there a transfer of incomes from the relatively poor to the relatively rich, there is also a transfer of wealth. The minority of the population are fortunate enough to be shareholders and are able to increase their share in the nation's wealth at the expense of the majority who are unfortunate enough to be wage and salary earners. It becomes crystal clear that future incomes policies must embrace not only wages, salaries and profits, but also involve a fairer distribution in asset formation.

The Swedish Government has understood this and takes the view that international developments in the past decade, especially concerning unemployment, have reflected a gradual abandonment of the increasingly difficult task of economic stabilisation. They say in a quotation—I am quoting from a published government report—that “governments in Europe have capitulated before the difficulty of the task. Policy is made to concentrate more and more on raising profits and restraining wage costs. Subsequently, employment and income distribution aims are abandoned. Finally, high unemployment is actively used as a means of gaining acceptance for high profits and low wage costs.”

A Wage Earner Fund was passed by the Swedish Parliament in December 1983. It should be emphasised that the new Swedish scheme is not a company-level, profit-sharing scheme but a nation-wide profit-sharing scheme.

In the view of the Swedish Government, these investment funds can, firstly, reduce conflicts about income distribution, inflation and wage drift, and promote acceptance of high profits. Secondly, the funds will increase the flow of risk capital. Thirdly, the funds will make possible a greater share of profits for workers and an influence upon how they are used.

It is, of course, too early to assess effects. But, according to the *Financial Times*, “As the stock market began to mark time, brokers began to see the scheme as a major potential source of new capital.” The Swedish press announced in the beginning of 1985 that Swedish businessmen were queueing up to secure loans from the employee investment funds.

There is a striking contrast between the Swedish wage earner fund system that seeks to give every worker a share in private industry and the British Government penchant for distributing publicly owned assets to a privileged minority who are able to buy shares.

Governments and international organisations advocating “wage flexibility” should be asked: if low wages mean more employment, how is it that countries with the highest wages sometimes have the lowest levels of unemployment, e.g. Sweden, and that countries with the lowest wages usually have the highest unemployment? How much downward flexibility of wage and non-wage costs in developed countries will be necessary in order to compete with the wages and conditions in developing countries? What advantages will accrue to workers in developing countries as a result of increasing access to markets in developed countries for the exports they produce? To date, increasing access to developed countries' markets does not appear to have greatly reduced unemployment in developing countries or improve the conditions under which their workers work. Real wages in many LDCs are already flexible in a downward direction and in most of them social security is non-existent, or almost so. How has this helped to solve unemployment in these countries? How far will real wages have to be cut in both developed and developing countries in order to secure the desired adjustment to the so-called new international division of labour and, in many countries, also satisfy the international bankers?

Numerous publications of the ILO have regularly pointed out the persistent problems of unemployment and the failure to satisfy human needs in developing countries. Despite increased industrialisation and export successes in a handful of NICs the overwhelming majority of LDCs have made little progress in tackling unemployment and poverty.

Despite the slowing down in the rate of growth of world trade, it continues to expand. Despite limitations on them, developing countries' exports continue to expand. To what extent have workers benefited from this expansion in exports? And what can be done to ensure that their wages rise more rapidly? We advocate in the international trade union movement a social clause in international trade agreements that would enable pressure to be exercised upon countries who do not respect trade union freedoms and which exploit child labour, etc., so that they would be obliged, in order to participate in international trade, to improve these conditions. An example of what can be done is the American legislation concerning GSP and the new machinery that has been established. There is no time for me to go into this in any detail but I wish to ask the OECD to make more studies on interactions between technology, employment and international trade, as well as the restrictive wages and social policies now being pursued in some countries and their painful effects and I would like to thank them for the studies on multinational companies in textiles, on the question of free trade zones and so on.

I want to quote the Pope. John Paul II wrote in “On Human Work”, “A just wage, which is sufficient to establish, maintain and provide security for a family, is the concrete means of verifying the justice of the whole economic system.”

*Interpretation from French:* Mr. COMBO MATSIONA (*Minister of Labour, Employment, Reorganisation of the Public Service and Social Welfare, Congo*)—Please allow me first of all to associate myself with previous speakers on this rostrum in congratulating the President and his colleagues on behalf of the Government of the People's Republic of the Congo and the delegation accompanying me, and on my own behalf, for their brilliant election to the presidency of the 71st Session of the International Labour Conference.

I am convinced that under your guidance our work will achieve successful results, which will have beneficial effects on the world of labour and the economic and social development of our countries.

The present international situation, marked by the economic crisis which is affecting all countries, no longer allows our countries to pursue their economic and social objectives at the speed they envisaged.

Our organisation has not been spared because it has had to restrict its expenditure and, consequently, has had to curtail its activities to assist our countries.

Despite these difficulties, the International Labour Organisation is continuing to make every effort to install a new economic order which will be more equitable and apt at maintaining peace throughout the world.

These activities will contribute to improving the very serious situation which African countries are experiencing. We hope that this assistance will cover our essential needs; it will most likely bring further progress in its wake.

The Director-General's Report submitted to this session of the Conference deals with one of the most controversial subjects in this Organisation, industrial relations and tripartism. The Director-General of the International Labour Office is urging the governments of the various countries to take special steps in order to maintain the necessary equilibria. He believes that the action we undertake should not have an adverse effect on industrial relations systems or tripartism, which should be developed and improved.

The People's Republic of the Congo considers industrial relations and tripartism to be key elements in the democratisation process of our nation and an essential tool for progress and development.

The labour legislation in force in my country encourages continuous dialogue between workers and employers in undertakings, in order to improve working and living conditions. In state enterprises, the setting up of what we call the "trilogie déterminante", or tripartite decision-making process, guarantees the total participation of the social partners in the decision-making process.

The same social partners also meet on the boards of directors and management committees.

At the national level, workers and employers consult each other in various bodies, such as the National Labour Advisory Commission, the National Advisory Committee for Manpower and Labour and the Technical Advisory Committee for Occupational Safety and Health.

At other levels, representatives of wage earners, young people, women and peasants, meet in order to make their proposals for the smooth running of national activities.

However, I should like to point out that in countries where state enterprises predominate, the

state employer is one of the three parties. It cannot be otherwise.

At this 71st Session, the International Labour Conference will also discuss standards concerning occupational safety and health and equal opportunities and treatment for men and women in employment.

My country, the People's Republic of the Congo, attaches great importance to the health of its population. Expenditure in this sector represents a quarter of our operational budget.

It is also to this sector that we devote a large part of our investment budget.

In both rural and urban areas, measures have been adopted in order to respond to the appeal of the World Health Organisation inviting us to bring about Health for All by the year 2000.

Our legislation recommends the creation of a medical centre in every undertaking.

In 1981, our country, in co-operation with the International Labour Office, organised a tripartite seminar to make those involved more aware of the importance of improving working conditions and the working environment.

This seminar, the aim of which was to make the social partners feel the need to provide favourable working conditions and a harmonious working environment on a permanent basis, made it possible for us to establish certain guide-lines with regard to workers' safety and health.

Equality of opportunities for men and women has always been a concern of my Government, whose Constitution, Labour Code and Family Code long ago established equality between men and women. In the People's Republic of the Congo, many women hold important positions and discharge their duties most efficiently.

The Revolutionary Union of Women of the Congo enables Congolese women to participate in all national activities and to defend their interests.

Equality exists not only in labour and employment but also in training and education and all areas of national life.

At a time when our Organisation is seeking to ensure social justice, peace and progress for the whole of mankind, many people are still living under the effects of terror, racism and occupation.

In Namibia and South Africa, the racist regime of Pretoria demonstrates its cruelty daily, despite the condemnation of all countries interested in peace and justice.

My country supports the struggle of the people of Namibia and its combative body, SWAPO, as well as all the front-line States subject to attacks from the racist regime of Pretoria.

The Palestinian people, threatened with extermination by Israel, can also count on the militant support of the Congolese people.

Peace on earth will be better safeguarded when all the peoples of this world are free.

*Interpretation from Portuguese:* Mr. de AZEVEDO (*Minister of Labour and Social Security, Portugal*)—Firstly, on behalf of my Government and on my own behalf, may I offer the President and the Vice-Presidents my congratulations on their election and wish them every success in carrying out their task. May I, too, warmly congratulate the Director-General on his excellent Report and on the import-

ance of the questions discussed therein with such efficacy and profundity. The member States will find in this document a range of ideas and suggestions which, enriched with the reflection and experience acquired by each of us, will make a powerful contribution to the improvement of working conditions which takes account of our own economic and social realities.

Time being so short, I shall make detailed reference only to certain points which I feel of more importance for my own country.

Firstly, I feel that we have to attach increasing importance to social dialogue and concertation. Without such a serious and constructive dialogue it would be a good deal harder to bridge the conflicts of interest which necessarily exist in the world of labour and the process would demand a heavier human, economic and social toll.

An awareness that discussion by all parties is essential is perhaps the prerequisite of any concerted, just and balanced solution. Dialogue is only possible between those who sincerely believe in its possibilities and benefits.

It is essential, moreover, that each party should fully accept that while their demands may be perfectly legitimate, those of the other parties may be too. It is by no means always the case that the defence of particular interests and points of views is accompanied by a realisation that others may view matters quite differently, and the attempt is not often made to put oneself in the other fellow's shoes. Reasoned argument and not outright affirmation is what is required. It is in the free play of reasonable ideas that the feel for constructive and authentic discussion is to be found.

There is no worse form of dialogue than the introduction of politics and ideology into the industrial relations context.

Dialogue and social concertation must continue in a co-ordinated and responsible form in the various levels-national, sectorial and within the undertaking-in harmony with the interests of those involved.

In Portugal, over the last two years, we have made significant efforts and progress in devising a clear line of government policy. Despite all the difficulties and problems peculiar to a new body with complex working procedures, it can be said that the Permanent Council of Social Concertation made up jointly of members of the Government, directors of trade union federations and employers' associations, has been a success and an irreversible reality and is making an important, if not decisive contribution, to the climate of social peace which we have been experiencing in Portugal under the term of office of the present Government, although we have had to take indispensable action which has required major sacrifices from the workers. I regret that the trade union central organisation, the CGTPN, for purely political reasons which have nothing to do with the problems of the workers, has not so far wanted to take up the place reserved to it in this body. But this fact is significant because it clearly shows that those who refuse dialogue are not really concerned about the interests of the workers. And thus I make an appeal to this Confederation whose leaders have been censured by the workers. It is the duty of the UGT to accept dialogue and of the CGTPN not to impede such a dialogue. During the first year of its

activities the Council, which was created by an agreement between the social partners, approved an opinion on the programme of financial and economic recovery which considerably helped to improve the draft submitted to it by the Government, and approved opinions, each time after detailed discussion, on draft legislative decrees respecting the creation of a wage guarantee fund for workers in bankrupt or insolvent undertakings; strike or lock-out pickets (along the lines of an EEC directive); unemployment benefit, which significantly improved the protection of unemployed workers; the Act to set up the Institute of Employment and Vocational Training, an official body which implements employment and vocational training policies, co-operative training; the granting of work contracts; and fixed-term or temporary work contracts.

All these texts were discussed in detail during numerous working sessions and it has been possible to reach almost full agreement on the action to be taken, except as regards the last three points which I have mentioned in which it proved impossible to reach agreement between the trade union confederations and the employers' associations. But even in these cases, the work done in the Council and the talks which went on therein have to be considered as very important because they provided the Government with guidance which enabled it to significantly improve the texts presented. But even here there is a very positive point to be brought out, namely that everyone understood that the impossibility of reaching an agreement between the Government and the social partners is not a drama, and is, indeed, natural in certain matters, such as those I have referred to, in view of the nature and importance of the interests in question, and that the Government, even when it is a serious partner in discussions, cannot shrug off its responsibilities of the authority bestowed on it. Discussion is useful above all else because it offers a better familiarity with the problems and interests involved and enables the Government to take the best decisions. All this is only possible in agreement with the social partners.

In reference to this point which I believe is of fundamental importance I should not like to close without emphasising that discussion in this body is not limited to the traditional aspects of industrial relations, but extends to the most important aspects of economic and social policy upon which the present and future of the workers and employers depend, as much as or more than on wage levels or conditions of work. I would also emphasise that we are still developing and consolidating tripartite structures in the field of social insurance, employment and labour, especially in the National Council and the regional commissions of apprenticeship which were recently created.

Another question which I cannot leave to one side is the standard-setting activities of the ILO. I repeat the basic importance which my Government attaches to the establishment of standards and to the supervisory machinery. Further to the very fruitful debate which we had at last year's Session of the Conference, my Government is in full agreement with the decision by the Governing Body to set up a working group on international labour standards with the membership and terms of reference which have been conferred upon it. We hope that this working party will produce good results which will reinforce our

standard-setting activities. It would not be useless, however, to say a word of warning here. We must not allow this working group in its discussions to challenge the role of international standards and the essential need for their effective supervision, especially when the basic rights and freedoms of man and the workers are involved. Our Organisation exists to ensure that these rights are scrupulously observed.

Another point which I wish to take up is the technical co-operation which the ILO has the duty to promote and guarantee. It is a matter of concern that the Director-General should warn us about the inadequate resources available and we must do all we can to overcome these problems. In this respect an appeal should be made to make the best possible use of the resources available, especially those made available through the ILO by the member States, with preference however being given to multilateral action. In the use of such resources, we must hope and even demand that the best possible use be made of local resources suitably co-ordinated and that preference should be given to those donors which have the greatest cultural, social and historical affinities.

Portugal is aware that it itself enjoys such assistance and is ever ready to make its material and human resources available to other countries which may need such help. It will be understood that there are special duties incumbent on my country in connection with the Portuguese-speaking States of Africa. In close collaboration with the ILO, the work already done is very encouraging and must be continued and reinforced.

Finally, a very few words about one of the items on the agenda of our Session: that concerning equal opportunities and equal treatment for men and women in employment. I do not need to emphasise the importance of this question. Since it is impossible here for me to give it the detailed examination which it merits, I will merely express the wish that the ILO should submit to the Nairobi Conference some information on policies to promote and consolidate the principles of non-discrimination between men and women and that, above all else, we should encourage all possible action to promote equality in practice apart from what the law may proscribe.

*Interpretation from Arabic:* Mr. SABBAH (*representative of the Palestine Liberation Organisation*)—Allow me, personally and on behalf of the Palestine Liberation Organisation, to associate myself with the preceding speakers in congratulating Mr. Ennaceur on his election to the presidency of this Conference which is indeed a token of well-deserved trust. Allow me also to express sincere congratulations to the President, Government and people of Tunisia for the international honour that has hereby been bestowed on them. Indeed we are fully confident that his skill and broad experience will significantly contribute to the success of this session and the achievement of the lofty goals and aspirations of this Organisation. May God help him to achieve success in the interests of all peoples.

The agenda of this session covers a wealth of issues that call for serious consideration and debate, but given our time limit, we cannot really study all the contents of the Director-General's Report. However, we appreciate the dedicated efforts made by the experts of the Organisation, and particularly those of

the Director-General, in their attempt to refine social concepts and values in all spheres and provide assistance within the limits of the Organisation's resources.

For more than 37 years the Palestinian people have been living in tragic conditions, unprecedented in history. Each year the aggressor becomes more oppressive and arrogant. The Arab nation in general and the Palestinian people in particular are suffering from continuous occupation and aggression. The world knows that Israeli aggression could not continue without the support of the United States, which provides the aggressor with all forms of material, military, political and diplomatic support with a view to plundering the resources of the Arab territories and to maintaining the Arab people in a state of backwardness.

The events that have taken place in Palestine constitute a historical crime, which was perpetrated by Great Britain when it gave the land of Palestine—which it did not own—to the Zionists, who came from all parts of the world, although they were not entitled to. Each year at this international forum the massacres and practices perpetrated by Israeli gangs against the Palestinian people are mentioned. The United Nations, and the all international organisations, including the ILO, have adopted resolutions condemning Israel's racist policy. Those who govern Israel rode roughshod over these international resolutions and challenged the international community, unfortunately with the support of the United States, one of the superpowers that claims to defend human rights while it actually supports racist regimes and obstructs the peace efforts made by the United Nations, including the Security Council, and other organisations.

Israel's criminal attitude has not been confined to Palestine or Palestinians, for it is also threatening the destiny and future of the entire Arab nation. For more than 37 years the racist and terrorist practices against our people have continued. This was the subject of your conferences in 1974 and 1980 on the settlement policies and racist practices, as was mentioned in the Report of the Director-General.

At this point I must mention certain facts contained in the report concerning Israel's occupation policy against our people, which could be summed up as follows. The PLO wishes to thank the Director-General and the mission for this study based on international law and, more specifically, on the Conventions of The Hague, 1907, and Geneva, 1949, and on the Declaration of Philadelphia, as well as on certain official reports and many interviews in occupied Palestine, the Golan, in other Arab countries concerned and with the PLO. These interviews also covered tripartism in production. The report proceeds from a logical premise, namely that occupation necessarily affects the values of equality, freedom and dignity, as embodied in the instruments of the ILO. However, the policies and practices of the Israeli occupation authorities, which are based on expansion and settlement, and repugnant racist and religious discrimination, are aimed at depopulating the territories of their indigenous population and exploiting Arab workers in conditions similar to those prevailing on plantations at the beginning of the nineteenth century.

Israeli policy is based on the following stages. First, the establishment of settlements. Although the mis-

sion has tried to investigate the economic and social effects of the settlements in the occupied Arab territories, we must also mention that the establishment of such settlements is in fundamental contradiction with the aim of development in these areas. However, the main objective of this policy is, in our opinion, twofold, namely first to expropriate land and, second, to leave no means of livelihood, by affecting wages, income and development. A quick look at the report of the Committee would substantiate this. Thirty-two settlements were established this year, thus bringing the total number of settlements to 232, while the number of settlers was already 42,600 in 1984. In the Golan 40 settlements have been established.

Second, land expropriation: The occupation authorities declare that they seize territories because (a) they are government territories to be used for animal husbandry and related industries; (b) it claims that these lands are needed to widen roads, although they are the best agricultural lands (Road Plan No. 5); (c) they claim that these lands are needed for security and military reasons. Territories expropriated on these pretexts comprise up to 43.9 per cent of all the land. Despite the pretexts given by the occupation authorities, international public opinion has refuted their claims.

Third, labour in the occupied territories: Sources differ as to the size of the labour force in the occupied territories. Arab workers prefer to work in their native areas because of the feeling of insecurity created by mass detentions and terrorist acts on the part of the Zionists, and their low wages and the increase in their taxes which are 14 times greater than those normally paid by Arab workers. Therefore, it is not surprising that the workforce is not organised. Moreover, the occupation authorities have imposed restrictions on the marketing of Arab products. The Committee also stated that development trends were adversely affected by the extensive control exercised by the occupation authorities. Municipalities and trade unions are denied all support and the very future of the Arab workers is thereby threatened particularly in a society that is torn by ethnic and racist discrimination, deteriorating economic conditions and steady inflation. The information contained in the report is no doubt worth studying although it was largely derived from Israeli sources, particularly as regards vocational training and wages, etc.

Fourthly, freedom of association: I wish to report that the Israeli authorities have resorted to detention and intimidation against the trade unions in the occupied Palestinian territories.

Fifthly, employment and labour conditions in the occupied territories: Despite all claims to the effect that workers enjoy equal treatment, this is not so on account of the system of work permits which are issued in respect of specific jobs. This implies that if a worker loses his job, he also loses all his rights and has to register once more as a jobseeker. In addition, workers are sometimes not permitted to live in the areas where they work.

I must also mention that Arab workers are paid half of what Israeli workers receive, and are particularly exposed to redundancy with social security benefits.

In the light of the above-mentioned facts, we appreciate the efforts of the mission, but we have

reservations as to the false information provided by the Israeli occupation authorities, as it does not reflect conditions in the territories.

A close look at the situation and plight of the Palestinian people living under occupation clearly indicates that the policy pursued by the occupation authorities is aimed at driving away the indigenous population. According to the report, the problems under discussion are not within the terms of reference of the ILO; however, conclusions show that the state of occupation is affecting the values of equality and freedom embodied in the instruments of the ILO. The following figures give a clear picture of the terrorist practices recorded since 1967: 87 per cent of Palestinian citizens living in refugee camps have been arrested; 64 per cent of the urban population have been arrested, among whom were children between the ages of 7 and 14 years; 73 per cent of them were brought to trial on different charges; others were released after cross-examination and subjection to torture; sentences ranged from one month to 90 years; 3,047 curfew decrees have been issued; villages and camps have been closed 1,614 times; 9,236 decrees have been issued to close shops, schools, pharmacies and newspapers; 316 decrees have been issued to close houses and apartments; 129 tonnes of citrus fruits, 232 tonnes of vegetables and 26 tonnes of olive oil have been confiscated; 12,640 orders to open fire on citizens and 4,036 orders to use tear-gas have been issued, as the result of which 138 citizens, including over 100 women and children, have suffered martyrdom; settlers have opened fire 31,615 times and used tear gas 311 times, killing and wounding 134 citizens; the occupation authorities have issued 174 warrants for house arrests and 296 for administrative detentions, 1,632 travel-prevention orders, and 34,192 orders for trials; they have deposed 295 mayors, disbanded 67 municipal councils and dismissed 17 municipal leaders.

The situation in Palestine has become transparent. The Zionist entity is disregarding all international resolutions and the freedom of the people. The Arab countries and the PLO have made every effort to achieve peace in the area because this would contribute to establishing peace in the world. But Israel has rejected all international resolutions, frustrated all peace efforts and challenged the international community as a whole; it has established settlements in Palestine and in the Arab territories, it has driven away indigenous populations, expropriated lands, destroyed and demolished houses while their occupants were still inside, it has poisoned children in schools and distorted cultural features with American support in all spheres.

The fact that the Israeli authorities are continuing to threaten the peoples of the area constitutes a grave danger for the peoples of the world and a threat to international peace and security. We must also mention another conflict, namely the Iraq-Iran war which must be stopped by every means to enable both countries to recover from the effects and destruction of the war. The recent bombing of civil targets threatens not only the area but also international peace and security which is exposed to grave danger. Therefore a peaceful settlement must be achieved in accordance with international law and good neighbour relations must be maintained between the two countries.



We support the freedom of all the peace-loving peoples. We support the efforts of the peoples of Namibia and southern Africa and those which are oppressed in Latin America and Asia. Those who seek peace must work towards the effective and full withdrawal of the Israeli forces from all the occupied Arab territories and the realisation of the right of the Palestinian people to establish a State on its own territory and realise its right to self-determination, like the rest of the peoples of the world. May the peace of God be upon you.

*Interpretation from French:* Mr. POLLAGBA (*Minister of the Public Service, Labour and Social Security, Central African Republic*)—I should first of all like to associate myself with all the distinguished delegates who have spoken before me from this rostrum in congratulating Mr. Ennaceur on his election to the presidency of this session of the Conference. The delegation of the Central African Republic is particularly pleased at his election since the choice has fallen on a man who has not only marked the social history of his country but whose renown in Africa and on the international stage is the pride of the continent. I am convinced that this choice was dictated by his great experience and the quality of his personality, always giving of his best to promote the success of the main features of the social policy laid down by this Organisation. I should further like to take this opportunity to greet all the delegates present here on behalf of the people of the Central African Republic and His Excellency, General André Kolingba, President of the Military Committee for National Recovery, Head of State.

I should also like to address my sincere congratulations to the Director-General of the International Labour Office for his excellent Report whose main topic, tripartism and industrial relations in the light of recent developments in the economic, social and technological fields, has been read with keen interest by my delegation.

The choice of this topic is very appropriate since we feel it follows up the subject which was discussed during the general debate at the 70th Session, namely international labour standards and the supervisory machinery. This has led us to develop our thoughts on one of the areas where the standard-setting activities and technical co-operation of the International Labour Organisation have been most remarkable.

Tripartism is not just one of the fundamental principles underlying the composition and the structure of the International Labour Organisation but above all it is the unique feature of our Organisation as compared with other specialised agencies of the United Nations family. This has made it possible for the Organisation, throughout its long history, to overcome the difficulties with which it has often been confronted.

Tripartism is a principle which is universally recognised and the Central African Republic, my country, has adopted it and enshrined it in its national legislation. It is applied in a wide variety of fields such as collective bargaining, conciliation and arbitration, consultations in technical committees, health and safety committees, consultative national labour and employment commissions, boards of directors, manpower training bodies, the labour courts, to name but a few.

Relations between the social partners are fostered in the various bodies which I have just listed and there is equal representation of the public authorities, employers and workers in them. However, the efficiency of these bodies depends to a great extent on the relative positions of strength of the social partners at the time. Recent developments in the economic, social and technological fields have provided a new input to this form of co-operation.

It is true to say that the international economic crisis is subjecting developing countries to such severe constraints that more often than not it is the workers who are the main victims. The workers' awareness of their new situation, which is continuously worsening as a result of economic stagnation and the employment crisis leading, in particular, to growing unemployment particularly amongst young people, does not always make for a positive or, above all, effective contribution by workers' representatives to the process of co-operation.

These difficulties for relations between employers' and workers' organisations are compounded by the repercussions of the regrouping and concentration of production sectors which influence the methods of regulating working and production conditions. The gigantic size of multinational undertakings creates new problems for tripartite institutions, in particular in my country.

In this connection, the Government of the Military Committee for National Recovery, chaired by His Excellency, General André Kolingba, Head of State, is concerned to re-establish the balance between the parties concerned, in particular through the training of workers' representatives. My country believes that the International Labour Office has an essential role to play in this field.

This appeal for training which my country is launching today is not limited to the urban sector but should also be extended to the rural and informal sectors, which would lead to the elimination of the most obvious disparities which exist between the various components of the national economy.

In this connection, my Government deeply regrets the often negative role played by some of the main international trade union confederations, which far from understanding the social, economic and trade union realities in our countries, are more often than not the cause of division in occupational organisations, with the covert purpose of encouraging them to oppose their legitimate governments.

Despite the difficult conditions being experienced by the Central African Republic, as a result of its position as a land-locked country, and the disorganised administration inherited by the Government of the Military Committee for National Recovery, the latter is trying wherever this is necessary to obtain the advice of all the social partners so that measures which are promulgated reflect a true national consensus in the primary interests of the workers.

Contrary to what some might think, social dialogue well and truly exists in my country and as proof of this I could cite the growing enthusiasm and the general mobilisation of workers in response to the appeal of the Government in connection with the forthcoming celebration of the anniversary of the Central African Republic's National Day.

My country, the Central African Republic, is very much aware of the importance of the ILO's mission to provide technical assistance, which contributes

effectively to the training and retraining of managerial and supervisory staffs in the Central African Republic and hopes that this kind of action, which is so useful to developing countries, will be maintained and further increased. In particular, this co-operation between the International Labour Office and the Central African Republic in the training of managerial and supervisory personnel of public and private undertakings, in the field of retraining, and in the training of officials of the labour administration, has produced such happy results that my country can only express its great satisfaction.

This is why, it seems to me, to be essential to emphasise that these achievements must be followed up. This necessarily implies maintaining the budgetary line for technical co-operation activities, as it appears in the draft programme and budget for 1986-87. This will make it possible for States like mine not only to retain what already exists, but above all to request other forms of assistance from our Organisation in the future. My country therefore supports the proposal made along these lines by the Director-General in Part II of his Report. Although this proposal is rather modest, the Central African Republic hopes for massive support from States represented here to make it possible for our Organisation to pursue its mission of providing technical co-operation, which is so beneficial to developing countries.

The Central African Republic, for whom I speak, feels that it has thus been able to contribute to the search for solutions to the problems which are submitted for examination by this session of our Conference. We shall not spare any effort, therefore, to ensure that our work here is crowned with success.

Mr. NARAYANAN (*Workers' delegate, Malaysia*)—On behalf of the Malaysian workers, I wish to join the previous speakers in congratulating the President and the Vice-Presidents on their unanimous election; I am sure, with their vast experience in conference matters, they will be able to perform their duties in an exemplary manner. I wish also to congratulate the Director-General on his excellent Report, which has made observations on various topics of interest to those who are interested in people and human problems.

I am pleased to have the privilege to address this 71st Session of the International Labour Conference on behalf of the Malaysian workers and objectively looking at the Report I have culled out a few points on which I should like to make my comments.

Let us first look at the world economic situation. All of us are aware and conscious of the current predicament as regards the economic, social and political conditions in various parts of the world and how labour is affected by these conditions. The world economic recession continues and this adversely affects world trade with serious consequences for the employment situation and the working conditions of workers all over the world. There has been a lot of emphasis in the mass media on employment and the deteriorating welfare conditions of workers, especially in Europe and the United States. Let me assure you that this is not exclusive to developed countries. All of us, especially those who come from developing countries and new industrialising countries, have had painful backlashes from the world economic recession, especially those which are dependent on the

export earnings from agricultural and primary products for export earnings like Malaysia. This has led to the deterioration of the quality of life of workers in these countries. All of us are aware that the ILO pays attention to changes in international trade and its implications for labour. In recent years we have seen rapid changes in the behaviour of the structure and the nature of world trade. It is especially important for the ILO to embark on in-depth analysis of the implications of these changes for the welfare of workers in both developed and developing countries. There is a necessity for a global policy with regard to international trade situations and how to overcome the negative effects on labour and the quality of life of workers. Individual countries have also tended to be narrow and protectionist in character. This makes for selfishness in their short-term solutions, but on a global basis it does not resolve the current problems arising out of the economic recession. Let us therefore focus on our current predicament of the world economic recession and how best we can formulate policies which will be relevant and practical for implementation to enable us to get out of these economic doldrums. When such standards are devised and formulations of policies undertaken it is necessary that this should be done on a tripartite basis rather than on an academic or bipartite basis, between the government and employers, as is being done by certain United Nations agencies.

Now let us look at the social unrest in the world. The tensions arising out of economic, social and political reasons are mounting in the world. We salute the struggle of our African brothers and sisters in South Africa and people in other parts of the world who are fighting for fundamental and basic human rights and political, economic and social emancipation. It is about time that racist governments that support apartheid and/or discriminatory policies did some rethinking. All workers are human and disregard of fundamental human needs will lead to tension. It is not my intention to criticise individual governments but it is always necessary to warn of the dangers of discriminatory policies especially when they are prone to abuse. All situations of discrimination are undesirable. We condemn these very vehemently. There are several other forms of discrimination which are subtle in society. This too should be looked at seriously. Workers endeavour to bring about a society where there is equal opportunity for every worker to enjoy basic minimum standards of welfare. They want an equitable share in the distribution of income and wealth which they help to create. Let us therefore hold to these fundamental needs of workers and examine our policies to reduce tension and social stress.

Superpower politics still continue and the instability of various governments is clearly visible in the world. The situations in West Asia, South Asia, South-east Asia and Africa and parts of Latin America are clear examples of superpower politics. Workers in these countries suffer and it seems that it is of no consequence to the Superpowers. It is very sad—sad indeed. We speak of peace and prosperity for all in the world. Let us try to practise it. Lip service by itself is not potent.

Let us now take an objective look at famine, famine conditions, especially in Africa. Mother nature has not been kind either in recent years. Our African brothers and sisters are suffering from poor



harvests and famines. The world gives aid. The kind of support that is needed is more effective technical assistance on how to improve agriculture and food management in these affected areas, especially in the rural sector where 85 per cent of the population live.

Crop failures are natural but sound management of agriculture can mitigate their most disastrous effects. It is the ILO's responsibility to look at these situations together with other United Nations agencies and sympathetic governments and non-governmental organisations in this world.

Turning to equal opportunities for women workers, the endeavour of workers to secure equal opportunities and equal treatment for men and women in employment is an old issue. There is a report on this topic for this session. While many countries have accepted these principles, there is still a wide gap between acceptance and the implementation of this concept, that is lack of political will on the part of the government. Not all societies provide for equal opportunities and equal treatment of men and women workers. If you listen to the speeches of governments here, you would think everything is fine at home, but let me tell you it is not. We appreciate the cultural factors and other social circumstances which give rise to varying standards. However, we must acknowledge that there must be greater protection of men and women from various forms of abuse by employers. Exploitation of women workers must cease. Women workers' needs are greater and it is up to the individual society to ensure that working women have the opportunity for equal treatment and scope for fulfilment of their role as good wives and mothers. The stress they suffer from deprivation of fair opportunities for a reasonable life has serious negative effects both at the personal level and on society as a whole.

Now let us have a look at occupational health and safety. A specific area which is a cause of great concern to workers is occupational health and safety. Although there is a lot of research and knowledge in this matter, ordinary workers at the grassroot levels are not safety-conscious or trained in occupational health and safety. We recognise that there is an urgent need to prepare educational materials on occupational health and safety specific to work situations and that these materials must be easily available through workers' organisations so that they can train their workers to be aware of occupational health and safety standards. It is also necessary for these materials to form part of the curriculum of vocational training. Occupational health and safety are not exclusive to medical science. In fact it is an interdisciplinary field where medical doctors and specialists in the field of sociology, psychology, education and environment specialist collaborate to study various aspects of occupational health and safety. Compartmentalised reports from individual research have limited use. What we want is information and knowledge which are easily available for application at the grassroots level.

Now what about the growing demand for workers' education? The ILO Workers' Education Branch has been contributing effectively to workers' education programmes throughout the world in addition to the programmes already being conducted by trade unions. Let me assure you that our good work has produced some results. However, we are still lagging far behind when we compare our results with educa-

tional programmes of anti-union management which employers conduct on their own. It is my opinion that management science today lays greater emphasis on management of labour under "sterile conditions". This will only lead to dead-end situations. It will be useless for us to have situations which will only produce a few millionaires in a short time. The impotence will be clear because the millionaires will see no continuity at all. It is necessary therefore for trade union education to be upgraded so that society can continue to appreciate the need for and the economic and social relevance of trade unions in society. There must be fresh thinking on trade union education programmes and the ILO must encourage to the setting-up of trade union education centres in all countries with the co-operation of the respective trade union movements. What is necessary is that we must produce an educational programme which will create responsible, effective and meaningful trade union leaders in society to uplift the quality of life of the workers they represent.

Subtle union-busting tactics through formal education systems, for example in university education, are tending to gain momentum. Management science is making only a limited contribution to positive trade union management. If we look forward to a society which is interested in labour, then it is necessary for us to educate our society on the need for and the economic and social relevance of trade unions.

Now I come to the very important problem of illegal immigrants. In recent years there has been a growing appreciation of particular problems with regard to immigrant labour in both the developed and the developing countries. All of us recognise that immigrant labour has been a phenomenon in the development of the various parts of the world. What I would like to touch on is the exploitation of immigrant labour by unscrupulous contractors. We are aware of the need of guest workers in Europe and America. We know the problems of contract workers. We also note that there is a growing illegal traffic of immigrants in various parts of the world. This is a serious area of concern. Even developing countries today have joined the ranks of employing immigrant workers through various systems. The danger that I speak of lies in the social and economic implications of illegal immigrant labour, especially in South-east Asia and West Asia. These two areas have been the exploitation of such labour through third-party contractors. Some migrate illegally out of their country to countries where job opportunities are provided for illegal migrants. There is an urgent need for the ILO to undertake a study on a tripartite basis to expose these problems in depth. This will give us an opportunity to understand the problems and work out reasonable policies. The trade union movement does not feel that there should be no migration of labour. The concern of the trade union movement is that immigrant workers should not be exploited. They should be accorded all the rights that domestic labour enjoys. They should not fall into the traps of unscrupulous labour contractors.

The figures on this phenomenon are confusing. For example, in Malaysia it was said in Parliament that illegal immigrants accounted for 50,000 workers while the Indonesian authorities claim that approximately half-a-million immigrants are working illegally in Malaysia. This kind of cooked information does not give us the understanding of the problems.

Let us therefore take this issue very seriously and embark on national and regional studies on a tripartite basis to expose this racket.

I come to tripartism. The ILO has always encouraged tripartism in labour relations and the involvement of labour in economic and social development of countries. We recognise that we have tripartite establishments in our Government in Malaysia. However, the uses of such organisations in coming up with meaningful and constructive reforms in the interest of labour are limited. Tripartism must ensure the effective participation of all three parties in working out policies for labour in society. There have been many anti-trade union labour laws on which the labour movement has expressed dissatisfaction. While discussions have taken place and technical committees have been set up, it is necessary that there must be a will on the part of the government and employers to amend laws for the betterment of the workers and the nation as a whole. There must be frequent and regular meetings to overcome the lack of communication. The role of the National Labour Advisory Council must be more effective rather than just to act as a decoration.

I am pleased to say that progressive employers are now interested in discussing current issues in labour laws and labour relations with trade unions on a common platform. What is needed is frankness in the expression of views and a genuine concern for the welfare of workers. The alienation of labour from the mainstream of decision-making in society is always dangerous in any society. Employer tactics to split the labour movement and exploit it through political clout should be considered as a negative approach to labour relations. Let us therefore think constructively so that genuine tripartism may be implemented.

In conclusion, the points I have raised are fundamental issues that affect labour. It is our hope that the ILO will play its part in the follow-up action to be taken to remedy the situation.

Mr. JACOB (*Workers' delegate, Indonesia*)—Before I start my address may I, on behalf of the Indonesian workers, congratulate the President and the Vice-Presidents on their election as officers of this Conference. I should also like to express our thanks and appreciation to the Director-General and his staff for the reports and excellent preparation of this Conference.

Representing as I do the All-Indonesian Labour Federation, the FBSI, with its 3 million members, it is indeed a great honour for me to have this opportunity to address the 71st Session of the International Labour Conference. Items II to VIII of the agenda plus a Special Report submitted by the Director-General concerning the policy of apartheid in South Africa as well as a report on the subject by the Governing Body Committee on Discrimination are now being dealt with by the respective committees. Having in mind the principles set forth in paragraph 58 of the fourth report of the Governing Body Working Party on the Programme and Structure of the ILO and the limited time allocated to each delegate I therefore confine my comments and proposals to the Reports of the Governing Body and the Director-General, in the light of the realities and the facts and the interests of the Indonesian workers.

As regards the general economic situation, the Indonesian economy has been affected, like others,

by the continuous world recession. The situation has been made even worse by the decline of prices of oil, the main source of our foreign exchange.

To cope with this economic situation the Government of Indonesia took several steps such as tightening the state budget, and some unpopular but necessary steps such as the devaluation of Indonesia's rupiah by 28 per cent in relation to the United States dollar in 1982. On the one hand, prices have gone up, affecting the cost of living, but on the other hand wage adjustments have been restricted.

Thousands of workers have had to be laid off, especially in the construction, textile, electronics and metal and ceramics industries. While the country needs to create more employment opportunities very badly, the multinational corporations, with the excuse of product quality and competitiveness, are tending to introduce high technology, which limits the number of people employed.

Nevertheless, the FBSI should appreciate the steps taken by the Government, such as selective imports, promoting exports of non-oil products, encouraging the use of local production, and public programmes to create employment, which have gradually improved the economic situation over that of 1982 and 1983.

Now I should like to speak about industrial relations and dialogue in Indonesia. The Indonesian State Guide-line has clearly stated that the National Development Plan can only succeed if all people participate in its implementation. The Department of Manpower has responded by taking the initiative to fully activate the existing machinery of tripartism and an industrial relations system based on the Indonesian way of life and social values.

The underlying specific characteristics of the Indonesian system of industrial relations are, among others, first, to avoid as far as possible class struggle because both employers and workers should regard themselves as partners not only in production but also in sharing profits as well; and second, both employers and employees share a common interest in improving quality, increasing productivity and protecting the continuity of the business; and third, both employers and employees are bound to social attitudes of joint consultation and co-operation.

Tripartite discussions at national level are functioning while at the industry and plan level bipartite discussion is being practised, resulting in, amongst others, many collective labour agreements.

Problems, however, still arise, especially in small undertakings, where the workers do not yet use their rights to organise themselves into trade unions. They should be encouraged to unionise, and their interests should be continuously protected and guaranteed.

The Government, the management and the workers are all concerned and are now working as a team to raise the level of productivity-consciousness and bring about productivity improvements. We think that the ILO should devote more attention to promoting productivity, especially in the developing countries. We should greatly appreciate that the expert ILO assistance for employers' and workers' organisations in their efforts to promote productivity and promote quality of work and working life, which would also provide resources for vocational training.

My country is now preparing to enter what is called the era of industry.

Increased productivity is a necessary means to reach the level of an industrialised economy. Industrialisation should be supported by the use of appropriate technology in modern production methods on one hand, and the provision of skilled manpower on the other. The application of new technology, however, should be adapted to the level of the development of society in each respective country, and we are aware that workers should be prepared to adjust themselves to new systems of production.

That means that adequate training and retraining programmes should be provided in developing countries like Indonesia.

The Indonesian Government provides training centres and facilities with a capacity of 130,000 a year. However, we realise this as insufficient, because the training need is so great owing to the large size of the labour force (65 million) and the low level of their education. Therefore both employers and trade unions should take their share of responsibility for training.

I am happy to note here that the Indonesian Labour Federation very recently opened a training centre, with the assistance of the Belgian Christian Wood and Building Workers' Union affiliated to the World Confederation of Labour.

The training centre is designed to provide skilled foremen in building and general construction works. The contribution of the ILO in assisting this kind of training would be of great importance.

Now I come to a very serious matter, that is unemployment.

Indonesia is still facing the problems of unemployment and underemployment. Economic growth during the Fourth Five-Year Development Plan (1984-89) is expected to reach only 5 per cent and to absorb about 6.1 million new workers. At the same period some 9.3 million new entrants are expected on the labour market. Therefore, serious attention should be given to employment-creating programmes. Co-operation among countries to encourage labour movements should be enhanced on a mutual benefit basis.

Efforts related to an improvement of human resources development, co-operatives, small enterprise development and labour-intensive public works schemes will be of great help to reduce unemployment and underemployment.

ILO representatives and experts should have more contacts with labour unions and union leaders and unions should play a more active role in ILO activities.

Mr. NEJRABI (*Workers' delegate, Afghanistan*)—At the outset allow me, on behalf of the heroic working people of revolutionary Afghanistan, to congratulate the President on his election to preside over the 71st Session of the International Labour Conference. I should like to take this opportunity also to extend my congratulations to the Vice-Presidents on their election to their posts. I convey the warmest greetings of the revolutionary workers of the Democratic Republic of Afghanistan to all participants in this session and through them to all the workers of the world.

We attach great value to the ILO's standard-setting activities because the compilation, adoption and implementation of these Conventions and Recommendations influence the achievement of the

objectives of the ILO Constitution and declarations. But discrepancies and shortcomings exist in the standard-setting activities of the ILO and especially in its supervisory system. In the supervisory machinery discussion is sometimes diverted by some circles to the social system of specific countries, which is a clear interference in the internal affairs of independent countries. The continuation of this situation will in no case help the authority and effectiveness of the work of this Organisation. We are of the firm opinion that the Conventions and Recommendations which deal mostly with the conditions of life and work of the workers should be compiled in such a way that they are applicable. Its supervisory system also has to be such as to be able to supervise the implementation of standards with honesty.

The present set-up in the ILO is in no way compatible with the demands of all its Members and neither has the equality of all member States with different political and social systems been taken into account in it. Serious changes must be made in the supervisory machinery and all socialist, developing and capitalist countries, regardless of their political and social systems, must be equally represented in it, to improve the quality of its activities, to reshape it and enable it to follow a truly democratic path.

To alleviate this shortcoming we call for the setting up of a working party in which all interested countries are represented equally and democratically. This working party should be as broadly representative as possible, should be given more authority and should examine the supervisory machinery with a view to proposing necessary changes in it.

Here let me point out that the present structure results in the adoption of some resolutions which are based on political provocation and exploitation. As an example, the Commission of Inquiry established within the Governing Body submitted a report on the so-called alleged violation of freedom of association to the 228th Session of the Governing Body for the purpose of exerting a negative influence on the political development of Poland. But the ILO leadership has not made any mention of violations of trade union rights existing in many of the capitalist countries. This act of the ILO is in contradiction with the prevailing facts in Poland and we recognise its intervention in the internal affairs of other countries. Responsibility for the consequences of such a crisis rests with those forces which utilise the ILO as a means of carrying on their political struggles against peace-loving nations.

Apartheid must be forced to its knees. While all humanitarian forces recognise apartheid as a crime against humanity and seriously demand various embargos against it, it is most surprising that the Committee on Apartheid until now has not achieved any positive results in this respect. The workers of the world have common causes and are concerned about the pitiful situation of the Black people in South Africa and Namibia. We seriously demand that the post of Vice-Chairman in the Committee on Apartheid be delegated to the World Federation of Trade Unions. We are confident that fruitful steps will be taken towards the elimination of apartheid and restoring the rights of the Black people.

The ILO should take urgent measures towards the abolition of discrimination and should support the ongoing move to unite trade unions in South Africa. The ILO must denounce the forced removal of

5 million Black people. The ILO should support actively the preparation of the proposed United Nations international conference on an oil embargo against South Africa.

With the victory of the April Revolution in the Democratic Republic of Afghanistan, political rule was transferred from the tyrant feudal class to the young working class of Afghanistan and profound innovations in the interest of working people were taken in hand. Presently, the working class of the country is participating actively in all areas of public life, including management and production. The living conditions of the working people are being improved day by day. The workers' leading role in society is growing. The Central Council of Afghanistan Trade Unions, in whose ranks more than 200,000 working people are organised, as the defender of the interests of the working people has taken very valuable measures for the improvement of the living and working conditions of the working people. With the initiative of the Central Council of Afghanistan Trade Unions, the wages of the workers have so far been doubled. The construction of modern residential apartments adjacent to production undertakings is continuing and more than 11,000 workers' families have been accommodated in residential apartments on very easy terms. Kindergartens and crèches have been established in almost all undertakings for the children of workers. The working people and their families receive medical treatment free of charge in the health clinics and health centres established for this purpose in their establishments. Special attention is devoted to the rehabilitation of working people and their children. Recreation facilities have annually been provided to hundreds of working people and their children within the country and abroad, all free of charge. What I have just mentioned are just some examples of such services and this process is continuing. As an outcome of the April Revolution, our working people on the one hand participate in management planning and raising the level of production and, on the other hand, voluntarily safeguard their institutions.

Unfortunately, the undeclared war imposed on our country has now lasted seven years. Until now the counter-revolutionary elements, with the direct support of international imperialism, hegemonism and reaction, have destroyed more than 1,800 schools, 906 peasant co-operatives, dozens of hospitals, bridges and other public establishments and more than 14,000 kilometres of high voltage power and telephone lines. The losses resulting from these subversive activities are estimated at more than 35,000 million afghanis. If the undeclared war were not being waged against our country, the achievements of the April Revolution for the prosperity of the people and the construction of society could have been a lot greater. But regretfully the enemies of the April Revolution have stepped up of their intervention in the internal affairs of our country. While the Revolution builds and gives new life, on the other side the enemies of progress and prosperity bring destruction and terror to our people.

The historic Loya Jurgah (Grand Assembly) of our country convened in April 1985, with the participation of all strata, nationalities and tribes of Afghanistan, confirmed the current policy of the Government of the Democratic Republic of Afghanistan whose objectives are prosperity for the people and construc-

tion of the country. In a part of the message to the working people of Afghanistan the Assembly declared: "Esteemed religious scholars, clergymen, preachers and servants of the holy religion of Islam! Call people to brotherhood and fraternity. Put your valuable words at the service of peace and tranquillity in society. In our country complete freedom of belief and freedom of professing religion and performing religious rites have been guaranteed by the law and the State has been helping the noble clergy as well as assisting in the renovation and construction of mosques, religious schools and the holy places of Afghanistan. Deceived compatriots living in misery and vagabondage in foreign countries, cemeteries! Return to your sacred homeland and build your houses, your mosques and cultivate your farmlands. Do not surrender to a humiliating life and pressure of aliens and enemies. Do not allow your dead to be buried in alien cemeteries. Your kind State will furnish with all its power a decent life for you. Come and help with an Afghan will and determination your national and popular State and participate in building a new life in your homeland. The General Amnesty Decree of the Presidium of the Revolutionary Council of the Democratic Republic of Afghanistan has guaranteed your life, property, freedom and work. Overcome your illusory fears and hurry towards your home."

Our working people demand peace in the world and in the region. They demand the provision and guarantee of a peaceful life for mankind, since it is their fundamental requirement. In regard to the political settlement of the issues concerning Afghanistan they fully support the proposals of the Government of the Democratic Republic of Afghanistan, dated 14 May 1980 and 24 August 1981, and the decisions of the historic Loya Jurgah of the country.

We declare our solidarity with all peoples and national liberation movements which are struggling for freedom, national independence, territorial integrity, peace, democracy and social justice. We condemn imperialism, colonialism, neo-colonialism, zionism, racism, apartheid and other forms of social oppression.

We are concerned over the condition of the working people of South Africa and Namibia. We strongly condemn the apartheid regime of South Africa. We support the just cause of the people of Palestine for the establishment of the independent State of Palestine. We fully support the changing of the Indian Ocean into, and the preservation of the Balkans as, regions of peace free from destructive nuclear arsenals.

We consider the present war between Iraq and Iran, which has resulted in great casualties, to be in the interest of war-mongering imperialism and reaction and demand an immediate end to it. Because the heavy burden of this war falls on the shoulders of working people, we are of the opinion that all disputes among nations must be settled through direct negotiation and in a peaceful atmosphere.

Finally, allow me to wish you success in the work of this Conference, in the interest of working people, for peace and social justice.

*Interpretation from Spanish:* Mr. GALLIANI WINDER (*Employers' delegate, Peru*)—Once again I have been given the honour of speaking in the

discussion of the first item on the agenda as the representative of the employers of Peru.

On their behalf and in my own name, I extend cordial greetings to all delegations and, in particular, to the President and Vice-Presidents of the Conference whom I congratulate on their election and I wish them every success in the performance of their functions of presiding over the present session of the Conference.

The Report of the Governing Body is an illustrative and instructive document which provides a thorough and comprehensive overview of the prolific activities accomplished by this superior body whose efficiency deserves the praise of this assembly.

I must also congratulate the Director-General on the excellent quality of his Report. He could not have chosen a better subject to which to devote special attention on this occasion after the examination of the ILO's standard-setting activities so successfully undertaken last year. It is a fact that while international labour standards have a remarkable influence on the extension and improvement of labour legislation all over the world, it is equally obvious that the promotion of just and efficient industrial relations to which our Organisation dedicates itself at all times and in all areas within its competence, is a constant factor in economic and social progress and the bettering of the lot of all mankind.

To talk of tripartism as a sure and unfailing means of dealing with the complex and pressing problems faced both by the economically feeble countries and by the industrial powers is almost an act of faith in the context of our Organisation. This is explained by the fact that tripartism is the essential feature of the ILO, thanks to which it survived the collapse which effected other international organisations during the last world war. It has subsequently withstood many trials and tribulations and today plays a remarkable and valuable role in the United Nations system as the advocate of social justice as the cornerstone and guarantor of peace.

In my own case, in participating in similar debates on previous occasions, I stressed the unwavering position of the employers of Peru in favour of any policy and action designed to improve industrial relations and put tripartism into practice, including the most recent and ambitious version of this, namely social concertation.

I accordingly consider that the debate provoked on this occasion by the Director-General's Report on trends and prospects in industrial relations and tripartism will constitute in itself a valuable contribution which can immediately be put to use to ensure that the crucial problems of our times are tackled in the best possible way.

In this spirit it is important to say that the diagnosis of the situation outlined by the Director-General in the introduction to his Report is consistent with the real facts of the situation. There is full agreement in my country as to the need to achieve growth with equity in conditions of freedom, an objective of the ILO reiterated by the Director-General. The employers of Peru share his view that "an essential condition of success is the full involvement of workers and employers not only in the determination of terms and conditions of employment but also in broader questions of economic and social development". They therefore consider that if this participation is to be effective and have the desired results, it

is essential that there should be democratic climate free from all restrictions upon human rights and a genuine willingness on the part of the Government to enlist and facilitate the collaboration of the social partners. For this to be possible there should be genuine employers' and workers' organisations, that is to say, organisations which are authentically representative and fully conscious of the responsibility incumbent upon them as regards the harmonisation of their immediate mutual interests with the permanent and general interests of society.

In Peru the constitutional system of government restored in 1980, whose continuity is guaranteed by the outcome of the recent properly conducted elections, and the main proposals announced by the future Government, give us reason to believe that the first two requirements mentioned above will be met.

As concerns the third requirement, namely the existence of proper organisations, a step of the utmost importance was taken in my country as far as the employers are concerned with the founding in November 1984 of the Confederation of Private Entrepreneurial Institutions (CONFIEP), a summit body to which are affiliated the second-degree organisations representative of the main sectors of economic activity such as trade, construction, non-traditional exports, industry, mining, fisheries and communications. This has fulfilled an aspiration which had been nurtured for some time with the valuable help during the planning and initial stages from the ILO's regional advisers for employers' organisations.

Anxious to participate in the International Labour Conference as soon as possible, CONFIEP has conferred on me the privilege of representing it at this session, the first to be held since its foundation as has the National Mining and Petroleum Society affiliated to the CONFIEP and to which I belong.

During the ceremony at which CONFIEP was established its president emphasised the vital and urgent need to conclude a national agreement of the kind existing in other Spanish-speaking American countries to serve as a framework in which the whole of Peru can work together to combat poverty, hunger and illiteracy, increase production and ensure that there will not be a single child without food and schooling, and thus overcome the most acute aspects of the crisis afflicting the country without impairing the right to live in freedom and democracy.

The point of departure and the cornerstone of this agreement should be the tripartite social covenant proposed a few days ago by the National Society of Industry, another body affiliated to CONFIEP, as a means of taking joint action with a view to attaining three basic priority objectives which bear on democratic stability and the increase of production and incomes. These objectives relate in particular to social security, greater employment and the co-ordination of policies governing the means of production.

For all these reasons, the Peruvian employers welcome the Director-General's statement that the Office intends to propose for discussion with governments and international organisations, various alternative ways of restoring the equilibrium of the balance of payment and halting the process of inflation and which include, inter alia, the setting of minimum employment targets, greater care in assessing the effects of measures for stabilising the dis-

tribution of incomes and wage policy; they are also pleased that the Office will provide for a high-level meeting to examine the repercussions of international trade, financial and monetary policies on the employment situation.

The acceptance of the principle of tripartism in the discussion of economic policies at the international level, which will occur if these proposals are implemented, will signify a great step forward for the developing countries, overwhelmed by the crisis and their foreign debts. It is for this reason that the Peruvian employers express their approval to the Director-General and offer him their support as required and within the limits of their capacities.

In the same way, they respond to the appeal made by the Director-General to the tripartite constituents to deploy their own influence in whatever way is appropriate in order to support ILO technical co-operation. In view of the disturbing trends affecting sources of financing in the past few years, this appeal must not fall on stony ground.

The ILO's technical co-operation has brought great benefits to governments, employers and workers. They will all continue to need these services. Backing up and supporting the ILO should be precisely a task of a tripartite nature, which is worth undertaking both at the national and at the international levels.

The PRESIDENT (Mrs. CARR)—I have two requests for the right of reply, and I would remind those that are going to reply that, first, the reply should only concern the point under discussion; secondly, it should be brief; thirdly, it should be couched in terms which do not necessitate a further rejoinder; and fourthly, it should be delivered with the courtesy common to parliaments throughout the world.

I call upon Miss Kekedo, Government delegate, Papua New Guinea, who wishes to respond briefly on a statement made by Mr. Meata, Workers' delegate, Papua New Guinea.

Miss KEKEDO (*Government delegate, Papua New Guinea*)—First of all, I would like, on behalf of my Government, to congratulate the President and yourself, Vice-President, and others on your election to office.

Because of the time limitation, it suffices for me to refer distinguished delegates to the speech of Mr. Ila, Government delegate of my country, on 10 June 1985.

A number of delegates here will remember Mr. Ila, who represented the workers of Papua New Guinea a few years back in this very Conference, and as such the things he had to say are very relevant.

Since I must be brief, I would just like to clarify three issues raised by my countryman, the Workers' delegate of Papua New Guinea, in his speech yesterday. First of all, the Industrial Relations Act was overdue for amendment some five years ago because it was a replica of colonial government—the Australian Government. Discussions were commenced within the Labour Advisory Council, which is a tripartite committee, and to date the draft Bill is not yet ready to go to Parliament. The reason for it not

being ready is because the written submission requested of trade union officials at a recent meeting had not been received by my office by 31 May 1985. The amendment which I am sure the Workers' delegate referred to was an amendment dealing with essential services. However, as I said, the legislation has not yet been passed by Parliament.

Secondly, in relation to the ILO Conventions, my Government has always done its best to comply with its commitments and obligations to the ILO but at times, unfortunately, we are faced with manpower difficulties.

Lastly, unemployment is a very big problem in my country. Hence, my department, in administering the work permit system and apprenticeship board scheme, ensures that localisation training programmes are submitted for examination to my department by the private sector. Every expatriate in the private sector must have four apprentices to one employee.

In relation to the localisation of training programmes, this ensures that the people of my country can get jobs that can be done by them and not by other people from other countries.

On the question of unemployment, there is such a problem as law and order, and my countryman referred to the Law and Order Bill; this has not yet been passed by Parliament. Parliament at the moment is discussing ways and means of curbing the law and order problem which is very, very real in Papua New Guinea.

That is all I need to say at this point in time.

The PRESIDENT (Mrs. CARR)—I now call on Mr. Sarmadi, Government delegate, Islamic Republic of Iran, who wishes to make a statement in reply to a statement by Mr. Nejrabi, Workers' delegate, Afghanistan.

Mr. SARMADI (*Government delegate, Islamic Republic of Iran*)—The speaker from Afghanistan referred to the war imposed upon the Islamic Republic of Iran by the aggressive regime of Iraq, and he said that this war is in the interest of the imperialists. I wanted to point out to him that this war is in the interest of both Superpowers and actually both Superpowers are trying to drag it on. And if they had not provided the Iraqi regime with financial and military support, this war would have ended long before. But we think that the regime which has occupied Afghanistan was the main supplier of arms to Iraq. Therefore, we don't expect that this regime should protest against the...

The PRESIDENT (Mrs. CARR)—I am sorry, Sir. Your right of reply is going beyond what was stated by the speaker.

Mr. SARMADI—... he said that he proposed the initiative for peace, I say that those who...

The PRESIDENT (Mrs. CARR)—You have made your intervention, you have had your right of reply, and it is now on record. I think that is sufficient.

(*The Conference adjourned at 12.45 p.m.*)

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## **Provisional Record**

Seventy-first Session, Geneva, 1985

### **Fifteenth (Special) Sitting**

Monday, 17 June 1985, 10 a.m.

*President: Mr. Ennaceur*

ADDRESS BY THE HONOURABLE RAJIV GANDHI, PRIME  
MINISTER OF THE REPUBLIC OF INDIA

The PRESIDENT—It is a great pleasure for me to declare open this special sitting of the 71st Session of the International Labour Conference and it is a great event and a high honour for the Conference to have the visit of His Excellency Rajiv Gandhi, Prime Minister of India.

On behalf of the Conference and myself I have the privilege and the honour to welcome you, Mr. Prime Minister, and to express all the pleasure we feel on the occasion of your visit and to extend our sincere greetings to yourself, to Mrs. Gandhi, and to the distinguished members of your delegation.

The authority deriving from your high responsibilities at the head of your great country and as the President of the Non-Aligned Movement confers on your presence at this Conference a special significance and gives a high importance to your speech which we are awaiting with a real and great interest.

Before listening to Your Excellency I should like to ask Mr. Francis Blanchard, Director-General of the ILO and Secretary-General of the Conference, to deliver his welcome speech.

The SECRETARY-GENERAL—Towards the end of last year India—and the world—felt the shock of a terrible deed: the assassination of the Prime Minister of India, Indira Gandhi. A great tragedy had been suffered by a nation; a supreme tragedy had been suffered by man.

Yet, in the wake of this tragedy, the world also saw something inspiring: the inner strength of the nation, whose unity and democratic policy had been most brutally challenged, and the inner strength of the man who had been so profoundly affected.

The quick transition and uninterrupted functioning of government under extreme pressure, the immediate decision to hold a general election and the organisation of an election on a scale which in the best of times demands an awesome effort: what could be clearer proof of the resilience of Indian democracy?

The calmness, the firmness and, above all, the sense of justice with the leadership of the nation was conducted in the aftermath of tragedy: what could be clearer proof of the true force of the man suddenly called to head that democracy?

Mr. Prime Minister, the results of the general election, which confirmed you in office by a record majority of votes, can be considered a tribute to the qualities of leadership you had demonstrated. The endurance and vitality of Indian democracy, that the

election itself demonstrated, can be considered equally to be a tribute to three generations of your illustrious family.

Your great-grandfather, Motilal Nehru, was one of the early leaders of the Indian independence movement. Your grandfather, Jawaharlal Nehru, was an outstanding figure in that movement. The first Prime Minister of free India, he devoted himself to forging the unity of the country, firmly establishing the roots of democracy, and, as a world statesman of towering stature, promoting the cause of peace. Your mother, Indira Gandhi, served the country as Prime Minister for 17 years. Also a world leader of undisputed stature, she pursued the goals of social progress and the elimination of poverty.

In this, she was following in the tradition established by Mahatma Gandhi, Jawaharlal Nehru and other leaders who recognised that independence and democracy must be complemented by economic and social progress.

You, Sir, in the short period of time since you took over as Prime Minister, have vigorously reaffirmed their commitments: you have taken new policy initiatives towards modernisation and raising productivity, accelerating economic growth and intensifying social development. You have sparked a national debate aimed at new education policies with an emphasis on reorganising vocational training, making education accessible to all and breaking unnecessary links between academic degrees and jobs. You have expressed your determination to protect the interests of workers and promote their progress in every field.

Your willingness to address this Conference this morning, Mr. Prime Minister, is a further sign of that determination. It is also a further sign of the support that India, a founder Member of the ILO, has always extended to this Organisation.

We all consider it an honour to have you here with us today and I personally consider it an honour to request you, Mr. President, to invite His Excellency, Mr. Rajiv Gandhi, Prime Minister of the Republic of India, to address this special sitting of the International Labour Conference.

The PRESIDENT—I thank Mr. Blanchard, Director-General of the ILO and Secretary-General of the Conference, and I would like to ask His Excellency, the Prime Minister, to deliver his speech.

Mr. RAJIV GANDHI (*Prime Minister of the Republic of India*)—It is a pleasure to be with you this morning. The International Labour Conference brings together governments, workers and employers. The ILO champions the rights of those



who through their labour create wealth for their nations and peoples. I am grateful for the special honour you have done me in asking me to address this session. I also thank the cantonal authorities of Geneva and the Federal Government of Switzerland for their gracious welcome.

The underprivileged, the poor and the disinherited have won many an important victory, but the struggle must continue. Millions of poverty-stricken people in Asia, in Africa and in Latin America are denied fulfilment of basic human needs. Even today starvation is a stark reality in some parts of the world. The ravaged faces of men and women and children seeking food are an indictment of the existing world order. The great moral paradox of want amidst plenty is yet to be resolved.

It is in this larger perspective that we have to consider the role of the ILO. What we do here must relate to the major issues of our time, else our work and our achievements will not endure.

The basic objective of the ILO is to secure social justice and peace through international co-operation. Just as the ILO was the response of the international community to the exploitation of labour, the United Nations system as a whole was a response to the utter futility of the methods devised earlier to preserve peace and to promote a just world order. We had hoped that the hour of international co-operation had come.

And so it seemed for some time. Although armed conflicts did not disappear, and the theme of development did not always have an easy passage, the belief in the positive force of collective action through multilateral institutions gained strength. The ideals of the United Nations Charter were the source of inspiration for several international organisations and specialised agencies. Many crises were overcome. World opinion was mobilised for a vast co-operative effort to banish the scourges of war and want.

Today the very idea of joint international endeavour for peace and prosperity is under challenge. We are witnessing a retreat from multilateralism. Doubt, discord and dissension are gnawing at the system. There are pressures for conformity. There is reluctance to consider the wider effects of a policy that small groups of countries may wish to pursue to meet the world economic crisis. The theme of interdependence is publicly professed, but diluted in practice. The dialogue to create understanding is encountering serious resistance.

Forty years after the end of the Second World War, the dark and lengthening shadow of a nuclear holocaust lies across the future of mankind. The crushing burden of armaments grows. Scarce resources are earmarked for the engines of destruction, while development falters for want of funds.

Are there no exits?

We in India believe that the crisis of our age can be resolved only through a renewal of commitment to the principles of the United Nations Charter. The ILO, the oldest representative of international co-operation, is a most appropriate forum for us to reaffirm the faith on which the United Nations was founded. We have to hold fast to the vision of a future for mankind at peace with itself and dedicated to the progress and prosperity of all.

India, which is a founder Member of the ILO, has pursued these objectives in its national policies. We

won our independence through a mass movement in which industrial labour and rural workers played a notable part. When we drew up our Constitution, we proclaimed that the State should make "provision for securing just and humane conditions of work" besides ensuring "a living wage and a decent standard of life to all workers, agricultural, industrial and other". These form important articles in the chapter in our Constitution outlining the Directive Principles of State Policy.

Over the last 38 years, we have endeavoured to achieve these objectives through the process of planned development. The concept of planning grew as part of our struggle for freedom. Jawaharlal Nehru roused the Indian social consciousness to recognise that exploitation of labour was inherent in underdevelopment and that underdevelopment itself was the product of colonialism. The struggle against colonialism was simultaneously a struggle against the deep-rooted causes of India's poverty. That is why the protection of the rights of workers has formed an integral part of our design and development. I am glad to say that our trade union movement, which has zealously guarded the rights and interests of workers, has been an enthusiastic participant in the wider process of development.

The wider process of development raises a number of issues which demand urgent attention. The ILO's tripartite social contract between organised labour, employers and governments has made a notable contribution in advancing the cause of social justice. However, if the ILO had remained circumscribed by that limited but important gain, it would not have been the focus of aspirations of the developing world that it is today. We know that the ILO has travelled beyond that to face the wider challenge of world poverty. The Philadelphia Declaration recognised that "poverty anywhere constitutes a danger to prosperity everywhere". This was said in 1944. This noble objective has yet to become an international reality.

The pioneering work of the ILO in the field of labour legislation has certainly produced impressive results. The basic concepts behind the ILO standards are unquestionable and universally shared. The living and working conditions of labour have improved significantly. But we are still only talking about those who are employed. And only those among the employed who are organised. What about the unemployed? What about those who are unorganised, as the vast majority of workers in developing countries are?

We must remember that in developing countries, organised labour forms a small part of the total labour force. In my country the earnings of organised labour fall within the top decile of all income-earners. Ninety per cent of all Indians earn less than organised workers. These are the millions spread over our countryside who work as landless labour or as contract labour on building sites, in quarrying, road construction and in service trades, all at low income levels. In addition, there are millions who can find no work or who are grossly underemployed. My question is: what more can the ILO do to make these segments of labour a major focus of its activity?

I should like to tell you what we in India are doing to improve the conditions of unorganised labour. Since the mid-seventies we have implemented a series of special programmes aimed at alleviating

acute poverty and increasing rural employment. These include schemes for integrated rural development, for training youth for self-employment, special programmes for hill regions, drought-prone areas and deserts, and schemes for guaranteed employment to landless rural labour. We have also paid attention to the specific needs of women workers, the physically handicapped, and the socially disadvantaged sections of society. These anti-poverty programmes have given the poor an opportunity to be productive and have aroused tremendous enthusiasm.

The results speak for themselves. Fifteen million families below the poverty line have been helped in the last five years under the integrated rural development programme. More than 300 million man-days of additional employment are being generated under the rural employment programmes annually.

We have still a long way to go. But where earlier there was despair, there is now hope for a new life. New skills, assets and incomes have been generated. A valuable base now exists to go forward.

In the seventh plan, which we have just launched, the thrust for social justice will be continued with greater vigour. We have learnt from experience that, to achieve a significant reduction in poverty, simultaneous action is needed in several key areas.

We have to restructure our education system to relate it meaningfully to employment opportunities today and in the future. Our youth have to be trained to use new technology in all areas, especially agriculture, where it matters most. Modern advances in genetics and bio-technology have to be brought to the doors of our enterprising and hard-working farmers. The more than 500,000 villages of India have to feel the beneficial impact of the new communication and information technologies. New horizons are opening up in the field of non-conventional sources of energy, in the spread of new knowledge to areas of subsistence agriculture and in agro-industry. All this cannot happen without significant, indeed revolutionary, changes in our education system.

The economic and social emancipation of women ranks high on our agenda. The totality of their welfare, equal access to education, equal wages, maternity and child benefits, special health care, the ending of socially discriminatory practices, all this will claim our attention and resources, and will raise their social status.

Above all, we shall proceed to tackle earnestly and systematically the problem of our burgeoning population. This will involve measures to reduce infant mortality, ensure child survival, improve mother and child care, improve health services and provide education for responsible citizenship.

Poverty alleviation is the core of our strategy for development. It is not only a function of growth. It also requires conscious state intervention. But in the ultimate analysis it is faster growth that provides us with the means of intervention. We have been able to mount anti-poverty programmes precisely because we had struggled hard to build the foundations of a self-reliant and dynamic economy. In the sixth plan, the Indian economy grew at an average annual rate of over 5 per cent. For faster growth in the seventh plan, technological change will have to be qualitatively higher and swifter. Workers in India can look forward to greater opportunities of contributing to progress and sharing in it.

We are creating a policy environment conducive to faster growth, to the infusion of modern technology and to higher productivity. This has been a process of evolution. Policy changes were integrating them in a framework consistent with our philosophy of planning. And we are accelerating their pace to galvanise the vast productive forces of our society for the welfare of its poorest sections.

These are the issues that will dominate the transition to the twenty-first century. An enormous range and complexity of issues are inherent in the management of the dramatic changes in technology for the welfare of the poor in developing countries. The development process and what it does to those without the protective umbrella of organised action must increasingly claim our attention. I trust that the work that the ILO has initiated for the weak, the unemployed and the unorganised will be further enlarged.

We should not overlook the danger signals. Some developed countries are trying to solve the problem of unemployment through reducing or shutting out imports from developing countries. Protectionism in the developed world is growing just when developing countries are being enjoined to liberalise their trade regimes. Sometimes the concept of fair labour standards is invoked for perpetuating protectionism. But protecting employment in this way is bound to be a short-lived affair. If the developing countries cannot export, they will not be able to import the goods and services produced by the developed countries. And the fastest growing markets are in the developing countries. Thus protectionism has wider ramifications. It concerns not only foreign trade policies but the basic issue of the livelihood of millions in the poor countries. Therefore, it deserves to be discussed internationally in terms of its long-term impact on employment, both in the developed and developing countries.

The human dimensions of technology compel a reorientation of thinking about the whole set of relationships between developed and developing countries. The agony of Bhopal, the scene of one of the worst industrial disasters, shows the terrible dangers to which workers in high technology industries are exposed. We are taking action to mitigate the direct and the indirect effects of that tragedy. But larger questions of the social responsibility of transnational corporations arise and have to be tackled nationally and internationally, in organisations such as the ILO. It is more urgent than ever before that such corporations abide by a well-defined code of conduct. The risks facing the developing countries in the area of higher technology have increased manifold, but international procedures of surveillance of policies and practices of transnational corporations have yet to acquire form and content.

India, which needs sophisticated technology in frontier areas, welcomes collaboration with advanced countries, but we earnestly hope there will be a more open sharing of technological information and more rigorous enforcement of safety standards.

Friends, we Indians are an ancient people. Our history goes back 5,000 years. Our culture has endured through the vicissitudes of time. Always we have shown the capacity to absorb and to synthesise. Different races, cultures and religions have mingled in India to produce the rich diversity of our life. And now, after the end of colonial servitude, our young

nation is showing afresh the vitality of endeavour to build a new, fuller life for our people. Our workers and peasants are in the forefront of this struggle, this demanding but very rewarding struggle. And we are struggling not only for ourselves, but for all those who are in chains everywhere else. We must wipe every tear from every eye.

This can be achieved best when nations pool their efforts and work in unison. The United Nations Charter and the Constitutions of the ILO and other international organisations embody a vision of global peace and prosperity. We must prevent the erosion of the United Nations system. As a popular song on the travails of the African people puts it: "we are the world, we are the children." Mankind is one. Let us not break it up by narrow domestic walls.

Mr. President, distinguished delegates, may I thank you once again for the privilege of addressing you?

The PRESIDENT—Today, 17 June 1985, will remain memorable for all of us who have had the privilege of listening to your rich message.

The tremendous ovation by the representatives of all nationalities and regions, representatives of governments, employers and workers, bears witness to the fact that we have highly appreciated your message, which, in the midst of the uncertainties of today's crisis and the anxieties of tomorrow, represents the enlightened expression of our common attachment to the ideals of freedom, justice and peace.

In your address, we have found the echo of the wisdom you have acquired from your people, the culture of your country going back thousands of years

and a true commitment and dedication to the aims and ideals of the International Labour Organisation.

Your endeavour to create a society built on justice and solidarity, your quest for social progress and the improvement of the conditions of life of your people, your total commitment to the cause of establishing a new world order in which peace, justice and social welfare will prevail, your conviction that a tenacious effort is needed to achieve this purpose, all combine to encourage us in our common effort, strengthen our resolve and renew our inspiration.

I can assure you, Mr. Prime Minister, that, in this world parliament of labour, your appeal will be understood with particular clarity.

Our vital task in these troubled times is to define the supremacy of reason over violence, to make justice triumph over inequality and to achieve a synthesis between freedom and solidarity in the search for progress.

This is the task, Mr. Prime Minister, to which the Non-Aligned Movement which you preside, and which benefits from your keen intelligence and generous heart and mind, has devoted all its efforts in order to triumph with ideals of peace, independence and justice.

The world community of labour is greatly encouraged by the principles you have just outlined and the lucid ideas you have expressed, and which correspond perfectly to the aims of the International Labour Organisation.

Mr. Prime Minister, I would like to thank you sincerely and to assure Your Excellency that the annals of this Conference will preserve for ever the testimony of your stirring message.

*(The Conference adjourned at 10.30 a.m.)*



# **Provisional Record**

Seventy-first Session, Geneva, 1985

## **Sixteenth Sitting**

Monday, 17 June 1985, 11.15 a.m.

*President: Mrs. Carr*

### **REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)**

The PRESIDENT (Mrs. CARR)—We shall now resume discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Russian:* Mr. SOUBBOTINE (*Workers' delegate, USSR*)—Today, at the General Conference, we are celebrating a special day. All of us have witnessed the enormous interest that has been shown in the statement made by the Prime Minister of India, Mr. Rajiv Gandhi. We have heard how he assesses the present position in the world. He talked about the need for increasing efforts in the struggle for peace, progress and development. His words, spoken from the rostrum of the International Labour Organisation, are addressed first and foremost to us, and they sounded an appeal to the ILO to achieve social equity and peace by means of international co-operation. All this, once again, reminds us of the direction in which the International Labour Organisation should develop and what is expected of it by the peoples of the world.

The Report of the Director-General, which we are now discussing, raised the urgent and topical problem of industrial relations and the participation of workers in the management of production.

In this connection it may be justified that the central theme should be issues of industrial relations in the capitalist and the developing countries.

However, an attempt is made in the Report to attribute to the negative processes that are characteristic of the capitalist world a general character and to gloss over the difference of principle that exists between the industrial relations in socialist and capitalist countries.

In this respect we consider that the Report is unbalanced. The reasons for the economic and social upheavals in the capitalist world, which have a direct impact on the nature of industrial relations, are not considered in sufficient depth. An unjustifiably large amount of space is given over to the experience of the United States in the settlement of labour problems, although it is precisely in that country that they give rise to the greatest amount of conflict.

On the contrary, no objective assessment is made of the experience of socialist countries in this sphere, although this time, on a number of questions, including the position and role of the trade unions under socialism, a more balanced evaluation is given. However, I repeat, this is done without the necessary analysis and not sufficiently fully.

We are prepared to assist the ILO in preparing publications and in convening in the USSR under the auspices of the ILO seminars on specific themes, inter alia on questions of workers' participation in the management of production, the conclusion of collective agreements, the settlement of labour disputes in conditions of socialism, etc. It would be extremely appropriate today to organise under the auspices of the ILO a seminar on the role and place of trade unions in socialist countries. Such a proposal was already made by the leaders of the trade union confederations of socialist countries two years ago.

While in no way wishing to present matters as if we had no difficulties or unresolved problems, at the same time it is appropriate to point out that the possibilities open to Soviet trade unions to defend the legitimate interests of workers, are constantly increasing. The range of trade union rights has been significantly expanded by the law on work collectives and on increasing their role in the management of undertakings, offices and organisations adopted in 1983.

This law provides, inter alia, that no production or social question can be solved without the direct participation of the workers themselves. To provide an example, projected plans for economic and social development are now adopted only after approval by work collectives. The collectives have the right to hear the reports of the administration on progress in the implementation of plans and collective agreements, and the results of economic activity. The law has established that the work collective can make relevant recommendations to the administration and where necessary can bring them to the notice of higher economic bodies. The appointment and dismissal of managers at undertaking is carried out taking into account the views of the work collective. The powers of the collectives regarding the improvement of the system of payments, bonuses, and use of incentive funds have been extended. At the same time, of course, the provision remains unchanged according to which workers cannot be dismissed without the agreement of the trade unions. At the request of the trade unions, more specifically their technical inspection service, production may be halted if conditions do not conform to adopted standards.

These are facts, although some would prefer to ignore them. There are those who allege that the trade unions in socialist countries have no independence and do not enjoy the necessary rights. In these circumstances it is extremely important that an impartial assessment be made of the facts and the opportunities enjoyed by the trade unions in different social and economic systems.

A fuller reflection of the experience of socialist countries in the field of industrial relations is important not only from the viewpoint of establishing the truth and considering the manner in which such problems are tackled under socialism. It is also a matter of thereby being able to assess objectively the implementation by socialist countries of the ILO Conventions that they have ratified.

This means that the supervisory activities of the ILO must take account of the specific nature of the political and social systems in ILO member countries. Arrangements and procedures for the supervision of international labour standards were formulated in the ILO, as is well-known, solely on the basis of the practice of the capitalist legal system. Now, as a result of the changes that have occurred in the world, and they cannot be overlooked, such procedures are clearly in contradiction with existing realities, and this is giving rise to a certain onesidedness in the activities of the ILO.

Up to today both in the field of standard-setting and in the field of supervising the implementation of standards, the adoption of the majority of the most important decisions on matters of principle has come within the prerogatives of the Governing Body of the ILO. This is clearly in contradiction with the role of the Conference as the supreme body of the ILO, as laid down in the Constitution. To take an example, a decision was adopted to establish a Governing Body group on standard-setting activity. In our view such a decision only serves to reinforce the existing situation, in which the majority of the Members of the Organisation are in practice divorced from the elaboration of proposals; in the Governing Body only 40 countries of the 150 Members of the ILO are represented. We are of the opinion that our common task should be to revive the constitutional role of the General Conference in the field of standard-setting. For this purpose, we would suggest, in particular, that this group be made responsible not only to the Governing Body but also directly to the General Conference, and that the group be made more representative and be given broader terms of reference to include questions concerning the democratisation of the supervisory machinery.

Our discussion cannot avoid consideration of the central issues relating to the activities of the International Labour Organisation. The ILO has been unable to prepare and adopt a Convention on the right to work, a basic human right. We are not afraid to proclaim loud and clear that the World Employment Programme started up several years ago has ended in failure. The constantly growing army of the unemployed in non-socialist countries calls for active and urgent measures on the part of the ILO.

Can one refer to the situation of the developing countries without expressing concern? Their exploitation by the transnational companies is continuing to increase, but the ILO has as yet been unable to define a genuinely effective and positive position in this regard.

More and more material resources are being taken up by the arms race which is one of the main causes for the reduction and curtailment of social programmes.

Recently all the progressive forces of mankind celebrated a historical date—the 40th anniversary of the Great Victory—and paid a just homage to the enormous effort made by the Soviet people in

bearing the greatest weight of the struggle against fascism. A due assessment was made of the contribution to victory by the countries who had joined the anti-Hitler coalition and all the anti-fascists of the world who were members of the resistance movement.

There are many lessons to be learned from the Second World War. One of them is that we must fight against war even before it begins.

The main problem facing us today is the arms race and above all, the nuclear missile race, the prevention of the militarisation of space, disarmament and ensuring universal security. A policy of peace and co-operation has no reasonable alternative.

It is not enough to talk now about the military threat and the need to protect the world from a nuclear war. What we need to do is to take concrete practical action and the International Labour Organisation, in accordance with its Constitution, is required to show in practice its dedication to the cause and ideals of peace.

In our view it is an indispensable role of the ILO to explain exactly what the negative consequences of the arms race are and to propose ways and means of transferring the cost of military expenditure to civilian production by a redistribution of the labour force and investments in particular.

Our Organisation does not have the right to avoid drawing up a precise plan of action in the field of disarmament. Various proposals have already been made concerning the setting up of a special ILO programme on the social and economic aspects of disarmament. These deserve the most serious attention. Within the framework of this programme it would be possible to prepare a Director-General's Report for one of the forthcoming sessions of the Conference, after which we could include on the agenda a special item entitled "Disarmament and social policy", and elaborate and adopt a universal declaration on disarmament and social and economic progress.

A broad circle of problems awaits the ILO's attention. Nevertheless, there are problems which are especially urgent, particularly burning, for instance, such as those which concern all workers. It is these problems to which reference is made in the Declaration of the socialist countries, on the situation in the ILO.

The object of the Declaration is certainly not to create an atmosphere of tension in the Organisation, as certain forces are trying to pretend. The point of it is that the activity of the International Labour Organisation should fully reflect the interests of the broad working masses, and should serve the implementation of the principles of social equality and the genuine guarantee of human rights and the prevention of the danger of nuclear war.

We trust that the International Labour Organisation will finally turn to the facts of real life and to the concerns and aspirations of the working man.

*Interpretation from Arabic:* Mr. RASOUL (*Minister of Labour and Social Affairs, Iraq*)—I am happy—at the beginning my statement—to extend to the President of the Conference my warmest congratulations for the trust placed in him, through his election to the presidency of the Conference. I am certain that your great competence and experience will ensure a successful conclusion. I should also like to convey to

you the greetings of the President of the Republic of Iraq, our great leader, Saddam Hussain, who has devoted his life to his people and to mankind, and who is working for a bright future in which love and peace will prevail. I wish to convey to you also his wishes for success at this Conference.

This Conference is being held in extremely important circumstances at the international level, owing to current economic, political and social problems. The economic recession has yet to be overcome. Unemployment is increasing in developed and developing countries alike and international economic and social problems are exacerbated by the arms race on the one hand, and the creation of pockets of tension, which, in turn, are responsible for the outbreak of local wars on the other. Every day nuclear arsenals are expanding and their destructive capacity is increasing. Every day, even every hour, many developing countries are competing to accumulate arms and military equipment to defend themselves from the dangers that threaten them, to such an extent that worldwide military expenditure is more than twenty times greater than the total amount of official development aid. These circumstances are bound to have a disastrous effect on manpower throughout the world. Our Conference must therefore play an effective and well-balanced role because development, independence, disarmament, and the achievement of social justice and world peace are all intricately interrelated. We have studied both parts of the Director-General's Report very carefully and commend the efforts which he made to prepare it. Furthermore, we would like to reaffirm the importance of tripartite dialogue in this Organisation and in the member States.

In Iraq we have adopted the principle of dialogue to improve relations between workers and employers, with a view to achieving higher productivity and better working conditions. This form of dialogue is used in many circumstances, e.g. in the administration of enterprises and corporations, as well as in the bodies which provide social services to workers, and the public at large. I should like to take this opportunity to commend the efforts made by the International Labour Office in 1984, and which have produced many positive results. The Organisation must meet the needs of the developing countries—even more so than in the past—by focusing on such countries and providing them with appropriate assistance in vocational training and occupational safety. With reference to the Director-General's Report on the status of Arab workers and people in the occupied Arab territories, which was prepared in accordance with the ILO resolutions of 1974 and 1980, I should like to say that the Report once again reflects violations of the legitimate rights of the Palestinian workers by the Zionist authorities. Indeed the mission reported continued interference on the part of the Israelis in the trade union affairs of the workers of the West Bank and Gaza. Moreover, the Israelis are also refusing to register new trade unions on the pretext that they would serve political purposes. The Zionist authorities continue to employ Arab workers to perform the very hard and nefarious jobs which are shunned by the Israelis. In addition they do not apply the principles of equal opportunities and wages and are establishing new settlements to drive Arab workers away from the agricultural sector in which most of them are employed.

At this point it would be justified to ask the following questions. Is it not clear to the ILO now that it should take the necessary sanctions against the Israeli authorities in order to put an end to these practices? Should it not ask member States to boycott the Israeli authorities and withdraw their membership of this Organisation?

The war between Iraq and Iran is still going on after five years and there is no hope at present of putting an end to it because of Iran's negative, adamant attitude. Here I ask the following questions: what is the extent of the crime—that was and is being-perpetrated by the Iranian regime against the values upheld by the international community?

The PRESIDENT (Mrs. CARR)—I give the floor to Mr. Shafii, Government delegate, Islamic Republic of Iran, on a point of order.

Mr. SHAFII (*Government delegate, Islamic Republic of Iran*)—My delegation wishes to rise to a point of order under paragraph 5 of article 14 of the Standing Orders of the Conference. Since the speaker has gone beyond the subject under discussion, my delegation kindly asks you to prevent him from speaking further.

The PRESIDENT (Mrs. CARR)—I would ask the speaker to remain within the confines of the Director-General's Report, and, if he agrees to do so, then he shall continue to speak.

*Interpretation from Arabic:* Mr. RASOUL—I wish to make one thing clear; it is indeed clear to me, at any rate, that the Iranian delegation raises a point of order every time it hears the word "peace". All religions, including the Moslem and Christian faiths were put on this earth to achieve peace, justice and the welfare of mankind. The international organisations, and especially this one, are working sincerely to achieve disarmament and restore peace, in order to prevent wars. A few minutes ago we listened to Mr. Rajiv Gandhi, the Prime Minister of India, who said in his speech that the social justice which this Organisation is endeavouring to achieve as well as the prevention of wars, and the restoration of peace in the world were all interconnected. What is strange, however, is that there are people who are against peace, even at this very Conference. Such has been the case with many of the speakers who have taken the floor here—all in the name of order. I should like to appeal to you to put an end to such practices which are in contradiction with all the traditions, practices and laws of this Organisation.

Since we cannot speak about peace, I shall go on the other subjects, such as resolutions. In this connection Iraq has agreed to the Arab resolution concerning the continuation of the Iraq/Iran war and its serious social and economic effects and we have appealed to Iran to put an end to the war and begin negotiations. The resolution proposed by the Arabs won 46 votes, whereas the corresponding Iranian resolution...

Mr. SHAFII—Again my delegation wishes to rise to a point of order under the article that I mentioned earlier. My delegation would like to reserve the right to reply to the allegations made by the Minister of Iraq.

*Interpretation from Arabic:* Mr. RASOUL—With regard to the structure of this Organisation, I should like to say that my delegation sincerely hopes that all the parties concerned will realise our historic responsibility and that we must make progress in the discussion of the question of structure which we have been debating for 20 years. The Working Group on Standards has also started its work. However, it has not completed it and its work will always be incomplete unless all systems and all geographical areas are represented in it. This Organisation is not only international but it is also tripartite. Humanity has suffered a lot during its history from various forms of exploitation, terrorism and oppression. It has suffered from racism and from intervention on the part of other nations. It has suffered from aggression. The Iraqi delegation condemns such policies. It condemns all racist policies that violate human rights. Whether such policies are pursued in South Africa or in Palestine, in the occupied Arab territories or in the south of Lebanon, or under different totalitarian regimes, the Iraqi delegation stands by all the peoples who are struggling for their freedom, and we have every hope that humanity will be able to live in peace and prosperity in future.

*Interpretation from Spanish:* Mr. CANO TORRES (*Workers' delegate, Nicaragua*)—Madam President, on behalf of the Nicaraguan workers, we should like to congratulate you on your election; we should also like to congratulate Mr. Ennaceur on his election to the presidency of the 71st Session of the International Labour Conference; we are convinced that all the officers of the Conference will lead us to a successful conclusion.

In our concern with the burning problems of our times, we have analysed carefully the Director-General's Report which lays stress on the major problems of tripartism and industrial relations, employment, and the acute problem of the foreign debt which is placing a drastically heavy burden on the shoulders of the workers, especially in the Third World.

We are faced with the biggest economic crisis in history which is affecting millions of workers. The present foreign debt of the Latin American countries has reached \$360,000 million. It is overvalued and excessive interest is being charged.

This difficult situation, the burden of which falls primarily on the workers, is due to the unjust terms of trade imposed by the industrialised countries on the underdeveloped countries, whereby we are paid increasingly less for our raw materials and charged increasingly more for the products which they sell us.

To illustrate this economic reality, allow me to point out that in our country ten years ago to buy a tractor it was necessary to produce 106 quintals of cotton. Today we have to produce 301 quintals; to obtain the same amount of foreign currency as in 1977, today we have to export twice as much coffee, cotton, meat, fish and gold.

We cannot remain silent in the face of the present poverty of our countries. Hence we have given our support to the discussions which have taken place on this subject, and we shall support all the initiatives which the various workers' organisations in the world intend to undertake to help seek proper solutions whereby the industrialised countries will be obliged

to have serious discussions on the establishment of a new international economic order. In this way our countries will truly become "developing" countries.

The situation of the Nicaraguan workers, in addition to the suffering caused by the impact of this terrible international crisis, is worsened by the immoral political, economic and military aggression by the present administration of the United States.

The workers of Nicaragua today are suffering, and our dignity is being subjected to harsh treatment. Our labour and social claims are being restricted to an increasing extent. And what is even more serious, our lives are being snuffed out, not because of the actions of the Nicaraguan Government but because of the criminal actions of the most powerful military power in the world, defying the aspirations for sovereignty and self-determination of our people in open, systematic and deliberate violation of international laws.

Notwithstanding this situation, the Nicaraguan workers, through our trade union organisations, are to an increasing extent obtaining satisfaction for our historic claims through the collective agreements we have signed.

Please allow me to inform this assembly of a few revealing details of our main achievements.

During these six years of national reconstruction and four years of constant military aggression, we the workers have obtained resounding successes based on tripartism and collective bargaining. During the period from 1980 to 1985, the workers, organised into eight trade union confederations, have signed a total of 1,065 collective agreements, that is an average of 17 collective agreements per month for the benefit of more than 330,000 urban and rural workers. The benefits of these negotiations relate to wage increases at regular intervals to meet the rising cost of living, the extension of our social security assistance to rural workers and mine workers, the construction of housing and improvements in existing houses and camps for urban and rural wage earners, the setting up of works stores in undertakings, the provision of safety equipment for workers, the abolition of rural unemployment principally through the implementation of the agrarian reform programme which has benefited thousands of workers who before had to be seasonal workers. We continue discussing a national wage system with a view to raising production and productivity at the lowest possible cost and to providing higher incomes for our workers based on their skills. During this United Nations Decade for Women our organisations have taken upon themselves the task of changing the outlook which relegated women to a secondary role. We have made progress in the achievement of these rights precisely through collective agreements which have been signed whereby women have been granted rights as concerns equal pay with men for equal work, maternity allowances, training and day nurseries for their children, etc. It is important to stress the participation of working women in Nicaragua in the various training seminars organised by the ILO in Central America and the Caribbean.

In order that this distinguished assembly may know the significance to the Nicaraguan workers of the achievements I have just mentioned, I should like to tell you what the Somoza military dictatorship, engendered by the democracy of the United States, has meant for us.



For 45 years, the workers of Nicaragua did not have the right to organise, let alone avail ourselves of collective bargaining. This hateful regime did not permit the expression of an independent trade union movement. Only 6.5 per cent of the economically active population was organised in trade unions. Between 1960 and 1979, only 160 collective agreements were signed, or an average of eight collective agreements per year, and the majority of those remained a dead letter. We the workers were looked upon as the lowest social class in the Nicaraguan society to such an extent that during the reign of terror of the Somocistas, more than 85 per cent of us were affected by illiteracy. Of every thousand children born to workers, 200 died before reaching one year of age. Diseases such as poliomyelitis, malaria, measles and gastro-enteritis struck our innocent little children down. The official unemployment figure was 35 per cent for rural and mine workers and obliged them to live in subhuman conditions, which gave us very high rates of tuberculosis and syphilis. In short, the Somoza military dictatorship occupied a pride of place in the Latin American continent as concerns the violation of human and trade union rights.

It is well known all over the world that in the past four years our people, and particularly our workers, have been the victims of "Somoza" mercenaries, an instrument created to spread terror and which has caused the assassination of more than 7,000 people, the mass kidnapping of peasants, the destruction of more than 70 workcentres, and the destruction of an average of between seven and ten production units each month. Eleven day nurseries and the canteens attached to them have been destroyed, causing suffering to more than 3,000 children, and 6,200 children have been orphaned. Twenty schools have been destroyed and the buildings of 30 more have been interrupted. We have been obliged to close down 800 people's centres of adult education, 41 health dispensaries have been destroyed. To sum up, the impact of these four years of aggression has caused losses amounting to more than \$350 million, both in the form of direct material damage and in the loss of forestry, mining, fishing, agricultural and stock-breeding production.

Parallel with this, it is well known all over the world, how the administration of the United States, a protector of the odious regime of apartheid, has loftily...

The PRESIDENT (Mrs. CARR)—I would ask that the speaker stay within the parliamentary language of the ILO. You may continue, but please refrain from such references.

*Interpretation from Spanish:* Mr. CANO TORRES—With all due respect to you, Madam President, I am referring to the Director-General's Report and in particular to problems such as unemployment, caused by the aggression of the United States.

It is well known all over the world that in the past four years, in addition to the matters I have just mentioned, the United States administration, protector of the odious regime of apartheid, has loftily disdained the jurisdiction of the International Court of Justice, and acquired for itself the status of an "international criminal", by bringing all types of pressure to bear on international credit bodies in order to stifle economically the people of Nicaragua.

The workers of Nicaragua call on the international community to give us the right to reconstruct our country in peace. Recently the Reagan administration imposed on us a total trade embargo...

The PRESIDENT (Mrs. CARR)—With all due respect to the speaker, I would ask that you not speak about Heads of State or Government within the confines of the ILO. You may continue.

*Interpretation from Spanish:* Mr. CANO TORRES—All these activities have been carried out on the fallacious pretext that Nicaragua constitutes a threat to its national security.

Our country has been forced into a dependent economic situation. We produce cheap raw materials for the metropolis; our whole infrastructure is highly dependent on the United States, as a result of which the blockade that has been ordered affects the whole production apparatus, endangering the situation of thousands of workers who are losing their jobs because of the effect of this measure. The workers are paying for the insolence of the imperialists, but, this is not all; as Nicaragua has a mixed economy, this blockade is affecting 80 per cent of private producers, a sector which produces 76 per cent of our exports. Seventy per cent of the machinery in this sector has been affected by the blockade, furthermore, the 75 per cent of our industrial sector has been affected.

Markets have to be found for the \$58 million of products which formerly went to the United States, and substitutes have to be found for the \$115 million worth of products we imported in the form of equipment and spare parts.

The blockade has come upon us gradually. In 1981 the Standard Fruit Company, which grew and marketed bananas, withdrew. Subsequently our sugar quota was reduced from 58,000 to 6,000. In 1984, sales of meat fell from 60 million pounds to 13 million; the same thing happened with tobacco and other Nicaraguan products.

It is well known to international public opinion that in the second week of June, the "honourable" legislators of the United States, as though it was a fictional novel, discussed and approved \$27 million to be added to the money spent on the macabre mission of death and destruction being carried out by the Somozista criminals.

The PRESIDENT (Mrs. CARR)—Mr. Speaker, your time is now up, you are one minute and eight seconds past your 15 minutes, and I would now ask you to leave the podium.

Mr. BOEDJOSASTRO (*Employers' delegate, Indonesia*)—It is a great honour and privilege for me to be able to participate in this great Conference representing workers, employers and governments of all countries in the world. On behalf of the Employers' Association of Indonesia (APINDO), I would like to extend my sincere congratulations to Mr. Ennaceur, of Tunisia, for his unanimous election as the President of the 71st Session of the International Labour Conference. I am sure that under his guidance the Conference will prove a very successful one.



I would also express my sincerest thanks and appreciation to the Director-General of the ILO, Mr. Blanchard, for his excellent Report.

We should heed the observations of the Director-General in his Report on the slowing of economic growth, the changing pattern of international trade, balance of payments problems and the debt crisis, which have contributed to aggravate the situation in commerce and industry. Therefore, co-operation and mutual understanding among nations should be enhanced to gain mutual benefit from our international trade.

Steps to improve quality, efficiency and productivity have been our priorities for many years. However, the abundant supply of the labour force and the increasing number of youth coming into the labour market with general education knowledge is not keeping pace with the rapid change of technology. Therefore, skill development training and vocational training are given priority by the Government. We should certainly appreciate it if the ILO could provide expert assistance for employers' and workers' organisations in their efforts to promote productivity and quality of work and working life, which would also provide resources for vocational training.

Our main problem is the marketing of non-oil commodities in the international market. I would therefore stress the importance of the Tripartite Symposium on Employment, Trade Adjustment and North-South Co-operation which will be held in early October this year.

The stepping-up of the tripartite mechanism for improving the industrial relations climate in the respective countries has also been given special attention. Though progress has been achieved, we all realise that it requires mutual understanding of the social partners, including the Government.

Our cultural belief of *gotong royong*, or mutual help and co-operation, and the centuries-old tradition of *musyawarah mufakat* or deliberation to reach consensus, have attributed to the successful achievements of our tripartite machinery in our current industrial climate.

We would endorse the Director-General's views on industrial relations and tripartism advocating that the system should be linked and fitted to the general conditions and requirements of the countries concerned. Turning to the PIACT programme to improve working conditions and environment, a consensus has been reached at tripartite level on matters concerning safety and health, family planning, improved procedures and collective bargaining, the status of temporary labour and other issues which would lead to making work more human.

On the issue of equal opportunities and equal treatment for men and women in employment, provisions have been made in our labour laws on this matter since 1948, particularly under Law No. 1, promulgated on 6 January 1951. Since one of the basic principles of our national development is that it should be based on joint effort, co-operation and the mobilisation of all funds and forces of the whole nation, Indonesian women are sharing an equal role with men. Equal opportunities, equal wages and

equal treatment are therefore basic issues which we would endorse for the success of our nation-building.

I do hope that this forum will maintain the spirit of tripartism, which should also be manifested in each individual country. As agreed at last year's Conference, the standard-setting procedures should be pursued and the supervisory machinery maintained in line with the practices and conditions of the individual country, although universality should be maintained as the final objective.

Hopefully, the discussions on occupational health services will come to a satisfactory conclusion. In this respect I should like to draw the attention of the Conference to the proposed Recommendation concerning occupational health services, Part II B, "Surveillance of the workers' health, paragraph 11 (1) (a), in which it is stated that surveillance of the workers' health should include "health examination of newly engaged workers before their assignment to specific tasks which may involve a danger to their health or that of others". This clause could pose many difficulties and problems in developing countries and in particular in respect of small industries.

On the subject of safety in the use of asbestos, care should be exercised in the adoption of the proposed instrument because of the lack of trained personnel and equipment in developing countries and the unavoidable consequences for capital and employment. However, I agree that protective measures should be taken and that exposure to asbestos should be restricted to a level as low as is reasonably practicable.

The PRESIDENT (Mrs. CARR) - I have been asked by Mr. Freeman, Government delegate, United States, for the right of reply to Mr. Carro Torres, Workers' delegate, Nicaragua. I would remind the speaker, first, that the right of reply should only concern the point under discussion; secondly, that it should be brief, thirdly, that it should be couched in terms which do not - and I repeat do not - necessitate a further rejoinder; and, fourthly, that it should be delivered with the courtesy common to parliaments throughout the world.

I now call on Mr. Freeman, Government delegate, United States.

Mr. FREEMAN (*Government delegate, United States*) - Most of the points that we want to respond to have already been addressed in prior assemblies. I would like to emphasise, however, that Nicaragua is undergoing a rebellion on the part of portions of its own population which are revolting against the clearly totalitarian directions which its Government has embarked upon. In recent months, the rebellion has been expanding despite external support which the country has received in recent months and I think it is a point which should be clarified. With respect to the trade embargo, we would just repeat that we have no obligation to support the directions in which this regime is moving under international law.

(*The Conference adjourned at 12.15 p.m.*)

## Seventeenth Sitting

Monday, 17 June 1985, 3.15 p.m.

*Presidents: Mr. Grekov, Mr. Ennaceur, Mrs. Carr*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—This afternoon we shall continue the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Russian:* Mr. CHILO (*Employers' delegate, Ukrainian SSR*)—May I first of all join previous speakers in congratulating Mr. Ennaceur on his election to high office and wish him every success in conducting the business of the Conference.

The present session of the International Labour Conference is taking place at a significant moment. A month ago, all-progressive mankind widely celebrated the 40th anniversary of the great victory over fascism and nazism, and is now preparing to celebrate the 40th anniversary of the foundation of the United Nations and International Peace Year. The significance of these extremely important events is that they can and must serve as an additional stimulus for mobilising the efforts of peoples, States and international organisations to avert the threat of nuclear war and to strengthen international peace and security, today's most urgent global problem.

The Ukrainian SSR, together with other socialist countries, and all peace-loving forces on the planet, has made and will continue to make every possible endeavour to arrive at a successful solution to this problem. We will never forget the hard lesson of that war and the enormous price paid by the Soviet people and the peoples of other countries for victory over fascism. Nearly one out of every five inhabitants in our Republic perished on the battlefields of the Second World War.

The main lesson of the last war was that war must be combated before it starts. It is particularly important and necessary to remember that lesson today, in the present especially alarming period. However, the threat of nuclear disaster that is hanging over the world may be averted only by the combined active efforts of all States and peoples.

The International Labour Organisation can and must make its contribution to the fight for peace and disarmament, being an Organisation with a vocation to defend workers' interests throughout the world. Who, more than the ILO, should seriously consider the problems of the social and economic consequences of the arms race and disarmament? It is generally known that the arms race not only carried with it the threat of world-wide nuclear catastrophe

but is giving rise to growing unemployment and inflation, a reduction in social programmes and, in the final analysis, a lowering of the living standards of working people.

Unfortunately, the urgent calls of many delegates to intensify activities aimed at reducing the arms race and bringing about disarmament have not as yet been sufficiently reflected in the ILO. Certain forces in the Organisation continue to seek to divert it from participating in the solution of these problems that are of such vital importance to all workers. For obvious political reasons, there is a delay in the Organisation's implementation of its own decisions in this field.

In connection with the ILO Programme and Budget for the next biennium to be adopted at this session, I should like to express our trust that the proposals put forward by the socialist countries and which provide for a decisive increase in the ILO's contribution to the fight for peace and disarmament, will find an appropriate place in the programme activities of the Organisation.

The delegation of the Ukrainian SSR wishes to point out once again that the need has for a long time been felt for the elaboration of a special programme of measures on the economic and social aspects of disarmament, and the setting up of a special unit for its implementation.

As we know, the international community is preparing to conduct a review and appraisal of the results of the United Nations Decade for Women. In this connection, the inclusion on the agenda of this session of the ILO General Conference of an item on the equality of women and men in employment is proper and timely.

The holding of the Decade shows a recognition of the important role played by women in today's world and at the same time confirms that issues concerning equality for women are still far from being resolved in many countries of the world. The threefold objective of the Decade—equality, development and peace—reflects the most important, closely inter-related problems that are facing mankind. In our view, the documents before the present General Conference and the report to be sent by the ILO to the United Nations Conference in Nairobi should include provisions regarding the need for women to participate in the fight for maintaining and strengthening international peace and security.

The adoption in the ILO of the Declaration on equality of opportunity and treatment for women workers, the Workers with Family Responsibilities Convention 1981 (No. 156), and other ILO instruments, are of great significance for guaranteeing the

legitimate rights of working women. However, we have to recognise that the standards they contain lag behind the corresponding provisions of United Nations documents, particularly those of its Convention on the elimination of all forms of discrimination against women. And they fall significantly short of the potential possibilities and the practical activity of the ILO in favour of working women. As is noted in the Report in connection with this item on the agenda a number of provisions governing the regulation of work by women and the defence of the rights and interests of women are scattered over a large number of Conventions and Recommendations. In our view, the elaboration of a new international labour Convention on equal opportunities and treatment for men and women in employment would be appropriate and timely. The most important criterion permitting the definition of the true role of women in the development of society and their social and political activity is the degree of concern shown them by society itself, the nature of rights granted and the extent to which they are guaranteed. Where society really is concerned about improving the position of women and creating the most favourable conditions for an effective combination of motherhood with participations for an effective combination of motherhood with participation in social life, and where women's rights are not only declared in words but are also guaranteed by society, they play an important role in practically all fields. An example of this is the experience of the socialist countries, including the Ukrainian SSR. Our State shows a constant concern to involve women in active social and labour activities, improve their education and their conditions of work and life and for the protection of mothers and children.

I have to point out that the principle of equality between women and men in all areas of economic, social, political and cultural life is laid down in the Constitution of the Ukrainian SSR and in our legislative instruments. Enjoyment of these rights is ensured by women being given equal access with men to education and vocational training, equal opportunities in labour and equal remuneration, and so on.

I would venture to refer to the example of the production association of which I am director. In our association, which produces measuring and electronic computing systems, we have about 4,000 women workers. Nearly all of them have secondary or higher specialised education. They are employed in all spheres of production, except of course for work involving arduous or unhealthy working conditions, where female labour is banned by law. In the association we have a medical service which is equipped with the most modern equipment and the necessary instruments, and staffed with doctors who are specialists in all the different fields and in which all forms of consultation and treatment are available. Substantially, women can obtain any type of medical care.

Particular care is shown for mothers. Working women are granted maternity leave on full pay, whatever their job length of service. They benefit from regular medical supervision and care and are supplied with dietary foods on advantageous terms. In our association, as in other undertakings in the Republic, we have introduced partially paid leave for mothers to look after children until they are 18 months old. Practically all children of workers in the

association are accommodated in day nurseries, kindergartens and resthouses. To sum up, in our association and in the Republic as a whole, we have experience to share, both as regards guaranteeing actual equality between women and men and as regards the implementation of special occupational safety and health measures for women and the creation of the most favourable conditions possible for them to combine work with motherhood.

It is a paradox but a fact that for more than 20 years we have been discussing the question of the reform of the structure and the change of what are clearly outdated principles for the composition of the Governing Body and other bodies, and yet the situation remains unchanged. In particular, there is still barefaced discrimination against the directors of socialist undertakings in the Governing Body, in spite of their clear right to be proportionately represented in that ILO organ. As you know, a basic obstacle to the democratic composition of ILO bodies and the conclusion of the protected work that has gone into preparing reforms of the essential structure is the position of the private capitalist employers. Unfortunately, this obstructionist position still has not been properly evaluated by the Office directorate. At the same time, we noted with some hope the words of the Director-General at the press conference given on 6 June this year to the effect that it would be necessary to find a way of allowing the employers from countries with a planned economy to be represented in the Governing Body. We would like to hope that these words will be followed up by active efforts on the part of the ILO directorate aimed at contributing to the solution of the main problem in the ILO structure and bringing it fully into line with the political, social and economic realities of today's world.

It is clear that a retention of the archaic structure will in no way contribute to improving the efficiency of the Organisation's work. The socialist countries, as you know, have put forward concrete proposals for democratising the structure. The adoption of these proposals, as a whole, that is to say, the "package" solution to all the ILO's structural problems, taking into account the interests and the legitimate rights of countries and parties, would certainly contribute to improving the situation in the Organisation.

*(Mr. Ennaceur takes the chair.)*

*Interpretation from Italian:* Mr. DE MICHELIS (Minister of Labour and Social Welfare, Italy)—Mr. President, I should like first of all to give you my heartiest congratulations for your election to so high an office and wish you every success in a task that is already beginning to appear fruitful for the purpose of achieving social progress for workers.

I wish also to express my appreciation for the careful way this Conference has been prepared. In particular, I should like to pay tribute to the Director-General and acknowledge the responsible and exceptional manner in which, as usual, he has carried out his duties; we should therefore like to confirm our complete confidence in him. The main subject of the report presented by Mr. Blanchard was industrial relationships and tripartism, viewed in the context of the major structural changes, which he very relevantly relates to the development of social dialogue.

The central theme of this report comes at a very apposite time in Italy since the Italian Government has recently been searching for a consensus of opinion amongst the institutions and persons concerned, regarding the creation of an incomes policy, a policy which to some extent, is atypical compared with models in other countries. An attempt has, in fact, been made to initiate an institutional approach to an incomes policy, based on a political exchange between the social partners: 4 the State, management and labour; its objective is to bring down the inflation rate more quickly.

In particular, the need to establish a framework for a general incomes policy has become increasingly evident during a period of growing difficulties in the national economy, linked, above all, to a more rapid inflation than in the other industrialised countries. In summing up, the first agreement between our Government, management and labour, which dates from 22 January 1983, attempted to make this need concrete by opting for three major policy targets: labour costs, the labour market and industrial relations. However, the second agreement, reached in February 1984, set out to speed up the implementation of the incomes policy, justified by the need to reduce even further the difference between Italy's inflation rate and that of the other industrialised countries. It also hoped to seize the opportunity provided by the international recovery, to initiate a "virtuous" as opposed to a "vicious" circle within Italy's economy. On the whole, therefore, this strategy aimed at broadening the scope of the incomes policy objectives, extending the number of variables placed under control and going beyond the basic functions of keeping down labour costs. Furthermore, broadening the scope of objectives is consistent with attempts to develop the national economy, since this approach sets out to find a solution to the unemployment problem, thus inserting the incomes policy within a prospect of expansion and not merely viewing it as a defensive system based on rigid deflationary measures of a monetarist stamp.

In observing the outcome of the tripartism agreements between State, management and labour, on the lines we have just mentioned, we should like to single out a few aspects for critical reflection.

For example, several destabilising elements have contributed to giving this "triangle" a bad image right from the beginning. None of the three parties concerned were homogeneous enough to guarantee an authentic compromise solution to the negotiations. This held true as much for the State, in view of the limited homogeneity and continuity of the coalitions making up its Government, as it did for labour and management, owing to the internal divisions within the management of their organisations. In particular, the final refusal of a substantial part of the trade union movement to constitute itself as a "union institution" or suffer the penalty of being cut off from its own base, gave rise to the *ex lege* solution—sanctioned in any rate by the recent referendum—of the partial sterilisation of the wage indexing mechanism with a view to safe-guarding the outcome of the complex strategy, the aim of which was to bring the inflation rate back to within scheduled limits.

Since our companies are faced with the need to modernise rapidly while at the same time keeping the unemployment problem within bearable limits, as was recognised at the international conference spon-

sored by the Italian Government in April in Venice on "Innovation and employment", it would seem that the institutional approach to an incomes policy is still worth pursuing, based as it is on a logical system of trade-offs that determine behaviour and demands the limits of government policies—on condition, however, that the tools used and the rules of the game be improved.

This appears particularly obvious as regards the need to separate the "neo-corporatist" tripartism in the negotiations from the microeconomic aspects, which come within the scope of collective bargaining or bargaining at the company level, to identify the macro-economic variables where intervention is required (for example, the general economic background, prices, tariffs, wage indexing, taxes, etc.), and to agree upon an institutional method of monitoring incomes policy so as to ensure a timely assessment of the economic changes taking place and thus a more certain translation of decisions taken into action, thus preventing economic policy from being dominated by political considerations.

To speak of models only at the macro-economic level without analysing what they mean or what effect they might have at the company level may be misleading.

I am convinced – and the history of industrial relations teaches us this – that systems can have various outcomes and paths. But if what happens at the general level is out of phase with what is happening to the company, the industrial relations system will break down, whatever the model. On the other hand, it must be acknowledged that industrial relations end up by having a strong influence on policy-making itself. Whether we like it or not, it must be admitted that in carrying out industrial relations one is also formulating much of the country's economic policy, industrial policy, social policy and labour policy. With all due respect for independence of the social partners, therefore, we must make certain that the various levels at which the social dialogue takes place are sufficiently consistent and compatible to be credible and indispensable.

Thus it will certainly be best if we refer back to the Collective Bargaining Convention, 1981 (No. 154) and the accompanying Recommendation (No. 163), which set the means of implementing it out, duly updated in the resolution presented by the Italian Government to this Conference.

I would not wish to end my statement without mentioning the interest with which my Government has followed the activities of the ILO. The detailed report on what was accomplished last year well illustrates the complexity of the ILO's commitment and, above all, demonstrates its capacity to cope with the need to improve working conditions as we gain in experience and know-how. The items on this Conference's agenda are a confirmation of this.

In concluding my intervention, I would like to refer to the system for supervising the application of standards. An important group of countries recently expressed its dissatisfaction with and criticism of some essential aspects of the ILO's work. Though the Italian Government feels that many of these criticisms are not justified, we would like to exhort all the parties concerned to meet the essential requirements of democracy and, namely, the objective and direct confrontation of all points of view. The Italian Government is perfectly ready to do this and will

facilitate this confrontations, provided it is constructive and fair.

However, fundamental features of the ILO's functions must be preserved. First; technical co-operation which must consistently help developing countries to solve their social problems, especially unemployment – an area in which Italy makes a large contribution and will continue to contribute both through its multi-bilateral co-operation programmes and through the Turin Centre for advanced vocational training. Second, the formulation and application of international labour standards. Obviously, any procedure can be changed and improved and Italy, together with other member countries of the European Community, tries to make a constructive contribution to the necessary development of techniques and methods in this field.

However, the basic principle as far as standards are concerned must remain their universal and homogeneous application, which means that the methods of verification must be objective and uniform. I am sure that if we abide by this principle, we shall be able to solve the internal problems of the Organisation and make further progress in the interests of the world of work.

*Interpretation from Arabic:* Mr. BARAKAT (Government delegate, Jordan)–In the Name of God!

I have pleasure, at the outset, in associating myself, on behalf of the delegation of the Hashemite Kingdom of Jordan, and in my own name, with the speakers who have already offered you their congratulations on your election to the presidency of this Conference, which is a token of confidence in your skill, qualities and wisdom and an honour to your country, Tunisia. We wish you every success in your task. It will indeed be a pleasure to the Jordanian delegation to co-operate and collaborate with you.

In his Report to the Conference this year the Director-General addresses a subject of great importance to the International Labour Organisation and one of its main concerns, namely industrial relations and tripartism. He reviews the developments that have taken place in this area in the light of various structural changes with a view to providing a clearer picture of their impact on industrial relations and on the participation of the social partners in production at various levels, as well as the way in which they contribute to the solution of the economic, social and labour problems posed by such structural changes at the present stage in global technological progress, a stage that could be referred to as the era of the electronic revolution and the conquest of space.

Jordan fully agrees with the view expressed by the Director-General to the effect that “To ensure a proper balance between the overall concerns of government policy and the specific concerns of the social partners, a new dimension of relations is needed, enabling employers’ and workers’ organisations to participate in government decisions in this field and enriching industrial relations with ‘tripartism’ ... So there is scope and need for involving these parties also in the elaboration and evaluation of such policies, extending tripartism beyond purely industrial relations to these broader fields of common concern.”

In connection with this quote I should like to point out that Jordan enjoys social harmony and has a

close-knit society which does not suffer from the problems that are common in industrially and economically developed communities. We are making sound and steady progress towards development and overcoming economic, social and labour problems through meaningful, peaceful dialogue. We are endeavouring to solve these problems by creating a spirit of consultation and mutual confidence among the partners participating in development, namely, the Government, the employers and the workers.

In Jordan, there are neither problems nor conflicts between the various sectors and groups, as reflected in the industrial institutions in our country. In fact, all our efforts and activities are characterised by tripartite consultation. This is due to the fact that we believe collective bargaining to be the essence of well-balanced industrial relations and a constant source of success as regards relations between the three social partners.

With a view to the application of this principle and policy, we have sought to secure the participation of the General Federation of Trade Unions of Jordan, the Chamber of Industry of Amman and the Federation of Jordanian Chambers of Commerce as well as other trade unions, employers’ and workers’ organisations, the Jordanian University and various state enterprises in the negotiations that were conducted to elaborate a new Labour Bill. As a result, the Bill has been finalised and submitted to the competent authorities for final promulgation. Care was taken to ensure that the Bill would cover all the principles and concepts developed by this Organisation. In addition, Jordanian workers and employers also participate in the governing bodies of the Institute of Vocational Training, the Institute of Social Security and other state institutions. The Jordanian Ministry of Labour has consistently endeavoured to organise meetings for the competent authorities and representatives of workers’ and employers organisations with a view to discussing social and economic development problems, in general, and the problems of labour and workers, in particular.

His Royal Highness, Prince Hassan bin Talal, the Crown Prince of Jordan, addressed this august assembly in 1977. In his statement, the Crown Prince mentioned the capital importance of exchanges of manpower between states. At the time he had proposed the establishment of an international fund for labour compensation and requested that studies be conducted to that effect. The Jordanian delegation wishes to express its appreciation for the studies that have been conducted in that connection in the recent past and expresses the wish that such studies will continue with a view to the final adoption and implementation of this proposal. The Jordanian delegation and the Jordanian Ministry of Labour are accordingly prepared to co-operate fully should any meeting or seminar be organised to consider this question and other questions related to vocational training. We are indeed fully prepared to co-operate and participate in any initiative to that effect constructively. The Report of the Director-General contains a special Appendix devoted to the report of the mission which was sent by the ILO to investigate the situation of the Arab workers and condition of labour in the occupied Arab territories. This report exposes tragic facts which are a source of constant and grave concern as regards the situation in the occupied territories. Furthermore the report con-

firms the racist and discriminatory practices perpetrated by the Israeli occupation authorities against Arab workers and employers in the occupied territories. The report gives a clear picture of the bitter reality and deteriorating conditions endured by this people and its workforce as a result of such policies, which include the establishment of settlements, constant aggression, and the disguise and encouragement of the acts of aggression perpetrated by the settlers against the Arabs, the lawful and legitimate owners of the land. The report has further confirmed a number of facts, which the Chairman of the Arab group has already referred to in some detail in his address to this august assembly. For my part I should like to support what was said by the Chairman of the Arab group and to draw particular attention to some of the figures put forward in the report. For example, according to the report 32 new settlements were established in the course of the past year and the total number of colonial settlements in the occupied territories has reached 232. The number of colonial settlers in the West Bank has increased to 42,060, i.e. an increase of 9,000 families between 1982 and 1984, or, in other words, an average rate of increase of 2,000 families per annum. As to the occupied Golan Heights, the number of colonial settlements has now reached 40 and there are over 10,000 colonial settlers living there. According to the report of the mission, the area of confiscated Arab land in 1984 had increased 2.3-fold since 1983, and confiscated land now accounts for 42.9 per cent of the total area. These figures reflect the extent of the suffering endured by the inhabitants of the occupied Arab territories. On this occasion we should like to express appreciation to the Director-General for his concern for, and serious approach to, the follow-up of the situation of the occupied Arab territories and we hope that detailed studies will continue to be conducted on this question in the future in accordance with the ILO resolutions of 1974 and 1980. The Jordanian delegation would like to call for a meeting and studies to examine the needs and requirements of the inhabitants of the occupied territories, for it is not sufficient to report facts. Indeed we should seek to find ways of dealing with the tragic situation in the occupied territories.

The delegation of the Hashemite Kingdom of Jordan agrees with the distinguished Heads of Delegations who have expressed grave concern about the instability, the tension and the disasters that are affecting many parts of the world. We believe that it is the imperative duty of this Conference to adopt clear-cut positions on these questions in order to contribute to the efforts of the international community, with a view to overcoming such problems in the near future. In this spirit, we co-sponsored the Arab resolution concerning the continuation of the Iraq-Iran war and its serious social and economic effects. We had hoped that the Resolutions Committee would be able to adopt a decision regarding that resolution. However, this has not been possible during the current session. Nonetheless it is evident that this war is draining considerable resources in two countries and gravely affecting social and economic conditions. Similarly the Jordanian delegation is deeply concerned about events in South Africa and Namibia and, in this connection, I should like to recall that the Jordanian Government has broken off all relations with the racist regime of South Africa on

account of its policy of apartheid. We fully appreciate and support the resolutions accepted by the Resolutions Committee regarding droughts and assistance to Africa. We believe that it is the imperative duty of the Conference to adopt a resolution to that effect. This situation is a source of concern to the Jordanian Government which hastened to contribute—within its humble and modest means—to the efforts of the international community. The Jordanian Government is also participating in international efforts to provide assistance to Bangladesh.

Mr. President, I thank you for giving me the floor and, lastly, I should like to commend the co-operation provided by the ILO in the field of labour. The Workers express their gratitude to the Chairman and members of the Governing Body as well as the Director-General and his colleagues for the efforts they are making in this respect, which confirm their readiness and desire to continue and expand their co-operation.

Mr. SENKPENI (*Minister of Labour, Liberia*)—On behalf of my delegation and in my own name, I bring to you warm greetings and felicitations from Dr. Samuel K. Dae, Head of State and President of the interim National Assembly, and from the Government and people of the Republic of Liberia.

It is with great pleasure and honour, Mr. President, that I congratulate you on behalf of my delegation, for your election to the Presidency of the 71st Session of the International Labour Conference.

It is equally a great pleasure for me to congratulate the Vice-Presidents of this Conference and the Director-General and the staff of this Organisation for the splendid work they are doing.

I am overwhelmed by the great task which we have before us today to find solutions to our many labour problems. In this vein, I am happy to be here for the first time to address this honourable body on the issues raised in the Report of the Director-General.

The working world is confronted with such unprecedented changes that the lives of the working men and women have been affected in many ways. Delegates to this 71st Session of the International Labour Conference have been called upon to take advantage of this occasion to discuss how together we can improve and better utilise the tripartite system, taking into consideration our own responsibility to the cause of social justice. We therefore give our views and comments on these issues in the following discussion.

On the question of tripartism, we agree that the industrial relations system based on free collective bargaining, complemented by real tripartite exchanges, is essential for industrial peace and stability. We think this will not only foster the idea of fair consideration of the economic and human interest of those involved, but will in addition promote the democratic principles essential to human rights. We therefore confirm our support for tripartism, the preservation of the present structure and the supervisory machinery of the ILO. Our reasons for this are, firstly, to maintain the balance of influence and enhance co-operating among the parties of the tripartite system in finding mutually acceptable solutions to industrial disputes and, secondly, to ensure the application of Conventions and Recommendations by member States in accordance with the standards set by the ILO.



As regards equal opportunity for women, our Government without doubt continues to promote and encourage equal opportunities for women in both the public and private sectors. It is significant at this point to note that as we approach the close of the first United Nations Decade for Women, the progress of Liberian women over the years must be highlighted. We are happy to note the significant participation of women in the informal rural and urban sectors of our economy. They have become a driving force in the subsistence-based agricultural sector, distributing and selling more than 50 per cent of the locally produced food in the country. They have also made substantial headway in the all-important male-dominated legal profession as judges and practising lawyers; as regards white-collar jobs, they have become directors of private enterprises, accountants, bankers, and so forth; in the medical profession they have become nurses, qualified practitioners or doctors and specialists; in the political and administrative field, they have become ministers, heads of public corporations, etc. They continue to play significant roles in the present political process of return to democratic civilian rule.

Unfortunately, we lack the appropriate means to evaluate this worthy contribution in statistical terms. This is due in part to the meagre resources at our disposal to ensure the compilation and distribution of appropriate statistical indicators. For this reason we are in the process of seeking relevant international co-operation to assist us in the planning of a viable labour statistics programme to provide required employment information by sex and other criteria.

One of the consequences of the current structural changes has been the population explosion problem. A high rate of population growth will undeniably lead to employment and social problems. It is for this reason that the Ministry of Labour and Manpower Planning has undertaken a project to educate the families of plantation workers in the rural sector to improve their own conditions.

In a further attempt to resolve the many socio-economic problems often encountered by the workers, the destitute and the aged, the Government has long since established a social security institution with a mandate to implement the schemes respecting employment injury, national retirement pensions and welfare. Under the first scheme, the workers are insured against job-related injuries or occupational diseases. The second scheme secures the future of the workers and relieves them of the economic burden for their subsistence upon their retirement. The Welfare Programme covers the aged and the unemployed.

However, it is regrettable to state that global economic conditions have delayed the implementation of some of these programmes. As a result of the general time lapse and the prevailing circumstances, there is a dire need for a comprehensive review of the schemes to facilitate their continued implementation in the future. We therefore renew our request for the needed technical assistance in implementing these programmes.

We join other speakers in denouncing apartheid. However, we will not hesitate to caution that we seek constructive measures within the ILO's mandate that can make a practical contribution to bringing about the peaceful end of apartheid, since peace and justice go hand in hand.

The Government of Liberia remains committed to the promotion of human rights and freedom of association. It is in this spirit of democracy and social justice that the ban on political parties are now being organised and that the political process is in full swing with a view to the holding of elections next October. Additionally, the ban on the Liberian National Agriculture and Allied Workers' Union has been lifted and its members are now free to associate as they wish.

In conclusion, I would like to express our confidence in the present structure and supervisory machinery of the ILO, because we believe that it is the appropriate mechanism through which the ILO can better promote peace and stability. We also wish to reaffirm our commitment to social justice, irrespective of sex, race, creed or economic status.

Mr. BOTTOMLEY (*Parliamentary Under-Secretary of State for Employment, United Kingdom*) – May I join previous speakers in congratulating you, Mr. President, on your election to your most important office. You fulfil this task with great distinction. If I can make one personal remark, I am sorry not to have been speaking after the representative from ATD Fourth World, whom I know from personal experience. That organisation does much work for those who do not get their voices close to the microphone and I had great pleasure in sending a group off from the United Kingdom to meet Mr. Blanchard here at the ILO meeting.

The Director-General did well to choose industrial relations and tripartism as the theme of the first part of his Report this year. During recent years, we have been living through the worst world recession since the 1930s. It is inevitable that this has accentuated the problems of economic, social and technological change to which the Director-General has drawn attention. His Report illustrates clearly the wide variety of responses member States have made to meet the problems which confront them and to the different approaches which governments, employers and workers have adopted even in countries such as those in Western Europe which face broadly similar issues of employment and unemployment and industrial relations.

I want to talk about the approach of the Government of the United Kingdom to some of these issues and in particular to the contribution which can be made to tackling problems both by direct dialogue between the social partners and by tripartite bodies in which the Government itself is concerned.

I look first at employer-worker dialogue. Our Government is convinced that the primary responsibility for economic and social progress rests on the social partners themselves and in particular on their success in achieving effective and constructive dialogue and involvement at the level of the enterprise. There is, of course, a major role for government too, and for tripartite arrangements on which I shall speak soon. I want to talk first of the responsibilities which, in our view, fall directly on the social partners themselves.

Where day-to-day industrial relations and negotiations are concerned, the British Government's policy is one of non-intervention. We believe in free negotiations, as opposed to the incomes policies which typified the period before 1979. The Government believes it right for employers, trade unions and

especially for trade union members to take full responsibility for their own affairs. They have the responsibility for ensuring the success of the enterprises in which they are involved and on which the prosperity for the consequences of missed opportunities and misjudgements, including excessive wage settlements, irresponsible or indiscriminate industrial action and failure to adapt to technological and other change. It also means that the resolution of industrial disputes too is a matter for the parties. We have an independent tripartite body – the Advisory, Conciliation and Arbitration Service – available to assist parties in dispute to reach a settlement if they so wish. The tripartite approach is also embodied in the industrial tribunal system. This provides an informal means of dealing with certain disputes in the employment field, such as unfair dismissal and sexual and racial discrimination, which have not proved susceptible to negotiations. Each tribunal consists of a legality qualified chairman and two lay members drawn from each side of industry.

I must, however, emphasise that in the United Kingdom, contrary to the impression conveyed in some television and press reports, industrial conflict is very much the exception in industrial relations both at the workplace and at national level. Co-operation is the norm and I am delighted to be able to say that very real progress has been made in my country in the last few years in the field of employee involvement. Recent evidence shows that employee involvement arrangements are becoming increasingly widespread. The indications are that this trend is continuing. For example, the vast majority of all but the smallest companies have regular consultative committees, and we are aware of very many different employee involvement practices operating across industry.

Our Government is firmly committed to the principle that employers should inform and consult their employees about matters which affect them. We are committed to employee involvement, not just for the improved industrial relations climate it can produce, but because it is the right way to do business. In this way, not only do employees learn more about the companies they work for and identify themselves more closely with its success and continued well-being, but the employers themselves also benefit by tapping the vast reservoir of talent and ability within their organisations which often lies neglected. We see the Government's role in this area not as a prescriptive one laying down binding solutions, but as one of encouraging the employers and employees concerned to introduce and develop the arrangements which best suit their own particular needs, priorities and circumstances. I am convinced that successful employee involvement depends as much on a spirit of co-operation as on the existence of formal machinery, and that the best results are achieved where it is introduced voluntarily and with the full support of the parties concerned.

Against this background of the primary responsibility which rests on the social partners themselves, I want to return to the role of tripartism in Britain and to describe tripartite discussion and action at the national level.

It is not always appreciated, even within the United Kingdom itself, just how much discussion goes on between Government and trade unions and employers' associations. The Government believes

that such discussions play an important role in helping to ensure that all parties are fully aware of each other's viewpoint even though, as is inevitable in a free society, there cannot always be unanimity of views.

For over 20 years the National Economic Development Council has provided an important forum in which government ministers and representatives of employers and employees discuss vital issues related to the country's economic and industrial performance, including employment and unemployment. The Council meets monthly. The topics discussed in recent months indicate the breadth and depth of its interests. In March, for instance, it discussed working patterns and practices, advanced manufacturing technology, and education and training. An important subject which the Council has been considering since 1983 is the general question of "new jobs"—where they will come from, how they will arise, how they can be encouraged, how unnecessary regulations may prevent them being created and other similar issues. All parties represented on the Council are not agreed on every issue concerned, but we believe it to be of great importance that we are engaged in serious discussions on such important matters.

Important work is undertaken under the umbrella of the Council by over 30 tripartite Economic Development Committees. These cover particular industries, including over half the manufacturing sector, and are widely held by all involved to be important and useful in very practical terms. The work of the Committees includes assessment of sectoral prospects, the promotion of action at the plant and company level, going on to the application of advanced technologies and to research and manpower and training development.

The tripartite approach reflected in the work of the National Economic Development Council and the Economic Development Committees is also the basis for another very important national institution. This is the Manpower Services Commission, which includes representatives of the Trades Union Congress, the Confederation of British Industry and other interests under the chairmanship of a Government-nominated Chairman. The Manpower Services Commission is responsible for job centres and for major programmes of vocational training and work creation. This year the Government, through them, will provide placing for close on 1 million people.

The involvement of employers' and workers' representatives has been a vital factor in the success of these programmes. Their involvement is achieved not only through membership of the Manpower Services Commission itself, but also through membership of the Commission's tripartite committees for Scotland and for Wales and through the 55 tripartite Area Boards which oversee the delivery of the programmes at the local level.

If time allowed, I should have liked to comment in greater detail on the role of tripartism in an area which directly concerns my own ministerial responsibilities. In the vitally important area of health and safety at work, another tripartite body—the Health and Safety Commission—has the leading role. I am not able now to describe the major advantages which the Health and Safety Commission has achieved in the ten years since it was established, but I have noted with particular satisfaction that two of the technical items on the agenda of the present Confer-



ence are devoted to occupational health and safety issues. This seems to me pre-eminently an area in which tripartism at international level can prove most productive. I very much hope these discussions will result in the adoption of carefully considered and clearly drafted instruments which will have a direct practical impact on improving the protection of the workers concerned.

Before concluding I should like to refer briefly to Part II of the Director-General's Report, where he describes the follow-up of the major debate at last year's Conference on international labour standards. A notable feature of that debate was the broad support among member countries of all regions for ILO activities in the field of standard-setting and more particularly the supervisory procedures. I was glad to see that the Governing Body has been prompt in referring a wide range of issues discussed at the Conference to specific bodies for detailed examination. In particular, I note that the Governing Body has set up a working party on standards which has already begun work. I regret that certain member States have declined to participate in the working party. I hope that these members will reconsider their position and take up the places offered to them at the next meeting of the Working Party in November.

I should like to add a brief remark, picking up what Mr. De Michelis from Italy said just now about "virtuous" circles. In an arena like this, where many of us are friends, and those of us who aren't should be, I think that the virtuous circle of the ILO depends a great deal more on the officials of the ILO itself and the staff of the various delegations even more than it does on the elected politicians like Mr. de Michelis and myself, and I would like to pay a tribute to all the officials who have been involved.

Finally, I express confidence in the ability of the ILO, through its own tripartite structure, to work constructively and realistically towards achieving the high ideals embodied in its Constitution and in the Declaration of Philadelphia. I agree with Prime Minister Gandhi, who reminded us this morning that these ideals are ever-more relevant to the welfare of the people of the world as we approach the twenty-first century.

Mr. GLAVANAKOV (*Employers' delegate, Bulgaria*)—Mr. President, I would like to congratulate you on your election and to wish you and the Vice-Presidents every success in presiding over the Conference.

Another year of ILO activity has passed. That year, despite all that was done, did not respond to the need to take more decisive steps for the improvement of its activity. The problems of the Organisation are increasing and it alone has to solve them on time. If it does not do so, there exists a risk that it could lose its prestige as an important centre for the development of social progress. The great concern of the socialist countries concerning the activity of the ILO was expressed in the Declaration of the socialist countries on the situation in the ILO, handed to the Director-General of the International Labour Office. That document objectively reflects the situation in the ILO. It also indicates the measures to be taken in order to achieve the aims for which the Organisation was founded. The managers of the socialist enterprises and organisations from the People's Republic of Bulgaria support the Declaration. We consider

that it is most timely and that immediate action ought to be initiated for its implementation in the activities of the ILO. These activities must be set in conformity with the contemporary requirements which differ greatly from those obtaining at the time of its foundation in 1919. They should reflect and take into consideration the views of the socialist and developing countries as well.

The principle of tripartism has not yet been implemented in the ILO as it should be. As regards the employers of the socialist countries, it is not applied at all. Their participation is obstructed by the incorrect application of the autonomy of the groups which instead of being a means of ensuring adequate tripartism is, in fact, an obstacle to such participation in the work of the ILO. So any representation of the socialist employers on the Governing Body is being thwarted. Thus, without any legal grounds, participation with titular representatives is limited to two. So, when the main theme of the Report of the Director-General is discussed this year, namely tripartism, the obvious violation of that principle in the Employers' group should not be overlooked. Tripartism does not only mean having representatives of the three groups—the government, the workers and the employers,—it also means that in those groups the existing economic, social and geographical interests should be actually represented. In the Employers' group that has not been achieved. Only when that is attained, can we talk of real tripartist representation in the ILO.

The activity of the supervisory machinery as an essential aspect of the Organisation also needs improvement. This was also expressed in the Memorandum of the socialist countries to the 70th Session of the International Labour Conference. Such an improvement must be preceded by a serious, active and detailed discussion. It is not sufficient for the discussion to be held only within the working party of the Governing Body. When matters which concern and are of interest to all members of that Organisation are being discussed and decided, it is only proper that they should be presented for discussion at the most representative body, the International Labour Conference. Only a working group with wide mandate, including the supervisory machinery, and set up by the Conference, could ensure the most representative involvement of the Members and guarantee that the results achieved reflect the interests of the majority. The broad participation of all Members in the discussion of the problems will contribute, as a result, to a better understanding of the need for the respective changes and their implementation. The activity of the supervisory machinery should be regulated by the Conference. Such a regulation does not exist at present. It is not surprising that there are cases where its actions interfere in the internal affairs of different countries, as was the recent case with Poland. We are for the equal treatment of all countries and we are against preferential treatment for any country.

On the other hand, it is impossible through the supervisory machinery to ask the impossible from countries with less potential, such as the developing countries. In that sense, criticism should be constructive and priority should be given to the exchange of experience. Assistance should be given in overcoming the difficulties and deficiencies of the labour and legal system of a given country.

In view of the above we consider necessary the acceptance of the resolution proposed by the socialist countries concerning the working party on international labour standards.

The most imperative task of our time is the task of safeguarding peace on the planet. Now, when humanity is celebrating the 40th anniversary of the victory over fascism, achieved with such great sacrifice from all countries and with the decisive contribution of the Soviet people, when we celebrate the 40th anniversary of the United Nations, it is the bounden duty of everyone, of every organisation, to contribute its share to the safeguarding and consolidation of peace.

In this connection, we consider that the ILO's contribution is insignificant in comparison with the challenge of the day. The activities which are pursued are of limited scope and content. The problem of disarmament and its relation to basic questions in the social and economic sphere should be activated with the adoption of a programme and budget and the creation of a formal structure within the ILO's secretariat. The ILO must participate with more vigour in the struggle for peace and disarmament.

As regards occupational health services, as employers of a socialist country we would like to join those who speak for the adoption of a Convention with a complementary Recommendation. These documents must specifically define the tasks of the occupational health services, granting them not only preventive but medical functions as well. It is appropriate for those services to be part of the State system of health. Their basic regulations should be given in the legislation and opportunities should be provided for their complementation through collective bargaining on other measures with the participation of the workers.

As regards the problem of safety in the use of asbestos, we must definitely say that we approve each step which the ILO undertakes in concern for the workers. Together with that, we think that the ILO must direct its efforts to the discussion and solving of problems concerning the majority of workers. The Conference should not deal with isolated occupational health hazards. The ILO's contribution would be much more important if it directed its efforts towards solving the global problems concerning occupational health hazards, such as the problem of the activity of the transnational companies in the developing countries. We are all aware of the tragic events at Union Carbide in India and in certain other countries.

We welcome the inclusion on the agenda of the question of equal opportunities and equal treatment for men and women in employment. We think that the ILO should continue to treat that question in the future as well. At the same time serious consideration should be given to the fulfilment of the already adopted texts on the matter. The achievements to that effect in the People's Republic of Bulgaria are considerable. Article 36 of our Constitution says: "In Bulgaria men and women have equal rights". The text is complemented with a considerable number of decrees and regulations, which have found their application in life. As a representative of the managers of the socialist enterprises and organisations in the People's Republic of Bulgaria, I can say with confidence that this social approach has become established practice in our country.

But still, we consider that not everything is accomplished. We will do our utmost in order to create conditions for the better harmonisation of the family and occupational obligations of women. For many of the Members of the ILO the tasks in this field are much greater. That is why we will support the ILO's initiatives in this respect. Also we support the draft resolution concerning measures by the ILO and its member States for the further implementation of the Declaration on equality of opportunity and treatment for women workers (1975).

I would like to draw your attention to a question of great importance to the representatives of the managers of the socialist enterprises and organisations. The question concerns the continuing discrimination against these managers and the obstacles created for their participation in the ILO's activities. Lately, the tactic has changed. With their non-constructive attitude, the so-called majority obtained the disapproval of the remaining participants in the Committee on Structure. When realistic voices spoke out in defence of the right of the socialist employers to be represented according to their actual geographic, economic and social interests, the autonomy of the groups was used as a barrier.

The autonomy of the groups is a barrier to influence from the outside. But in this case, what is being pursued does not concern influence from the outside but the establishment of conditions for the adequate participation of the representatives of a system which, even though different from that of the capitalist employers, is a real, operating, producing and trading system. That system is a fact and its existence should not be ignored when questions concerning its representation in the activity of the ILO are concerned. A constructive spirit should prevail and the relations within the Employers' group should be determined with mutual respect and recognition of the interests of all participants in that group.

It is evident that the pending questions before the ILO are matters of great responsibility and complexity and we believe that through active participation and with more concern about the future of the ILO, the final results will be favourable.

*Interpretation from French:* Mr. GALLAND (*Workers' delegate, France*)—Mr. President, please accept my congratulations on your election to the post of great responsibility conferred upon you by the Conference. I wish you every success in the work that lies ahead.

The Report before us is a wide-ranging and concise document. It contains certain sections and even sentences which in themselves would merit lengthy development and discussion. Are we going to be able to analyse them fully? Essentially, the report does of course raise the question of industrial relations and tripartism, but it also presents ideas and opinions that seem to me to be influenced by a certain economic and social way of thinking and organisation of the world.

If the ILO wishes to be the melting pot of the expectations of the labour world, it cannot ignore the realities of this world. These realities are varied, diversified and complex; they apply not only to forms of organisation but also to opinions and concepts, and the dividing line between them cannot always be systematically drawn according to pre-established

patterns. Reality is more varied and changing than some may imagine or lead us to believe.

The Report in my opinion provides more a vision of a desired reality and future than an objective analysis of the realities of the present.

No one knows how far the present crisis may head or what may its consequences. The fact is that the effect of national crises as well as the international crisis are always borne on the shoulders of the workers. It is also a fact that there exists considerable economic and social regression and that austerity does not provide any solution. This is demonstrated by the facts and unbearable situations have arisen as a result.

But is what is happening inevitable and are the reasons put forward to justify certain policies valid?

We are told about overcapacity, overstaffing, overconsumption and overpopulation, and all this is invoked in connection with the requirements of modernisation; but if modernisation were to lead to these disasters, it would amount to absolute nonsense and would have to be given up. How could one accept that modernisation serve to make men and women redundant and close up any professional future for the young? Modernisation must therefore be controlled in every country and at the international level. It must be introduced progressively and be accompanied by social measures in order to render it bearable, sufficient time must be given for its affiliation and it must represent a positive development for workers, countries and peoples.

The idea that there is too much of everything runs the risk of condemning societies and systems. The greatness of human kind resides in man's ability to create wealth in order to improve life. To devise and draw up policies based on this idea is to take a stand against progress and civilisation. This cannot provide either a solution or a future.

We are told that the future belongs to exports, but if all national markets break down or collapse, to whom can we sell? If all countries reduce their living standards, their internal markets, how can we expect to export?

We are also told that the industries of the Third World are responsible for all our ills and for misfortunes on the world market, and that we must come to terms with the world market and the competition prevailing upon it. We should note, however, the effects of the overvalued dollar and American interest rates. Yet I also know that capital and technologies are transferred to certain Third World countries, not to help these countries and their peoples in overcoming their situation, but to produce profits, a source of inflation and waste, and to justify industrial decline in the market economy countries. These practices threaten both the countries that benefit from them as well as those which adopt them; they bring about no improvement in the conditions of the workers in any of these nations; on the contrary they create competition between the working classes for the greater benefit of the multinational companies.

A strategy has been developed from which all reference to the national economy has been removed. I would maintain that at the present time an objective analysis will inevitably show the reality of the crisis in the national economies of the industrialised countries and their system of relations. Such a strategy is a means to compel us to accept giving up

the advantages and guarantees acquired by the workers without—quite on the contrary—serving the interests of the developing countries and their peoples. These are, in fact, only strategies for domination.

This is a way of moving towards economic liberalism according to the law of the jungle. I suggest that our Organisation should place greater emphasis on the theme of co-operation involving another type of economic relationship and another type of development which fall within the framework of the movement towards the progressive establishment of a new international economic order.

I therefore formally propose that the Office should carefully observe these other forms of social and economic logic that exist beyond the differences to which I referred earlier.

The same applies to economic and social techniques, a side from technology. The option chosen at the outset determines a certain way of thinking, a certain approach, appropriate responses, and has other results. Let us learn to consider and compare them. I, together with my trade union organisation, remain open to all possibilities but let us put our cards on the table and work in the light of realities and facts.

There are other forms of logic, as I was saying. Why, for instance, should we not take as a basis the need for employment and wages as the driving force for the investments of tomorrow and the subsequent economic revival? Instead of reflecting on the techniques we wish to employ would it not be better to consider first what types of useful production corresponding to the needs of people we should engage in? Could we not proceed from the idea that wages and social charges are investments before being costs? Furthermore, at a time when never before have so many dividends been distributed, at a time of capital transfer and financial and monetary manipulations, it might perhaps be useful to consider the question of how to finance and support economic revival. Is it not a revolting fact that \$1.6 million are spent on armaments every minute while 38 persons die each minute because they do not possess a few dollars?

These were a number of thoughts—they are far from being exhaustive—which we cannot overlook because they also have a bearing on the character of industrial relations and tripartism.

The Report deals very broadly with the question of collective bargaining, or at least what is should be and what is desirable in collective bargaining. But we cannot speak of this issue without taking account of the real situation. I believe that today we are witnessing a real distortion of the practice of collective bargaining in the market economy countries.

To date, in law as well as in fact, in spirit as well as in practice, collective bargaining was conceived for the purpose of social improvement and on the basis of trade union proposals to employers who hold power.

Now, the only things with which bargaining is concerned are the conditions of economic decline and social retrogression resulting from employers' demands. I think that we must understand the modification that this represents and its significance.

Everyone agrees about the usefulness of strong trade union organisations but practice shows that they are often faced with a *fait accompli* or a refusal to consider fundamental choices, and if they are

listened to that does not necessarily mean that they are actually heard. Any idea of considering them as a force for innovation in any important area is challenged. Obviously there are some who opine that the national interest and the interest of the undertaking as interrelated policies are not within the competence of trade unions, within the scope of their activities or responsibilities—or even of their abilities.

So, yes to dialogue, but for what purpose and in what form?

The real challenge facing trade unionism is not so much the nature of its adaptation to circumstances, of its behaviour and practice, of its policies, as safeguarding its prerogatives and freedom to make its own choices and develop its own concepts.

Everyone wishes to see strong and independent unions, but what does this actually mean when we consider the enormous number of violations of trade union rights and freedoms?

I am speaking of what I am familiar with as a French worker. Dismissals for economic reasons are being used more and more as a war machine against trade union delegates, militants and members—a sort of a system of trade union bars. What we are witnessing is an increasingly shameless form of blackmail whereby the elimination of certain trade union representatives is made the precondition for the relaunching of certain undertakings. Pressure is exerted on the wage earners, threatening them with the closure of their undertakings if they show any leaning towards trade unionism, going as far as the suspension of their civic rights and the intervention of the police. In some cases, in the private and as well as in the public sector, the exercise of the right to strike is met with the threat of disciplinary sanctions. As a matter of fact, a machine for crushing the world of labour is being set up, which represents a challenge to the activities and the representativity is sanctioned by the free opinion of the workers and the wage earners who give them their mandate.

What seems to be wanted is trade unions that are strong but isolated from the workers, their aspirations, their opinions and their experience, or aligned trade unions acting in accordance with choices and policies which are envisaged on laid down in global fashion. It is in fact an attempt to demolish trade unions.

These are only a few reflections, but they can be verified since they refer to topical issues. But to speak about collective negotiations and dialogue without being able to look these facts in the face, without weighing up their full significance, is to engage in Byzantine discussions.

Here, we put our finger on what characterises flexibility. It is not merely a question of adaptation, of suppleness arising out of circumstances and international economic imperatives. It is in essence an extension of liberalist theory with a view to privatising the economy, questioning social and democratic gains, personalising social relations and individualising situations. This is tantamount to the emergence of a sort of individualism which atrophies the individual's capacity and freedom to build the world of his aspirations.

And all this is being brought about in the name of collectivism and materialism on the part of the forces of capital, whose role as a destroyer of authentic human values I suggest you consider.

There is a talk about adapting trade unionism. It would be useful also to discuss the adaptation of employers and government, because after all it is really appalling, as stated in the Director-General's Report, that the sacrifices which are supposed to be necessary are always required of the workers. Those who have the least must give the most.

Another part of the Report mentions what happened to an agreement, in December 1984, on flexibility in France. I would like to point out that the presentation is very incomplete and lacking in impartiality. It is stated there that the sessions' membership rejected it. When you take an example, say everything and tell the truth. If the members rejected this agreement against the advice of four confederations, it was because the majority of the wage earners did not want it, particularly since the provisions contained therein were more wide-ranging than those presented in the Report. Having said this, to plan unlimited dismissals in order to recruit more easily, is tantamount to a confidence trick as many workers could bear witness.

Collective bargaining has one limitation. After all bargaining reflects the choices and opinions of people, of whom it can always be said that they make mistakes because of lack of knowledge while generally believing that they are furthering their interests.

The example would have been more objective if it had been stated that a confederation that was a party to the negotiations, namely the CGT to which I proudly belong, had real misgivings, had opposed the agreement and would have nothing to do with its drafting.

I share the concern to reduce internal tensions within our Organisation and to promote true dialogue through a fair sharing out of tasks and responsibilities.

I believe that there are many questions still awaiting a satisfactory answer. This can be attributed more to a majority reflex than to informed reflection, attention to the arguments and objective consideration of the facts.

In conclusion, while appreciating the contribution of the Workers' group in the Governing Body to the elaboration of the ILO's programme of activities, I observe some failings, some misdirection of interest away from the needs of the workers. More than any other specialised agency of the United Nations, the ILO should take a former stand in proposing ways and means of meeting these needs. Such vital questions as unemployment and underemployment should be given a great place.

*Interpretation from French: Mrs. REDEGELD (representative of the International Movement ATD Fourth World)*—It is a great honour for my organisation, the International Movement AID Fourth World, to be invited to participate in the work of the International Labour Conference as an observer. I would like to thank you for giving me the floor, and congratulate you, Mr. President, on your election to the presidency of this Conference.

The general discussion on tripartism and industrial relations offers me the opportunity of emphasising that the International Movement ATD Fourth World has always stressed the importance of tripartism, particularly for the most vulnerable workers. Thus, in the countries where the Movement exists, it continues to establish or strengthen links between the

most underprivileged workers, professional circles and the national authorities.

My organisation's essential concern, which is shared by many, is that in times of far-reaching change in which the working world has to face unprecedented challenges, the least trained and unorganised workers who have been inactive longest are running the risk of becoming permanently cut off from the rest of the mass of the workers and of no longer being considered capable of participating in the joint effort to help their country to progress and building a world of peace and social justice.

Consequently, on the occasion of the International Youth Year, the young workers of the Fourth World along with those of other social circles were determined to address a message to the International Labour Office and to the Director-General, and through them to the working world.

On 27 May last, a thousand young delegates from four continents—young workers from the informal sector, young unemployed from industrialised countries threatened with unemployment for the rest of their lives, young unorganised rural workers, young people deprived of basic or vocational training, young people from all backgrounds, united in the same desire for a fairer and more equitable world met here in Geneva at the ILO. They told us about their lives and that of their families and, above all, they proclaimed their will to participate in a better world. They spoke of their activities, of their participation in all kinds of vocational courses, in solidarity clubs, in cultural, art and poetry centres, action carried out together with their families and their friends for their community and their countries, often unacknowledged by the world around them.

During their discussions, the following message emerged, which they wished to entrust to the Director-General of the ILO, Mr. Francis Blanchard; in my turn and on their behalf, I shall entrust the International Labour Conference with this message.

Young people, above all the most underprivileged among them, do not wish to be considered as a problem. They are men and women irrespective of their ethnic background, culture, religion or social class; they pose the same questions. "Do we represent something for other people? Are our hands, intelligence and hearts useful for others, now, today and tomorrow?"

Young people are not a race apart. They are jointly responsible for the world in which they live and they are well aware that this planet can provide support, to all the families of the world so that they live in dignity. These young people, who with their parents, have looked for firewood and food and work and security, know that the only real problem for human beings is that of distributing and equitably allowing all to enjoy the wealth offered by our world.

They say that today, more than ever, poverty is unacceptable and incomprehensible because man has all the technical means at his disposal to eradicate it. Young people would like to believe that, in the future, robots, computers and word-processors will be used to overcome poverty. By the end of the century, there should no longer a single illiterate person or a single young person without a job.

Speaking to the Director-General of the ILO, Mr. Francis Blanchard, and to the officials who joined him during our festival, the young people affirmed that this planet can offer work to everybody. All

young people and all men need and have the right to draw dignity from their labour. Frontiers put up by man undeniably prevent the provision of jobs for all and are an obstacle to peace, the rethinking of truths and freedom; they also prevent people from freeing themselves from oppression and exploitation. However, young people wish to cross frontiers and hope that one day, they will disappear from the face of the earth so that the hands of no man or women remain idle and fail to bring forth fruit.

The young wish to build a world where everyone can live in dignity and no longer be hungry, assisted or dependent. In this world everyone will have the right to speak, even if he has had no education, because men and women are only free and equal if they can speak and be listened to.

This is, in substance, the message that the young workers, joined together in the International ATD Fourth World Movement, address to the international community and to the International Labour Organisation; in particular.

To conclude, I would like to recall the words of hope spoken by Mr. Blanchard, when he was addressing the thousand young delegates and, through them, thousands of other young people. On behalf of the ILO, Mr. Blanchard undertook to listen to, hear and propagate the message of the youth of the Fourth World and not leave any stone unturned to ensure that their dream becomes a reality. We vow, he declared, to build a world in which no one will be excluded any longer and in which everyone will have the possibility to improve their material welfare and develop in full freedom and dignity, in economic security and into access to a job, on the basis of equal opportunity.

I should just like to add this: As the young delegates returned to their country and continent, they entrusted Father Joseph Wresinski, the founder of ATD Fourth World, with the task of expressing their renewed confidence in the ILO's Director-General and, of course, through him, in the whole of this Organisation, which has not ceased to strive for the protection of the most underprivileged workers.

*Interpretation from Spanish:* Mr. UBALDINI (*Workers' delegate, Argentina*)—First of all, on behalf of the organised Argentine workers who belong to the General Confederation of Labour, I should like to congratulate you on your election and assure the Director-General of our most sincere appreciation for the subject he has put before us in such a well-balanced way in his Report to the International Labour Conference which has, once again, confirmed the character of this noble institution as the supreme fount of labour law.

The Argentine labour movement has many reasons for feeling grateful to the ILO precisely because, for the past nine years, we have been calling ceaselessly for the full application to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). The Freedom of Association and Protection of the Right since, even though our country has ratified these instruments and embodied them in its fundamental laws, the dictatorial Government entirely suspended their effect which has still not been restored by the constitutional Government.

This anomalous situation, which has been denounced by the trade union representatives at all

sessions of the Conference held since 1976, originated in a catastrophic economic and social policy which was implemented, in fact, in the majority of the Ibero-American countries and whose purpose was to gain hold of the productive machinery and subject it financially to the centres of international usury.

A kind of conspiracy in high-level international monetary circles restricted the access of the less developed nations to credit for their development and technological progress in independence and made it easier to obtain credit for the import of unproductive, unnecessary or luxury goods, improper as a means of creating wealth.

This led to a monstrous swelling in the so-called foreign debt with its growing retinue of services and interests and, at the same time, the economy was bled white and unemployment and underemployment rose to unreasonable levels, while the workers were virtually robbed of their wages until they reached a point of starvation or malnutrition.

This policy, whose consequences afflict today the whole of Latin America and other developing countries, made it necessary, if it was to be implemented in Argentina, to subjugate the trade union movement and an attempt was made to do this, without success, through the repeal of all social laws passed during the previous half-century, the suspension of all clauses favourable to the workers in collective labour agreements and through the decrease in the number of workers employed in productive undertakings, thus weakening the labour force and, simultaneously, the national economy.

Because of this the fight of our labour movement has been directed simultaneously towards bringing about a frontal change in the economic and social policies followed by the country, which left it at the mercy of the hard-hearted international financial powers, and restoring the application of the labour legislation which was previously the pride of Argentina. That is to say that we are fighting for a way of improving democracy by incorporating into it social justice.

We want to defend the democratic way of life, threatened and deteriorated by social injustices which governments could not avoid while they were subjected to the yoke of international monetarism.

We want to rebuild an ethical democracy, free from servitude through the concerted efforts of all social sectors with a view to increasing job opportunities and developing independently in a harmoniously organised community. The Argentine labour movement cannot, and will not, accept discrimination between workers, whether between private or state employed workers, or active or unemployed.

Once the social laws have been restored, and once the people have recovered their dignity by performing worthwhile and fairly paid jobs, it will be our strength, the strength of the workers, which applied intelligently, will make this reconstruction feasible.

We, who were in the vanguard of this struggle against the dictatorship, pledge ourselves before this distinguished assembly, as we have done before our own people, to reaffirm and extend a democracy through a full enjoyment of social justice and continue unreservedly the historic struggle of the Argentine labour movement to ensure full enjoyment of human rights. In this connection we reaffirm once

again here that we shall persist in our call for a complete elucidation of the events that have taken place in the country, such as kidnapping, disappearances, eliminations and other aberrations, and that those responsible for this tragic period in our history should be published as an example.

Nevertheless we do see that the Government duly elected as a result of the restoration of democracy and which has been in power for the past eighteen months, has nevertheless attempted to prevent the Argentine labour movement from being legitimately represented. Only steady action by the trade union movement has succeeded in bringing about legislation which enables the Argentine workers to exercise democratically their right to elect their authentic representatives.

During the period in which the present Government has been in power, anti-union legislation, adopted by the dictatorship, has continued to remain in force. The occupational Associations Act, introduced by the military authorities, is still in force. The Act which robbed the trade unions of the right to run their welfare activities, which were their own property, has been maintained in force, and some of these activities are still run by the Government. All the social achievements obtained through laws and collective agreements and abolished by the dictatorship continue to remain without effect. The family allowance funds are still being run by the Government. Wages are not fixed by collective agreements but by unilateral measures taken by the Government and which maintain them below the inflation rate. The minimum living wage, determined in this arbitrary way, does not cover one quarter of the cost of living for a family. The closing down of workplaces is being accentuated resulting in increasing unemployment. The Executive has vetoed laws passed by the present National Congress which restored social achievements dating back to before the dictatorship, including the act respecting the stability of banking and insurance employees. The currency is constantly being devalued in addition to which there are constant rises in the cost of public services (gas, electricity, fuel, telephone, transport, etc.) and a repeated loss or purchasing power by the workers.

In view of this situation the General Confederation of Labour launched a plan of struggle, the first stage of which met with success on 23 May last, when there was a general strike and mobilisation demonstration in the historic Plaza de Mayo in Buenos Aires attended by a huge crowd of workers.

Only then did the Government admit the representative nature of the CGT and recognised that it should provide a delegation to this general assembly and, it was only after 18 months had elapsed since the restoration of democracy that it decided to return to us our trade union premises which had been the first building seized by the last military dictatorship. The headquarters of CGT and its affiliated organisations have been the primary objective of all military *coups d'etat* that have taken place in Argentina since 1955.

On 23 May we called for the reactivation of the production machinery so that the economy could provide goods for the people and not for the interests of the usurers and we reaffirmed our call for the support and consolidation of democracy.

The response of the Government has been to bow to the humiliating conditions imposed by the International Monetary Fund.



The Government has opted for international usury rather than the constructive proposals of the CGT.

In order to defend the rights of the workers in the interests of production we have thus embarked on the second stage of our mobilisation plan, since the latest economic measures adopted did not result from any form of consultation as had been promised, and do not provide for the reactivation for which we had asked or any improvement in the sectors which most need help.

We call for an end to this legal and economic aggression against the workers so that as soon as possible our labour force and entrepreneurial capacity can be put to work to recover the time lost.

We want to produce goods and resources using the most advanced technologies.

We want to ensure the growth and quality of life of our population.

We want to promote the capacity to feed, educate and provide housing and work for all Argentinians and all men in the world who have come to live under our flag.

To affirm these objectives of our people we want to return to a legislation based on social justice and based on the international labour Conventions that have been ratified.

We, the workers, do not recognise as legitimate the so-called debts which are the result of manoeuvres which in most cases were organised by speculative interests or by really criminal organisations linked with financial circles.

The imposition of adjustment targets and ceilings on the workers' wages renders completely invalid the entire system of rights established by the ILO and completely inoperative the provisions of collective labour agreements.

This is what is happening today in Argentina where wages are set below the level of inflation and where no means of appeal is possible by those who suffer, because the arguments of the General Confederation of Labour are not heeded.

It is the system, rather than the crisis, which is intrinsically wrong.

The struggle for the rights of the workers is now being transformed into a struggle for a just world order free from modern and complex forms of domination. It requires, therefore, a profound appeal to the universal conscience.

In view of these conditions it is impossible to believe that legal means of defence of the rights of the workers—which begin with freedom to organise in trade unions and the full operation of collective agreements—will be put into practice.

Nations which are relatively developed like ours, are seized in a pincer movement in which the economically strong States and international usurers condemn us to a regime of captivity improper for the advancement of human rights.

We therefore believe it is indispensable to organise within the ILO for the defence of the rights of peoples against the monetarist hegemony.

We appeal to the conscience and understanding of all leaders of opinion gathered here to find effective ways of overcoming the grip which these moneyed interests have over the sacred rights of peoples.

If we fail, a long and black night will fall on the dignity of the workers and on our civilisation. We the Argentinians believe in a humanist ideal; we are determined to fight as responsible men to save our

civilisation from perishing under a new reign of the Golden Calf. We do not conceive of democracy as the financial institutionalisation of the enslavement of peoples but as the proper means of ensuring respect for their rights and dignity.

We accordingly extend our greetings here to all those who are fighting for their dignity and for the inalienable right of peoples to self-determination.

Let us hope that next year, in this same forum, the representative of the Argentinian workers will be able to say: we are on the way towards achieving an altruistic and peaceful Argentina which will at the same time be decorous, dignified and unbiased, respectful of the rights and freedoms of others, but also enjoying respect for its own rights and freedoms on the part of all nations of the world.

If this is so, we shall have won.

*Interpretation from Portuguese:* Mr. MORGADO PINTO CARDOSO (*Employers' delegate, Portugal*)—First of all, I should like to offer the President my warmest congratulations on his election.

With respect to the Report of the Director-General, I must emphasise the excellent way in which he has dealt with some of the most important social and economic questions of our times.

Indeed structural changes, the consequences of the present recession, adjustment to change and the role of dialogue are all aspects which the Report covers in depth. The Report examines in detail economic and technological changes and their consequences at the level of the enterprise and as regards employment.

It is an undeniable fact that the present general recession, which has been continuing for several years now, has imposed great changes on the economic structure of countries; for example, it has resulted in the closing of many undertakings in certain sectors of activity, which are particularly sensitive to crises, brought a drastic reduction of jobs and led to the introduction of technological modifications designed to improve productivity and competitiveness.

Economic conditions have imposed great flexibility on the employment market and the level of unemployment is a subject of great concern.

In this respect I should like to quote an appropriate passage from the Director-General's Report: "Protection against unjustified dismissal is of course a basic ILO principle, originally promulgated in a 1963 Recommendation and made the subject of a Convention and new Recommendation in 1982. It is important to note, however, that these instruments specify clearly that the operational requirements of the enterprise constitute a valid reason for termination. Thus, while there is increasing pressure to relax certain statutory or agreed provisions affording employment and income security, there can be little doubt that these provisions, where conceived and applied in a reasonable manner—and in the spirit of our Convention and Recommendation on termination of employment—should not impinge upon the viability of enterprises even in times of economic difficulties."

I have highlighted this very realistic comment of the Director-General concerning the need for countries to have reasonable laws and the need for enterprises to be viable.

However, this is not the case under Portuguese law, which is extremely unrealistic and runs counter

to the most elementary requirements of our economy, a situation which is sometimes prejudicial to the workers themselves. Indeed, in Portugal we have a law which authorises individual dismissal only when the worker is guilty of sanctionable conduct which has to be proven in writing before a court of law; furthermore, the conduct must be of such a nature as to make it practically impossible for the worker to be maintained on the payroll. The operational needs of the undertaking do not constitute a valid reason for dismissal.

I believe that such an abnormal standard is probably unique in the entire world.

Furthermore, in order for dismissals to be considered legally unjustified, Portuguese law establishes very severe sanctions either as regards their effects on the efficiency of the operation and discipline of the undertaking, or because undertakings cannot support their economic consequences, especially, those undertakings which are already in a very difficult situation. Amongst these consequences is the obligation of the employer to reinstate a worker who has been dismissed if that worker so desired, without having regard to the interests of the undertaking.

Other provisions include the obligation to pay the worker wages between the date of his dismissal and that of the final verdict, without any attention being given to the excessive delay in processing such cases in the courts (sometimes 3 or 4 years), and over which the employer has no control. He should therefore not have to bear the responsibility. The amount of these wages may sometimes total millions of escudos, a burden which is impossible to bear in the very difficult situation being experienced by many undertakings.

Because of this drastic and unrealistic law, which contains many other negative aspects, it is not surprising that employers avoid recruiting new workers as far as possible, even when such an increase in the labour force is necessary, because the employer knows that later on it will be really impossible to dismiss such workers should the volume of production have to be reduced because of market forces.

However, the Portuguese law not only does not encourage the creation of new jobs but actually does not even preserve the existing volume of employment.

Employers who are thus compelled to keep workers who are no longer necessary are prevented from legally dismissing them and from exploiting commercial possibilities because they are not assured of the continuity of their enterprise. Thus their already precarious economic situation is only aggravated and in many cases this results in closing of the plant, with the ensuing unemployment. However, the negative effects of labour legislation of this kind do not end here because such legislation is also a serious and significant obstacle to investment, which is essential to economic development and, by extension, to the creation of further employment.

If there has for some time been a need for a radical change in the law respecting dismissals, with our adhesion to the EEC—an undoubtedly historic event which will influence many decisions—it becomes even more necessary, and will indeed be impossible to postpone any further.

The admission of Portugal to the EEC has finally given our country its rightful place in a community to which by its geography, history, and culture it natur-

ally belongs; it is, at the same time, an event whose scope and impact are very important and clear.

The effects are multiple and they extend to many diversified areas whose social and economic consequences have particular importance. Competition, free from obstacles of limitations, will dictate its own laws and will impose efforts to modernise and introduce new technological developments without which our enterprises will find it impossible to survive.

Competition now becomes vital. Productivity growth, which is essential to the reduction of costs, thus becomes the number one priority.

Portugal, which is facing a very serious economic situation in which many enterprises are experiencing severe problems which have been aggravated by the limitations imposed on their activities, Portugal, I say, must, within a very short time, travel a long road in order to reach the economic level of the other countries of the Community.

The Portuguese industrial sector comprises a large percentage of small enterprises which work with obsolete equipment and inadequate organisation. The utilisation of the factors of production does not always reflect the dictates of rational management. Often the result is an increase in costs. Frequently we face situations of underemployment and these situations cannot be attenuated or eliminated because of the rigidity of our present labour legislation.

All of these circumstances therefore mean that undertakings must work to achieve a radical transformation to meet the challenge of these new conditions.

In order for this restructuring to be feasible and to ensure that its positive effects are not lost or diluted, it is absolutely necessary to devise flexible instruments of management.

In this context and given these obvious needs, it is imperative to revise Portuguese labour legislation and adjust it to the many vicissitudes facing our undertakings, so that the latter may overcome the crisis by economic growth.

It is important for the employer to be able to resort to dismissals when such changes are dictated by the needs of this enterprise.

In conclusion, I should like to refer to another question which has also been dealt with quite rightly in the Report of the Director-General. This concerns the development of tripartism. In this connection I would like to point out that Portugal set up—one year ago—a Council for Social Dialogue which has competence in economic and social questions.

Although one of the two Portuguese labour unions has not so far accepted to participate in this Council, and although an agreement concerning many important questions has not yet been reached, it is still true that this body is the first global attempt at tripartism in Portugal.

At the present time, it is not possible to foresee what the results of the Council's activities will be but I must stress at least its potential importance and the very concrete opportunity which it offers the Government, trade unions and employers to agree on certain general principles in the social and economic spheres, which would already be a significant contribution to the development of the country.

Mr. RAMZAN (*Government delegate, Fiji*)—It is a great honour for me to address this 71st Session of



the International Labour Conference. Mr. President, may I join with the other distinguished delegates in congratulating you on your election to your high office. Your election bears witness to the commitment of your country and yourself to the promotion of the ideals and principles of the ILO. Under your wise guidance we look forward to a fruitful and successful Conference. I am happy to assure you of the co-operation and support of the Fiji delegation in completing the tasks which face all of us here at the Conference.

I must also take this opportunity to congratulate the Vice-Presidents. I am quite sure that they will ably support you during the course of the Conference. I congratulate them and trust that their task will not be too arduous.

The Report of the Director-General was received rather late in Fiji. A quick perusal, however, indicates that it raises a number of issues of particular concern to us. One of these is the importance of tripartism and industrial relations. This is a very important matter in the country from which I come. Since independence, we in Fiji have experienced considerable modernisation and consequent economic change. In recent years, changes in the international economy have slowed down this rate of desirable development. We have faced the challenge of new technologies imported from overseas. We have faced the challenge of new technologies imported from overseas. We have also sought to import some appropriate technologies to meet the needs of the majority of our citizens who remain rural dwellers engaged in primary activities. It must be emphasised that Fiji has few raw materials and yet must find jobs for a rapidly growing and predominantly youthful population. Fiji can only meet such problems by developing agro-based industries and marine resources. The opportunities for employment in manufacturing or public service are limited. The Government's role has consequently had to change with differing circumstances. This has been evident in its changing stance in industrial relations. What is possible in times of economic growth and rapid development can become impossible to sustain in hard times.

Fiji is a fairly remote, sea-locked island economy out in the Pacific. Its dependence on sugar as a staple export is well known. Drought and cyclones have struck grievous blows at our country in the recent past. Combined with depressed international market for sugar and other commodities, these factors have indeed limited the prospects for economic growth and development. Progress continues to be made but not at the speed experienced in the first decade of independence.

I return now to what the Director-General has developed as a major theme in his Report: industrial relations and tripartism. He properly reminds us that "There are many ways in which industrial relations take on a tripartite aura". In a period of difficult economic, technological and demographic change, I believe that it is very necessary to experiment with more rather than less tripartism. Fiji's Tripartite Forum, an outstanding success from 1976 until fairly recently, needs refurbishing to make it more appropriate in current conditions. The role of government and employers may need sharper definition. Worker representation may require expansion to include a broader constituency. In my opinion, the lack of such

a broader constituency may well be the cause of some of our current difficulties in tripartite policymaking. A large part of our labour force are not wage and salary earners. Many are subsistence farmers or producers of sugar, our main export commodity.

Trade unions have a very important part to play in any system of tripartism. That part, in my view, will inevitably expand with economic development. Such an expansion may, nevertheless, be delayed to the extent that working class solidarity is confined to wage and salary earners. Even in the current difficult economic circumstances, special consideration must be given to the needs of workers who are not wage and salary earners. This particular challenge needs to be thought out carefully in the context of present day Fiji. It explains the Government's current emphasis on more and more resources going into rural development. It is also a problem needing urgent consideration by worker organisations themselves.

This brings me to another point emphasised by the Director-General. We must not conclude that the institutions of industrial relations and tripartism are merely a means to an end—simply mechanisms for determining certain conditions. I heartily concur that, at their best, these institutions are reflections of democratic decision-making and democratic participation. They are indeed basic elements of a democratic society and are of intrinsic value, eminently worth preserving and promoting for their own sake. Our own experience with the various committees of the Tripartite Forum, with worker participation in the management of Air Terminal Services at Nadi International Airport, in the operation of the Fiji National Training Council and in the Fiji National Provident Fund, all point to the enhancement of democratic values.

It is the preservation of the basic elements of democratic society which concerns me with respect to sectoral to participation in tripartite activities. The experience in Fiji points to the pressing need for our type of economy to generate job opportunities. This is not simply a question of achieving economic growth or acquisition of material benefits. We require (and are seeking to develop) still more labour intensive technologies appropriate to our needs and resources. No matter how much the price of other commodities may improve, over the foreseeable future, most workers in Fiji will find employment in agro-based industries. Many traditional activities will survive and must be encouraged.

Here it is necessary to raise the question of international labour standards; to strive to improve terms and conditions of employment as part of the movement to greater social justice. Social justice for workers in developed economies may represent "unattainable riches" for their brothers and sisters in less developed countries. A small developing economy like Fiji must perforce be restricted in its attempts to raise labour standards. Its population and resources are too limited to generate much manufacturing activity. The surplus available to finance further employment is consequently limited. Fiji's isolation from world markets complicates the issue still further, especially in the face of increasing protectionism. It depends on fluctuating market prices for its staple crops such as sugar; export earnings are therefore quite unpredictable. In terms of policy-making, all these factors combine to make the improvement in the living standards and the

generation of employment a very difficult exercise. The Government is already the largest employer in the land. There is a clear limit as to its capacity to absorb those seeking employment in the public service; yet it still faces the problem of creating employment to absorb these people. The social obligation to preserve and create jobs is accepted by advanced employers internationally and the communities as a whole must recognise their social duties in this respect.

What I am describing might be termed "an unholy state of tension". Its existence is really the justification for my plea for a widening of the basis of participation in tripartism, for moving to sectoral participation. When an economy has a narrow resource base, priority must be given to creating jobs and feeding and housing the less fortunate members of society. This calls for establishing priorities, a task which is for the Government alone. Different pressure groups must assess their own needs and, in doing so, make allowance for the needs of others. An exercise of this nature is particularly important when a country cannot sell its staple products because of conditions existing elsewhere in the world outside its control.

The argument for widening worker participation in tripartism seems overwhelming. My reading of the Director-General's Report leads me to believe that this is what he has in mind when he speaks of "other interest groups: beyond tripartism". The ILO's Rural Workers' Organisations Convention, 1975 (No. 141), and Recommendation, 1975 (No. 149), are very germane to the issue. If wage and salary earners need organisation to be able to influence the terms and conditions of their working lives, do not those in largely rural employment need similar consideration? Participation in the development of basic rural improvements (for example, better housing, sanitation and cooking facilities) can well serve as an apprenticeship to participation in more advanced planning and development. Moving from familiar to more sophisticated group activities seems to be a very good way of exposing people to the advantages of freedom of association. It raises expectations and establishes improved and sustainable standards. It provides opportunities and hope for disadvantaged groups such as young school-leavers and women. All this is easily said and I concur with the Director-General that the organisation of rural workers remains a most difficult objective to achieve. That does not mean that the problem should be ignored even in these uncertain times.

An overwhelming argument for increased sectoral participation in tripartism lies in changed aspirations. Fifteen years ago, Fiji moved from a state of colonial dependency to one of sovereign nationhood. With democratic freedoms, the aspirations of individuals and groups have changed; so too have their responsibilities. Now the present generation must think to the future: to the process of nation building and to the country to be inherited by their children. Even in colonial days organised groups were permitted to bargain to improve their conditions. Since Independence these groups have in many cases developed far more sophisticated negotiating skills. Now, I suggest, they need to go a step further. Primary producers in Fiji are partially unorganised. Existing pressure groups must recognise this and make allowance when bargaining for the legitimate aspirations of rural

dwellers. This may involve some sacrifice, but without it there will be a denial of social justice as a privileged class develops within the working class.

What I am arguing for may already have emerged in our sugar industry. The various interest groups in that vital national enterprise have been working with the Fiji Sugar Corporation and the Government to restructure industrial relations in terms of sectoral participation. It is our earnest hope that their efforts will not be frustrated by future cyclones and a continuation of the depressed world price for sugar. If these pressure groups can establish their priorities, they will inevitably move to the broader type of tripartism which I have been discussing and this could lead to nation-wide developments.

The example of the sugar industry, a modern integrated industry, cannot unfortunately be repeated elsewhere in rural areas. Self-help in various forms in none the less developing in women's organisations and various youth training and employment activities. The emphasis in these fields is on the integration of organisations into grass-roots activities. At a slightly higher level, the Centre for Appropriate Technology is seeking to raise standards and promote improvement. Many of its projects require participation by rural dwellers. All these examples are efforts to achieve the full participation of citizens in economic and social development.

In conclusion, I must stress the importance which Fiji attaches to the ILO and its activities. My comments about international labour standards in a Pacific setting emphasise the need to work realistically to achieve these standards. Nothing could be worse than to adopt standards which defy ratification and implementation in local circumstances. What is needed is a realistic programme to move towards appropriate standards as fast as national development permits. This is not merely a question of the country's specific resources; it also involves education and training—areas in which the ILO is giving Fiji and similar economies valuable assistance.

Mr. VANDERVEKEN (*representative of the International Confederation of Free Trade Unions*)—Mr. President, I would in the first place like to congratulate you, on behalf of the International Confederation of Free Trade Unions, on your election to the presidency of this Conference.

Once again, we have to view the significance of this annual session of the International Labour Conference in the context of the most precarious situation affecting an ever-increasing number of workers in all parts of the world. The employment situation continues to show an extremely alarming trend and offers no better prospects for the future. With the persistence of high unemployment, governments are tempted to cut back on wages and social benefits in order to steal a competitive edge on other countries.

Several years of austerity imposed on the working population in the name of recovery have not brought the promised progress and solutions. Thus, in both industrial and developing countries, the crisis continues to be paid for in the first place by the workers, resulting in an accelerating spread and deepening of poverty.

The free trade unions demand that governments, especially in the large industrial countries, should agree on co-ordinated policies to revive world economic growth through a programme of measures

to tackle world poverty, unemployment, financial instability and trade growth still remains unanswered.

One of the factors that will play a crucial role in the process of international economic recovery is the question of interdependence. The Declaration of Philadelphia states that "Poverty anywhere constitutes a danger to prosperity everywhere". What happens in Europe directly affects workers in Africa, Asia, the Americas and vice versa. The ICFTU proceeds from the conviction of trade unions that mutual support and co-operation are essential, and the challenge of interdependence is a theme we have been hammering at for many years. We will continue with this message. World leaders also frequently refer to the high degree of interdependence which links the various components of the world economy, but they are not showing any initiative to act accordingly. Governments are waiting for the first among them to take a step forward before acting themselves—and that is a recipe for inertia. The perception of interdependence has only resulted in a negativism, which seeks to explain inaction rather than point the way forward to shared responsibilities and common policies. The disastrous effects of this "wait and hope" approach are most apparent in the developing world. The political will to start working together on pressing issues is urgently needed.

The present lack of a truly international response to the international crisis and the lack of social concern displayed by many governments and international organisations, particularly over the last four years, is politically dangerous. It weakens the foundations of democracy and thus the mechanisms for resolving social conflict to the benefit of all.

The painfully slow process of re-examination of current economic problems that is now under way will, I am convinced, eventually lead governments back to the realisation that full employment, low inflation, a stable foreign trade balance and steady growth in living standards can only be achieved simultaneously on the basis of a policy consensus arrived at through tripartite consultations and international co-operation.

The ILO therefore has a major role to play in finding ways forward out of these continuing crises. Over the next two years, the ILO has a major programme of meetings on the relationship between employment, trade, development and international finance. I would like to make special reference in this connection to the important initiative taken by the Director-General regarding the convening of a meeting between the ILO, the World Bank, the IMF and other major international institutions. We in the ICFTU will play our full part in trying to make those meetings a success, and I hope others will too.

I have referred to tripartite consultations as one of the basic pillars of a policy consensus for economic and social recovery. I would now like to come back in more detail to this question of tripartite co-operation which the Director-General has chosen as the main theme for his Report and I would like to take this opportunity to congratulate him and the Office for this excellent document.

When we speak about tripartism in this Conference, we are in fact dealing with two different types of tripartism: one is the tripartism we know in the ILO and the other is the tripartism practised in the respective countries. In the ILO, the functioning of the entire Organisation is built on the principle and

the mechanisms of tripartite consultation. Everything we have achieved in this Organisation is the result of the joint efforts between governments, employers and workers and their common desire to reach certain goals which emanate from the mandate and the vocation of the Organisation.

It would, of course, be vain to deny that the tripartite mechanism of the ILO could not be improved in certain areas; that it does not call for constant adjustment in line with changing needs and conditions. Nevertheless, in spite of existing insufficiencies there is no doubt that tripartism is a solidly established concept in the ILO, the driving force from which the Organisation derives its vitality and its unique place in the United Nations System.

However, tripartism should not just be preached in the ILO; it should above all be practised at home. I am therefore deeply concerned with the attitude of governments and employers in a growing number of countries. In the ILO, they seem to be convinced of the need for and the advantages of tripartite co-operation, but, once back home, they make every effort to curtail the strength and the proper functioning of trade unions. Through legislative action and methods of union-busting they are undermining the unions' legitimate status of equal partners as well as their possibilities to contribute to the best of their ability to the process of national development.

There can be no doubt that such attitudes on the part of governments and employers have in many cases blocked the way for the badly needed national consensus, for gathering nation-wide workers' support for economic and social reform, and that they have provoked a trend towards polarisation instead of co-operation. The new fashion is to accuse workers and trade unions of rigidity. I would say to this: present policies make workers rigid with fear. Fear of the consequences of failed policies over which they had no influence. Fear for the impact of uncontrolled structural change. Fear in the face of losing their job; fear of governments' and employers' open attacks on their basic wages and social benefits.

The Report of the Director-General shows that where tripartism is given a fair and genuine chance it has proved to play an indispensable role in the process of sound industrial relations and democratic decision-making. I therefore consider it of the greatest importance that the ILO should seize every single opportunity—through its technical co-operation as well as through its standard-setting activities—to promote the effective application of tripartism in all member States.

And this question leads me to another major problem facing the trade union movement in many countries. The precondition for the proper functioning of tripartism is the existence of independent trade union organisations. However, every year at this Conference, my organisation has to point at the problem of trade union rights which remains indeed a constant source of grave concern for all those who are fighting for democracy, justice and human rights in general. The reports of the Committee on Freedom of Association confirm the continuous escalation of oppression taking place under many totalitarian regimes against workers and trade unionists who are dismissed, intimidated, imprisoned, tortured and killed because they stand up for their rights and for their belief in human dignity. However, trade union rights are not completely safe in any part of the

world, north, south, east or west, as can be seen from the increasing number of complaints submitted to the ILO. In this connection, I would like to reiterate the ICFTU's full support for the ILO's work on freedom of association and we strongly reject the attempts made by certain governments to undermine the effectiveness of the ILO's machinery for dealing with the protection and the promotion of freedom of association which remains, in our view, the foundation, the very *raison d'être* of the ILO. The governments behind these attacks must realise that what they are doing is attacking the workers and their trade unions in this Organisation. When attacked, the workers and their trade unions will fight back. Also here, also to uphold the integrity of the ILO.

In concluding this statement, I would like to raise two issues to which my organisation is giving the closest attention. One is the question of equal opportunity for women and the other is apartheid.

Measures to promote equality of opportunity should be part and parcel of any policy or action programme designed to put an end to poverty and unemployment. However, women workers are still among the major victims of economic and social restraints which have even increased during the last few years of world recession.

This theme formed the basis for discussion at the ICFTU's World Women's Conference which took place in April this year. The Conference updated the ICFTU Charter for the Rights of Working Women and adopted a programme of action. I am very pleased that agenda of this year's ILO Conference includes a special item dealing with the question of equal opportunity and we will, of course, be happy to share with the relevant conference committee the results and conclusions of the ICFTU's Women's Conference.

In South Africa, the independent Black trade union movement has continued to grow as the strongest and most effective organised opposition force against apartheid. In spite of, or probably I should say because of, their growing impact and influence, Black trade unions continue to be the target of oppression. Escalating violence by the security forces has cost hundreds of lives during recent months, while thousands of workers and trade unionists were harassed, dismissed and arrested.

Earlier this year, the ICFTU devoted a special session of its Executive Board to the problems of Black workers in South Africa and adopted and adopted a programme of action under the title "Beating Apartheid". The programme calls for escalating sanctions against South Africa. It commits the ICFTU and its affiliated organisations to remain in the forefront of the international campaign in support of the Black workers and the independent trade unions in South Africa who represent one of the few options for the future if democracy and social justice are to be established in a peaceful manner in that country.

I fully realise that by focusing on some of the most serious and persistent problems we are facing in the world today, the statement I just presented to this Conference on behalf of the ICFTU is not exactly one with many optimistic notes. Let me therefore at least close on a positive note. For the third consecutive year, we are happy to welcome at this ILO Conference the return to democracy of several countries, especially in South America, which have left

behind them, hopefully for long and for good, a long, dark period of dictatorship and oppression.

This encouraging development is of paramount importance, not only for the people in the countries concerned but also for the cause of world peace. Because progress for peace starts at home. It must be based on respect for national sovereignty and for international obligations, on the elimination of poverty, the exercise of human freedom and collective security. It must be founded on the basic values that we in the free trade union movement cherish, namely: democracy and human and trade union rights. This means enjoying freedom of thought, freedom of expression, freedom of association and freedom of movement. Governments which are not prepared to secure and respect these basic freedoms for their own people are unlikely contributors to world peace. Because history and present-day experience show that the violation of fundamental human rights, that poverty, hunger and unemployment cause tensions, conflicts and war, within and between countries.

It is the role of the ICFTU to attack these very causes of conflict through its daily action for the defence and promotion of economic and social justice in the world. We are confident that we will continue to have the full support and co-operation of the ILO in the pursuit of these principles and objectives.

*(Mrs. Carr takes the chair.)*

Mr. DANKERLUI (*Minister of Labour, Suriname*)-Like previous speakers, allow me to extend congratulations to Mr. Ennaceur on behalf of my delegation, on his appointment to the Presidency of this 71st Session of the International Labour Conference. My delegation is convinced that his expert guidance in close co-operation with the other offices, will bring the deliberations to a successful conclusion.

This annual meeting offers us ample opportunity to reflect upon the many problems that unfortunately still beset today's world, to the detriment of developing countries. It is also a unique opportunity to discuss these and other problems, to seek the necessary solutions and assess them in order to ascertain whether the application of the labour standards ratified by the various countries have been put into effect according to the principles of this Organisation and have produced the desired effect.

In this context, it should be borne in mind that in his report the Director-General has given full attention to the problems and matters confronting the developing countries in particular, including economic changes, technological changes, the employment and unemployment issue, and the part to be played by the Government in these and related-developments. Nor has the Director-General ignored the relevant activities deployed by the ILO in 1984 and what, in view of its responsibility, this Organisation will have to do in the near future to turn current developments to the advantage of the countries concerned. The Director-General also pointed out what instruments should be used to achieve the necessary results.

When Suriname became a member of the ILO barely a year after its independence, it did so in an act of faith. In the period during which my country had

been an observer at the Conference, it realised the need for active participation in implementing the objectives of the ILO, as laid down in the ILO Constitution. My Government furthermore aims to promote the application of the international labour standards laid down in the international labour Conventions and Recommendations to the best of its ability.

With respect to the report of the Committee of Experts on the Application of Conventions and Recommendations, allow me to explain why my country did not submit the reports due in 1983 concerning ratified Conventions. During last year's session of the Conference, the representative of my Government expressed the hope that the Committee of Experts would take into consideration that we were not unwilling to provide replies, but were unable to do so owing to a number of practical problems. With the assistance of the regional adviser on labour standards, however, we have been able to solve these problems, as the report of the Committee of Experts clearly shows. And now this Committee is very content with the progress Suriname made in this respect.

A glance at the Report of the Finance Committee and the Budget for 1986-87 makes it quite clear that the ILO needs enormous resources in order to perform the tasks it has set itself. In this connection my Government has taken due note of the confirmation given in the Report of the Director-General concerning the depletion of funds available from the United Nations Development Programme and multilateral aid donor agencies. It is against this background that I emphasise how essential it is that this Conference, which is so important to all of us, will not become reserved for prosperous countries only. We must guard carefully against such a development. I am saying this because many of the least developed and developing countries are unable to meet their financial obligations, much as they would like to, as a consequence of their less favourable financial and foreign exchange position. Furthermore, these countries are often unable to raise the necessary funds to send delegations to this annual Conference. My country and other interested countries at this Conference are pleading that the ILO ascertain how the member States concerned are henceforth to be given the necessary financial support to enable them to participate in this Conference with at least a minimum delegation.

I share the view that solidarity and co-operation between developing countries in the field of employment and human resources is a necessary step to achieve better living conditions for the poorest segments of the societies of these countries, which sometimes even lack the necessary conditions to satisfy basic needs for survival.

I therefore wish to stress the need for increased co-operation among the developing countries through regional and inter-regional institutions or by the exchange of manpower through bilateral or multilateral agreements. And I also hope that the United Nations Development Programme, for instance, will be able to provide the necessary required to continue and initiate new activities in this field.

With respect to the *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa*, I wish to make the following statement: as regards recent

events in South Africa, my country has already taken a firm stand on other international platforms. The Government of Suriname once again expresses its abhorrence of the systematic oppression and murder of the Black majority by the regime of the White minority in South Africa. Twenty-five years after Sharpeville, the South African Government has proved that it still persists in its policy of racism and oppression, in spite of the numerous resolutions adopted by the United Nations and the Non-aligned Movement, to convince Pretoria to abandon its policy of apartheid.

The Government of the Republic of Suriname will consistently and firmly reject this racist regime and will urge friendly nations to put into effect the sanctions proposed by international organisations such as the United Nations and the Non-aligned Movement.

My Government is also deeply concerned about South Africa's manipulations in Namibia, a country that is illegally occupied by Pretoria against the will of the people of Namibia and against the wishes of the international community. Therefore, it is our heartfelt wish that through efforts of the United Nations, the ILO and the world community, the people of Namibia will be able to exercise their right to self-determination, free from outside interference, free from oppression by South Africa and under the leadership of SWAPO, the nationalist liberation movement of Namibia, the sole and legitimate representative of the Namibian people.

My Government once again denounces the establishment of any linkage or parallelism between Namibian independence and extraneous and irrelevant issues.

The decisive factor that will determine the further development of my country is that the people of Suriname will inevitably have to bear their own responsibility. Despite the present, extremely difficult, financial and economic problems which the country faces, Suriname has made substantial progress in conceiving and implementing an economic and social system based on the interest and participation of the majority of our people. In doing so, we adhere to the genuine principles of democracy. We believe that consultation, participation, and control by broad sections of our people offer the best guarantees to reach the goal of nation building in a multi-ethnic and multi-racial society, which is at present still in the midst of a fight against the aftermath of decolonisation. In general, the problems of the Third World countries are all of a cultural-historical nature, which gives us a common background. In Suriname we are at present endeavouring to make use of our natural and human resources, particularly in view of our battle against the enormous unemployment rate among our own nationals. At the same time we shall continue to aspire for a just, adequate and lasting development of our economy that can be managed by us; primarily for the betterment of the Surinamese people, who are the legitimate owners of the natural resources, so as to prevent exploitation and domination by powers who were guilty of such forms of oppression in the past.

With regard to the principles of democracy, which I have already mentioned, we must note the establishment of our National Assembly early this year. This is something unique in our history. The tripartite Labour Advisory Board was also set up with an

advisory function on social issues in the widest sense. To be able to talk about democracy and truly experience it, certain conditions must first be met.

One of these fundamental conditions is the participation of all groups and organisations concerned in the political policy-making process.

The principles and ideals of the ILO as laid down in the Constitution cannot be realised if the principle of self-determination is not given effect according to the United Nations Resolution on the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples. My Government will always give whole-hearted support to this principle, in view of the fight of the working classes of the so-called Third World against oppressive systems such as apartheid, racism and neo-colonialism. As long as the fight has not been won and we are unable to guarantee that each individual is assured of an existence worthy of human beings we shall not achieve that remote goal of lasting world peace, as laid down in the ILO Constitution.

*Interpretation from Thai:* Mr. THAWATCHAINAN (*Workers' delegate, Thailand*)—First, let me add to the congratulations already extended to Mr. Ennaceur on his election to the presidency of this Conference. We are confident that his presidency will contribute to the success of this Conference.

In terms of international labour standards, Thailand is a founding member of the International Labour Organisation and has always maintained close and uninterrupted relations with the ILO. Regrettably, from the point of view of the Thai workers, these close relations have not led our Government to ratify many of the key International Labour Conventions. Our Government's professed support for the principles of the ILO would be far more useful to the Thai workers if more of the Conventions were to be ratified by Thailand.

It is particularly disappointing to Thai workers that their Government has yet to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention 1949 (No. 98), and the Labour Relations Convention, 1978 (No. 151).

Freedom of association, the right to organise and the right to bargain collectively are fundamental rights for working people. Conventions Nos. 87, 98 and 151 are eloquent statements of these rights. On behalf of Thai workers I state unequivocally that we believe that the position of the working people in our country would be improved if our Government were to ratify Conventions Nos. 87, 98 and 151.

Much has been said about the need for international Labour Conventions to reflect the particular needs of countries, and especially those of poorer countries. Poverty must not be an excuse for restricting the rights of working people. Workers in poor countries have just as much, if not greater, need for the protection afforded by the ILO and its Conventions.

On behalf of the Thai workers I welcome the attention which is to be devoted this year to problems relating to occupational health and safety. In Thailand the problem of unsafe workplaces is growing more serious rather than less serious. Figures released by Thailand's Compensation Fund Office

show that the number of industrial injuries increased from 16,537 in 1977 to 34,252 in 1983. In the mining sector the number of deaths increased from 15 workers per 100,000 to 28 deaths per 100,000.

When we hear statements about the need for greater productivity and greater co-operation we are moved to ask: "What will one do to stop the rising level of industrial accidents and deaths?" Our governments might start by ratifying the important ILO Conventions governing occupational health and safety. Surely it does not need to be stated: workers in poorer countries have as much right to a safe working environment as those in the industrialised countries.

We must not think that occupational safety concerns workers in industry only. Thailand is still predominantly agricultural. Yet the modernisation of agriculture is also raising important occupational health questions. A recent report in Thailand showed that the number of reported cases of insecticide poisoning had increased by 50 per cent during the period 1980-1984.

Like many other countries, Thailand is now undergoing a process of rapid modernisation. This process has been helped by the programmes of the ILO and I express the appreciation of the Thai workers for this assistance.

There are many forms of development. Workers judge development by the way in which their living and working conditions improve. Surely, development does not imply increased insecticide poisoning among rural workers. Surely, development does not imply increasing rates of fatal industrial accidents among workers in the mining sector. Development is not judged by the increasing comfort of the minority; development is judged by the increasing dignity of the vast majority of society in the workers.

In debates on development policy it is often possible to lose sight of this true test of development, namely the increasing dignity of those whose daily work creates the wealth of their country. Perhaps one of the most important contributions of the ILO has been its consistent promotion of practical measures to improve conditions for ordinary working people. The workers of Thailand are grateful to the ILO and to its members for the standards which they have adopted. It is our earnest wish that the government of Thailand should ratify far more of these Conventions.

Lastly, I would like to take this opportunity to state that there are certain international organisations which are running their activities in Thailand and, let me say, in a negative way regrettably, they are financially supporting labour organisations and labour leaders who have never done anything for our workers.

Again, I congratulate the President on his election and, through him, assure the delegates participating in this Conference of the continuing support of the Thai workers for the efforts of the ILO.

Mr. GANGULI (*representative of the World Federation of Trade Unions*)—I would like, on behalf of the World Federation of Trade Unions, to congratulate the President on his election to preside over this International Labour Conference and to express the hope that under his guidance the deliberations of this session will come to a successful conclusion.



Our Federation appreciates the fact that the problem of industrial relations and tripartism is tabled as the principal point for the consideration of this Conference. Such a review is, indeed, quite appropriate since it can cover some of the basic issues which have a bearing on the very existence of the ILO and its aims and objectives.

The Report of the Director-General on this issues is interesting but, to our mind, has not done much justice to the points of view of the workers and trade unions—the most important element in “tripartism”, at least as far as the ILO is concerned since the ILO is basically a “labour” organisation and this Conference is the International Labour Conference.

We are forced to make this observation, in the first instance, because the Report, while analysing the situation, tends to see things more from the angle of employers and governments and has presented the governments’ and employers’ case as best it could. The ILO, as an organisation committed to improving the conditions of labour from the point of view of social justice, should not remain a passive body and merely describe the situation and plead for some sort of a “dialogue” in the tripartite spirit.

As the various instances quoted in the Report of the Director-General make clear, the policies of governments and employers, especially in the home States of the transnational corporations, have a pronounced anti-labour and anti-trade union character. As the Report admits, the very existence and methods of trade unions are called into question. As the Report states, in the United States, for example, since the mid-1960s, there has been a marked increase in the number of enterprises that have adopted active policies to avoid or resist the establishment of trade unions and collective bargaining.

We regret to note that the Report fails to point out that these policies of government and employers constitute violations of the basic principles enshrined in the ILO Conventions.

We have always criticised the ILO, and continue to do so, for serving, in effect, particularly the interests of only one socio-political system, that of capitalism, in an evident attempt to impose its social institutions and methods of political governing on society, on other States. We continue to think that the ILO will remain incapable of meeting the vital problems of the labour world as long as it continues to preserve its outdated structure, which is in flagrant contradiction with reality. How come, for instance, that employers and workers are put on an equal level in the ILO when in reality there is no real equality between these ILO constituents? How many people do the employers’ organisations represent in comparison to the millions of members represented by trade union organisations? The practice of the ILO clearly demonstrates that governments of capitalist countries unite themselves with the employers to impose their common will upon the workers, thus ignoring the views of millions of workers and their trade union organisations and letting the ILO speak only on behalf of the workers’ opponents.

We believe that the ILO and this Conference can justify themselves only if they do something positive to ensure that economic policies have a social content and that basic principles of social justice are universally upheld. We think it is in this respect that the Report is weak and refuses to confront the real issues.

The urgent problems of economic and social development and the role of trade unions rightly deserve priority attention in the present world.

The urgency of these problems is universally felt. The situation is going from bad to worse. The extremely serious situation in the African and other developing countries facing even food shortages and famine and the ever-increasing accumulation of social problems have now caused worldwide concern. We are happy to find that a draft resolution on these most urgent problems of Africa, submitted by some of the affiliates of the World Federation of Trade Unions and merged with similar resolutions, received the top priority in the Resolutions Committee. We hope that the plenary session of this Conference will finally adopt the resolution mandating the ILO and its member organisations to undertake appropriate and effective follow-up action without further delay.

The questions related to the problems of developing countries have been at the centre of discussion in practically every international forum in recent years. Voluminous reports and studies have been elaborated and adopted by the United Nations and almost all its specialised agencies.

However, although there was a lot of fanfare about plans for a so-called North-South dialogue, there has been little progress in all these years.

The reasons are clear. The expected political will was not there, that is to say that the hopes of the good will of the finance capital of the leading capitalists countries did not materialise. These hopes were indeed unrealistic. After all, nothing else could be expected from the former colonial Powers and from imperialist ruling circles whose policies are at the root of the present backwardness and poverty in the developing countries.

A growing number of developing countries have begun openly to protest against the existing international economic order. These protests find their expression mainly in the growing opposition to the conditions imposed by the World Bank and the International Monetary Fund as well as by the transnational banks, especially in the wake of the worsening debt crisis.

In this situation, we do not see any other precondition for dealing successfully with the challenges we have to face than that of shifting the governments’ political priorities from hunting for ever higher financial resources to spend on armaments to rebuilding a broad economic basis for sustained growth and full employment.

That is why, as the ILO very well knows, the WFTU and all other international and regional organisations of trade unions have demanded that jobs should have preference and that economic recovery should be secured by reducing arms budgets and ending the wasteful public expenditure on armaments which, as everyone in this hall knows, costs the world economy \$1.5 million every minute.

We stress again that only in conditions of stable peace, detente and disarmament, is it possible for the ILO to implement the goals enshrined in its Constitution and the Declaration of Philadelphia, namely the improvement of the working and living conditions of the workers, the eradication of unemployment and the solution of employment problems.

But the efforts, of the ILO to implement these noble goals are more than modest. We urge the ILO again to do more than it is doing now in the face of

the growing danger of war and the madness of spending on armaments.

We repeat again our proposal that the Report of the Director-General to the International Labour Conference in 1986 should deal with the contribution of the ILO to the International Year of Peace.

Let me draw the attention of this Conference to the fact that the ILO's proposed study to carry out research on the conversion of arms industries into civilian use has not proceeded substantially. It is imperative that the ILO take up this task more seriously as an essential part of its employment programme.

All peace- and freedom-loving people, including trade union movements of different affiliation and orientation in countries all over the world, are expressing their extreme concern over the current dangerous course of events which has resulted in bitter confrontation, mistrust and tension in the world. Millions of working people and their organisations are joining mass demonstrations against the militarisation of outer space and for a halt to the nuclear arms race on earth.

It may be pertinent to draw the attention of this Conference to the fact that the last session of the WFTU Bureau adopted a memorandum on this crucial issue and called upon the Governments of the United States and the Soviet Union to work for the achievement of a mutually acceptable agreement on a whole range of issues concerning nuclear and space armaments, with the aim of eliminating nuclear weapons. The Executive Bureau decided that a high-level delegation of the WFTU should meet the Soviet and United States delegations on arms negotiations in Geneva and present a memorandum on behalf of the World Federation of Trade Unions on arms control and disarmament. The WFTU delegation was received by the head of the USSR delegation, Ambassador Karpov, and had an exchange of opinion on the question of peace and disarmament. It is a matter of regret that the chief of the United States delegation, Ambassador Campellman, refused to receive the delegation and the memorandum.

With reference to Part II of the Director-General's Report, while we appreciate the progress achieved in certain ILO activities such as workers' education, we feel on the whole that the ILO has failed to enhance the effectiveness of its work, to concentrate on major social problems of vital importance to workers all over the world, or to establish truly equal and non-discriminatory co-operation among all States and parties in social and labour fields.

Our Federation is happy to note that the question of equal opportunities and treatment for men and women in employment has been included on the agenda of this year's Conference. We hope that the Conference will approve the conclusions of the relevant committee and that appropriate follow-up action will be taken by the ILO.

Every year, many delegates speak from this rostrum about the uncontrollable growth of unemployment in the capitalist and developing countries and its tragic effects on the workers and their families. The positive measures to which reference is made in Conventions and which are included in the World Employment Programme have still not yet been implemented. Therefore, we express our disappointment that there has been no serious follow-up to the World Employment Conference held in 1976;

despite some activities of the ILO in this field, we think that the ILO is not making enough efforts to pin-point the real causes of unemployment and, in particular, is not giving due importance to the experience of the countries that have assured full employment, as was also rightly underlined in the Declaration of socialist countries on the present situation within the ILO.

Finally, I would like to stress, as far as the situation in the Middle East is concerned, that Israel continues to commit one crime after another in Palestine and the other occupied Arab territories, but the ILO presents only very cautious reports trying to say that both employment and trade union rights in these territories are acceptable.

Similarly, we regret that the ILO has been unable to contribute towards bringing about freedom and social justice and an end to apartheid and racial discrimination, unable in particular to halt the continuing bloodshed in South Africa where trade unionists are ruthlessly murdered whenever they try to protect the Black workers in their struggle for better living and working conditions, trade union rights and social justice.

We are absolutely convinced that the ILO must stop straying further and further from the path leading to the achievement of its main noble and constitutional objective – that is, the improvement of workers' living and working conditions and the promotion of international co-operation in the social and labour fields – if it does not want to isolate itself completely from the broad masses of workers whose interests it is committed to defend.

*Interpretation from Portuguese:* Mr. VAZ d'ALMEIDA (*Government delegate, Sao Tome and Principe*)—In addressing this 71st Session of the Conference of the International Labour Organisation, my first words are to express my great satisfaction at the very significant event constituted by the election of Mr. Ennaceur to the presidency of this august assembly. We firmly supported his candidacy and, at the present time, can only be happy, as well as feeling profoundly honoured, at seeing him assume with wisdom and equity the difficult task with which we have entrusted him. We are aware of and fully convinced of his personal talents, coupled with his proven experience, which will enable him to conduct this Conference in an outstanding way and lead it to a most successful conclusion. My words are borne out very convincingly by the relatively recent success of the sixth African Regional Conference held in September 1983 in the beautiful capital of his country, a success in which, as was to be expected, he played a decisive part.

His election is nothing less than a just tribute, both to his country and to himself.

With your permission, I should like, in the second place, to extend the very cordial greetings of my country and its people, as well as the delegation accompanying me, to the distinguished heads and other members of delegations present at this Conference, as well as expressing our conviction that, with goodwill and joint effort on the part of all of us, we are sure to make our Organisation increasingly able to make the great contribution expected of it, with a view to finding solutions to the grave and complex problems facing mankind today.



I should like, next, to extend greeting and congratulations also to Mr. Francis Blanchard, in his capacity as Director-General of the ILO, for the brilliant and comprehensive Report he has put before this 71st Session of the Conference. As usual, this Report is remarkable for its clarity and the wealth of detail it contains, setting out eloquently proposals for an analysis which needs to be thorough if it is to form a basis for the important decisions taken by consensus in this hall.

In view of the topicality and relevance of the main matters dealt with in the Report, we cannot refrain from making a few comments about them, but they will be brief.

We have been particularly struck by the comprehensive review, contained in part I of the Report, of the steady and increasing deterioration in industrial relations and working conditions as a result of the far reaching economic, social and technological, organisational and structural changes that are taking place in most countries. We can see what is happening in this respect in general and are feeling the adverse effects of these changes within our own country, an underdeveloped country which is among the least advanced countries of this planet. We also concur with the emphasis laid on the role that can be played in this respect by concerted action by the three forces involved, namely the State, the workers and the employers, even though it is our duty to stress that, apart from the many difficulties affecting its implementation, tripartism in the special context of our underdeveloped countries is very far from constituting in these countries the main basis for a solution of the critical situation existing in respect of industrial relations and working conditions.

In view of the desolation and general privation which characterises the underdeveloped countries, and particularly the least developed countries, we have reason to believe that here, too, a solution can be found only on the basis of far-reaching and wide-ranging changes which will have to take place on the domestic scene as well as in international economic relations.

We, therefore, share the Director-General's concern at the disquieting downward trend in the resources available for technical co-operation. It is well-known to all that the underdeveloped countries particularly need to receive, on a day-to-day basis, the help and collaboration of ILO technical assistance. However, we are now told that resources are in short supply and that this situation is increasingly affecting the limits and achievements of the programmes and projects conceived of and advocated by the Organisation for the benefit of member States.

We therefore have to ask ourselves what can be done when what we need is financial assistance for our actions and we have neither the resources nor the means of obtaining them. Our good intentions and our determined efforts at the national level are therefore simply doomed to failure, despite the involvement and concerted action of the three social partners in development. It comes to the same thing to say that, apart from concerted efforts and everything we can do at the national level to overcome this situation, we are still lacking something even more significant: the financial resources to support our attempts.

There is something of even greater concern and urgency to us. I am referring to the problem of the

preparation of international labour standards and their supervision.

We have always stated our position as concerns this problem and, have consistently declared ourselves in favour of setting up a special working party sufficiently representative of all our regions and countries and therefore capable of carrying out an evaluation of the existing standards with a view to bringing them up to date as well as devising more effective machinery for the preparation and framing of future standards.

We have noted with some satisfaction the recent decision of the Governing Body to set up such a working party. Nevertheless, our cause for concern still remains even though this highly apposite decision has been taken. Our position in this respect is as follows.

First of all, the working party must ensure full representation of all parties and genuine possibilities for an effective contribution on the part of all member countries, irrespective of their stage of social and economic development or their political regime.

Second, the working party must work and tackle on a world-wide basis the problem of the standard-setting activities of our Organisation, thus avoiding the disadvantages and possible risks of a piecemeal and differentiated approach to the various aspects of this most complex problem.

Third, this group must be subordinate to the Conference, which is the supreme body of the Organisation, and must report back regularly to the Conference in order to receive from it the necessary guidance and recommendations in this respect.

In this way and only in this way, in our opinion, can we be sure of achieving the desired consensus on international labour standards and their supervision by the ILO.

I do not wish to conclude without expressing before this assembly the satisfaction with which the Government of my country welcomes all the efforts made by the ILO last year in respect of the International Programme for the Improvement of Working Conditions and Environment (PIACT) and the World Employment Programme. We also appreciate the activities of the Organisation in this International Youth Year and in the preparations to Review and Appraise the Achievements of the United Nations World Conference Decade for Women. The Democratic Republic of Sao Tome and Principe has not been left out of all this activity and has been covered by certain specific projects.

Lastly, may I repeat once again from this rostrum that the country I represent, the Democratic Republic of San Tome and Principe, has fought and will always fight for the ideals of peace and social progress for all the peoples of the world. This is why we express our deep concern at the tense situation prevailing in many parts of the world, such as southern Africa where the front-line countries, and in particular the People's Republic of Angola and the People's Republic of Mozambique, continue to be victims of the same old threats and direct attacks. All of this demonstrates the inescapable need for concrete and really effective action to put an end once and for all to the persistent impunity of the apartheid regime and other forces hostile to peace and progress for peoples.

Confident as I am that in this Organisation too, every day, the times in which we live will cause

increasing attention to be given to the voice of our underdeveloped and suffering peoples, I conclude by wishing once again every success to this 71st Session of the conference.

*Interpretation from Spanish:* Mr. PACHO QUISPE (*Workers' delegate, Peru*)—I should like first of all to congratulate Mr. Ennaceur on his election to the presidency of the 71st Session of the International Labour Conference. I am sure that, thanks to his impartiality and efficient guidance, this great event will be crowned with success.

The subjects dealt with by the Director-General in his Report are of the utmost importance to my country and certainly to Latin America in general. Because of their great topicality, they deserve to be analysed in some depth.

With regard to tripartism, if we look at it from a very general standpoint it can be positive and necessary, but if we look into it a little more closely we will come up against certain barriers and obstacles of a very serious nature. For instance, in Peru tripartism has been a failure for the last four years, but the fault is not with the workers but with the Government because it has attempted to tackle only certain problems without taking an overall view, and of course the International Monetary Fund has a great deal to do with this.

While it is true that the Minister of Labour at that time gathered together the employers and the workers and stated the Government's good intentions on certain matters, such as wage and employment policy in connection with the prospects for economic recovery, his references to this latter point were in fact in contradiction with the fact that the results of the economic policy being implemented by the Government was at the same time producing catastrophic consequences for the workers, including galloping inflation, a hefty devaluation of the currency, a reduction of purchasing power of wages, recession and resultant generalised unrest, obliging the Peruvian trade union movement to call national strikes.

In reality the economic policy being applied in Peru was of a neo-liberal monetary fund nature and its repercussions were therefore very harsh for national undertakings, obliging many workplaces to close down because their products could not compete price-wise with the products of the transnationals, which flooded the national market. Other undertakings went bankrupt and the situation was worsened by the low prices imposed upon us for the raw materials, such as minerals we export to the international market, causing serious harm to the economy of our country. These facts show just how dependent underdeveloped countries are on the will of the multinationals. How can social consultation take place if at the same time unemployment, poverty and hunger are increasing?

Consequently, tripartism in Peru was condemned to failure from the outset because the words and intentions could not be borne out by facts. No solution was offered for the problems of the Peruvian workers which became more and more distressing while, on the contrary, the transnationals were benefiting and obtaining fabulous profits through the sacrifices of our people. This was a logical consequence of the faithful subservience of our Government to the dictates of the International Monetary Fund regarding the country's economic policy. So, in

speaking of tripartism in the countries of Latin America one has to take into account all the problems, bearing in mind the fact that they are constantly subjected to blackmail by the International Monetary Fund in connection with the foreign debt.

Although the Director-General's Report says that many Third World countries have been hampered in their development because of the repercussions of their foreign debt, unfortunately he does not tell us who is to blame. Accordingly, a question needs to be asked: Will it be possible for tripartism to achieve its objectives in underdeveloped countries like ours while the International Monetary Fund continues to oblige governments to apply its recipes? I think the answer is quite clear.

We nevertheless feel that recognition should be given to the fact that the socialist countries have succeeded in overcoming their difficulties with respect to unemployment; the rights and working conditions of the workers are given priority, and the example I am thinking of is Cuba, the first free territory of Latin America which has succeeded in eradicating this grave disease of unemployment and has practically resolved the problems of housing, health and education. This should have been brought out more clearly in the Director-General's Report.

As the delegate of the Peruvian workers I must denounce before this 71st Session of the International Labour Conference the fact that in my country various rights of the workers are violated, purchasing power has gone back to what it was 20 years ago and the scourge of unemployment is accelerating: of the 6 million economically active population only 2 million have a proper job, 4 million are underemployed and 1.3 million are totally unemployed.

In the same way, despite the fact that this year has been proclaimed International Youth Year, in practice this is a mere slogan because the future for young people is really gloomy. The cruel consequences of the economic crisis have resulted in thousands of children being obliged to leave school because they do not have means of subsistence and are forced into delinquency.

But the most serious of all are the abuses perpetrated in various regions of Peru, such as Ayacucho, Huancavelica and Cerro de Pasco, which have been declared emergency zones by the Government and placed under the political control of the armed forces who do not allow the free exercise of trade union rights, forcibly enter the premises of the workers, imprison trade unionists without trial or conviction and a number of workers have even been murdered by the forces of repression.

I can cite a few cases: four miners were murdered in the Sayapullo mines in the north of Peru; three workers were arrested by the police and were found dead at the police station; a number of peasant leaders were tortured and then murdered; a large number of people have disappeared and the Peruvian Government must answer for them.

I therefore call on the appropriate bodies of the ILO to send a commission to Peru to check up on the following facts: (1) Is it true or not that in various departments of Peru trade unions are not allowed to function? (2) Is it true or not that the murders of workers and trade union leaders perpetrated by the police have gone unpunished? (3) Is it true or not that dozens of trade unionists are still in prison without trial, conviction or evidence of any offence?

Once these denunciations have been verified by the ILO the Peruvian Government will be obliged to give an account of these facts.

As you will appreciate, the situation in our country is extremely critical. We are threatened with a social upheaval which will get even worse because we cannot pay a foreign debt of around \$14,000 million, a situation which allows the imperialists to continue imposing on us, their conditions, pulling all the strings they can in the economic, political and social fields with a view to controlling governments. Thus the CIA freely continues to foster intrigues and conspiracies in addition to engaging in espionage, setting patriots against patriots and, when it suits them, making Latin Americans fight against Latin Americans, inflaming our peoples. Accordingly, the workers of Peru appeal to all the peoples of Latin America and other countries in the Third World not to play their game. Our reply must be to unite in a single effort so as not to allow the International Monetary Fund to continue blackmailing our peoples over the problem of the foreign debt.

As a consequence, in the present circumstances, we cannot accept the humanitarian invocations of the International Monetary Fund, because the transnationals are not moved by human suffering—they are only interested in accumulating money at the cost of the sacrifice of our peoples. We therefore welcome the convening of the next Conference of the Workers of Latin America and the Caribbean precisely to discuss the problem of the foreign debt, which is to be held in Havana (Cuba) on 15, 16 and 17 July of this year and which will constitute a positive step forward enabling us to find realistic solutions together.

I should not like to conclude without paying my tribute to the 40th anniversary of the overthrow of fascism. We, the workers, lower our battle flags in homage to those who gave their lives to save mankind from the Nazi Fascist hordes. This bitter experience compels all of us to fight for world peace.

We should like once again to express our condemnation and repudiation for the racial discrimination existing in South Africa.

And, as Latin Americans, since we are all fighting for the same cause, we would like to express our solidarity with our brother workers and people of Nicaragua, who today have to face an economic blockade and an undeclared war.

Lastly, we reiterate our solidarity with the workers and revolutionaries of Salvador, Guatemala, Chile, Paraguay and other countries whose governments unfortunately do not respect trade union rights. But I can assure you that the battle being waged by these brother workers will inevitable lead to triumph because they are not, and will never be alone.

*Interpretation from French: Mr. DIOP (Workers' delegate, Senegal)*—I would like to join preceding speakers in extending Mr. Ennaceur my congratulations on his election to the Presidency of the 71st Session of the International Labour Conference.

I am convinced that thanks to his abilities and experience in international affairs he will successfully conduct the debates at our Conference.

The theme of the Report of the Director-General is a source of constant concern to workers in their daily struggles in the face of the crisis that is affecting more than one country's economy and is threatening social dialogue and tripartism in industrial relations.

The international crisis and the attendant economic disorders are assuming the proportions of an unprecedented social disaster. The African continent is at present confronted with major problems which the working masses and their governments, through united and common efforts, believed had already been mastered.

Practically all African countries now depend on the import of basic foodstuffs after having been self-sufficient in food production and even food exporters for a long period.

Entire regions of Africa are afflicted by famine, malnutrition, endemic diseases, desertification and drought, in short all the problems affecting poor countries which only serve to accentuate their food dependence underdevelopment.

Our States are in a situation of hopeless indebtedness towards the industrialised countries and international financial institutions. Furthermore, international policy imposed up on the Third World is placing new restraints on our people and the working class, is encroaching upon our production potential and at the same time is dangerously reducing the purchasing power of the toiling masses. This international policy is eroding all efforts aimed at development and economic independence.

The reasons which led the ILO to adopt the principle of tripartism have found ample justification in the present national and international crisis affecting the world economy.

If there are any grounds for hope today, it is indeed because man and society have an alternative, one that justified our existence and intelligence, our conscience, which dictates putting an end to egoism and engaging dialogue and collaboration in the world of labour.

In my country, Senegal, it must be recognised that tripartism has now become the general rule. It is through tripartism that the National Confederation of Senegalese Workers (CNTS), acting under the banner of a resurgence of trade unionism, has carried off important victories for the working class.

Tripartism must develop and move beyond the national framework to become a living reality at the subregional and regional levels.

It is necessary in relations among governments and between governmental and international financial institutions to make provision for the workers and employers as social partners.

The working class in the developing countries is today protesting against the restrictive measures of the IMF and the World Bank since at the time loans are negotiated account is rarely taken of their unfavourable social repercussions, of which workers are always the victims.

The establishment of tripartism at the regional level in Africa presupposes a continental trade union organisation with a strong structure and with leaders equal to the responsibility placed upon them.

An important problem faces trade union leaders in the various national trade union confederations in the OATUU. A strong majority at the Fourth Congress in Lagos decided to suspend the Executive Council and to place the secretariat under the control of an acting committee until the meeting of an Extraordinary Congress, to be held in Accra in January 1986.

The African working class now calls for new trade union leadership capable of meeting its demands.

The OATUU must stop dragging its feet and must show determination and initiative order to play its role fully. The various difficulties facing African workers should induce even the most reticent to understand that the decision of the Fourth Congress to supervise secretariat affairs was not a question of personalities, but rather a vital necessity for the survival of the OATUU.

I would like to pay tribute here to the Ministers of Labour of Africa who at the Eighth Session of their Conference, held in Addis Ababa, had the wisdom to allow trade union leaders to solve their own problems. I would express the hope that the ILO abide by the decisions taken at the Fourth Congress, by respecting the hierarchy established at Lagos, through which the Secretary-General of the OATUU was placed under the supervision of the chairman of the acting committee.

Coming back to the Report of the Director-General, the theme of which is of interest in many respects to us as workers' representatives, particularly as it raises the question of social dialogue, it would be useful to analyse the repercussions of structural changes so far as the future of tripartism is concerned.

In the developing countries, especially in Africa, where the economy is so sorely affected by the crisis, although it is true that in the prevailing difficult economic and financial situation the trade unions must be realistic in their demands, this appeal to common sense should not be utilised as a pretext for perpetually denying the workers' fundamental rights, particularly as regards deciding on their own future and working conditions.

This being so, it is unfair to require workers to make even further sacrifices, in addition to their already precarious economic situation which has been aggravated by underdevelopment.

However, as is stressed in the Report of the Director-General, the structural changes in the economic relations of the developing countries have disturbed industrial relations, and this calls for a new approach towards dialogue. It is in fact in such times of crisis that dialogue is the only possible alternative for achieving social peace.

Today, tripartism is suffering from structural change, especially in cases where the State itself is an employer. How is a balance to be maintained when the employer becomes his own judge? It is at this point that if there is no determination to seek sincere partners for dialogue, negotiations may well become paralysed.

It is here that the institution of tripartism may attain its limits if there is a lack of will to regard dialogue in labour relations as a fundamental element of social peace.

In periods of crisis, all parties must be involved: workers, employers and governments are compelled to negotiate in order to meet existing challenges and to survive.

The PRESIDENT (Mrs. CARR)—I now have two requests for a right of reply. I would like to remind the speakers that the right of reply should concern only the point under discussion at the time, that it should be brief, that it should be couched in terms which do not necessitate a further rejoinder, and that it should be delivered with the courtesy common to parliaments throughout the world.

I call on Mr. Sarmadi, Government delegate, Islamic Republic of Iran, to respond to the speech given this afternoon by Mr. Barakat, Government delegate, Jordan.

Mr. SARMADI (*Government delegate, Islamic Republic of Iran*)—The Government representative from Jordan referred to the war imposed upon us and the resolution which his country has co-sponsored, and which says that the Islamic Republic of Iran does not want peace but that the aggressor does. The fact is that since the start of this Conference cries for peace have been sounded by some of the aggressor's friends. But you should know that when this war was imposed upon us five years ago and our enemy occupied large areas of our land and massacred many of our people, these same people who claim to be seeking peace, thinking at the beginning that the aggressors could succeed, never spoke of peace.

Today the situation has changed. The forces of Islam have freed most of the occupied land. Now that the aggressor is facing defeat and wants to ensure the continuation of his political existence, he speaks of peace. The acts of the persons who continually speak of peace have been shown in practice to be in contradiction to what they say. Here are some examples: the use of chemical weapons, the bombing of residential areas at night and the murder of a defenceless civilian population, and just recently the bombardment...

The PRESIDENT (Mrs. CARR)—I give the floor to Mr. Sa'eed, Government delegate, Iraq, on a point of order.

*Interpretation from Arabic:* Mr. SA'EED (*Government delegate, Iraq*)—My point of order concerns the fact that the speaker has not confined himself to replying to the delegate of the Jordanian Government. He has spoken of my country and I would ask you, Madam President, to prevent him from continuing him to speak because he is no longer speaking about the subject under discussion. He is simply stating incorrect facts which are not the subject for discussion here. In the name of the cause in which we all believe, I ask you to request him to stop speaking.

The PRESIDENT (Mrs. CARR)—The speaker is supposed to be replying to a speech that was delivered this afternoon and I would request him to refrain from mentioning any country. He may continue as long as he makes it very brief.

Mr. SARMADI—Just recently the aggressor's bombardment killed some 130 people, among them 80 children. We are not surprised that the aggressor's Minister of Labour this morning objected to my rising to a point of order, but his logic was wrong. We did not call for a point of order when he used the word "peace" but when he distorted the facts and sought to convey the idea that his regime was not a warmonger.

The PRESIDENT (Mrs. CARR)—I now call upon Mr. Barrenechea Calderón, Government delegate, Peru, who wishes to respond to Mr. Pacho Quispe, Workers' delegate, Peru.

*Interpretation from Spanish:* Mr. BARRNECHEA CALDERÓN (*Government delegate, Peru*)—The Government delegation of Peru finds it necessary to take the floor to state that completely incorrect charges have been made by the Workers' member of the Peruvian tripartite delegation, Mr. Pachó Quispe, in his statement.

Peru is a democratic country where human rights are respected and where labour occupies a preferential position. As stated by the Minister of Labour and Social Welfare, Mr. Leguía Gálvez, when he addressed this assembly during the discussion of the Reports of the Governing Body and the Director-General, the Government's constant concern has been and still is to ensure respect for the Constitution of the State, which embodies the principle of the

dignity of labour and recognises work to be a right and a duty for all persons and the basis of our national well-being.

My delegation considers that the most objective proof of this is constituted by the fact that Mr. Pachó Quispe, President of the Confederation of Workers of Peru, is the Workers' member of our tripartite delegation. This shows that he has every right to come here and participate in this international forum just as, starting on 28 June, he will be able to continue doing in another most important forum as a Senator in the Peruvian Senate, thanks to the exemplary electoral process organised by the Government, to whose views he is totally opposed.

*(The Conference adjourned at 7.30 p.m.)*

## CREDENTIALS

### Second report of the Credentials Committee

#### *Composition of the Conference*

1. Since the adoption of the first report of the Committee (Provisional Record, No. 11) certain changes have taken place in the composition of a number of delegations following new accreditations or changes in credentials. It should be noted in particular that among the countries which were listed as not represented at the Conference (paragraph 3 of the first report) El Salvador has since appointed a tripartite delegation and Sao Tome and Principe has now appointed a delegation composed of two Government delegates and a Workers' delegate. Moreover, Bolivia, which was listed as having a delegation exclusively composed of Government delegates (paragraph 16 of the first report), has appointed a complete tripartite delegation. Finally, Sao Tome and Principe and Costa Rica are to be added to the list of countries which have not accredited Employers' delegates (paragraph 16 of the first report).

#### *Objection concerning the nomination of the Workers' delegation of Jordan*

2. The Committee had before it an objection to the nomination of the Workers' delegation of Jordan submitted by the General Federation of Jordan Trade Unions. The objecting organisation, based in Damascus, after alleging violations of trade union rights by the Jordanian authorities, requested the invalidation of the credentials of the Workers' delegation nominated by the Government and the accreditation of the above-mentioned Federation.

3. The Committee recalls that in 1983, in examining a similar objection from the said Federation, it drew attention to the provisions of article 3, paragraph 5, of the ILO Constitution according to which non-Government delegates and advisers have to be "chosen in agreement with industrial organisations ... which are most representative of employers and workpeople as the case may be, in their respective countries", and also noted that the allegations relating to freedom of association had been examined by the Committee on Freedom of Association.

4. Since the present objection did not put forward any new significant facts, the Committee decided that there was no evidence that the Workers' delegation of Jordan had not been appointed in conformity with article 3, paragraph 5, of the Constitution.

#### *Objections to the nomination of the Workers' delegation of Sri Lanka*

5. The Committee had before it objections to the nomination of the Workers' delegation of Sri Lanka submitted by the Ceylon Federation of Trade Unions (CFTU) and the World Federation of Trade Unions (WFTU).

6. The objections maintained that the Government had not observed the provisions of article 3, paragraph 5, of the ILO Constitution in so far as it had not consulted the Ceylon Federation of Trade Unions, which was one of the most representative trade union organisations in the country, in appointing the Workers' delegates and advisers to the Conference. The WFTU objection went on to state that, as in 1983 and 1984, the Government had continued to discriminate against the CFTU by excluding it from the system of rotation in appointing the Workers' delegate and his advisers.

7. The Committee recalls that at the 69th and 70th sessions of the Conference the two objecting organisations had submitted similar objections which the Committee had not been in a position to uphold. The present objections did not put forward any evidence to show that the situation with regard to the representative character of the Ceylon Federation of Trade Unions had changed significantly in the interval. The Committee is therefore unable to accept the objections.

#### *Objection to the nomination of the Workers' delegate of Antigua and Barbuda*

8. The Committee had before it a cable from the Antigua Workers' Union objecting to the credentials of the Workers' delegate of Antigua and Barbuda, complaining that his nomination had been made without consulting that organisation and asserting that he was therefore not entitled to speak for the workers of Antigua and Barbuda.

9. In a written communication to the Committee, M. Adolphus E. Freeland, Minister of Labour, Housing and Co-operatives and head of the delegation of Antigua and Barbuda to the 71st session of the International Labour Conference, indicated that no overall organisation of the "Trade Union Congress" type existed in the country, that there was disagreement between the Antigua Trades/Labour Union and the Antigua Workers' Union, that none of the trade union organisations could give a precise indication of their numerical strength and that the Government could not afford to appoint a Workers' adviser.

The communication gave the results of the trade union polls held under the Ministry's supervision between 1979 and 1983 which indicated that the Antigua/Labour Union had a higher score than the Antigua Workers' Union.

10. The Committee considered that in the light of the information provided by the Government and the succinct character of the objection, it did not have enough evidence before it to conclude that the Workers' delegate of Antigua and Barbuda had not been appointed in conformity with article 3, paragraph 5, of the Constitution. At the same time, the Committee considered that it would have been advisable if both the major trade unions in the country had been consulted. In this connection, it recalled that when several representative organisations exist in a country, the Government should strive to obtain the agreement of all the most representative organisations in appointing the Workers' delegate.

*Objection to the nomination of the Workers' delegate of Morocco*

11. The Committee had before it an objection to the nomination of the Workers' delegate of Morocco, Mr. Mahjoub Ben Seddik, submitted by Mr. Noubir El Amaoui, Workers' adviser to that delegate.

12. Considering that article 26, paragraph 4 (c), of the Standing Orders of the Conference states that an objection shall not be receivable "if the author of the

objection is serving as an adviser to the delegate to whose nomination objection is taken", the Committee finds that the objection is irreceivable in accordance with the above-mentioned provision of the Standing Orders.

*Communication concerning the delegation of Afghanistan*

13. The Committee had before it a communication from the Government of Pakistan stating that the delegation of Pakistan wished to place on record its reservation concerning the credentials of the delegation of Afghanistan for reasons already indicated by Pakistan to the United Nations General Assembly. The Committee noted that apart from recording this reservation, the communication did not call for any action on its part.

14. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 17 June 1985.

(Signed) S. REANTRAGOON,  
*Chairman.*

E. HOFF.

J. SVENNINGSSEN.

# **CORRIGENDUM**

*Provisional Record, No. 15*

On page 1, left-hand column, fourth and seventh/eighth lines under the heading "First report of the Credentials Committee: Submission and noting", replace "Government adviser" by "substitute Government delegate".







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# Provisional Record

Seventy-first Session, Geneva, 1985

## Eighteenth Sitting

Tuesday, 18 June 1985, 10.15 a.m.

Presidents: Mr. Ennaceur, Mr. Grekov

### EIGHTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—The first item of business is the eighth report of the Selection Committee.

I call on Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to present the eighth report to the Conference.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua; Chairman of the Selection Committee*)—I have the honour to submit to the Conference the eighth report of the Selection Committee. The report deals solely with changes in the composition of committees.

I recommend to the Conference the adoption of this report.

*Interpretation from French:* The PRESIDENT—Are there any objections or any comments anybody wishes to make on the eighth report of the Selection Committee? I have a request for the floor from Mr. Al-Jassem, Employers' delegate, Kuwait.

*Interpretation from Arabic:* Mr. AL-JASSEM (*Employers' delegate, Kuwait*)—Since this is the first time I have taken the floor in this distinguished assembly, may I, Mr. President, express to you and to the Vice-Presidents my sincere congratulations on your election to high office at the Conference.

I should like to thank the Selection Committee most sincerely for having been good enough to agree that we make a proposal to the Conference, that tomorrow's meetings be postponed until 11.00 a.m. because this is a special feast day to mark the end of Ramadan.

Mr. President, I should like to offer to you and all the Islamic delegations my best wishes and congratulations on the occasion of this holy day, and I ask Almighty God to lead us on to the same day next year in the hope that the world situation will improve.

*Interpretation from Arabic:* The PRESIDENT—I thank Mr. Al-Jassem for his proposal; this is a very happy occasion and in my turn I extend my congratulations to all the Islamic delegations on the occasion of this feast day.

I take it that the eighth report of the Selection Committee is adopted.

(The report is adopted.)

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—The next item of business is the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Arabic:* Mr. BENNANI (*representative of the Arab Labour Organisation*)—In the Name of God, the Merciful, the Compassionate!

The honour of speaking before this Conference on behalf of the Arab Labour Organisation is a source of pride and happiness to me. I should like, at the outset, to extend my warmest congratulations and appreciation to my brother and friend, the President of this Conference, Mr. Mohamed Ennaceur, the Minister of Social Affairs of the Republic of Tunisia.

We see his appointment as the expression of the Conference's appreciation to Africa, to Tunisia and to the Arab group. We are also happy to see, for the first time, an Arab Minister elected to the Presidency of this international Conference. This event has special importance for us, and we consider it a positive step towards the amendment of the rules of procedure of this Organisation as far as responsibilities are concerned, at all levels, and towards a more balanced distribution of responsibilities between the various continents and regions represented. We also see it, as the consecration of the principles that were agreed upon in the framework of the improvement of the structure of the Organisation. Indeed, in our view, this chronic problem must be solved in such a way as to ensure justice, efficiency and democracy in this Organisation.

With regard to the items on the agenda, I should like to thank Mr. Blanchard, our Director-General, for the efforts that he made to prepare his report on industrial relations and tripartism which constitute the very spirit of this Organisation.

Although the Arab Labour Organisation proceeds from a national premise, it also believes in the principle of tripartism. Indeed it is based on tripartite participation and attaches great importance to constructive dialogue between the social partners, because this is the best way to find solutions to the economic and social problems posed by the present stage of development in the Arab countries.

The Director-General, in his Report to the Conference, has presented us with a profound analysis. He has formulated new ideas on tripartite participation and dialogue. However, although his Report contains a detailed account of the experience of the industrialised countries, it does not devote the same

amount of attention to industrial relations in developing countries and therefore fails to present the characteristics of these countries in their respective stages of development as well as their achievements, the obstacles which they have encountered in the application of certain concepts, their traditions and practices in the sphere of labour relations, as inherited from the countries that colonised them. The problems of structural adjustment and technological change, changes in the composition and nature of the workforce and other deep changes confronting societies today, can all be considered a common burden to be borne by all the countries of the world. The problems of developing countries, as we all know, have special features which, by their very nature, call for a different approach and different remedies, especially since these countries are affected by the world-wide recession in a distinct manner. Indeed, it is affecting them more acutely because their infrastructure is basically very weak, their technology is not very developed and they have particular social and labour problems. International experience in labour has shown that, as far as industrial relations are concerned, the solutions that are being applied in the market economy countries and in the industrialised world are not necessarily the best solutions for the developing countries because traditions and customs in industrialised countries which have undergone their first and second industrial revolutions do not necessarily involve the same remedies and solutions as those needed by developing countries in terms of economic, social and labour requirements and development policy objectives. In addition, prospects for successful dialogue in the developing countries are heavily dependent on a broader form of dialogue that oversteps national boundaries, namely the dialogue between the North and the South. We believe that one way of strengthening the dialogue in the developing countries would be to improve the international dialogue between the South and the North with a view to limiting exploitation and monopoly, achieving a better economic balance, since the developing countries are at present at a disadvantage in this respect, and checking the decline in the prices of raw materials since the cost of industrial goods is rising all the time. To this end, international monetary reform must be introduced and a new and more just international economic order established.

With regard to the fundamental problem mentioned in Appendix III to the Director-General's Report, namely, the status of Arab workers in the occupied Arab territories, I should like to draw attention to a number of basic issues which are obvious to everyone here. Indeed the main problem is the status of the Arab workers living in Palestine under Israeli occupation and colonialist exploitation. Some may think it possible to introduce changes and reforms in this respect. But this is not possible, these are mere allegations and such reforms could only be formal because they would change nothing in the nature of the occupation itself. Nor would they change anything in the bitter reality endured by the Palestinian people. Nor yet would they change anything in Israel's racist and discriminatory practices, its military rule, the arbitrary steps taken against the Arabs, and the provocation that is being perpetrated—all this in the name of law, peace and order. But what order? The order of the Zionist entity

which only goes to confirm its objectives of occupation and expansion, as well as the continuation of annexation, the intensification of settlements on Arab lands, the deprivation of freedom, the confiscation of property, and the impossibility of forming groups and trade unions, with a view to furthering the expansionist policy and taking over the water resources in order to force the Palestinian people to leave the country and diminish their true cultural identity.

So long as this situation exists, so long as annexation and occupation continue, the status of the Arab workers in Palestine is bound to deteriorate further still in the future. So long as occupation continues these areas will not find peace and stability. The situation will only get worse, more dangerous and more explosive because the most basic freedoms, the most basic rights are denied. This area will not enjoy true peace unless the Palestinian people regains its legitimate rights, its right to self-determination, to set up an independent State of its own on the land of its forefathers under the leadership of the PLO, which is the sole legitimate representative of the Palestinian people.

The Director-General's Report on the follow-up of the Declaration of the International Labour Organisation on Apartheid shows that this policy is still being followed in South Africa and that the problems of discrimination, slavery and oppression are becoming increasingly acute every day, despite the condemnation of this hateful regime by the international community. The Black workers' situation is deteriorating both economically and socially. They are being deprived of their most basic rights and we are aware of the danger of such a situation because it is exactly the same as that of the Arab people of Palestine in terms of discrimination, racism and other practices. This is why we very strongly condemn these policies that are contrary to all charters and constitutions and which are carried out by two regimes whose objectives and destinies are the same. We should therefore like to stress the need to grant to the Black people of South Africa, Namibia, the right to self-determination, as well as the need to eliminate colonialism, check policies of discrimination and apartheid, and ensure freedom of association in Pretoria. From this rostrum, I should like to stress the support of Arab countries for the liberation movements of Namibia and South Africa as well as the need to assist them in putting an end to apartheid and bringing about the independence of Namibia.

In conclusion, I should like to talk about the war in Iraq—a war that is being imposed on Iraq, and that has been going on for five years. It has exhausted all the resources of that country, all the resources that are irreplaceable. This war is threatening the stability and peace of that part of the world which is one of the earliest cradles of civilisation. In fact, it is threatening world peace.

However, this does not mean that the general feeling at this Conference and in the International Labour Organisation and its agencies is that the war should be stopped in order to utilise local resources for the benefit and good of the peoples of the area. This Organisation, which was set up to promote peace and justice through all its policies, must respond to this appeal for an end to this war so that all resources may be devoted to the happiness of the

peoples of Iran and Iraq and the peoples of the world. If there is no peace in the Gulf region, if there is no peace in the Middle East, if there is no peace in any part of the world, it will not be possible to make progress, it will not be possible to build a future of happiness. May God's peace, mercy and blessings be upon you.

*Interpretation from Russian:* Mr. OZADOVSKI (Government delegate, Ukrainian SSR)—First of all, allow me to congratulate you and the Vice-Presidents on your respective elections and allow me to wish you success in guiding our Conference.

When yesterday at this rostrum the Prime Minister of India, Rajiv Gandhi, took the floor, he stressed the importance of the joint efforts of all countries and all progressive forces in the fight for peace. We fully share the view of the leader of peace-loving India, whose friendship for the peoples of the Soviet Union, including the Ukrainian people, has already become an active and firmly established tradition.

We consider that every important representative international forum must, of necessity, reflect the nature of the general political climate prevailing in the world and concern itself with the most urgent, most preoccupying humanity. The present ILO Conference is no exception to this rule. Even though its agenda, unfortunately, again does not include a number of very important burning issues which affect the basic interest of millions of workers, nevertheless, the statements made by many delegates in the course of the discussion convincingly show that these questions cannot be disregarded because they directly affect the successful realisation of the constitutional tasks of the ILO. Clearly, there is no need to prove that in the present very dangerous international situation created by imperialist circles, which has unleashed an unbridled nuclear arms race and threatens to carry it into outer space, it is of the utmost importance to take measures to prevent a thermo-nuclear war, to strengthen peace and to achieve disarmament. These problems fall directly within the purview of the ILO since it is well known that constructive work and serious social programmes can only be carried out in conditions of peace and if the arms race is limited.

In this respect I should like to refer to that part of the Report of the Director-General of the ILO in which he reviews action taken on resolutions adopted by the General Conference at the last five sessions. This review notes that in connection with the resolution concerning the economic and social consequences of disarmament adopted at the 67th Session in 1981 "Material is being collected and a number of contacts have been made with experts in the disarmament field in order to begin studies on specific aspects of manpower conversion". In other words, now, four years after the adoption of that resolution, we see that its implementation is still in the preparatory stage. This once again confirms the fact that in essence the ILO is dragging its feet in implementing resolutions on urgent problems that had been adopted some time ago.

Up till now the pressing appeals of the socialist countries to the ILO to make its proper contribution to international co-operation to promote disarmament have not been reflected as they should have been in the activity of the ILO.

We are convinced that the proposals put forward in the past by the socialist countries, but which have not been implemented up to now, calling for the preparation of a special ILO programme on socio-economic aspects of disarmament, which would include a range of measures for the purpose of compiling, analysing and circulating information on the fatal consequences for the workers of the armaments race as well as the carrying out of studies and the organising of international meetings and ILO seminars on the socio-economic aspects of disarmament—all this should have its rightful place in the ILO's programme of activities.

This session of the General Conference has a particular responsibility to deal with these questions because it has to approve the Programme and Budget of the ILO for 1986-87. The place given to activities to promote peace and the scale of its contribution to the solution of this most vital problem facing humanity will directly affect the ILO's authority and the successful implementation of all its other actions to protect the interests of the workers.

As you know, a number of socialist countries, including the Ukrainian SSR, submitted to the Director-General of the ILO on 29 March 1985 a Declaration on the situation in the ILO, in which they set forth their views on the basic trends in the present activities of the ILO and concrete proposals for improving the effectiveness of the Organisation. The Declaration states, inter alia, that the ILO, unlike other specialised agencies of the United Nations, has taken no appropriate action to promote the effective implementation of United Nations General Assembly Resolution A38/188J on the institutional arrangements relating to the process of disarmament and other appropriate United Nations decisions. In view of broad anti-war demonstrations by workers in many countries and their growing awareness of the danger of nuclear conflict, to ignore the views of millions of workers and of their trade union organisations on this cardinal issue is to preclude the ILO deliberately from expressing or reflecting workers' interests.

The Ukraine, as well as other socialist countries, expects that the ILO will make its rightful contribution to international co-operation in the course of peace, particularly in connection with the fact that the year 1986 has been declared by the United Nations as the International Year of Peace, which should be reflected in the preparation of the 72nd Session of the General Conference of the ILO.

The socialist countries and other progressive forces in the ILO have frequently stressed that the constant growth of the army of unemployed in the non-socialist world calls for active and urgent measures on the part of the ILO. However, the ILO's contribution in solving this problem has so far been a modest one. The ILO's activities in the field of employment and the struggle against unemployment have been characterised by a dissipation of resources and efforts to secondary measures which can in no way noticeably influence the solution of the problem of unemployment either in the developed capitalist countries or in the developing countries. Nothing will justify the fact that up to now the ILO has not had the strength to promote and to set forth in an international Convention the right to work which is a basic right of every working man.

Our criticism of the shortcomings in the ILO's activities is constructive criticism. Its purpose is to create in the Organisation authentic and equal co-operation among all member countries in the social and labour fields for the benefit and not to the detriment of the workers of the world.

This was the thinking behind our proposals for the improvement and democratisation of the ILO's machinery for supervising the application of international labour standards. The need for such improvement was widely recognised in the discussions at the last session of the Conference, as well as this one, by delegates of many countries, and this must be taken into account.

The resolution submitted at the present session calling for measures to democratise the ILO's supervisory machinery has been given a place among the resolutions to be discussed as a priority. The fact that such priority has been given to the text is a proof that many participants in this session are concerned that the proposals submitted to the Conference by the socialist countries regarding restructuring of the ILO control machinery, if adopted, would strengthen co-operation within the Organisation, strengthen this machinery and thereby guarantee the confidence of all ILO member States. In general, it is well known that wide and fruitful international co-operation is possible only if it is universal. This principle which is, however, enshrined in the Constitution of the ILO and in the Declaration of socialist countries on the situation in the ILO, is not reflected in the practical life of the Organisation.

Let us now turn to the ILO's personnel policy. In violation of the principle applied in the United Nations concerning equitable geographical distribution, the key positions in the ILO are held by citizens of a small number of Western countries. Nothing justifies the over-representation of this group of countries in the ILO, which can only give the Organisation a tendentious political character that does not reflect the legitimate and balanced interests of all its Members. It is no accident that the practical activities and publications of the ILO therefore deliberately ignore the rich experience of the socialist countries as regards social and labour problems. The ILO is increasingly being transformed into a propaganda tool of the Western development models. This is an intolerable situation for an international organisation and effective measures should be taken to remedy it.

The efforts of the ILO should be oriented towards developing co-operation on the basis of equality between States having different social systems and representing different regions. In this connection we are pleased to see that, after a long interruption, the Fourth European Regional Conference will be held in 1987. It must be noted that other proposals have been made to develop European co-operation, for example regarding the organisation of a number of regional seminars or meetings, but they have been thwarted. In the same way, other opportunities for developing European co-operation on matters falling within the competence of the ILO have not been implemented. The results of such co-operation could be useful for countries of other regions, given the considerable and varied experience available as regards economic development, the solution of social and labour problems and the development of the trade union movement in Europe.

The Report of the Director-General this year reveals a number of positive results in the ILO's activities, for example as regards social security, safety procedures, certain subprogrammes concerning vocational training, and the preparation of new international instruments concerning occupational safety and health. However, in the light of the aforementioned serious deficiencies we cannot consider this activity satisfactory at present. Substantial modifications must be made and this is the purpose of the Declaration of the socialist countries on the situation in the ILO. The Declaration is designed to enable the ILO to place at the centre of its activities a range of particularly important social questions concerning the vital interests of all the workers of the world and to establish the bases of equality in co-operation in the social and labour field without any discrimination.

The Ukrainian SSR is ready to co-operate fully and entirely in improving the efficiency of the ILO so that the Organisation may really carry out its constitutional tasks.

In conclusion, I should like to say a few words about the experience of our own country in the field of social and economic development. The national income in our country has increased in the past four years in accordance with the objectives of our plan.

Our objective is to meet the needs of our population, to improve the conditions of life, work and leisure of the workers. In this connection, during the past year, 80 per cent of the national income was devoted directly to consumption needs, social and cultural purposes, and the construction of housing. Each year in our country, approximately 1.5 million persons receive new housing. We have guaranteed the full employment of the economically active population of the Republic. In recent years, real incomes have risen. Wages have increased for many categories of workers. A great deal has been done to improve the pensions granted to workers, employers and collective farmers. Family allowances have been increased, in particular the allowances paid for the birth of children. In recent years collective consumption funds have been significantly increased. Much has also been done to improve health, education and cultural facilities. Today, around 90 per cent of the working population of our country receive secondary or higher education.

This session is taking place at a time when the progressive forces of the world are celebrating the 40th anniversary of the historic victory over fascism and as we are about to commemorate the 40th anniversary of the birth of the United Nations. I would like to hope that the ILO, as one of the United Nations organisations, will actively contribute to the achievement of the noble ideals of the United Nations, by sparing future generations the scourge of war and thus create better conditions for the social progress of all countries.

*Interpretation from Spanish* Mr. BOLAÑOS-SÁNCHEZ (Workers' delegate, Ecuador)—Mr. President, as the member of the Ecuadorian delegation representing the workers of my country, I should like, on behalf of them and as President of the Confederation of Workers of Ecuador, to express to you my congratulations on your election. I would request you also to convey my warmest greetings to the distin-

guished delegates attending this international assembly.

I am aware of the importance of the 71st Session of the General Conference of the ILO and of its agenda which contains many points which will afford an opportunity for an interesting and frank debate on the part of the participants.

We note that the ILO has adopted a series of Conventions and Recommendations which, in general, reflect the interests of the workers and their organisations. However, it is also true that, as concerns their application, this is not being properly carried out or is only partly being carried out, with the result that people are losing confidence in the Organisation, which is detrimental to its credibility.

Furthermore, the ILO is tending to leave on one side the issues that are most fundamental for the workers, including the right to life and work. The ILO has in fact lost its universal character since instead of tackling all social and political issues it serves the interests of only one of them—capitalism—with a certain disdain for the socialist and developing countries.

The ILO has shown little concern for a matter which is of concern for all mankind—the campaign for peace and disarmament and against the threat of a thermo-nuclear war which could destroy the whole planet.

The workers of the developing countries are suffering from the consequences of an international economic crisis caused by capitalism. The Governments of capitalist and imperialist countries are trying to make the workers bear the brunt of this crisis, a policy which has resulted in the freezing of wages, the raising of prices of mass consumer goods, the denial of trade union rights and freedoms, the lack of social security protection, the denial of the right to strike and the use of violence.

Within this context, may I refer to the Director-General's Report, which is mainly concerned with tripartism. I have the impression from his Report that there is an attempt to convince the Conference that the vital problems of the workers are being resolved or can be resolved with the participation of governments, employers and workers through dialogue in a quest for solutions, while ignoring the crisis of capitalism which gives rise to the problems in the first place.

Tripartism, which is a standard or principle of the ILO, is difficult to apply in my country which is involved in a fierce class struggle aggravated by the fact that the destiny of our nation is threatened by a Government that is currently applying a neo-liberal policy.

As a result wealth is being concentrated in the hands of an small oligarchy and a few international monopolies in whose interests all the most vital decisions are taken. Political power too is concentrated in the hands of a Government which, *inter alia*, has half-paralysed the Congress of the Republic.

The Government of Ecuador, bowing to the dictates of the International Monetary Fund, has adopted economic measures which are against the interests of the workers and the popular masses and have resulted in galloping inflation that has completely disrupted the economy of the working sector. I refer to the payment of the public external debt and the "sucretisation" of the private foreign debt, which has strangled the economy of our country. We

Ecuadorian workers have made our position clear and are informing all international forums that this foreign debt should not be paid.

The Government of Ecuador has furthermore decided to allow indiscriminate entry of foreign capital into the country by interpreting Decision 24 of the Cartagena Agreement far too flexibly. This means that our natural resources and the wealth of our people are being appropriated by monopolies through the exporting of profits beyond the limits set by Decision 24.

As concerns the labour sector, the present Government has laid down an anti-worker and anti-people policy. As to wages, bowing to the dictates of the International Monetary Fund, it has imposed a pitiful wage increase on the workers. To do this it has violated the Constitution by publishing in the Official Gazette a draft decree sent by the President of Congress which was rejected by Parliament and at the same time vetoing a draft decree of Congress providing for a larger increase, though even that did not meet the legitimate aspirations of the workers.

The Ministry of Labour has thus been pursuing an anti-worker policy and violating the Constitution of the State and the Labour Code, *inter alia* by obstacles in the way of the free establishment of trade unions, large-scale arbitrary decisions, ruling against the workers, and the shelving of claims by most of the conciliation and arbitration tribunals composed of the labour inspector and employers' representatives in respect of disputes mainly involving workers in the state sector, thus violating specific provisions of the Labour Code and the Constitution.

This policy stems from the Government's illegal decision, by Executive Decree No. 375 of 21 December 1984, published in the Official Gazette No. 92 of 2 January 1985, to include sectors of workers under the Civil Service and Administrative Careers Act, thus excluding them *en masse* from the protection of the Labour Code and exposing them to the risk of dismissal.

Anti-worker measures such as the creation of the Labour Office of the President of the Republic, which is over and above the Ministry of Labour, have been adopted so as to impose labour policies that are contrary to the workers' interests and control collective bargaining in the state sector.

The labour problems of my country have become critical as a result of the anti-worker policy of the Government. In the ten-month period in which the present Government has been in office, the United Workers' Front, a body to which the majority of organised workers belong in Ecuador, and other labour sectors have accordingly called three national strikes which were violently repressed, one of them on 9 and 10 January this year which cost the labour movement eight lives.

As part of its policy, the Government is imposing what it calls "real prices", which have meant greater profits for the economic sectors and a harsh blow for the workers, who have to suffer the consequences of a decline in the real purchasing power of their wages.

To all this must be added unemployment and underemployment which are reaching unbearable levels, especially in rural areas where the agrarian reform has ground to a halt and the peasants are being exploited.

In Ecuador, we are faced with a private-enterprise Government which is determined to defend its



economic interests and which, in an attempt to impose its neo-liberal policy, has had to resort to violating human rights by simultaneously applying the National Security Act and allowing the existence of para-military bands that are a constant threat to the democratic sectors of the country.

The Equadorian workers consider that the social problems in our country—in other words, the improvement of the conditions of life and work of the workers—will be resolved only through structural changes that put an end to our dependence on international monopolies and ensure that all our wealth is used for independent development for the benefit of the impoverished masses.

Given that the ILO must be given a universal status in which all existing socio-economic systems can participate actively, it is time for a review of the ILO's standard-setting activities in response to the request made to this effect by the developing and the socialist countries.

I should like to begin by expressing my support for the Declaration of the socialist countries with respect to the situation in the International Labour Organisation. The socialist countries have called for a review of the supervisory machinery so that the international labour standards can be adopted along more democratic lines and every possibility eliminated of making abusive use of the machinery for political ends.

We share the opinion that, since the majority of the ILO's Conventions and Recommendations have been framed without the full participation of the socialist countries and the developing countries, it is normal that these countries should demand respect for the general fundamental principle of equality among all States at every stage in the ILO's standard-setting activities.

Furthermore, in the conditions of the world today, the form and content of the ILO's activities, as well as the interpretation of each of its standards, must be in line with the progressive principles which prevail in present-day international relations between States and equal participation of socialist, capitalist and developing countries in the framing, adoption and supervision of the application of international labour standards.

I also share the opinion that the Committee of Experts should be responsible to the International Labour Conference and should be appointed by the Conference; that the Conference Committee of the Application of Standards should concentrate its attention on offering help to all States that are having difficulties in complying with ratified Conventions; and make every possible effort to ensure that States which have not yet ratified certain Conventions do so. I am also in favour of improving the methods of work of the Committee on Freedom of Association of the Governing Body.

We must all be conscious of the steady rise in unemployment, hunger and poverty from which large sectors of workers suffer in the capitalist and developing countries, which obliges the ILO to renew its structure to enable it resolutely to tackle, within its own sphere of competence, the solution of these problems that are so distressing for mankind.

The ILO is obliged to redouble its efforts for the maintenance and strengthening of peace and international security, thus contributing effectively to disarmament and avoiding a thermo-nuclear disaster.

The arms race, in addition to creating the danger of a new confrontation, has irreversible social and economic consequences for our peoples and especially the broad masses who must bear the consequences of its continuance.

I share the opinion that we cannot allow, for an instant, attempts in the ILO to slow down activities designed to preserve peace and disarmament. On the contrary, the ILO would do better to take categorical action and decisions to lead to the slowing down of the arms race.

We support the proposal of the socialist countries that there should be a special ILO programme for the implementation of the resolution concerning the economic and social consequences of disarmament adopted by the International Labour Conference in 1981.

We have to say clearly that world peace is threatened by the deployment by the United States of missiles in certain Western European countries, to which should be added the pretensions of the Pentagon to take the war into space, which is a further affront to humanity.

*Interpretation from French:* The PRESIDENT—Would you be good enough to stick to the discussion of the Director-General's Report please.

*Interpretation from Spanish:* Mr. BOLAÑOS-SÁNCHEZ—Once again I condemn the policy of apartheid of the racist Government of South Africa and express the hope that the ILO will be tireless in its efforts to assist in putting an end to discrimination in that country.

We express our support for the national strike of work ordered by the Trade Union Confederation of Workers of Colombia for 20 June, and we support also the demands that have made it necessary.

We also express our agreement with the meeting to be held in Havana by the trade union movement of Latin America and the Caribbean to discuss the foreign debt.

Lastly, I hope that the Conference will take the best possible decisions in a democratic and progressive manner for the benefit of mankind.

*Interpretation from German:* Mr. VOGT (*Secretary of State, Minister of Labour and Social Affairs, Federal Republic of Germany*)—Mr. President, ladies and gentlemen, it is a very great honour for me to extend to you the greetings and best wishes of the Government of the Federal Republic of Germany at this 71st Session of the International Labour Conference. I congratulate you at the same time on having elected such a distinguished person as Mr. Ennaceur as President.

The Federal Government hopes that the election of Mr. Ennaceur will serve to increase public awareness of Africa's social problems. Allow me to thank the Director-General for his excellent and well-balanced Report. Every year his Report testifies to the universal dimension of many social problems.

This Report traditionally deals with one major theme. Concentrating as it does on certain fundamental ideas regarding the social environment, the Report is particularly useful in determining how international discussion of social policy should proceed.

The Report of the Director-General, this year, concentrates on the role of the partners with regard to the formulation of social policy.

The essential idea in his Report is that of tripartism, an issue viewed as a kind of distribution of power in the world of labour.

Employers, workers and governments must work together in respect of social policy. It is only through the co-operation of the partners that major social problems can be solved.

I do not wish in referring to partnership to sweep under the carpet the different interests that actually exist. No matter how our economy or society is structured, harmony does not necessarily always exist between workers and employers, and between governments and the social partners. Different interests must, however, be harmonised by a form of equitable discussion which assures equality of rights between employers and employees. It is essential that all the parties concerned take account not only of their own interests but also of those of the unemployed and the general interest.

Unemployment is a world-wide problem today. The right to work and, may I add, the right to dignified labour, has therefore become a central theme in discussions on social policy. This right can only be assured if those involved in the world of labour are able to come together and speak up for their common interests. It is for this reason that we are in favour of free and powerful trade unions throughout the world.

I should like to pay my respects and express my solidarity with those trade unions and trade unionists who are still today being denied the necessary freedom.

No country can be considered free that denies freedom to its trade unions.

The need for independence naturally also applies to the employers. Freedom, as we understand it, means that governments must not act as an extension of the employer's arm: nor must employers merely act in accordance with government instructions in their economic dealings.

Tripartism in my country has a long tradition and has proved its worth in the field of social security and administration of labour. It must now be further improved and must serve in our campaign against unemployment. Older workers must be given the possibility of taking early retirement and younger workers must be able to occupy the posts thus set free. The task of developing early retirement requires the common efforts of workers, employers and governments.

Tripartism also serves to integrate the workers in our society and economic life. Our experience regarding application of the principles of co-operation shows that it is extremely useful if workers' representatives are fully informed in advance about decisions affecting them in the undertaking and can make their voices heard in this regard.

Last year we had a thorough discussion on international labour standards. More than 200 delegates spoke on this matter and emphasised the importance of these standards for social justice, the guarantee of human rights and the attainment of better living and working conditions.

This discussion has already borne fruit; as you know, the Governing Body has appointed a working party in which all regions of the world are represented.

We are sorry that certain States seem, at any rate to begin with, reluctant to participate. This working party on international labour standards has elected Mr. Gabriel Ventejol, Chairman of the French Economic and Social Council, as its chairman. Mr. Ventejol's experience in the international Labour Organisation, also as chairman of a similar body in 1979, is a guarantee that this working party will also make a considerable contribution to the further development of our standard-setting activities. We can therefore look forward with some equanimity to the results of its labours.

Last year, the debate on standard-setting showed that there were varying views as to the future of standards. However, the large majority of the Conference was convinced that the supervisory activities of the various bodies should remain intact. These procedures have proved their worth and by their appeals for the improvement of human rights and working conditions have made a valuable contribution; and systems which have proved their worth should not lightly be changed or abandoned.

The Federal Republic of Germany does not subscribe to mere lip service being paid to social policy. Social policy must prove itself in practice and be ready to stand the rest if necessary. We ourselves agreed to be subjected to a special investigation in accordance with article 10 of the Standing Orders concerning the Procedure for the Examination of Representations, when our own country was the object of a complaint.

Above all, it is because we believe in human rights and feel that they should be protected by the supervision of standards that we give our unlimited support to these ILO procedures when it is a matter of human rights; no country should consider these procedures as an interference in its domestic affairs.

I wish the 71st Session of the International Labour Conference, under the experienced leadership of Mr. Ennaceur, its President, every success and hope that its results will bring all of us nearer to our common aim of social justice and peace.

*Interpretation from French:* Mr. DEGIMBE (*representative of the Commission of European Communities*)—I should like first of all, Mr. President, on behalf of the Commission of the European Communities, to congratulate you heartily on your election to the presidency of the 71st Session of the International Labour Conference.

I should also like to take advantage of this opportunity to emphasise how attentively the Commission follows the work of the International Labour Office and how close is the co-operation between our two organisations.

Finally, I would like to say to the Director-General, Mr. Blanchard, how greatly we appreciate the excellent Report he has put before this Conference and in particular Part I, dealing with tripartism and industrial relations in the face of industrial change and the economic and social transformations with which we are confronted.

This subject has received particular attention on the part of the Commission and its Chairman, Mr. Jacques Delors.

But before referring to this problem I would like to remind you of the interest taken by the Commission of the European Communities in some of the items on the agenda of your Conference.

The Commission follows with great interest your debates on the subject of equal treatment for men and women.

In less than a month's time there will be held in Nairobi the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women.

Equality of treatment for men and women is one of the most progressive policies of the Community in the social field. During this Decade for Women three Directives have been adopted by the Council of Ministers of the Community, one dealing with equality of treatment in respect of access to employment, another with equality of treatment in the field of social security. Lastly, a programme of action is being developed for the promotion of equality between men and women. This shows that the work of your Conference in this connection is of the utmost interest to us.

I should also like to refer to the work being done by the Conference on safety in the use of asbestos. In this connection the Community has adopted a directive designed to ensure better protection for workers against the hazards deriving from asbestos.

I should also like to add that your discussions on wages statistics and on occupational health, a field where co-operation between the different organisations cannot be other than beneficial, are also of great interest to us.

May I now say a few words about the objectives the Commission has set itself in its programme of action for 1985. The Commission is anxious not only to create a vast European industrial zone but also a vast European social zone to enable it to cope better with the social problems facing the Community and avoid social dumping. The first of these problems is that of unemployment which remains of serious concern to the Community. We have, in fact, nearly 13 million unemployed in the Community of Ten, with a large and growing number of unemployed youth and a preoccupying number of long-term unemployed, namely more than 5 million people who have been unemployed for more than a year.

To meet this situation the Commission is endeavouring to promote the growth of the Community and take certain measures for its benefit, but it also encouraging the social partners to examine among themselves the means of dealing with the employment crisis. It is for this reason that we are particularly interested in the part of the Director-General's Report dealing with industrial relations and tripartism.

We live in an industrial society which is in the throes of economic change. We have to cope with restructuring of industry on a large scale which sometimes compromises the economic affairs of entire regions, while at the same time we have to introduce technological changes that are indispensable for the development of our industries.

In addition to large-scale unemployment in the countries of the European Community the workers have to cope with changes, often far-reaching changes, in their conditions of employment, their conditions of life, and their conditions of work. Often, and this is an innovation in industrial relations in the Community at any rate, they are called upon today to change their jobs several times in the course of their working life.

Undertakings for their part have to modernise and adapt to new technologies in order to be able to ensure their development and maintain their competitiveness, or sometimes simply in order to survive.

The Employers' and Workers' sides must therefore each contribute towards ensuring the success of the structural changes with which both are faced.

There is no doubt at all that States, the European Community, the ILO and other international organisations, must each in its own sphere of responsibility contribute towards ensuring that these indispensable transitions take place in the best possible conditions, especially as far as the workers are concerned.

It is necessary in this connection to seek a new and better balance which will reconcile the imperatives of economic efficiency with the demands of human and social progress.

But it is important that dialogue should develop at all levels between those who must bear the brunt of economic and social responsibilities in their countries. Dialogue and negotiation must certainly be developed at the level of the enterprise where the changes are actually taking place and where employers and workers have to reach agreement on the conditions under which they are to be effected. Dialogue and negotiation must also be developed at the sectoral level so as to ensure greater compatibility in the behaviour or attitudes of the different parties involved in the sector in question. Inter-occupational negotiation should for its part lay down general guide-lines for those who are called upon to negotiate at the level of the enterprise or sector. Lack of co-ordination at the inter-occupational level will give rise to the risk of jeopardising the competitiveness and sometimes even the future of certain undertakings.

Lastly, we, the Commission of the European Communities, think that in great industrial conglomerations of the kind represented today by the Community of Ten, which will become the Community of Twelve in less than six months' time, the social partners should also engage in dialogue among themselves at the Community level. As far as we are concerned, this dialogue does not necessarily have to result in agreements which may at times be difficult to achieve at this level, but it should make it possible to learn more about the respective positions of the parties with a view to determining certain lines of conduct on as common a basis as possible with regard to the major economic and social issues with which the Community is faced. These issues are referred to, moreover, in Mr. Blanchard's Report: the importance of growth and investment, the adaptation to structural change of both enterprises and their employees, the role of the State, job and income security, and the role of industrial relations and dialogue in adaptation to change.

In these respects we all have a lot to learn from one another. It is therefore with interest that we follow all the work of the ILO in this connection. The ILO as a tripartite body is indeed a particularly appropriate and competent forum to debate this subject.

The Commission for its part has since the beginning of this year been heavily engaged in dialogue with the social partners organised at the level of the Community, and has brought together the leaders of the Union of Industries of the European Communities and the European Trade Union Confedera-

tion for a wider-ranging debate in order to guide the Community in its activities.

As the Chairman of the Commission, Mr. Jacques Delors, stated when he first addressed the European Parliament in January, democracy is "the vitality of social relations and participation of the majority". He added: "reforms of the labour market must be negotiated by the social partners, in other words the policy of collective bargaining continues to be one of the bases of our economy".

These remarks by the Chairman of the Commission of the European Communities are ample evidence that the Commission's concerns are very close to, if not the same as, those set forth in the Director-General's Report.

I hope that his message will be heeded, examined and discussed by the social partners. Dialogue between social partners constitutes the cornerstone for the maintenance of industrial and social democracy.

The Commission, for its part, will make resolute efforts to pursue this policy over the next few months.

*Interpretation from Japanese:* Mr. YAMAGUCHI (Minister of Labour, Japan)—On behalf of my Government, I should like first of all to join with the previous speakers in offering you, Mr. President, my heartiest congratulations on your election as President of the 71st Session of the International Labour Conference. I believe that this meeting will be very successful under your very wise guidance.

The world economy today, as a whole, is on the road to a slow recovery. Yet it still faces many serious problems which require immediate solution, such as trade issues, financial difficulties, continuing unemployment in the development countries, and poverty and famine in the developing countries. In addition, many people are still suffering from the ravages of war somewhere on our globe. Thus, the path towards a peaceful and prosperous world continues to be very hard and steep. I firmly believe that what the ILO has achieved for world peace, through its social and labour activities during the two-thirds of a century since it was set up deserves our fullest admiration and that the significance of the ILO's activities will continue to increase.

I sincerely hope that all of you gathered here will continue to participate actively in the ILO's activities. We, in Japan, are determined, as a nation, to continue to do our utmost to make further contributions to the activities of this organisation.

On this occasion, I should like to state my views on some of the serious labour problems with which we now have to cope, both as a source of reference and guide to those countries experiencing similar difficulties.

First, in Japan, where a lifespan of 80 years is now normal, we have an ageing society, which means that we must assure to people reasons for living and provide them with satisfaction in their work. We must also maintain the vitality and health of both society and the economy. For this purpose, consequently, it becomes very important for us to establish and maintain a stable pensions system and provide a sufficient number of employment opportunities on a long-term basis. It has been said that to understand a country or read its future, you must observe the

younger generation. We are striving to provide employment opportunities to meet the needs of future generations. The Government of Japan is now concentrating all its efforts on these problems, in trying to pave the way for the coming century.

Second, Japan intends proceeding step by step with its plan for reducing working hours, with the full co-operation and understanding of both labour and management. This is the key issue if we are to improve the workers' health and welfare and to promote the vitality of society and the economy, and of the industry itself, and also to expand domestic demand and develop long-term lasting employment security.

Third, we are fully pledged to the commitment of securing equal opportunities and treatment in employment for men and women, especially as this year is the final year of the United Nations Decade for Women and this subject is on the agenda of this Conference. Last month, the Equal Opportunity in Employment Act was enacted in our country and the United Nations Convention on the Elimination of All Forms of Discrimination against Women of 1979 is in the process of being ratified.

With these legal instruments at our disposal, we still try to develop all necessary measures for the achievement of equal opportunity.

Fourth, and finally, in this age of rapid progress and development of technologies, such as microelectronics and office automation, there is an increasing need to develop counter-measures to cope with these trends in the fields of employment, vocational training, and occupational safety and health. On this point I would like to stress that it is most important, from an international point of view, to implement the necessary measures only after obtaining the broad consensus of society, including labour and management. This year, Japan will convene the International Symposium on Micro-Electronics and Labour in Tokyo from 25 to 27 September, inviting labour, management, government, and men of learning and experience from a number of countries.

I should like to express here my deep appreciation to the Secretary-General, Mr. Blanchard, and to the staff members of the International Labour Office for their active support in carrying out this symposium. I hope that it will prove successful, thanks to an active and practical exchange of views and experiences on new measures for employment, vocational training and working conditions, and enable forecasts to be made and guide-lines established in this era of new technology, as this is a matter of common concern to many member countries.

It is quite timely for the Director-General to select "industrial relations and tripartism: structural change, dialogue and social progress" as the major theme of this Conference.

The world today is undergoing unprecedented socio-economic structural changes, prompted by the high rate of inflation and unemployment caused by the two oil crises, rapid technological innovation and changes in the composition of the labour force partly due to the increase in the number of women workers; furthermore, in the medium- and long-term, the tertiary industry, especially the service industry, will have a 70 per cent share in the economy. As a result of these circumstances, labour and management have greatly adjusted their basic attitudes which, up to now, have been antagonistic and have made efforts to

deepen their mutual co-operation through dialogue and collective bargaining, in order to arrive at practical and mutually acceptable solutions. If labour and management fail to make these efforts and continue to adopt different stands, tremendous damage might be inflicted not only upon the parties concerned but also upon the entire population and the national economy.

This makes it all the more important for governments to seek better understanding among the parties concerned, including labour and management, and, if necessary, to incorporate their opinions in the process of final decision-making. In this sense, dialogue and tripartism will play an increasingly important role in the future.

Japanese industrial relations are based principally on dialogue and co-operation and the Japanese system is becoming more meaningful. As the Director-General reported, we have a dialogue and co-operation system known as Sanro-kon, the round-table conference of industry and labour. This consultative body at the state level has been examined to a certain extent by the Report of the Director-General. I should like to explain a little about this current situation.

Japanese industrial relations as we know them today were only established after the Second World war. As trade unions are usually set up and organised within the individual enterprises, it is relatively easy for labour and management to reach mutual understanding on issues at the enterprise level and to make the necessary adjustments with maximum flexibility to meet changes in the socio-economic environment. Furthermore, there are several national centres which are affiliations of a number of industrial organisations based on these trade unions organised at the enterprise level. These national centres play a significant role in the decision-making process with respect to working conditions, including wages, and reflect the views and opinions of the workers as a whole in the framing of national policies.

The situation also applies, to a large extent, to management, as there are several organisations at various levels with affiliated bodies organised by individual industries.

As regards the tripartite institutions for consultation at the national level, I have referred above to the Sanro-kon, which, composed of labour and management and persons of learning and experience, provides a forum for the exchange of views. Added to this, there are several other institutions, such as the councils of labour standards, employment security, vocational training, etc., which are made up of labour and management and persons of learning and experience. Legislation, policies and measures in each of their respective fields are discussed during meetings of these councils, and I can assure you that they are very active in carrying out their responsibilities.

I should like to confirm my support of the observations of the Director-General in his Report when he stresses the increasing importance of dialogue and co-operation between labour and management and of tripartite consultation at the national level, in view of the rapid and irrevocable changes occurring in the socio-economic structure throughout the world today. In this context, I should like to offer a few observations based on our Japanese experience which might, I believe, serve as an example and help these systems to function better in each country.

First, the actual arrangements of labour-management dialogue and tripartite consultation need to be formulated in such a way as to take maximum account of the varying circumstances existing in each country.

Second, the participating organisations in these arrangements, especially those of labour and management, must be allowed to express freely their views and opinions, independent of various pressures and ideologies.

Third, the parties concerned should be willing to listen to the opinions of the others and, if necessary, to make concessions in order to reach practical solutions.

I should now like to comment on the role of the ILO in this field.

International labour standards should be established and implemented in such a way as to improve the dialogue between labour and management and between government and the social partners. To this end, the ILO should, as part of its activities, help member countries facilitate tripartism by, for example, organising seminars on tripartism, strengthening the activities of regional advisers, establishing an information service system to communicate rapidly the observations of the Committee of Experts and the like and improving the development aid for the socio-economic systems of the developing countries, thereby enabling them to harness a variety of human resources.

I can assure you that my country will continue to give its utmost support to all activities of this nature undertaken by the ILO.

I entertain great expectations that ILO will continue to execute its lofty mission towards the attainment of everlasting world peace with its unique tripartite structure drawing upon the knowledge and experience of all the parties concerned.

In conclusion, let me stress again that Japan, as a country sharing the burden of such a mission, is determined to play an active role in the attainment of these ILO objectives and to support its growth and development in the future.

Miss MØLLER (*Minister of Labour, Denmark*)  
—Mr. President, first I should like to congratulate you on your election as President of this Conference. You have already lived up to our expectations that you would carry out your important duties with distinction.

I should also like to compliment the Director-General on the excellent Report he has prepared as the basis for our general discussion. The theme of the Report, industrial relations and tripartism, is of paramount importance, as this principle is one of the cornerstones upon which co-operation between the ILO and the member States is based.

I should like to draw your attention to the fact that in Denmark's multi-bi co-operation with the ILO high priority is given to projects and courses for workers' and employers' activities; through close co-operation with the Danish labour market organisations, Danish expertise in these fields is fully utilised.

It is a deep-rooted tradition in Denmark that both sides of industry are actively involved in the planning and implementation of the labour market policy, such as the activities of the public employment service, adult vocational training courses, health

services in undertakings, etc. It is worth noting that this tradition is very much alive. Trade union membership in Denmark has increased by one-third during the last decade.

Talking about social dialogue, I feel that it is important to distinguish, on the one hand, the dialogue between the social partners and the Government and, on the other hand, the dialogue between the two sides of industry themselves.

It has often been mentioned that governments should encourage the two parties to start their internal dialogue. It is obvious that a government should not stand in the way, but I do find that a true respect for the autonomy of the social partners means that it must be left to the social partners themselves to decide whether they want such a dialogue and, if so, what it should be about.

In Denmark a number of matters of importance to the relationship between employers and workers are governed exclusively by agreements between them without any requirement of labour legislation. This proves that the labour market organisations in Denmark live up to their responsibility and are able themselves to regulate the conditions on the labour market.

Society and the labour market have been undergoing radical changes of late, not least due to the introduction of new technologies. In Denmark, national technology agreements have been concluded by the social partners concerning both the private and the public sector. The purpose of such agreements has been to co-operate on the introduction of new technology which may improve competitiveness, employment, working environment and job satisfaction in the undertakings.

Unemployment is still one of the most serious problems in the world today. This is true both for the developing and the industrialised countries. One of my Government's main objectives is to reduce unemployment. We all realise the importance of sustaining economic growth. It is important, however, to ensure that economic growth results in the creation of new jobs. In this connection, may I be allowed to mention that Denmark, in 1984, had in comparative terms the biggest production growth in Western Europe. This strong growth means that the number of jobs in the private sector has increased by 3 to 4 per cent. The increase in jobs was larger than the number of new labour market entrants. Consequently, unemployment went down in 1984.

In many countries it is necessary for governments to pursue a policy of comparative moderation in wage developments. I find it extremely important that the workers and their unions see the result of this moderation in the form of creation of new jobs. In Denmark, as in several other countries, a framework has been fixed for the development of wages over the next two years, namely 2 per cent for the first year and 1.5 per cent for the second year. This will lead to the creation of a great number of new jobs. Employment-promotion policy must be accompanied by an efficient and flexible training policy to ensure that the labour force will possess the skills required. This is the way for growth to result in an improvement of our employment situation.

Important technical items are being discussed in the Conference committees. I find it highly desirable that ILO adopt one or more international instruments concerning safety in the use of asbestos.

Denmark has done much in this field in the form of restrictive rules and prohibitions. On the basis of the knowledge available today concerning the dangerous properties of asbestos, steps should be taken to ensure that progress is made, in the international context as well, with a view to increasing safety and also to ensure that countries which aim at a high level of safety in the field of asbestos will not suffer a loss of competitiveness as a consequence thereof.

I want to state that international instruments covering occupational health services could have a big impact on large parts of the world where such institutions are as yet only at the preparatory stage. Services in this field ought to be set up on a medico-technical basis for the purpose of preventing occupational injuries and increasing the safety and health of the workers.

At this Conference an important discussion on equal opportunities and equal treatment for men and women is taking place. The outcome of this discussion will also be important because it will constitute the ILO's input to the Nairobi Conference.

Looking at the situation at the global level, enormous differences exist in the situation of women. Differences of a fundamental character exist between their situation in the industrialised and in the developing countries. Such differences must of course be taken into account when we discuss how the situation of women can be improved and how our right to work and training can be guaranteed. The strategies and approaches which are appropriate in one part of the world will need adaptation when transferred to other parts. However, I am convinced that basic elements in our strategies are of general validity all over the world. Therefore, my advice is that we endeavour to identify such basic elements.

An important theme to be discussed in Nairobi will be how to carry on. It is obvious that the close of the United Nations Decade for Women must not lead to the misapprehension that work to improve the situation of women in the world has come to an end. It is of paramount importance that all the specialised agencies of the United Nations family always have the conditions of women on the agenda. This question must have its proper place in all plans of action.

The ILO especially has an important part to play in the future, as equal opportunities and equal treatment for men and women in employment will very often lead to equal opportunities and equal treatment in society as such.

It is my firm conviction that we should never accept statements or assurances to the effect that the general development of society will automatically lead to equality between men and women, because this is not true. Women's rights and equal opportunities must be a primary objective, and this primary objective must be taken into consideration in connection with any development planning. What I am saying is that the objective of equal rights and opportunities must be an integral part of development strategies and that this objective must, of course, not be accessory to other objectives, but be an objective in its own right and pursued as vigorously as other objectives.

The Danish position with regard to the apartheid system of South Africa is well-known. It is essential for me, however—when speaking in the ILO—to reiterate Denmark's strong condemnation of that system, which represents an institutionalised practice



of racism. The apartheid system cannot be reformed—it must be abolished.

Finally, I should like to comment briefly on the Memorandum from the socialist countries and Mr. Blanchard's reply.

As a founding member of the ILO, Denmark has witnessed the development which has taken place within the ILO and its work to achieve the ambitious goals set and high ideals which were behind the foundation of this global and tripartite organisation. We cannot accept any changes in the fundamental principles of the ILO.

Let us continue to place the human being at the centre of our efforts in this Organisation, which is non-political in its origin. Let us on this basis work together to make the ILO function in accordance with its Constitution and the Declaration of Philadelphia. This is our goal and we have the means to achieve it.

*Interpretation from French:* The PRESIDENT—Thank you, Miss Møller, for your contribution to this morning's debate, as well as for the kind words you have spoken to me as President of the Conference of which I am especially appreciative.

*(Mr. Grekov takes the chair.)*

*Interpretation from Russian:* Mr. SAKHAROV (*Workers' delegate, Byelorussian SSR*)—Allow me first of all to congratulate the President and the Vice-Presidents on their election to high office and to express my conviction that the elected officers will do all that is necessary to ensure the success of this session.

The present 71st Session of the International Labour Conference is taking place in the year of the 40th anniversary of the victory over fascism and nazism. It is generally recognised that a decisive contribution to the defeat of fascism and aggression, and to saving mankind from enslavement was made by the Soviet Union. In the struggle against fascism, countries with different social and political systems joined together and, in so doing, demonstrated the possibility of effective international co-operation.

The current international situation remains tense, even explosive, through the fault of imperialist forces. We share the concern of the workers and wide groups of the population of other countries regarding the fate of the world.

The 40th Victory Anniversary should remind us of what must be done to ensure that the tragedies of the past never recur and to open up new prospects for broad international co-operation. The 40th Anniversary of the United Nations and the International Year of Peace in 1986 should also be celebrated by the ILO as a specialised agency of the United Nations. The ILO should make a contribution to the efforts of the international community in the struggle for peace and disarmament. Concrete steps should be taken to investigate the socio-economic aspects of disarmament and to implement the resolutions adopted on the subject.

The Report of the Director-General refers to the problem of labour relations. However no mention is made of certain acute problems, that have seen partially considered for example in *ILO Information* No. 5 of November 1984, which states that the economic slump affecting a member of Western

industrialised countries has had a negative impact on the nature of collective bargaining. These changes are to a large extent occurring as a result of the application of anti-trade union legislation and governmental austerity programmes, which are seriously restricting the possibilities open to workers in wage negotiation. The presence of millions of unemployed and the impossibility of finding employment are weakening workers' social activity. As a consequence, the number of trade unions is falling in a series of countries.

The structure of income distribution is deteriorating to the detriment of the poorer population groups. Furthermore, as is emphasised in this issue of *ILO Information*, unemployment is increasingly becoming a political problem.

The contents of Major programme 60 "Employment and Development" in the Programme and Budget proposals for 1986-87 prepared by the International Labour Office fail to reflect fully the problem of employment as it really exists. The present proposed Major Programme 60 concentrates on issues of secondary importance that are only indirectly connected with the employment problem. This is a direct consequence of the efforts of certain forces in the ILO to change the Organisation's sphere of competence and to divert the ILO from the formulation of measures to promote employment and reduce unemployment.

The ILO is thus failing to implement the provisions of its Constitution relating to the defence of the interests of the workers.

In Major programme 60 particular attention should be given to the inclusion in the World Employment Programme of measures to assure the right to work, which is the basis for all other workers' rights. A particularly urgent need at the present time is the reduction of States' military expenditure since the arms race is having negative economic and social effects on workers. Among the most important factors affecting the growth of employment in the developing countries is that of industrialisation. All these elements of the employment problem should be clearly reflected in the ILO programme. The position of the socialist countries on fundamental questions concerning the ILO's activities was set forth in a constructive spirit in the Declaration on the situation in the ILO submitted to the ILO Director-General on 29 March this year.

A serious obstacle to the introduction of progressive socio-economic reform in many developing countries is constituted by the rapacious activity of the transnational corporations, which draw fabulous profits and whenever possible obstruct all democratic change in these countries.

Trade unions in many countries have for a long time expressed serious concern at the negative effects of the multinationals' activities and their interference in the internal affairs of sovereign States. It is for this reason that we would again propose the inclusion in the agenda of a forthcoming session of the ILO General Conference of an item on the activities of transnational corporation.

We are firmly opposed to the approach taken by the ILO and the Director-General to the question of improving standard-setting activities of ILO.

The results of the 228th and 229th Sessions of the Governing Body show that the Director-General is trying not to establish the conditions which would

ensure the participation of all on equal terms in dealing with this subject. The working Party that has been set up within the Governing Body is limited in its membership and is called upon to examine only the existing classification of ILO standards. It does not deal with questions of regulating the work of the so-called supervisory bodies. For this reason we believe that it is indispensable to increase the membership of the Working Party so that it can discuss all the aspects of the problem and include representatives of all the interested parties. This work should moreover be communicated directly to the International Labour Conference. It is essential to adopt a resolution on this matter.

The unsatisfactory situation within the ILO bodies is characterised by a flagrant disregard of the possibilities for the representatives of the national trade union organisations of the socialist countries to participate in the ILO. There is a practice of open discrimination against the socialist countries in the allocation of executive posts in the Conference and the Governing Body. The Workers' group notes an increase in the specific assistance granted to employers' organisations.

We believe it would be logical if employers' organisations within the ILO assumed certain obligations with respect to the application in their undertakings of ILO standards which are aimed at improving the situation of the workers. All attempts to put workers and employers on an equal footing within the ILO is contrary to the spirit of the Constitution and the very existence of the Organisation. Such a procedure invites the question of whose interests are being served: those of the workers or those of capital? Of course the employers may have specific problems related to the operation of the undertaking and the organisation of the work process which may be relevant within the ILO. But this should not be to the detriment of its principal activity and clearly should not be pursued within the context of assistance to employers' organisations.

The interests of employers have penetrated the programmes of ILO technical assistance. In the ILO there is a clear and dangerous tendency from the standpoint of the economic independence of the developing countries, which is that of giving preference to projects which serve as the starting point to the activities of private companies of the West, particularly the multinational corporations active in the developing countries. In the field of technical assistance, the ILO is being drawn into ever greater dependence on international financial institutions which are the instrument of neo-colonial policies of imperialism in the developing countries.

At the same time less and less account is taken of the activities of the socialist countries as regards their participation in ILO technical projects. Under different pretexts, all the opportunities for action by the socialist countries are passed over in silence, and no account is taken of the experience in the field of social and economic development.

The Report before us does not draw a clear distinction between capitalist and socialist countries as regards solutions to economic, social and labour questions.

In the socialist countries, the improvement of the social and economic situation of workers is a matter of national policy which is established and implemented by the workers through their councils

of deputies, workers' collectives as well as by trade unions and other social organisations. In this way, in the socialist countries we have such a type of industrial relations in which all members of society co-operate towards a common objective. The nature of industrial relations in our country is such that workers are given increasing opportunities and means of action to develop production satisfactorily, and at the same time increasing economic growth and their standards of living.

The growth of the creative activities of the workers and the enhancement of their technical skills explains the social and economic successes of the Byelorussian SSR. In the four years from 1981 to the end of 1984, the national income of our country increased by 26.6 per cent. More than three-quarters of our national income is used for consumer purposes; taking account of expenditure on housing and social and cultural facilities, we can say that four-fifths of our entire national income is spent on the welfare of our population.

In conclusion, I should like to say that the trade unions of our country intend to expand and intensify their co-operation and mutual comprehension with all trade unions which defend the vital interests of workers, and particularly within the ILO.

*Interpretation from Japanese:* Mr. TAKAHASHI (Workers' delegate, Japan)—On behalf of all the workers in Japan I congratulate Mr. Ennaceur on his election. It is an honour for me to join others in expressing my full confidence in his able leadership. I sincerely hope that this year's International Labour Conference will be a great success, working on the basis of tripartite co-operation.

I evaluate very highly the Report of the Director-General to the 71st Session of the International Labour Conference. I pay high tribute to the Director-General and the ILO secretariat for their achievement. It is indeed very fitting and timely that the question of tripartism is taken up this year as the main theme of the Report, after having dealt with the other important theme of international labour standards last year. I say this because tripartism is the basis of the very existence of the ILO and also because tripartism is the fundamental principle permeating all the ILO's activities. On this important theme I should like to emphasise the following three points.

First, trade union rights must be fully established. Workers can participate effectively in the tripartite machinery and its procedures only through the organisation which represents them, such as a trade union. It follows, therefore, that the guaranteed freedom of association as embodied in ILO Conventions Nos. 87 and 98 is a prerequisite to tripartism. Without freedom of association there can be no tripartism.

Second, I wish to emphasise that tripartism must give life to the principle of equality between labour and management. It must also guarantee participation in a fair manner. When trade union representatives are elected not in full freedom by union members but appointed by the government or by employers, there is no genuine tripartism in operation. Nor is it in operation when the number of trade union representatives is unduly restricted as a minor partner in an allegedly tripartite machinery.



Third, tripartite machinery must be given meaningful roles to play, and the consultation and agreement achieved there must be reflected in decisions affecting industrial relations.

There are certain trends in the world today which I must say I deplore. As is correctly pointed out in the Director-General's Report, there is a trend to deny free and independent trade unions even in industrialised countries, when they surely are an essential prerequisite to tripartism. There is also a trend to undermine the rights of workers and trade unions, to reduce the level of protection of workers and to weaken social security, all of which have been won only at a great cost to the unions.

And in my country, Japan, the importance of tripartism is recognised but the ILO Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), has not yet been ratified. Trade unions in Japan are now seeking its ratification.

Japan until now has ratified a total of only 37 ILO Conventions. We, the workers of Japan, wish to see other important Conventions ratified, such as the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Holidays with Pay Convention (Revised), 1970 (No. 132), the Workers' Representatives Convention, 1971 (No. 135), and the Labour Relations (Public Service) Convention, 1978 (No. 151).

Other Conventions relating to working women, safety and health, employment and social security rights should also be ratified.

We have asked the Government to take the necessary steps and, currently, tripartite consultation is in progress.

The Report of the Director-General speaks highly of industrial relations in Japan, saying in effect that they are based on harmony between labour and management, owing to the lifetime employment system. This point is often emphasised in recent years in other quarters also, as there are campaigns waged to "Look East" and "Learn from Japan". We, the working people of Japan, however, do not agree with such a generalisation. Industrial relations in Japan are not so co-operative as they are sometimes purported to be. Nor is the lifetime employment system generally established if one takes a broad view of the labour situation in the country.

We do, indeed, face a very difficult situation in Japan in negotiating wage raises and shorter working hours.

Furthermore, Japanese public-sector employees suffer added disadvantages. Their right to strike, their right to bargain collectively and even their right to organise are restricted or totally denied. The wages for public employees recommended by National Personnel Authority to compensate for the absence of the right to strike and the right to bargain collectively have not been implemented at all or implemented only partially. The decision to implement the arbitration awards on the wages for workers in public corporations and government enterprises is made by the National Diet. I must say that this is not a normal state of affairs for modern industrial relations.

However, despite these few reservations, I wish to emphasise my support for the Report of the Director-General. I should like to give firm support in particular to the proposed discussion in a technical

committee of the new problems encountered by public-sector workers. I also express my wholehearted support for two other proposals in the Director-General's Report to the Conference: the first for a symposium on collective bargaining in industrialised countries, and the second, for a high-level policy meeting to examine the impact of international trade policies as well as fiscal and monetary policies on employment and poverty.

Let me now suggest to the Director-General and the Governing Body the following three themes to be taken up in future ILO meetings and surveys: (1) the impact of micro-electronics, robotics and other new technologies on employment; (2) the working and employment conditions of part-time employees and those workers in the emerging manpower-leasing industry; and (3) tripartite efforts for social development and international co-operation.

The trade union movement in Japan has benefited greatly from the international labour standards of the ILO and its procedure for supervising their application. I myself have participated in such a process, and in recent years I have learned invaluable lessons through my participation in the Committee on the Application of Conventions and Recommendations. These experiences prompt me to express grave concern over the repeated criticism levelled against international labour standards of the ILO and its supervisory machinery at the International Labour Conference. We, in the trade union movement in Japan, firmly endorse the universality of international labour standards. We are also convinced that the ILO's supervisory machinery is of extreme importance to workers in all countries, particularly in those countries where their rights are denied and violated.

This year's session of the International Labour Conference has important tasks at hand, namely working for new international instruments on labour statistics and on occupational health services, as well as carrying out a general discussion on equal opportunities and treatment for men and women in employment. We are resolved to do our utmost for a successful completion of these tasks.

This session also deals with the problem of apartheid in South Africa. We cannot allow the suppression of freedom and human rights of Black workers in that country to continue. Nor can we condone racial segregation and social injustice. Denial of trade union rights and oppression against union leaders must not be allowed to continue. We appeal very strongly to all persons with common sense to exert their utmost efforts to put an immediate end to these unjust policies and dismantle apartheid.

In conclusion, let me express my ardent hope that the ILO will further contribute to lasting peace in the world based on the spirit of the Declaration of Philadelphia of 10 May 1944. Lasting world peace can be attained by realising the fundamental objectives of the ILO set forth in that Declaration, by bringing about better working conditions through international labour standards, and by thus realising genuine social justice.

We recall that it was precisely 40 years ago that atomic bombs were dropped on Hiroshima and Nagasaki. May I appeal to the Conference that immediate steps be taken to bring about nuclear disarmament, with a view to achieving full and complete disarmament. This is the strongest desire of

all Japanese people and especially the desire of those who are still suffering the effects of nuclear disaster.

I close by pledging my enthusiastic support and co-operation for the ILO's activities.

*Interpretation from French:* Mr. ACHOUR (*Workers' delegate, Tunisia*)—First of all, I should like to congratulate the President on his election to the Chair of this Session. I also take this opportunity to congratulate the three deputy presidents and particularly Mrs. Carr, representing the Workers' group.

It was with keen interest that I read the Director-General's Report on industrial relations and tripartism. In this document stress is put on economic and social changes and their effects on policies of economic and social development. The Director-General invites the delegates at this Conference to enrich our debates by offering their reflections, borne of the experience they have themselves acquired, so that we may together improve and better use the precious instrument of dialogue, namely tripartism to promote that social justice to which we are Committed. In this connection, I consider that a sincere discussion between the trade unions, employers' associations and governments, in a spirit of freedom and mutual respect, is the surest means of binding solutions which are acceptable to all and of achieving the changes required to meet structural changes, because arbitrary action is a source of injustice and conflict.

It is to be regretted that the trade union organisations, particularly in certain developing countries, experience all kinds of difficulties in safeguarding their independence and properly fulfilling the mission of defending the workers' rights. As regards industrial relations, obstacles to trade union activities are multiple. Some governments, in their action to achieve economic recovery, believe sometimes on the advice of the International Monetary Fund, that the success of their policies may be compromised if wages have to be raised as a result of collective bargaining, whereas most of the time such a wage adjustment is merely enough to repair the major shortfall which occurs in the workers' purchasing power as a result of the increase in the cost of living. The latter is assessed on the basis of a price index which is often challenged since it does not cover all the articles currently consumed by wage earners. I would also emphasise that in several countries, including my own, the minimum wage is not sufficient to meet a family's basic needs. It is far from being enough to provide a family with the necessary number of calories.

In some developing countries, stabilisation programmes designed in accordance with the International Monetary Fund's recommendations have had nefarious effects on employment and workers' earnings, and have frequently led to a worsening of the social situation of the country. I personally consider that solutions could be found to this question if we were to devise a policy of equitable distribution of income combined with an appropriate and equitable tax system, because the recommendations made by the International Monetary Fund in this field run counter to the workers' interests and the concerns of the ILO in the promotion of social justice. In this connection, I consider that the ILO has done well to propose making the necessary steps with all those concerned regarding the preparation of a study of

various stabilisation methods from an angle other than that recommended by the International Monetary Fund.

In his Report, the Director-General emphasises that, "in dealing with the pressing problems of structural change, it is essential to promote real dialogue through strong organisations and effective bipartite and tripartite processes". Unfortunately, in some countries, the position is not at all like this because of the heavy threats which is faced by the trade union movement to weaken it or to thwart its activities. In my country, there have unhappily been several breaches of the principle of freedom of association and the right to bargaining. On the occasion of legal strikes the authorities have frequently had recourse to massive requisitions even before the strikes began. This has been the case with railway workers, road transport workers and so on. In several cases, the police have intervened to disperse or arrest workers on picket duty and to take them to court under the pretext that they had been guilty of a breach of freedom of labour or of incitement to strike. On a number of occasions, workers have been injured or dismissed, whereas lock-outs decided on by certain heads of undertakings have unfortunately met with no response from the authorities. The Government is threatening the UGTT to do away with the policy of allowing trade unions to have their contributions deducted at the source (check-off) which has been in force for nearly 30 years. Such action runs counter to the basic Conventions of the ILO because it would gravely hamper trade union activity and disorganise the cash fund of the organisation. Because of all these aspects of the situation, we have lodged a complaint with the ILO and I hope that the outcome of the ILO's deliberations will shortly be made known.

The UGTT has never spared its efforts to reach agreements by bargaining. At the end of last April, when negotiations had been broken off we learnt that the Government was prepared to resume negotiations and was intending to revoke certain actions taken against the trade unions which were against the provisions of the collective agreements, such as the ban on general assemblies in the factory. The UGTT, as an expression of its desire to resolve the existing problems through dialogue, resumed the negotiations and postponed all the strikes planned for the beginning of last May. The negotiations which then took place with the Government during the month of May were exceedingly long and arduous. In the end, they did not lead to an agreement because of the differing views expressed. When the UGTT requested the application of the texts in force concerning wage adjustments, the Government finally announced that such adjustments would take place only if there were an improvement in productivity and only on the bases of such an increase, whereas under the legislation in force as well as the practice obtaining up to January 1983, the date of the last wage increase account should be taken of the increased cost of living and the decline in the wage earners' purchasing power in the adjustment of wages. Furthermore, specific supplements are provided for in collective agreements and in the statutes of public undertakings to compensate the workers for better productivity or higher production. Personally, I very much hope that the Government will be able to review its attitude and meet the legitimate claims of the workers who

have now run out of patience, with a view to establishing the peaceful social climate which is required for the swift and harmonious development of the country, which was freed from colonialism thanks to the heavy sacrifices made by the workers, who remain imbued with the same spirit in the protection of their freedoms and their dignity.

The other matters submitted for discussion to our plenary meeting and the committees are of great importance for the workers. I refer to the problem of the use of asbestos, the question of the occupational health services, equal opportunities and equal treatment for men and women in employment, the information and reports on the application of Conventions and Recommendations, which are an essential part of the work carried out by the ILO. I have pondered long on the report on apartheid and the efforts made by the ILO to combat this scourge must be supported. The peace-loving, freedom-loving peoples must intensify their action and show their solidarity with the peoples of South Africa and Namibia, who are being exploited by a White minority which lays claim to the entire wealth of these countries. These peoples are trying to free themselves from slavery, apartheid and oppression. We must not cease to denounce those who directly or indirectly are assisting the racist Government of South Africa or co-operating with it in the economic or military fields, despite all the Resolutions adopted by the United Nations.

The report on the situation of workers in the occupied Arab territories shows that the situation is getting worse for the Palestinians because of the occupation and the increasing Israeli tendency to set up settlements, with all that this means in the way of injustice and humiliation for the people of Palestine. The international community must become more aware of this position and act vigorously against Israel to ensure that an equitable solution to the problem is found in favour of the Palestinians' right to self-determination and to free and independent nationhood. The drama of the Middle East, which bears so heavily on the peoples of this part of the world, was born in the crime committed against the Palestinians, when hundreds of thousands of men, women and children were ejected by force from their homeland and the remainder of whom now live under an occupation regime.

May I also express the hope that the bloody war between Iraq and Iran will rapidly draw to a close because it is purposeless and its only consequence is to bring suffering to the peoples concerned and devastation to the places in which they live in. The situation in Afghanistan calls for the attention of my Organisation. We ask that foreign troops be withdrawn from this country and we support the right of the Afghan people to freedom and independence. We are deeply concerned by the droughts and famines from which so many African countries are suffering. There must be more vigorous international solidarity in helping these peoples and bringing about long-term improvements in technology and the management of their water resources. We are saddened, too, by the natural calamities which have ravaged the coasts of Bangladesh and taken the lives of thousands of people, leaving a large number without a roof over their heads.

Finally, may I say that I sincerely hope that this session of the International Labour Conference will

conclude in an atmosphere which is less tense than has been the case in the past, with better results for the workers and for world-wide peace.

*Interpretation from French:* Mr. CAMPANELIS (*representative of the Federation of Associations and Unions of the International Civil Service*)—Allow me to congratulate Mr. Ennaceur very sincerely, as well as the vice-presidents of the Conference, on your election. We, international civil servants, were extremely pleased to see that, among the three vice-presidents this year, there is a woman, a Canadian trade unionist who for several years has been acting with courage and great competence as Worker spokesperson for the Conference Committee on Apartheid.

Our Federation has studied the Director-General's Report. We paid special attention to the parts in the Report dealing with work in the public sector, trade unionism and collective bargaining in this sector. In this context, we feel bound to point out that the International Civil Service has not remained unaffected by the increasing deterioration in the national civil services of a large number of countries. The time when international civil servants in the United Nations systems could boast that, as regards many aspects of their employment conditions, they belonged to an exemplary public service, is dead and gone. The world economic crisis, with its repercussions on the purchasing power of wages and salaries and consequent restrictions on trade union rights, particularly as concerns collective bargaining and decreasing job security, are all negative factors which characterise the situation of civil servants in most countries of the world today and, without exception, can be found in the international and regional civil service.

In this connection, we should like to draw the attention of the delegates to this Conference to certain aspects of the employment conditions of international civil servants in the United Nations system which should not be ignored, since they set a very bad and dangerous example, particularly in relation to the principles to which the International Labour Organisation is attached. We shall mention only the most striking aspects. Despite all the statement made in the Governing Body of the ILO with respect to the working methods of the International Civil Service Commission, the ICSC, particularly as concerns collective bargaining, the law of the strongest continues to prevail and practically all the basic questions relating to the living conditions and work of international officials are decided by the ICSC or, acting upon its recommendation, by the United Nations General Assembly. These decisions are taken unilaterally, without any prior negotiation, in spite of the fact that staff representatives are usually consulted in advance as a pure matter of form.

This state of affairs, which has lasted for years and is continuing to get worse, is progressively and irretrievably sapping the confidence of international officials in the leaders of their organisations. This trend is particularly dangerous in international organisations where idealism and motivation are indispensable if work for the benefit of mankind is to be efficient and beneficial.

Another extremely painful subject is the United Nations system pensions scheme. For several years,

an attitude has been evolving whereby there is disregard for an violation of the acquired rights of retired staff; not so long ago, these rights were regarded as sacred. Retrograde and often frankly deplorable measures are being taken against the interests of present and future pensioners for which there is no precedent in national practice. International and national trade union organisations would do well to take heed of the problem of respect for the acquired rights of retired international civil servants, because the bad example, today widespread in our organisations, employing 55,000 officials in more than 150 countries, might one day easily give rise, at the national level, to negative practices which could not be changed for many long years to come.

A third example of a marked deterioration in conditions of employment in the international civil service is the gradual disappearance of job security for officials with many years of service and the increasingly frequent and large-scale engagement of temporary staff with all the destabilising effects that this implies. It goes without saying that in addition to the human element thus sacrificed, the quality of the work of the international organisations suffers very severely.

The work of the Committees on Apartheid, Application of Standards, Equality in Employment, and Occupational Health Services are of course of direct interest to us, as to all workers. The application in practice of the principle of equality between men and women in respect of employment is making but slow progress, it must be acknowledged, and progressing too slowly in the international organisations despite the many resolutions and solemn declarations adopted. The number of women in posts of responsibility is still insufficient and the target of 25 per cent that has been fixed has still not been attained. All who defend the principle of such equality know how greatly the world would benefit in all spheres if equality between men and women were to be reflected to a greater extent in practice.

For many years now we have been participating as observers in the work of the Committee on Apartheid. In our opinion, the Workers' group has done much to secure the eradication of the scourge of apartheid which is a shameful blot upon mankind. How can one talk seriously and calmly of respect for human rights when a whole people in South Africa, millions of men, women and children, are treated almost like slaves? And, what is most alarming, is that progress in this respect is practically non-existent. Each day that goes by confirms this. How is it possible that the protests of tens of million of people of goodwill, and the efforts of so many organisations in the world, as well as those of the ILO Committee on Apartheid, should remain without any real result?

Our Federation feels that all the difficulties and all the regional problems in the world, such as racism, apartheid, persistent underdevelopment, famine and poverty for whole peoples and so many other forms of human suffering are the consequence of the international situation, international tension and the arms race. We are of the opinion that no problems of fundamental and vital importance to peoples, regions and the whole world, whether it be of a political, economic or social nature, can be resolved unless a halt is called to the reckless squandering of immense resources on the arms race and preparations for a

nuclear war. This is why every effort to put an end to this distressing situation is to be valued. This is why we too, the international civil servants, await with great interest the results of the study the ILO has been asked to undertake on the social consequences of disarmament, of which mention is made in an appendix to the Director-General's Report.

The international civil service earnestly hopes for a normalisation of the international situation as this is the only means of restoring the climate indispensable for the accomplishment of its international mission for the benefit of men and women of all countries.

Mr. DINGLIS (*Workers' delegate, Cyprus*)—Mr. Vice-President, I extend to you, and also to the President and the other Vice-Presidents of this Conference, my sincere congratulations on our election to high office at the Conference.

Tripartism and industrial relations are the special theme of the Director-General's Report to this Conference. The economic and social environment which is seriously affecting industrial relations is thoroughly dealt with in this Report. In this regard I should like to indicate that the 71st Session of the Conference is taking place in conditions resulting from the prolonged economic crisis of the world capitalist system. In spite of certain improvements, the economies of many capitalist countries are characterised by stagflation and low rates of growth. The economy of many countries, especially the developing ones, is suffering from the prolonged monetary crisis and the high interest rates imposed on them by certain developed capitalist countries.

The problem of foreign debt is becoming even more intolerable and oppressive for many developing countries.

The servicing of this debt is estimated to absorb around 20 per cent of their income from export of goods and services. This problem aggravates the situation of developing countries and causes additional difficulties in the struggle for economic development and progress.

The famine problem in African countries represents a shame for our civilisation. The victims of famine represent the heritage of and the price for the long colonial yoke.

The overcoming of economic underdevelopment, the bridging of the gap between developed and developing countries, is becoming even more difficult as a result of unequal economic and trade transactions. The establishment of a new international economic order is becoming an imperative need in the struggle against famine and generally for facing the development problems of the third world countries.

One of the most crucial problems of our era is massive unemployment which has become an endemic phenomenon in many capitalist countries in recent years.

Unemployment is the most important economic and social problem of working people in the capitalist world. It is expected to rise even higher in the near future. What is of special importance is the fact that massive unemployment is not only maintained, but is also increasing, even under conditions of economic recovery. This fact represents a new economic phenomenon, the explanation of which lies in the introduction of new technologies in production processes, based on electronics. Millions of people are

deprived of their basic human right—the right to work. They face the problem of physical survival. Unemployment is of particular importance for young people, especially for graduates and for women.

The consequences of unemployment are extremely harmful for the biological and psychological health of working people, and even for their morale. A lot of available data confirm that the increase in unemployment is accompanied by an increase in mortality, the use of drugs, criminality, mental diseases, the number of suicides, and so on. Undoubtedly unemployment is the greatest scourge of the working people.

This in brief is the situation faced by working people in the capitalist world. What is the role to be played by the ILO and what should be its contribution to combating this situation?

I am sorry to remark that the ILO did not respond satisfactorily to the expectations of the working people. We of course appreciated the World Employment Conference held by the ILO in 1976. Nevertheless, ten years have elapsed since that Conference, characterised by the deepest and most prolonged economic crisis since the Second World War. During these years unemployment has acquired absolutely new alarming dimensions, while the ILO has failed to play an essential role in combating it.

It is my conviction that the convening of a new tripartite conference, in the framework of the ILO, for the discussion of the problems of development, unemployment and of the necessity for the establishment of a New International Economic Order represents a must. Thus, the ILO will fulfil an important function that derives from its constitutional objectives.

In this respect, I am also obliged to refer to the failure of last year's ILO Conference to adopt an up-to-date Convention on employment problems.

I should like to think that the ILO will play an essential role in the near future in tackling unemployment and the most crucial problems of the developing countries.

Undoubtedly the most important problem faced at this stage by the working class and peoples all over the world is that of peace and the danger of a nuclear holocaust. It is impossible to deal with jobs and unemployment or to struggle for improvement of the working conditions and for raising the living standards of working people, without safeguarding peace. In recent years, peace has been under a constant and dangerous threat. The Helsinki climate has been replaced by international tension and the arms race. The working people pay a heavy price for it.

Unfortunately, repeated proposals for reducing the danger of a nuclear war, for disarmament and détente were answered negatively and with further escalation of the arms race to include space war. Negotiations for disarmament have been prolonged and have shown no positive results up to now.

It is my conviction that the ILO cannot remain neutral on this vital issue, which directly affects the existence and the life of the working people. The ILO should effectively contribute to efforts for peace and disarmament. The ILO should elaborate a comprehensive plan of activities aimed at contributing in the most effective manner possible to this end. These activities should not only cover the fields of research and information regarding the consequences of disarmament on employment and the living standards of the working people, but they should also be extended

to the organisation of conferences, seminars, and so on.

During the past year the working people of Cyprus continued their struggle for further wages increases and generally for improving their living standards. Real wages have been increased by about 5 per cent, while unemployment was maintained at the low rate of 3.3 per cent. Nevertheless, youth unemployment problems represents an alarming aspect of the whole unemployment problem.

Safety and health at the workplace are constantly at the focus of our attention. Tripartite deliberations are under way for the ratification of the relevant ILO Conventions and for the adoption of the necessary legislative measures.

The problems of women workers are of particular interest to the trade union movement of Cyprus. The ratification of ILO Conventions on equal pay, on the protection of maternity and on facilities to be rendered to working parents constitute an important target of our movement, taking especially into consideration the impermissible reluctance and delay on the part of the Government of Cyprus to ratify and implement these Conventions.

The solution of the problems of the working people of Cyprus, both Greeks and Turks, and the creation of the necessary environment for an essential improvement of their conditions of work and for raising their living standards are inseparable from the elimination of the conditions created as a result of the coup and the invasion of 1974, through the reunification of Cyprus and the solution of the Cyprus problem on the basis of the United Nations Resolutions and the top-level agreements. Such a solution should safeguard equal rights for all citizens of Cyprus, irrespective of religion, race or sex. The solution of the Cyprus problem should also safeguard the legitimate rights of both communities, Greeks and Turks. It has also to safeguard the independence, sovereignty, territorial integrity, unity and non-alignment of a bicomunal, biregional, Federal Republic of Cyprus. For this purpose, we consider it necessary that all parties should positively contribute towards the revival and success of the relevant initiative of the United Nations Secretary-General. We consider that the draft agreement of Mr. Pérez de Cuellar offers the basis for a comprehensive solution of the Cyprus problem.

In conclusion I should like to express the solidarity of the working people of Cyprus with the struggle of the workers and the people of South Africa against racial discrimination and apartheid and for the full respect of trade union and human rights of the whole population of South Africa. I express my solidarity also with the Arab peoples and especially with the Palestinian people in their struggle against the violation of trade union and human rights of Arab workers in the occupied territories and for their social and civil rights. I also express solidarity with the trade union movement and the working people of El Salvador, Chile, Guatemala, and other countries struggling for their trade union and civil rights.

*Interpretation from Portuguese:* Mr. GANANCIO (Workers' delegate, Mozambique)—On behalf of the workers and the Mozambique Workers' Organisation, we would like to offer our warm greetings to all delegates and in particular to the President on his unanimous election to chair this session of the

Conference. We are of the opinion that his election constitutes a guarantee for the success of this Conference which has a wide-ranging agenda on labour issues.

We express our satisfaction at the progress achieved and the efforts undertaken by the Governing Body of the ILO in denouncing and combating the inhuman regime of apartheid.

We express our admiration for the people of South Africa and Namibia in their commitment to the struggle for equality, progress and democracy. Their conviction and determination are an encouragement to the sacrifices that must be made to bring victory to the majority of oppressed and exploited masses.

We come from an underdeveloped country which faces enormous problems directly affecting the working life of the workers. This situation, with which we are faced, is the result of the following external and internal factors: the existing world economic division does not favour the Third World countries and the economic crisis which is keenly felt in the industrialised countries has a great impact on the underdeveloped countries, too; the deterioration in the terms of international trade makes it difficult for our country to cope with the grave economic situation that is suffocating the Third World, giving rise to labour problems; and the industrialised countries fix and reduce the prices of raw materials imported from developing countries in order to offset the effects of their recession and economic crisis. This state of affairs has greatly affected us. For instance, in order to import a lorry in 1977 we had to export 20 tons of cotton, but today we have to export 200 tons of cotton to buy the same lorry. We therefore have to redouble all our efforts in production, which has been hampered and affected by natural disasters in our country.

However, it is not only the economic situation that causes us harm. We have also suffered, as I just said, from natural disasters which have severely affected the economic development of our country and consequently worsened working conditions in our young country. The natural disasters which have had such drastic effects on our country are floods, cyclones, drought, hunger and armed bandits. There are people in distress because of drought and when there is some promising rainfall it is accompanied by strong winds that devastate and destroy their poor crops and sometimes result in a loss of human lives. Recently, cyclones destroyed 31 high-tension power lines supplying energy to the capital city of Maputo and the south of the country with serious effects on normal production.

The city of Maputo constitutes the principal industrial zone in the country where all the large factories, industries and production units and services are located. The interruption of the electricity supply penalised factories, industries and public utilities as well as affecting thousands of workers and consequently hitting the country's industrial production. The lack of power aggravated the food shortage, because the basic food crops from the fields were not processed. Fish supplies deteriorated as fishing could not take place and the target could not be met, due to the shortage of oil which had to be diverted to the production of electricity to maintain the minimum functioning of activities necessary to the population.

Our country needs at this moment, because of low production as a result of floods, drought and cyc-

lones, thousands of tons of cereals, powdered milk and other essential foodstuffs as well as clothing, medicines and medical care. Despite having better access to medical institutions after gaining our national independence, we are still faced with medical care problems caused by the lack of medical supplies and sanitary equipment. This weakens the capacities of the workers and thus reduces their output.

Drought, hunger and floods are not the only calamities that afflict our country. The other calamity which has affected the People's Republic of Mozambique is armed terrorism. This armed terrorism is committed by elements who were directly or indirectly implicated in the criminal activities of the colonial war and immediately after our national independence were recruited and used by Rhodesia to destabilise our territory.

The same elements, after Zimbabwe became independent, were reorganised, trained and armed by South Africa, the spearhead of imperialism for the destabilisation of southern Africa. These armed terrorists commit murder, mutilate their victims, set houses on fire, attack and burn buses, destroy the system for transporting goods by rail and road and interfere with the peaceful labour of workers and peasants. In the majority of our enterprises and agricultural production units, the workers assume the role of production and the defence of their workplaces.

It is in this context of labour instability that we are developing our trade union activity oriented towards (i) guaranteeing the existence of our present workplaces—that is to say there should be raw materials to enable work to continue in the factories and for the defence of factories and agricultural production units against the terrorist activities of armed bandits; and (ii) guaranteeing the minimum obligations and rights of the workers.

Labour instability in our country is greatly worsened by the economic situation and by the actions of the armed bandits and these two things are associated. In order to guarantee the full functioning of industry, it is necessary that there should be imports of spare parts and raw materials, as well as exports of our tea, sisal, wood, shrimps, etc., and this necessitates the transport of goods from and into the interior of the country, but the transport of these goods is subject to attacks by armed bandits. We have realised in our country the need for a war economy in order to establish dynamic and flexible machinery to facilitate production and the combating of armed terrorism.

The objective of the Mozambique Workers' Organisation (OTM) is the satisfaction of the workers' needs and the promotion of better conditions of life and work, the development of love and loyalty to our country, the defence of the economy, and the struggle against the enemies of the revolution. This is the general framework in which trade union activity is being developed in our country.

We should also like to use this forum to express our appreciation for the work done by the ILO technical missions to the five Portuguese-speaking African countries and the follow-up being undertaken by the Director-General and the Governing Body in providing technical assistance and workers' education to our Portuguese-speaking countries.

This month we are celebrating the Tenth Anniversary of our national independence. These have been



ten years of successive and hard struggle for the defence of our national sovereignty and the construction of a prosperous and just society. These have been ten years of struggle for the peace we have been wishing for since 1964. Peace constitutes the only guarantee for production and the betterment of the lives of our workers. We accordingly commit ourselves once more to the noble task of the defence of our victories and the struggle for peace.

In conclusion we wish every success for the work of this Conference and we appeal to all the workers of the world to support us in obtaining peace and better conditions of life and work for our workers and peasants.

We also reaffirm our solidarity with the forces that are struggling against the arms race and for the reduction of zones of tension and the increasing of demilitarised and denuclearised zones. We are conscious of the dangers that threaten mankind. We are in sympathy with all the initiatives taken to make development the main aspect of international relations.

The struggle goes on!

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—Two delegates have asked for the floor to exercise their right of reply at the end of the meeting: Mr. Shafii, Government delegate, Islamic Republic of Iran, in answer to a statement by Mr. Bennani, representative of the Arab Labour Organisation; and Mr. Díaz-Garaycoa, Government delegate, Ecuador, in answer to a statement made by Mr. Bolaños-Sánchez, Workers' delegate, Ecuador.

I should like to recall that in the exercise of the right of reply the reply should concern only the point under discussion on the agenda of the Conference. It should be short and should not give rise to a rejoinder.

I now give the floor to Mr. Shafii, Government delegate, Islamic Republic of Iran.

Mr. SHAFII (*Government delegate, Islamic Republic of Iran*)—The representative of the Arab Labour Organisation, in his statement today, made some remarks about the aggression launched against the Islamic Republic of Iran and used the term "imposed war on Iraq" for this conflict. I think the mere reference to a war imposed on Iraq shows the degree of veracity to be attached to the remarks of this representative, and their credibility in the eyes of the international community must be judged in relation to the fact.

In spite of the present peace-loving sentiments which are being so eloquently expressed, no one is ignorant of the irrefutable fact that on 22 September 1980, four days after the aggressor had unilaterally abrogated the 1975 Border Treaty between the two countries, a war of aggression was started against the Islamic Republic of Iran by the invasion of her border along a distance of 1,352 kilometres, penetrating at certain points as deeply as 80 kilometres into Iranian territory. According to dispatch of 25 December 1980, at a session of his Cabinet, the President of Iraq ...

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I give the floor to Mr. Dawood, Workers' adviser, Iraq, on a point of order.

*Interpretation from Arabic:* Mr. DAWOOD (*Workers' adviser, Iraq*)—Mr. President, you warned the speaker before he began. You told him that he must abide by the item under discussion. He did not obey your request and you know that the United Nations is at present studying the causes of this conflict. I do not want to go into details of this question and I need only recall that everything is being done, but I would ask you, Mr. President, not to allow the speaker to continue his statement, otherwise I, in turn, will ask to exercise my right of reply.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would ask the speaker, Mr. Shafii, to limit his reply to the point of substance.

Mr. SHAFII—My remarks are related to the subject under discussion because I am replying to the points made this morning by the representative of the Arab Labour Organisation, and he raised those points regarding the war and I am directly addressing those points.

According to a dispatch of 25 December 1980, at a session of his Cabinet, the President of Iraq said that "all areas occupied by Iraqi troops in the Iranian province of Khuzestan ..."

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would ask you, Mr. Shafii, to limit yourself in your right of reply to the point actually at issue, not make a speech. You have already made your point.

Mr. SHAFII—Then I think it is not necessary to take up the time of the Conference with the advice that you gave me for the enumeration of the many facts which would support my statement, because it is already crystal clear to world public opinion that this war of aggression was started by Iraq and imposed on the Islamic Republic of Iran.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I now give the floor to Mr. Díaz-Garaycoa, Government delegate, Ecuador, to exercise his right of reply.

*Interpretation from Spanish:* Mr. DÍAZ-GARAYCOA (*Government delegate, Ecuador*)—With respect to the remarks made by the Workers' delegate of Ecuador, I have found it necessary to give the following explanations on behalf of the Ecuadorian Government. First, the present Government of Ecuador was elected by an absolute majority of votes and is a democratic Government. As such it respects the Constitution and laws of the Republic, the international Conventions it has validly ratified as well as its international commitments. Second, the present Government has not on any occasion applied the provisions of the National Security Act which provide for the setting up of a state of emergency and the suspension of certain individual and collective rights, as claimed by the Workers' delegate. Accordingly, during the period of office of the present democratic Government, there has been no suspension in any form of the guarantees of the workers and the inhabitants of the country in general. Third, by

means of a document which was handed in to the International Labour Office, the Government duly answered the accusations made to the Office by international workers' organisations with regard to alleged loss of life of workers during the illegal stoppage of activities ordained by the Ecuadorian trade union confederations on 9 and 10 January 1985. We reiterate on this occasion that no worker was killed as a direct or indirect consequence of the demonstrations which occurred on the public thoroughfare on those dates. Fourth, the democratic character of the present Ecuadorian Government ensures that there is no need to comment on the ideological statements made by the Workers' delegate.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I give Mr. Dawood, Workers' adviser, Iraq, the floor on a point of order.

*Interpretation from Arabic:* Mr. DAWOOD (Workers' adviser, Iraq)—I am very sorry to ask for the floor again to offer an explanation concerning certain points raised by the Government delegate of Iran, who wished to answer the points made by the representative of the Arab Labour Organisation. I am not defending him, but I would like to say that Iraq has always wanted peace, and if the Iranian delegation talks about peace we are ready to talk about peace too. All we want is peace. The Khomeini regime has refused peace, always has done so, and everywhere. I do not want to go on any longer, and I would like to say that this delegation...

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—Mr. Shafii, Government delegate of the Islamic Republic of Iran, has the floor on a point of order.

Mr. SHAFII—Mr. President, you gave the floor to the representative of Iraq on a point of order but he was not using this right properly and he was replying to the points made by my delegation which were in reply to the points made by the representative of the Arab Labour Organisation. So therefore I request you, Mr. President, to prevent him from continuing his speech.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I would ask you to conclude your statement, Sir, then we will close the meeting.

*Interpretation from Arabic:* Mr. DAWOOD (Workers' adviser, Iraq)—I put my name down to exercise my right of reply and I said that if the preceding speaker was to continue to talk about my country I was entitled to answer him. You advised him and he continued to make his speech and now in this international forum we should not stop speakers from speaking. You notice that we have always said that Iraq is working for peace and social justice, and if there is no freedom in Iran and if we ask you, Mr. President, to guarantee freedom of speech, I would ask you to allow me to exercise my right of reply. Now you see the noise made by this regime.

*(The Conference adjourned at 1.30 p.m.)*



## Nineteenth Sitting

Tuesday, 18 June 1985, 3 p.m.

*Presidents: Mr. Ennaceur, Mrs. Carr*

### COMMUNICATION TO THE CONFERENCE

*Interpretation from French:* The PRESIDENT—The presidency of the Conference received on Saturday, 15 June, a letter from the Employers' delegates of Bulgaria, the USSR, the German Democratic Republic, Cuba, Hungary, Czechoslovakia and Mongolia. In this letter the President and the other officers of the Conference were notified of a request for certain Employers' delegates from socialist countries to be allowed to sit on certain committees as titular members.

After deliberating on this matter, the officers of the Conference considered that, as had in fact been suggested in the letter, this request came under the procedure adopted by the Conference on 8 June 1959 in connection with the appointment of members of committees, and that it should therefore be referred to the Appeals Board provided for under this procedure.

Following the decision taken by the Governing Body of the ILO at its 229th Session, and subsequently by the Conference, the Appeals Board consists of three persons chosen from a panel.

These three people are as follows: Mr. J. R. Barboza-Carneiro, Mr. Luigi Cottafavi and Mr. Pierre Laroque.

The Appeals Board will meet as soon as possible and, according to the information I have, it is likely to meet during the next three or four days, and it will report back to the Conference.

### REPORT OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES: SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—This afternoon's agenda begins with the report of the Finance Committee of Government Representatives.

I call upon Mr. Lombera Pallares, Government delegate, Mexico, Chairman and Reporter of the Finance Committee, to submit the report.

*Interpretation from Spanish:* Mr. LOMBERA PALLARES (*Government delegate, Mexico; Chairman and Reporter of the Finance Committee of Government Representatives*)—I have the honour to submit to the Conference the Report of the Finance Committee of Government Representatives.

The report contains the Committee's recommendations for action by the Conference in respect of the Programme and Budget for 1986-87, amendments to

the Financial Regulations in respect of Audit Certificates, and an extension of the terms of office of three members of the Administrative Tribunal.

In introducing the draft Programme and Budget proposals, the Director-General explained to the Committee that he had been very much aware of present financial constraints and accordingly he had originally put forward a draft Budget which provided only a modest amount of programme growth.

As a consequence of the cuts and savings made by the Programme, Financial and Administrative Committee of the Governing Body in February-March of this year, and the further cut of \$2.1 million proposed by the Director-General as a result of the post adjustment freeze accepted by the Governing Body in May, the proposals examined by the Finance Committee of the Conference showed a net reduction of \$1.6 million compared with the 1984-85 Programme and Budget. This means that the United States dollar amount of every State's contribution will be lower than their 1984-85 contribution. In real terms, with an increase of less than 1 per cent, the Budget now provides for virtually zero growth in the programmes of the Organisation. The Director-General's statement is summarised in paragraphs 7 to 13 of the report.

The Committee also listened with interest to statements expressing general support for the Programme and Budget proposals by Mr. von Holten, representing the Employer Vice-Chairman of the Governing Body, and Mr. Muhr, the Worker Vice-Chairman; these statements are summarised in paragraphs 14 to 18 of the report.

The general discussion of the Programme and Budget proposals by the Finance Committee showed that the governments were divided broadly into three groups: those who advocated zero growth, in real terms; those who did not accept the principle of zero growth, mainly the developing countries who had hoped that the proposals might have reflected a substantial real programme expansion in the light of the pressing needs for implementation of ILO programmes throughout the world; and those who would have preferred negative growth. Given the wide-ranging diversity of activities covered by the ILO's field of competence, it is only to be expected that complete unanimity regarding the relative order of priorities will always be difficult to achieve. With some reservations which are reflected in the report, the Committee was nevertheless able to reach a general consensus and has accordingly submitted to the Conference the resolution put forward by the Governing Body for the adoption of the Programme and Budget proposals for 1986-87. The text of this

resolution appears at the end of the Committee's report.

The draft statement of member States' contributions recommended by the Committee for 1986 is set out in Appendix II to the report. As in recent years, a number of governments expressed reservations about the scale of assessments since they believed that the present United Nations scale did not reflect the true capacity of their respective countries to pay.

The Conference is being asked to adopt a scale for 1986 only at this stage, because the United Nations Committee on Contributions is currently in the process of reviewing the United Nations scale. The results of this revision will be taken into account by the Allocations Committee of the Governing Body when considering the ILO scale for 1987. In the meantime it ought to be of some encouragement to those governments which are experiencing economic difficulties, and to those who have expressed reservations concerning their individual assessments, to note that their 1986 contributions in dollar terms will actually be lower than in the present 1984-85 biennium.

Before concluding I should like to pay tribute to the members of the Finance Committee for the serious and responsible way in which they discussed the proposals before them. Given the general consensus which was reached, I venture to hope that the Conference will be unanimous in adopting the Programme and Budget proposals for 1986-87. Your massive support will be evidence of your deep commitment to the high ideals, aims and objectives of this unique tripartite Organisation.

*Interpretation from French:* The PRESIDENT—The general discussion is now open.

Mr. von HOLTEN (*Employers' delegate, Sweden*)—Last Monday, before the Finance Committee started its work, the Chairman of the Employers' group, Mr. Oechslin of France, commented on the proposed programme of activity for 1986-87. Speaking on behalf of the Employers who helped to prepare the budget in the Governing Body, I note with satisfaction that the budget which we recommended has now been accepted also by the Finance Committee of Government Representatives. There is therefore not much for me to add to what Mr. Oechslin has already said. The programme is by and large satisfactory to us although we would have preferred to see more of the money go to areas in which the ILO's competence, because of its tripartite structure, is unique. And I am thinking here particularly of the various activities concerned with the development of appropriate social institutions. We are, on the other hand, very pleased with the continuing shift of emphasis towards operational activities, where the programme increase contained in the budget is as much as 11.5 per cent as compared with the average programme increase of 2.3 per cent. It remains for me to call upon all Employer delegates to join with the Governing Body Employers tomorrow in voting unanimously in favour of the proposed Programme and Budget for 1986-87.

Mr. NABETA (*Government delegate, Uganda*)—My delegation has carefully studied the Programme and Budget proposals for the 1986-87 biennium and we have come to the conclusion that the document is

a balanced reflection of the prevailing world situation. Africa is faced with many daunting problems characterised by drought and famine and an economic crisis. We therefore welcome the high budgetary allocation for the region although we believe its needs may necessitate the Organisation to look for extra-budgetary resources. In recognition of the economic crisis, African leaders decided at their November 1984 conference held in Addis Ababa, among other things, to hold a special economic summit devoted to discussing these problems. It is our honest hope that this economic summit, the efforts of the ILO and other international organisations and the international community at large will lead to the improvement of the living and working conditions of the African people. With these few remarks I wish to state that my Government supports the Programme and Budget proposals for 1986-87.

Ms. RUGE (*Government delegate, Norway*)—On behalf of the five Nordic Government representatives from Denmark, Finland, Iceland, Norway and Sweden, I should like to take this opportunity to express our firm support for the Budget proposals for 1986-87.

In our view, the Programme and Budget provide an adequate picture of the various areas of importance in which the ILO is engaged and we would also like to commend the Director-General and his staff for the work they have put into the proposals.

I should also like to stress the importance in this connection of the principle of the collective responsibility of member States in meeting the common expenditures of our Organisation. The Nordic countries have always met their share of the expenditure of the ILO, as well as of other parts of the United Nations system, and we urge other countries to do the same.

In particular, I would like to refer to some items that we are particularly glad to see included in the programme. The Nordic countries feel that technical co-operation is an essential part of the ILO's activities. In our opinion, it is wise therefore to include these activities in the regular budget supplemented by extra-budgetary means. We also welcome the proposed European Regional Conference to be held in 1987. We feel that there are a number of important issues which need to be discussed in an all-European context.

We also give support to the proposed high-level conference to discuss the relationship between monetary and fiscal policies, on the one hand, and social and employment policies, on the other. Our governments are in favour of the ILO programme for women, in particular in developing countries. We also welcome the structural efforts within the ILO which are now being started up or are being continued to ensure that an increasing number of ILO programmes include a pertinent appraisal of the women's situation and we feel confident that this approach will make the Organisation an increasingly important instrument for the benefit of the women workers of the world.

Mr. PITOTO (*Government delegate, Indonesia*)—When the recent draft Budget was discussed in the Programme, Financial and Administrative Committee of the Governing Body in February 1985, I recall

that the original draft budget for the biennium 1986-87 prepared by the Director-General was higher than what we have now, which is US\$253,140,000. The discussion at that time was so intense because there were basically two schools of thought, one which wanted to retain the budget at the level of zero growth and the other which wanted to increase the budget in order to be able to respond to recent demands of member States, particularly those who belong to the developing countries.

It is no easy task to prepare the Budget of our Organisation which comprises member States with various problems and levels of social and economic development. In the developing countries the current situation is marked by the slow and low growth of their economies. We are also facing serious problems of poverty and increased unemployment. If the global economic situation does not change for the better, and it seems to my delegation that it will remain as it is over the next few years, then this will make it more difficult for the ILO to pursue its objectives. Of course, each country will do its best to overcome its problems. Since, there has been a long discussion in the Programme, Financial and Administrative Committee in the Governing Body and the Finance Committee itself and there has been maximum compromise among the member countries. My delegation welcome the report of the Finance Committee. However, my delegation hopes that in the next biennium the demands for developing countries will be adequately reflected in the proposed budget and activities.

*Interpretation from Arabic:* Mr. TAHA (*Government adviser, Egypt*)—I am not going to address the plenary on the report of the Finance Committee or on the programme and budget for 1986-87, for my country's position on these matters is known. We approve of the draft budget. The Minister of Labour of Egypt has already stated this during the plenary.

We also made a statement to the Finance Committee which was reproduced in paragraph 22 of the report. We support the draft but believe that it is not up to the expectations of the developing countries. However, we realise that this draft programme and budget is the product of extensive efforts to work out a solution agreeable to all the parties concerned.

I have asked for the floor because it seems that in our statement, as recorded under paragraph 22, there was a mistake. Indeed, the text gives the impression that we object to the Organisation's role in maritime activities. This is not what we had wished to say in our statement. The International Maritime Organisation was not mentioned in that statement. We know very well that the International Labour Organisation is responsible for questions relating to workers at sea, in industry, in agriculture, etc. However, just to make things clear, we should like to repeat what we said, namely that, given the activities of the IMO, the symposium in question should cover only matters of concern to the ILO. And we draw the attention of the Organisation to this point; we did not say that maritime activities, were unimportant, but that they should not be given more importance than other activities. We would like the ILO to achieve a balance between its various programmes on maritime questions and its other programmes. I hope, that this clarification will be sufficient and that it will be reproduced accurately in the minutes of the meeting.

In conclusion, I should like to thank the Office and the Chairman of the Committee and the Governing Body for the draft Programme and Budget that they presented to us.

*Interpretation from Chinese:* Mr. WANG JIAN-BANG (*Government adviser, China*)—After listening to the presentation of the report of the Finance Committee, we would like to make a short statement.

After repeated discussions and patient consultations on the draft Budget for the biennium 1986-87, in the Governing Body and in the Finance Committee, the Budget which is acceptable to most countries has been agreed upon. However, it should be pointed out that this budget could still be improved. For example, items on technical co-operation fall short of the demands of the developing countries and unnecessary expenditure could be further reduced. However, we can say that this budget is agreeable to us on the whole. Most of the original programmes contained in the programme have been maintained and the Chinese delegation is therefore in favour of this budget. Furthermore we hope that the ILO will spare no means to strengthen technical co-operation, and, in particular, make greater efforts to alleviate famine in Africa.

*Interpretation from French:* The PRESIDENT—I propose that, taking into account these observations, we now proceed to adopt the report of the Finance Committee. I draw attention to the fact that the adoption of this report includes not only the report as such (paragraphs 1-95) but also the adoption of the resolution concerning amendments to the Financial Regulations in respect of credit certificates and the resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation, which are appended to the report. A record vote is to be taken tomorrow on the resolution concerning the adoption of the Programme and Budget for the 60th Financial Period (1986-87) and the allocation of expenses among member States.

If there are no objections, I take it that the Conference adopts the report.

*(The report is adopted.)*

*Interpretation from French:* The PRESIDENT—Finally, may I thank the Chairman of the Committee, who is at the same time Reporter, and Mr. Mothobi, the Vice-Chairman, for their very valuable contribution to the drafting of the report which has just been adopted by the Conference.

#### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—We shall now go on to the second item of the agenda for this afternoon's meeting. This is the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from French:* Mgr. BERTELLO (*representative of the Holy See*)—Mr. President, the delegation of the Holy See rejoices at your election which is attributable to your qualities and personal merits and a fitting acknowledgement of the country which you so worthily represent at this Conference.

The Report submitted by the Director-General to this 71st Session of the International Labour Conference is a document of undeniably high quality which once again testified to the experience and realism of Mr. Blanchard regarding the problems that affect the world of labour. My delegation wishes to congratulate him very sincerely on this fundamental contribution to the general debate with its penetrating analysis of the current situation and its far-sighted considerations for the future.

The delegation of the Holy See has studied this report with keen interest, particularly as Part I dealing with industrial relations falls within the constant tradition of Catholic social thought, which has always maintained that the world of labour can attain a state in keeping with its natural structure only if based on a system of industrial relations. Suffice it to recall here the ideas put forward by the socially-concerned Catholics of the 19th century in Austria or in France and the contribution made by the Fribourg Union. On 15 June 1982, Pope John Paul II emphasised from this rostrum that the aims of the International Labour Organisation are very close to those which the church and the Holy See wish to pursue in their own fields with the means appropriate to their particular mission. He thus recalled that "remarkable coincidence of principles" which Pius XI observed more than 50 years ago in the encyclical "Quadragesimo Anno" and which the Popes have emphasised ever since.

Naturally the Church has neither the competence nor the means to propose technical solutions in regard to structural change due to economic and technical innovations which over the last few years have thoroughly disturbed the composition and the very nature of manpower. However, bearing in mind the complexity of social life and the wide range of groups, tendencies and interests, the Church feels that an essential part of its mission is to indicate the ethical principles—and that is its specific contribution to the solution of economic problems—according to which such solutions should be contemplated, if they are to be in keeping with man's needs, to act not against man but for him.

We are all witness to the changes introduced by science and technology. They are undoubtedly positive in that they aid man to exercise intelligently and responsibly his dominion over the earth, they offer considerable opportunities to make work more human, they call for new vocational training strategies and they are developing a cultural mentality hitherto unknown; they also compel society to be more flexible and more effectively structured.

But there is also a negative aspect to technical development which is of concern to our Conference. The fact is that entire branches of activity are now in decline because the application and extension of more advanced techniques are rendering unnecessary certain types of work hitherto carried out by man, while the door remains closed to the creation of new employment to make good the loss of jobs. The main consequence for countries and for man is unemployment.

The Report rightly observes that there are structural reasons for the present situation creating problems which cannot be resolved in the short term, such as the economic difficulties being experienced at national level and world-wide and the need to restructure industries as a result of the new tech-

nologies. But there are also reasons bound up with the frenetic pursuit of profit, overlooking the social value of capital and the principle of redistribution of profits, the spread of the corporate mentality which only considers its own interests, ignoring fiscal equity and wasting resources.

On the occasion of his journey to Latin America, His Holiness John Paul II stated: "Technology may become—and indeed has become—a cause of alienation and manipulation to such an extent that we must morally reject the presence of a certain ideology of technology since it imposes the primacy of matter over the spirit, material objects over the human being and technicals over moral consideration".

The effects of this ideology which proclaims the primacy of the economic process over inviolable human rights and in particular the rights of the workers and their families, are being felt above all in the developing countries. In addition to structural imbalance, these countries have to support the enormous burden of foreign debt, face the consequences of inflation which leads to price increases and reduced purchasing power, and confront the problem of unemployment. Among the groups most afflicted by unemployment are young people who feel that they are ignored, deprived of responsibility and denied access to a decent life. Disturbed as they are by the injustices and dangers surrounding them, certain young people in the developed countries are tempted to seek refuge in the illusory and sometimes fatal world of drugs or in the equally harmful world of cynicism irresponsible indifference and violence. Moreover, young people in the under-developed countries and particularly those who have received an education have no opportunity for finding suitable work and those who are able pursue the uncertain path of emigration, accepting the most lowly and heaviest types of work which young people in the developed countries now refuse to undertake.

The question must be raised as to whether the appearance of grave signs of social degeneration are not attributable to this rent in the fabric of society. We would not underestimate the gravity of these manifestations, which often include feelings of profound frustration and loss of dignity, by claiming that they are the necessary price to be paid for industrial development. It is not my intention here to make a moralistic statement drawing attention to the acute nature of these problems but I would assert that an economic system is effective and just when it is able to reduce costs to minimum and spread them justly and equitably in such a way as protect the poorest members of society.

The technological challenge facing today's world calls for a radical change in our approach to the question of labour and a creative effort capable of drawing on the immense capabilities with which man has been endowed by his Creator. Among the means outlined by the Director-General in his Report for finding new responses to the new challenges facing man in his march through history, the delegation of the Holy See wishes to emphasise the call made for greater collaboration in industrial relations with a view to constructive tripartism and a vision of the undertaking as furthering the Common, permanent interest of both workers and employers.

In his address to employers in Milan, His Holiness John Paul II, referring to the Encyclical "Mater et

magistra", which describes the undertaking as a community of people and the relations, functions, and role of all its members, stated: "This membership represents the source of ethical requirements that commit all those who directly or indirectly intervene in the economic and social life of the undertaking".

Two principles underlie the social thought of the Church concerning the undertaking and its internal life. The first affirms the central role of man in the sense that the economy—as indeed all other aspects of reality—must operate for the benefit of man, his development and his overall well-being. Any economic activity must therefore be considered in the light of progress on behalf of man, and not only in terms of profit whether economic, political or social, progress which may benefit a particular group of people, or even a country or continent. For all those possessing a religious vision of life, this principle stems from the fact that man as an individual was created in the image of God, and particularly by virtue of the injunction he received from his Creator to subject and dominate the earth.

The second principle concerns the central role of labour in the system of production. Any social order directed towards serving man is called upon to assert, as the basis for its legislation, institutions and productive life, the value of human labour, which is the foundation of prosperity and the future of society. The desire to provide work for all and to create new jobs thus becomes a matter of priority for employers, trade unions and the States alike, so that man may exercise his right and perform his duty in order to fulfil himself as a person and support his family.

It is in this context that all the vital forces of society should adopt a common path in order to define and promote forms and structures that are founded on the dignity and capabilities of the workers and are in conformity with the economic and social function of the undertaking, which is itself to a certain extent conditioned by international socio-economic structures and modern scientific progress. Such efforts of personal co-operation between those in positions of responsibilities and the workers, supported by the social and economic policy of the State, requires a constant willingness for dialogue. They also call for a merging of interests and aspirations in order to face the sacrifices that may become necessary. If a genuine community of people at work is to be established, it is essential to seek for all its members "the full promotion of the individual, respect for and defence of his rights, justice in industrial relations, mutual solidarity and active participation from the country-side or town level up to that of national life".

The observations just made by the delegation of the Holy See might appear to be no more than abstract principles and a manifestation of superficial solidarity. My delegation is well aware that it is exceedingly difficult to find new forms of organisation and to put them into practice, especially at a time when greater creativity is called for than in the past. Nevertheless, we are convinced that these principles, far from being abstract theories, constitute the ethical basis without which the problems of the economy would either become insoluble or would cast a shadow on the dignity of man.

(Mrs. Carr takes the chair.)

Mr. YOSHINO (*Employers' delegate, Japan*)—On behalf of the Japanese employers, I wish to express our congratulations to Mr. Ennaceur on his election to the presidency of the 71st Session of the International Labour Conference. I am convinced that under his able guidance this Conference will yield fruitful results.

The Report of the Director-General for this year deals in Part I with the problem of industrial relations and tripartism, in which he shows his conviction, by quoting various examples, that these systems can effectively cope with the structural changes now facing us. My understanding may be incorrect as I have not had sufficient time to study the Report, due to its late arrival, and the complexity of its contents, but I should like to make some observations based on my own long experience as an employer in the private sector in Japan.

First, on the implication of the Report, the ILO adopted the principle of tripartism at its very inception and constructed its structure and operations along this line. At the same time, it invited the member States to develop labour relations on the basis of tripartism. Tripartism is supposed to be based on the conviction that the main actors in democratic society, namely government, employers' and workers' organisations, should be independent of each other but through this interaction equitable social progress can be made. However, if you look into the actual situation of the member States, you will find a lot of variety in terms of relationship between the three parties and distribution of authority in the structure of respective organisations. It is in this context, therefore, that the Report has shown its concern with the actual manner in which the parties themselves behave in dealing with problems in the face of structural changes.

Second, on enterprise-based trade unions in Japan, each country has developed its own industrial relations system reflecting its historical, social and cultural conditions. In the case of Japan, trade unions are in principle organised at the enterprise level, as is widely known. This means that collective bargaining takes place at the enterprise level, account being taken of the specific conditions of the enterprise concerned. By and large, industrial relations in Japan, in the private sector in particular, are said to be "co-operative". In this regard, however, mention should be made of the bitter experiences of over ten years following the Second World War when, coupled with devastated economic conditions, there was a strong ideological rivalry in the trade union movement followed by frequent large strikes. It was only through these difficult experiences that the common understanding that there would be no improvement of social conditions without economic development gained ground in Japan. The trade unions organised at the enterprise level naturally showed keen interest in the business performance of the enterprise concerned. Thus, parallel with the collective bargaining system, the two-way communication system has also developed extensively at the enterprise level. I believe it is not unrelated with this practice that the introduction of new technologies has been smoothly carried out to date in Japan.

Third, on national organisation, it is obvious that the enterprise-based trade union has its limitations, viewed from the standpoint of enhancing the solidarity of working people, because it cannot deal with

common issues related to the working world as a whole. Therefore, it is only natural that individual enterprise trade unions have formed themselves into industry-wide federations and the latter into national centres. At present an effort is being made to consolidate the many national centres into a single body. On the employers' side the Japan Federation of Employers' Associations known simply as NIKKEIREN, was established specifically to deal with social matters at the national level through the regional as well as industrial employers' associations which cover both economic and social issues.

Since collective bargaining in Japan takes place at the enterprise level and not at the national or industrial level, with a few exceptions for the latter, the main task of the national organisation of both sides lies in integrating and harmonising the interests of their respective constituents, policy formation and representation on various bodies. From time to time exchanges of views takes place between both parties.

Fourth, on tripartism, industrial relations are based on the autonomy of the interest groups. Also there are various bodies set up by law such as the minimum-wage council, labour relations commissions and so forth, in which both parties are represented on an equal footing with the third party. In the case of legislation on social matters, the Government consults national organisations of both sides before finalising draft laws for submission to the Diet for its final decisions.

Fifth, on dialogue at national level, one cannot ignore the importance of common recognition of the facts in order to avoid misunderstandings and to arrive at consensus. Mention is made of "Sanrokon" in Japan in the Director-General's Report as a forum for such purpose. I would like to explain it a bit further. This forum is intended to exchange views on the current issues among Ministers, academic authorities and leaders of national organisations of employers and workers. It is held monthly. The subjects discussed vary, covering a wide spectrum ranging from labour problems to trade and financial issues. On the Government side, not only the Minister of Labour but also the other Ministers concerned, including the Prime Minister, participate in the forum, depending on the issues being dealt with.

So far I have depicted some features of industrial relations and tripartism in Japan, but allow me to make additional remarks on a few points which concern me. The first relates to the concept of private enterprise.

With my limited experience in ILO activities I have the impression that private enterprise is often treated in the ILO according to the premise that it is a mere tool of capital, to maximise its profits, but nothing more and nothing less. To some extent, this might seem to make sense. However, one should not ignore the fact that the enterprise, regardless of its ownership, is one of the main factors for wealth creation in both industrialised and industrialising economies. If this is recognised, is it not natural for the social partners to co-operate for higher performance of the enterprise?

The second point concerns the means of co-operation. In the Western world, which is characterised by "contract society", co-operation is apt to be considered as a modality of participation but in practice is it not primarily a question of mental attitude of the people concerned, or in other words

the spirit of mutual trust? What in substance is meant by good or sound industrial relations within the ILO?

The third point concerns economic growth. Indeed one of the largest problems of today is unemployment. Efforts have been made everywhere to alleviate it in one way or another. I have no intention of underestimating these efforts. My only question is, however, whether it is possible or not to solve this problem without non-inflationary sustained growth of economy. Has not the absorption of surplus labour into the public sector resulted in aggravated inflation? To what extent has the attempt at "work-sharing" succeeded in alleviating unemployment? When taking these and other devices into consideration, I have to conclude that, in the present situation, every possible effort should be concentrated above all on sustained economic growth, even at the sacrifice of so-called "acquired rights".

I should like to conclude my speech by saying that what is required right now of those who are responsible for the future, inter alia, governments, leaders of the social partners as well as the International Labour Office, is flexibility in thinking and far-sightedness in planning in face of change. Finally, I would like to pay my respects to the Director-General for having given us the chance for reflection on these important matters.

*Interpretation from French:* Mr. HOUTHUYS (*Workers' adviser, Belgium*)—Madam President, I am very pleased to have this opportunity to speak under your presidency and thus express my respect for you and thank you for the co-operation which we, as workers' representatives, have had from you over the years; we have been able to work and co-operate together in the interests of all. I wish you, the President and the Employers' Vice-President every success in your task.

I take the floor firstly, like many other speakers, to express our satisfaction over the Report submitted by the Director-General this year. I should like to say a few words in this connection regarding the ILO's activities, firstly as regards tripartism and then concerning the various other activities. We all know that the ILO is facing financial difficulties, like many other international bodies and organisations and therefore that there is a need to limit these activities. However, we feel, as a result of the experience which I have acquired in the Committee on the Application of Standards that such limitations should be applied with wisdom, in other words, that we should not jeopardise the essential activities of the ILO which are technical co-operation and assistance to countries with respect to the submission, ratification and application of ILO instruments and the opportunities for training. I may say, on behalf of the Government, Employers' and Workers' members of this Committee, that efforts should be made to see how we can in fact increase rather than decrease the assistance being given to countries as regards the application of standards. Of course, as regards such assistance, a number of tasks, as the Director-General has said, could be undertaken in collaboration with other regional and international bodies. In this connection, and particularly in the context of all that the IMF is doing, there is no doubt that the ILO has a role to play in ensuring that the negative attitude taken by many workers' organisations and countries can be changed by the adoption of a more understanding



attitude. Because it is true that there is now a great deal of mistrust and contradiction between the workers and the activities of the IMF I believe that it is through more contact and perhaps a better type of co-operation that we shall be able to achieve something constructive.

I would say the same thing is true as regards other institutions, for example, at the European level, the European Economic Community, particularly now that a new agreement, the Lomé III Convention, has been signed which offers many opportunities for assistance to ACP countries. Here again we can avail ourselves at the community level of the experience accumulated by the ILO to ensure better opportunities for collaboration.

Thus, a great deal of useful work could be done at the level of the ILO's activities, just as occurs with several other organisations, and I believe that this approach should be reinforced.

A second point upon which I should like to comment briefly is perhaps somewhat marginal to our subject. It concerns the problem of peace and disarmament. I shall not make the impassioned plea for peace which nevertheless would be perfectly justifiable in as far as peace is the first precondition for social progress and human happiness and we express the hope therefore that the negotiations under way in this city of Geneva between the Soviet Union and the United States will be crowned with success. I would even say that such success is obligatory for the sake of mankind, so that armaments can be effectively reduced, particularly nuclear armaments, and so that economic co-operation can be achieved. I am sure that the socialist bloc needs this as much as the Western countries do, and the same is true of the North and South. Indeed, it is to this end that a small initiative has been taken by the Christian Workers' movement which I bring to the attention of the Director-General so that he may endeavour to organise very shortly a conference or any other forum of his choice on the social and economic consequences of disarmament, parallel to what is being done at the political level, because the ILO is in our view the most suitable body to undertake such a task because of its constitutional tripartism.

The Minister of Foreign Affairs of Belgium spoke with Mr. Blanchard on the subject, and Mr. Blanchard said that he felt this was a useful and necessary initiative. This is why I insist that this idea should be rapidly implemented. Thirdly, I must speak of tripartism not merely because it constitutes the body of the Report of the Director-General, but because I believe in it. Tripartism and the relations between the social partners—employers and trade unions—involve, in periods of economic crisis, other aspects and problems which do not exist in times of material well-being and expanding employment. I know that in my own country, and in other countries as well, this matter of collective bargaining—despite the fact that Belgium is known as a country of collective bargaining—suffers from many weaknesses and shortcomings. Why? Is it because we are unable to assume our responsibilities when things go badly and that we are able to share only when there is a lot to go around? And yet, if there is a time when collective bargaining is really indispensable, it is during such periods of crisis. In order to overcome the difficulties of unemployment and to create confidence—and here

we are pleased to note that the Director-General has said that within this Organisation problems will never be resolved solely by political methods without the constructive contributions of both employers and workers, acting either in areas which are of concern to them or jointly with governments to deal with more general problems—we must act together to achieve consensus. I think we should all make a plea for this consensus. Such a plea has been heard, fortunately, within the OECD, and the same plea is being heard more and more in the EC. And thus I do not believe that we can say that here within the ILO we are condemned when there are complaints concerning Conventions Nos. 87 and 98 from a number of Western countries. No; we are indeed concerned! We should like to restore normal joint relations, we should like to re-establish this spirit of tripartism because the overall agreements concluded will benefit not only States but also economic life and the workers themselves. In this sense, and in these troubled times, tripartism must not only continue here but it must be extended at the regional level to Africa, Asia, Latin America, Western Europe and so on. But above all it must succeed at the national level, and here we have Convention No. 144, which can help us to achieve tripartism at the national level, because the work which is done here should not only include the making of fine speeches but should have real effects in our countries so that our workers may once again hope that the future will be better.

*Interpretation from French:* Mr. BARNABO (*Workers' delegate, Togo*)—First of all, on behalf of my trade union organisation, the National Confederation of Togolese Workers and on behalf of the Workers' delegation of my country which I am heading, I would like to congratulate the President and the Officers of the Conference on their brilliant election at this 71st Session of the International Labour Conference and for on the admirable way in which they are managing our debates. In particular, I congratulate you, Mrs. Carr, Workers' Vice-President, and am very happy and honoured to take the floor while you are presiding the sitting.

I also congratulate the Governing Body and the various Committees of our Organisation, which have left no stone unturned and are always available, always ready to bring their very diverse skills to bear to assist the Director-General of the Organisation in organising our meetings.

Finally, I congratulate the Director-General himself for the quality and clarity of the documents made available to us and which will be discussed objectively, I hope and believe, at this 71st Session of the Conference.

In the framework of the aims of the ILO, which are essentially the defence of human rights, the improvement of conditions of work, the development of human resources, social security, industrial relations and employment, the Director-General's programme designed with an eye to the difficult economic situation of the world today seems to me to reflect our fundamental preoccupations. I think it would be superfluous to dwell at length on the major programmes drawn up by the Director-General. Nevertheless, I would draw the attention of this august assembly to the situation which prevails in the poorest countries, and especially in Africa. The

economic crisis assailing the world today bears more heavily and for longer on these particular countries. The solution, it was thought, was the reorganisation of the world economic system and the creation of a new international economic order. The African countries, in general, saw in this reorganisation an end to their sufferings but, alas, although the concept has been invoked at all international conferences we are still dreaming about this providential solution. Timidly and individually some of these countries have managed to reschedule their foreign debts; others have obtained a partial moratorium on them. The international financial bodies have proposed, especially for the countries south of the Sahara, structural adjustment credits which would infuse a little oxygen into the economies of these particularly affected countries. These adjustment credits are accompanied by constraints that raise the whole issue of the role of the State in the national economy. Thus it is that we see factory staff being laid off and even plants close down when considered unprofitable, thus throwing hundreds of thousands of workers into the streets. This persistent situation is hardly conducive to maintaining a serene climate between workers and employers. Still now, we are helpless witnesses of measures of coercion that completely disregard the most elementary norms for defending human rights and improving working conditions. Workers see no prospect of promotion; others do not receive their pay regularly; others still are simply laid off without any compensation at all. This is the gloomy picture presented by Africa south of the Sahara. And to make matters worse, nature itself has intervened and we stand by powerless as a drought adds to our miseries. Shall we ever overcome these problems? Yes, I think so; if we put our heads together, mankind will prove victorious. The day is nigh, I believe, when men will be able to look after their health and clothing no matter where they may be, irrespective of the colour of their skins.

Africa is afflicted by yet another scourge—the domination of a native majority by a foreign minority. I refer of course to racism which has reached a pitch that is unworthy of the men we are. What happened in Sharpeville is being repeated and is spreading: Vaal last year, Sebokeng, Crossroads, Langa and Kwanabuhle this year, where thousands of Blacks are being massacred by Pieter Botha's odious regime. They are struggling for a just cause. They are struggling for freedom on their own land. The ignoble regime of South Africa envisages repealing the Mixed Marriage, Immorality and Group Areas Acts. But these are not a major worry for the Black majority. Unreserved support for the liberation movements of South Africa and the economic, political and social isolation of Botha's bloody regime are vital if the Black majority are to abandon their ghettos and townships and live freely a life worthy of human beings.

As regards our own Organisation, may I repeat the comments I made from the same rostrum at the 70th Session last year. I said and I say again that, since our African countries are essentially and naturally inclined towards a primary economy, it is for the ILO to take an interest in the formation of peasant co-operatives, in training and in the creation of jobs for young uneducated farmers. In our countries we have a lot of valuable land which can be judiciously used; we have the human resources, too. With regard to

this latter point, the progress of science and medicine means that the demographic growth rate has now reached 2.9 per cent in countries south of Sahara. The mortality rate has fallen and life expectancy on the whole is rising. But food production is not keeping pace with the frightening increase in the number of mouths to feed. In all countries south of Sahara the gap between the demand for food and the supply has been widening for over ten years. In almost all countries of West Africa the per capita production of cereals, which is the basis of the native diet, has been steadily dropping. At the same time, imports of food have increased to cope with the people's needs.

This being so, we have to consider whether the availability of human resources is not in fact a potential asset as far as production is concerned. The least developed countries, especially Africa south of Sahara, should be able to organise all this manpower and apply a rational and scientific policy of land occupation based on carefully thought-out legislation. Here I must congratulate our Organisation for having tackled this problem in its major technical programme dealing with employment and development. The special public works programmes characterised by the use of abundant young manpower in the countryside will help to give these youngsters a stake in the land while reducing underemployment. However, these projects cannot be implemented without the active involvement of the countries concerned, and that is why I appeal to all countries concerned, and that is why I appeal to all countries to make the rural population more aware that it is they who must participate in the planning of the activities deemed to be of prime importance in their areas. Only thus can the dream be realised of an Africa which will be the granary of the world by the year 2000, as has been emphasised by Dr. M. S. Swaminathan, Director of the International Rice Research Institute in the Philippines.

Since agricultural co-operatives and consumers' co-operatives are considered desirable, my organisation appeals once more to the Director-General of the ILO to ensure that substantial means are made available to the Co-operatives Branch of the ILO to enable it to provide massive assistance to trade union organisations that have committed themselves in this direction.

With regard to the major programme concerning working conditions and the working environment, I am happy to note the efforts made by the ILO in this respect. Here, I would like to refer to the problem of the transfer of technology to the developing countries. It seems to me that the industrialised countries tend to get rid of their obsolete technology, with all its drawbacks, by exporting it to the underdeveloped countries. This makes a mockery of the universally accepted concept of transfer of technology and is a danger for the people and especially the workers of these countries. Our Organisation should encourage certain institutions which undertake research to eradicate finally from our planet endemic sicknesses which undoubtedly diminish labour productivity both in rural areas and on the shop-floor. The Joint ILO/WHO Committee on Occupational Health should pay even greater attention to bilharziasis and malaria, which are killing millions of workers throughout the world, and especially in the developing countries.



As regards social security, I am happy to learn that the conclusions of the ILO report "Into the twenty-first century: The development of social security" will be studied and specific action undertaken in Africa, because African social security systems greatly need outside support if they are to be better adapted to local realities.

The proposals concerning the major programme on training are supported by our organisation, which attaches great importance to workers' training. This programme will undoubtedly help to ensure the economic and social development of our countries, especially if addressed as well to the rural masses. The rural development projects financed by international financial organisations or bilateral assistance should incorporate functional literacy campaigns geared to the specific characteristics of the regions. As regards workers' education, local regional workers' education advisers from the ILO, at any rate as far as French-speaking West Africa is concerned, have done a highly appreciated job. But should we not re-examine the geographical areas they are responsible for so that they can concentrate on specific countries. Would it not be desirable to have a permanent workers' education adviser at the ILO Area Office in Abidjan?

The tasks before our Organisation are clearly defined in its charter, and the programme of work drawn up by the Director-General and approved by the Governing Body reflects this concern, to see workers, governments and employers live together in peace and concord, without discrimination. That is why my delegation vigorously supports the 1986-87 budget submitted by the Director-General because we cannot vote for the aims if we refuse the necessary means. My organisation, the National Confederation of Togolese Workers, proposes that you adopt the programme and budget for 1986-87 that the Director-General has submitted to the Governing Body, which has already discussed and approved it.

On behalf of my trade union organisation and the delegation I have the honour to lead, may I warmly thank the Director-General and his officials for the assistance given to my country in putting into effect the special public works programmes. These programmes are perfectly in accordance with the preoccupations of my Government, for whom the food self-sufficiency is the first development priority.

I would also like to say that my organisation vigorously condemns the racist regime of South Africa and appeals to all peace-loving peoples and countries seeking justice and freedom to support massively the freedom movements of South Africa and Namibia. To this end, the Togolese workers, in celebrating 1 May 1985, have renewed their commitment to assist by every means the freedom movements which are campaigning for freedom, bread, peace and justice. Remembering that millions of people living in an atmosphere of insecurity and haunted by famine have their eyes fixed on us, I trust that our Conference will reach decisions that allow the ILO to attain fully the objectives laid down for the last phase of its Medium-Term Plan.

*Interpretation from Arabic:* Mr. KHOURY (Government delegate, Lebanon)—On behalf of the Republic of Lebanon and in my own name, I should like first of all to extend my heartfelt congratulations to Mr. Ennaceur, the President of the Conference,

for the well deserved trust that has been placed in him irrespective of his nationality; the countries of the League of Arab States are very happy to observe this. Indeed, he has many qualities that make him an international figure in many respects. I also wish to congratulate the Vice-Presidents to whom we would like to express admiration for the qualities that have enabled them to fulfil their very important and responsible task.

On this occasion, I should not forget to mention the Director-General of this Organisation whose sustained efforts and sincerity to the principles of the ILO well deserve our admiration and appreciation.

The Report and its appendices that were presented to this session give an idea of the very important issues that have been discussed. Yet, the time allotted to us makes it necessary to speak only briefly. I shall therefore focus on a few points only in my statement.

The Director-General, in Part I of his Report, addresses the question of industrial relations and tripartism. In Lebanon, we are proud because we have always tried and are still trying to maintain friendly industrial relations between the workers and the employers through legislation and the practical steps that are constantly taken by the management. We have set up bodies for reconciliation and arbitration and organised bilateral meetings to enable the parties to negotiate in an atmosphere of confidence and sincerity by placing their confidence in the arbitration Committee. This has enabled us to avoid many social problems at a time of widespread violence when there is always a danger of arriving at a stalemate.

Part II of the Director-General's Report covers the activities of the Organisation in 1984. Before I comment on these activities, I should like to refer to Appendix I of the Report, namely, to the reduction in the resources allocated to the activities of the Organisation since 1981. I should like to say that the developing countries, and my country in particular, hope that the industrialised countries will reconsider their approach to the financing of such activities because assistance to developing countries is an investment in the future, indeed for a better and more just future. I should like to mention the ILO's assistance to Lebanon in the spheres of employment, labour management and vocational training, and especially in intensive vocational training and the rehabilitation of disabled persons. This assistance has been and still is being provided in very difficult circumstances, and our only wish now is to reactivate the Regional Office in Beirut. We would like to express gratitude to the people who worked in the Regional Office, to the Director and to the staff.

We are indeed waging a strange war but in connection with the discussion of the Director-General's Report, we should like to say that our society has not been destroyed completely. Industrial relations still exist, although workers have been displaced, and some of them have been forced to emigrate. Work, in the industrial sector in particular, is still going on, and still productive, and industrial relations are still maintained by the three partners. The best indication of this is that our industry is represented at many international, regional and Arab exhibitions, and we attend meetings of workers and employers.

Wars waged by foreigners on our territory have been going on for 11 years now as well as intrigue

and conspiracy against our people. However, for 11 years, Lebanon has not missed any of the international or regional organisations and their meetings. We have been keen to participate because we believe in the principles of this Organisation. We have come to this generous country—to Geneva—many times and many times we have been unable to go back to our own country due to the circumstances. Sometimes we were forced to stay a month, two or even six months outside our country. For these reasons I believe that we are entitled to expect, this Organisation, and this Conference, to appeal, on our behalf to all the peace-loving and friendly countries to do their utmost—materially and morally, through their governments, employers and workers to assist Lebanon. We should like assistance to help the Lebanese workers rebuild their homes and take care of their families and reactivate their industry and their trade.

We should like to enjoy the same right as others, namely the right to a tranquil, peaceful life. We should like to build a future for ourselves and for our children.

I am asking this Organisation and this Conference to launch the appeal which we are justly entitled to. In addition, I should also like to appeal to the international community to condemn the Israeli aggression against our territory and sovereignty. I should like us to set up a fact-finding mission which would enable you objectively to ascertain the facts of the barbaric aggression that has been perpetrated against my country. Large parts of Beirut, Saida and Tyre as well as many villages have been destroyed. Factories have been destroyed and farms have been burnt. They have ruined our historical heritage and established prisons in our country in which workers and employers have been detained and bitterly oppressed.

Today Israel states that it is withdrawing from Lebanon. This is untrue. The situation in Lebanon—the resistance in Lebanon as well as the Government, the people and our sister country, Syria, have exposed these false claims.

Despite the proportions of the present problem, we are looking forward to the day when we will be able to live in peace and tranquility in my country. We will then be able to rebuild the country and try to restore social justice and security for our women and children, and all the people of Lebanon.

*Interpretation from Arabic:* Mr. MUSTAFA (Government delegate, Sudan)—In the name of God, the Merciful, the Compassionate! I should like to congratulate the President and officers of the Conference on their election to preside over the deliberations of the 71st Session of the International Labour Conference. The election of Mr. Ennaceur does honour to Africa and to his country, Tunisia. He has contributed with great competence towards the work of labour parliaments at both the regional and international levels.

The subject of the Director-General's Report, industrial relations and tripartism, is designed to strengthen and spread industrial democracy. This has in fact been the basis for the ILO since its foundation. Right from the outset, day by day, the democratic process has been crystallised and the dimensions of dialogue, which take many forms, expounded. The number of member countries has quadrupled. These countries have different systems and the participation

of the social partners in the taking of important decisions also takes varied forms. The Director-General has chosen well in devoting his Report to a subject that enriches human experience, namely, participation and democracy.

Democracy and participation are principles to which the people of Sudan attach great importance. Sudan has ratified the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) which provides for the right to organise, protection of trade union organisations as well as democracy and freedom in the collective bargaining process.

On 6 April this year Sudan experienced a popular revolution designed to reinforce democracy, liberty, freedom of choice and participation. It is an experience which paves the way for other Third World countries. The will of the people brought about a change of regime and their leaders, in an epic of liberty and national reconstruction.

The purpose of collective bargaining is to provide a fair income as part of an economic policy for the just distribution of national income. However, due to the conditions prevailing at present in Africa, these goals will be very difficult to attain. Since the 1960s, the rates of economic development in Africa have been very low and the unemployment rates and inflation high. The countries of the Sudan and in the Horn of Africa have had to cope in addition with famine resulting from drought and desertification—the deserts are spreading at a rate of eight to ten kilometres a year, and since 1977 6 million hectares of arable land have become arid. Twenty-one African countries are now suffering from food shortages.

Sudan is one of those which are suffering the most from these conditions. Millions of people are denied the right to earn their daily bread in the traditional way and they have to be given other opportunities for productive employment.

The countries of Africa, including Sudan, are faced with very difficult and critical economic conditions, in addition to which, they are forced to pay off their debts. The scheduled repayments do not take into account the condition I have mentioned and there is also constant day-to-day pressure on us to provide energy, staple commodities and production inputs. Long-term plans have been disrupted, the real incomes of workers have been affected and the marginal unproductive sector has grown so that workers' organisations have been unable to bring about the desired social changes and ensure industrial peace. The ILO could draw up emergency aid plans along the lines of the fund established by African Heads of State last year for human resources development and training and extend projects for the use of labour-intensive methods to rural areas. The ILO is constantly appealing to international and financial organisations to take into account the links existing between economic and social policies when drawing up assistance programmes. I should like to pay a tribute to the Director-General, Mr. Francis Blanchard, for the efforts he has been making to achieve this objective over the past year.

The agenda provides for a discussion of the budget, occupational health services, wage statistics, hours of work, equal opportunities and equal treatment for men and women and the structure of the ILO; there are also appendices to the Director-General's Report, one of which contains an analysis of the

situation of workers in the occupied Arab Territories, and a Special Report on apartheid in South Africa.

However, the budget for technical assistance, financed by extra-budgetary resources, is declining. In 1981, this amounted to \$194 million and this figure dropped to \$167 million in the 1984-85 period, which means that funds must be released from the Regular Budget for technical co-operation. As the Director-General has so correctly said, technology is a practical instrument for the poor countries and is indispensable to social justice.

The many changes that have occurred in economic and social structures necessitate the formulation of new objectives in technical co-operation. In this specific sphere, we have been co-operating with the ILO since its employment strategy mission and our links have been consolidated with the special projects for refugees in Sudan. Sudan, of course, has common frontiers with several other African countries and, in view of the tension in that continent, the Sudanese people have always welcomed refugees. More than 1.5 million refugees have entered the southern and western part of the country and the ILO collaborates with the High Commissioner for Refugees with a view to drawing up projects to help these refugees, either by providing them into an income or helping them integrate into the Sudanese labour market. Sixteen projects have been drawn up for this purpose, at a cost of \$11 million. In view of the fact that the labour market has considerably expanded and that a million Sudanese workers have emigrated to Saudi Arabia and the Gulf States, there is a need for a system of information on the flow of labour.

As regards to Sudan, I should like to say that the ILO has played a very positive role in helping Sudan with its problems in this field. We are planning to conduct a survey on the economically active population, the first survey of this kind we have carried out. It will concentrate on migration within the country and we hope for continued collaboration on these lines. Furthermore, Sudan, like many other developing countries has to cope with economic difficulties and has very hard choices to make. We are considering structural changes with a view to promoting economic recovery. But we see that many international agencies are concerned primarily with short-term results and do not pay enough attention to long-term effects, particularly with respect to the distribution of incomes and job opportunities. We call on the ILO the help Sudan and the other member States to draw up programmes to take account of structural changes and ensure good management of the national economy, without however overlooking long-term development prospects, in order to meet basic needs and provide greater possibilities for employment.

The Director-General's Report, as concerns the Arab workers in the occupied territories of Palestine, led to an obvious conclusion. The workers cannot be assured of a free and decent livelihood, now that their land has been confiscated and they are wage-earners. Intruders have come in and set up settlements. The struggle of the Palestinian people, backed by international law, should be supported by peace-loving peoples who believe in the cause of peace.

As concerns the situation in southern Africa, it has been claimed that changes have come about but these claims are intended to deceive public opinion. As concerns the policy of racial discrimination, that

mask soon fell and it was seen that these claims were false. I need only point to the repressive attacks on African workers last March. The ILO must draw up a special programme to deal with the racist policy of the Government of South Africa. It is on the basis of these principles that we can assure you of our solidarity with the peoples of Palestine, Namibia and other peoples in southern Africa who are fighting for their liberation.

*Interpretation from Italian:* Mr. BARBON (*Workers' delegate, Italy*)—On behalf of the delegation of Italian workers and on my own behalf I would like to extend to the President my warmest congratulations on his election to the presidency of this Conference.

In his Report, the Director-General emphasises the importance of labour relations and of the tripartite principles in the light of the problems raised by the lengthy crisis in the world's economy. He urges us to reflect seriously on the importance of this problem in order to make a concrete contribution to the application of practical measures to deal with it. This should not, however, induce us to overlook the fact that unemployment is increasing in the world: in Western Europe, for example, trade union organisations affiliated to the European Trade Union Confederation, at the Fifth Congress we held in Milan last month, noted that because there had been no radical structural change from 1982 to 1985, the number of unemployed increased from 13 to 18 million, some 3 million of them being Italian.

In the face of this problem, and to halt the advance of unemployment and to create new jobs to meet the increasing demand for work, particularly for the younger generation, the trade unions of Western Europe asked that their governments pursue an active economic, structural and technological policy so as to avoid the risks of a new economic recession and to adjust to an constantly evolving international situation. Europe must adapt to the new technological discoveries and use them to bring about better social and economic conditions and stimulate an equitable collaboration with the developing countries.

The Italian workers and their trade union organisations consider that the introduction of new technology should contribute to social progress rather than simply reduce the number of jobs available. New technology should therefore serve to stimulate new types of production and new services in order to create new jobs. However, we demand that the introduction of new technology be the subject of negotiation, particularly as regards to employment, industrial restructuring, environment, productivity and working hours. In other words, we are aiming at improving working conditions as well as strengthening the rights of workers and their representatives.

The fight against underdevelopment, hunger and unemployment does not mean simply pursuing a policy of social justice at the international level; it also signifies making a useful contribution to the cause of peace, respect for human rights and co-operation amongst people. This is why we have pledged to maintain peace, because this is a feeling deeply embedded in our workers and embodied in the very nature of the trade union movement and its traditions of solidarity.

In particular, during the nuclear era, peace is a categorical imperative because, as stated in the

resolution adopted by the ETUC Congress, it would be an illusion to feel that nuclear weapons provide security.

This is why we miss no opportunity to demand a dialogue amongst the great Powers, and call on all governments—both East and West, and starting with this critical area that is Europe—to contribute towards disarmament and detente in order to reduce, if not eliminate, nuclear weapons and prevent the development of weapons and prevent the development of weapons in outer space.

We wish to reaffirm here the findings of the seminar of the European Trade Union Institute on the war industry, namely, that the trade unions reject the dangerous idea that increased military expenditure can help to solve the crisis and that useful economic development can derive from the “spontaneous” trickle-down effect of military research on civilian sectors of the economy.

On the contrary, we demand direct access to public funds for non-military research, conducted for non-military purposes with non-military resources in order to build a better future. We are deliberately repeating this demand on the eve of the United Nations International Year of Peace, and we are not thinking only of our country, or of Europe.

The dangers of war, perhaps the greatest of them, derive from the formidable income gaps in the world, particularly between North and South. We are speaking of the tragedy of hunger, and above all of the fact that two-thirds—and very soon three-quarters—of the population of the world has no access to development.

We should like here to ask just one question. How many problems such as hunger, underdevelopment and rising unemployment could be solved if the resources currently being spent on arms could be invested for peaceful purposes, for example, in genuine technological co-operation?

Technical co-operation and development assistance for the poorest countries are very often geared solely to the strategies of the industrialised countries for economic expansion and military influence. The Italian trade unions appeal to ILO member States to ensure that development aid is designed to reinforce the inherent economic and social development potential of developing countries, by focusing on food self-sufficiency, technological autonomy and social progress.

We invite the ILO to intensify its efforts in favour of the developing countries. In particular, we consider that the ILO should intensify its workers' education training programmes so that the trade unions, and hence the workers, can fulfil their role in the implementation of the development plans of the countries, including the establishment of production and services co-operatives.

The practical implementation of the principle of tripartism, as codified in Convention No. 144 and Recommendation No. 152, should provide workers with the possibility of defending their freedoms and their trade union rights. Unfortunately, this is not the case. Trade union freedoms continue to be violated in a great number of countries, whatever their social and political regime and their level of development.

We cannot but express our deep concern and our firm condemnation of the major campaign of repression perpetrated in Chile by the military regime of

Pinochet, in open defiance and violation of the agreements signed by the Chilean regime.

We reiterate our full, fraternal and active solidarity with all social forces such as Solidarity, which, by resisting repression in Poland, are fighting for social and democratic renewal which will enable the country to resolve the crisis in which it is plunged; and we express our disappointment at the Polish government's decision to withdraw from the ILO. This is not the way to prove that Conventions which have been freely ratified are being properly applied in practice.

With respect to the Middle East, we are once again appalled by the fratricidal war and by the massacres that have taken place in Palestinian refugee camps. We wish to reaffirm the conviction of all the Italian trade unions that a lasting peace founded on justice can be based only on the right of the Palestinian people to self-determination, on the creation of an independent State and on the right of all the States in the region to existence and security.

Allow me to express the deep concern of the Italian workers and trade unions at the recent trade embargo imposed by the United States on Nicaragua.

We confirm our support for the resolution adopted by the Fifth Congress of the ETUC and therefore condemn such sanctions as liable to place yet another obstacle in the way of the development of a pluralist democracy and total respect for trade union rights in Nicaragua.

*Interpretation from Spanish:* Mr. ARTILES (Workers' delegate, Honduras)—Please receive, Madam, our congratulations on your election which we also extend to the President and the other Vice-Presidents of the Conference. We hope that under your leadership the discussions of the plenary sittings will achieve the goals set for the 71st Session of the International Labour Conference.

Taking as a framework the Director-General's Report, I should like, as the representative of the workers of the Republic of Honduras, to make the following remarks.

In countries like ours a society mainly consisting of labourers and peasants is faced with unprecedented challenges arising, as the Director-General's states in his Report from pronounced structural change stemming from the social developments that are today causing upheavals in parts of our geographical region.

Conscious of this situation, the workers of Honduras have played a responsible part in this process of change during our 31 years of organised life which history has recorded in its pages as a civic and constructive contribution to the country.

The success achieved by the organised working class is due to the capacity for constructive dialogue achieved by our society on the basis of the democratic principle that the law of the majority must prevail and tripartism has become a way of life at all levels of our society.

As evidence of this, the Confederation of Workers of Honduras, which I represent, together with other trade union organisations, served as a mediator in the political conflict which arose between the three powers of the State, jeopardising the institutional system in so far as it involved the political party in power.

As a result of our mediation, agreement was reached on an act of compromise on 21 May 1985,

which consisted of ten points. One of these is so important that I should like to read it to you. It reads as follows: "7. As concerns the active participation of workers' and peasants' organisations and other social sectors in the building of a democratic, pluralistic and participative society, we agree-(a) that additional machinery be set up to permit their participation in the definition of objectives and the drawing up of strategies for national development which can serve as a framework for the preparation of the National Development Plan the implementation of which shall be compulsory irrespective of the composition of forthcoming governments of the Republic; (b) forms of co-participation shall be established for the workers, peasants and other social sectors in the executive bodies of the State as are within their competence, as shall the encouragement of undertakings run by the workers and for social purposes; and (c) the National Congress shall adopt legislation required to ensure compliance with the provisions of clauses (a) and (b) of this section."

This compromise, was accepted by the Armed Forces of Honduras with the Catholic church acting as a moderator, thus making a reality the statement in the Director-General's Report to the effect that wherever the system of industrial relations and especially collective bargaining and tripartism are well established, it has been easier as a general rule to cope with some of the most important of these new problems and new opportunities have been created for constructive bipartite or tripartite action.

But to be honest with ourselves, we have to inform this international labour assembly that we are going through one of the worst crisis ever recorded in Central America, since our people still do not consume enough calories or proteins in their daily diet. There are still high rates of child mortality, illiteracy, housing shortages, unemployment, etc., with the result that the outlook in our countries is not very bright, bearing in mind the growth of our populations and the heavy international financial commitments with which our people have to contend.

In addition, in Central America, the military balance has been upset since one of the countries in the isthmus, namely Nicaragua, in the space of four years, has built up its armed forces which increased by 1,300 per cent from 1979 to 1983, and in the words of its own leaders continues to modernise its army and create territorial militias with a view to stationing all over their country easily manoeuvrable units equipped with the better weapons.

Our country has been under attack since 1979. There have been nearly 200 raids and violations of our territory, our air space and our waters. Furthermore, for humanitarian reasons, Honduras has become a refuge for thousands of people—mostly women and children—who have fled their own country because of the system of government there.

In the face of such a complicated picture in Central America, industrial relations as concerns freedom of association, collective bargaining and tripartism are weakened. The trade union organisations and other political systems become fragmented, leading to feverish controversies which result in persistently high rates of unemployment and prolonged slow growth.

Collective bargaining in Honduras has increased even in the free trade zones, but because of the existence of small and medium-sized enterprises with

only a small number of employees, there are still difficulties in forming strong trade unions and collective labour agreements remain a mirage.

We have laid emphasis on this situation because we believe that only with free and democratic workers' organisations will it be possible to find a solution to the problems that arise.

Both governments and employers have to understand that the absence of responsible trade unions makes it difficult for tripartism to function, and as a result, dialogue does not exist and industrial relations are weakened.

The workers and peasants of Honduras are experimenting with new forms of action. We are developing production co-operatives and we are forming worker-managed undertakings. We already have an undertaking for the making of clothing and the provision of multiple services; and regional, agricultural and stock-breeding co-operatives have been set up and are operated by the peasants themselves. This change will oblige the Government of my country to revise the social laws such as the Labour Code and the Co-operative Promotion Act as well as to ratify various international labour Conventions in order to protect the workers and give them more freedom of action.

The Confederation of Workers of Honduras will require the help of the ILO to strengthen its structure and its activities in order to enable it to play its proper role in bipartite or tripartite relations, as appropriate. We shall also need assistance for the training of managerial and supervisory staff and the development of small enterprises with a view to generating employment. In addition, collaboration with a view to increasing our activities in the field of workers' education will be needed in order to prepare our leaders and enable them to adjust to the increasing pace and implications of technological progress, the readjustment and restructuring of certain key industries, international trade and monetary policies, so that the workers and their representatives will be in a better position to participate in the taking of decisions on these matters at any appropriate level, not only within the undertaking but in all bodies in which development policies and programmes are framed.

In conclusion, we have been struck by the statement in Part II of the Director-General's Report that there has been a decline in the funds made available from various sources to finance the ILO's operational activities, with the result that in 1984 changes continued to take place which were of paramount importance in line with the changing needs and growing experience of the developing countries. We hope that this year, the member States, and especially the industrialised countries, will continue to make a greater contribution to the ILO so that the world may enjoy peace accompanied by social justice and that they will help to banish forever the spectre of war and that millions of human beings will no longer have to die of starvation and poverty.

Mr. van LEEUWEN (*representative of the International Federation of Free Teachers' Unions*)—Allow me first of all, Madam President, to congratulate you and the other Conference Officers on your election by this assembly. I also wish to express my Federation's concurrence with the Report presented by the Director-General, particularly that section dealing

with tripartism and the tendency of governments to solve their nations' economic problems by infringing upon or even sacrificing international labour standards. The International Federation of Free Teachers' Unions, which represents more than 6 million workers in the education sector, has been confronted with this problem for several years now; governments have attempted to push through reductions in public expenditure and break collective agreements, and to restrict freedoms such as the right to collective bargaining and to strike. Many examples can be given of conflicts between teachers' groups and public authorities in industrialised nations such as Japan, Canada, the United Kingdom, Belgium, the Netherlands, the United States, the Federal Republic of Germany and others.

The deplorable fact that trade union rights are still violated on a large scale and that international labour standards are still under continuous attack by individual governments and groups of governments explains the enormous amount of time and energy the IFFTU must expend in the defence of these rights and standards. It is significant to point out that we, in this regard, have adopted what some might call an orthodox approach, that is, an approach which operates from the premise that these rights and standards represent absolute values, are immutable and operative at all times and under all conditions, irrespective of the economic state of a country or of the political and ideological aspirations of its government. We have strongly criticised the Communist governments for proposing a revision of the composition, jurisdiction, authority and procedures of the ILO supervisory machinery, claiming that the current machinery and standards do not take into account the realities of the contemporary world. And we have on numerous occasions also denounced the policies and actions of governments of non-Communist nations, both in the north and in the south, which, implicitly or openly, deal with international labour Conventions as if they were luxurious presents to working-class people; presents that can be brought to the pawnbroker's shop as soon as national deficits start worrying them.

It is gratifying to note that our orthodox approach is being shared by the International Labour Office. The Report of the Director-General again shows that the protection of the very basic principles upon which this Organisation was founded is in safe hands.

An overview of the current situation in various nations with regard to the public sector provides a rather gloomy picture. Without mentioning the handful of countries where public sector workers do enjoy basic trade union freedoms, civil servants, including public school teachers, are more often than private sector workers denied the right to organise, of collective bargaining and to strike. As I have stressed before, in Communist countries our rights are traditionally denied because they seem to contradict Marxist-Leninist ideology. In a growing number of democratic nations the right to collective bargaining and to strike are denied in order to facilitate government efforts to push through reductions in public expenditure and, in many other countries, the right to organise does not exist simply out of fear that it will harm the vulnerable economy, the state religion or the Generals' or Ayatollah's personal health.

The PRESIDENT (Mrs. CARR)—I would ask you to refrain from making such remarks in your statement

to the plenary and that you continue to use parliamentary language familiar to all parliamentarians around the world.

Mr. van LEEUWEN—Allow me nevertheless to draw your attention to the fact that, at this very moment, tens of thousands of teachers are prosecuted, are sentenced to prison, simply because they dared organise themselves, simply because they had the courage to speak freely, to defend their interests as workers and to undertake trade union action. And allow me also to refer to nations such as Poland, Turkey, Guatemala, Burkina Faso and Chile, all represented at this Conference, where the suppression of our colleagues continues. The recent killing of leaders of a teachers' union in Chile and the continuing imprisonment of the entire leadership of the teachers' union of Burkina Faso are only two examples of a severe and cruel suppression of our people in these and in many other nations.

There are three important international labour Conventions which directly concern IFFTU members: Conventions Nos. 87, 98 and 151. Conventions Nos. 87 and 98 constitute, in our view, international labour standards applicable to all workers, both in the private and public sectors. Convention No. 151, as you know, specifically deals with the participation of public sector workers in the determination of their terms and conditions of employment. I am not certain whether this Convention has brought us the benefits for which we hoped. There are at least two major concerns regarding Convention No. 151 that my Federation wishes to address.

In the first place, there are still many countries which have not ratified it. Among them, there are not only well-known non-ratifiers but also those nations who support the intentions of the Convention but do not know how to apply it to their national legislation. I think that extra efforts have to be made by this Organisation to encourage member States to ratify Convention No. 151. This is not only in the interest of the public sector workers but is also in the interest of the ILO itself, which will not gain further credibility while such Conventions remain dead letters. The second concern about the results achieved by Convention No. 151 is that it has caused some governments to believe that the existence of public sector Convention No. 151 means that Conventions Nos. 87 and 98 do not apply to the public sector but apply only to the private sector. The IFFTU has insisted that the freedom of association and collective bargaining Conventions are and remain unreservedly applicable to all public employees.

There is a fourth international instrument that is supposed to protect our interests or, more accurately, the interests of teachers and education. This instrument is the UNESCO/ILO Recommendation concerning the Status of Teachers. Although providing attractive standards for teachers' terms and conditions of employment, the Recommendation has proven to be ineffective. The application of the Recommendation is verified by a joint committee of experts appointed by UNESCO and the ILO. For some time now, consideration has been given to updating this instrument. The IFFTU is of the opinion that the UNESCO/ILO Recommendation should instead be transformed into two Conventions: one ILO Convention on labour rights and terms and conditions applying to workers in the education



sector, and one UNESCO Convention on general education policies. There are various reasons why we do not wish our interests to be covered by a UNESCO/ILO Recommendation. The first of these is that the Recommendation, updated or not, is what it says—a Recommendation. Governments can neglect it and that is what has happened with the UNESCO/ILO Recommendation concerning the Status of Teachers. Even questionnaires on the application of the Recommendation are hardly responded to by member States. The second reason is that the UNESCO/ILO Recommendation concerning the Status of Teachers does not fully recognise that a teacher is a worker and that his interests concern labour matters which, at the intergovernmental level, should not be dealt with by UNESCO BUT BY THE ILO. This organisation, as the Director-General once again has stressed in his Report, provides a tripartite structure which guarantees the fully fledged participation of the trade union movement. UNESCO does not provide such a structure. Governments make final decisions with or without consulting us.

The third reason is that the UNESCO/ILO Recommendation concerns teachers only, whereas we strongly believe that education is an industrial sector, which also includes teaching-related personnel.

I regret to say that no satisfaction exists about the attention paid by the ILO to the public sector. The IFFTU participates in a trade union body, the "Common Front", which represents more than 20 million workers in the public sector. A few days ago my colleague, Coen Damen, speaking on behalf of that Common Front, expressed his concern about the modest quantity of activities the ILO has developed for our sector. I fully share the concerns expressed and wish to point out the fact that today public sector groups represent more than 25 per cent of the total free trade union force. For this entire sector only one Standing Committee exists, while in the past, for private sector workers, many such committees have been formed. I wish to refer to the recommendations of the Third Session of the Joint Committee on the Public Service, held in Geneva in May 1983, and urge that those recommendations be implemented, and that the seminars and studies mentioned be realised. I also wish to recall the recommendations made by the Joint Meeting on Conditions of Work of Teachers, held in Geneva in November 1981. It was suggested to the Governing Body that a joint committee on the education sector be established, that the development of an ILO Convention for the education sector be considered and that various studies on the employment situation and conditions of teachers be initiated. Unfortunately, we must conclude that almost four years later hardly any of these recommendations have been implemented. In the meantime the problems facing the vast majority of our membership have become unbearable. While the basic rights and freedoms of teachers are violated and restricted almost everywhere, their terms and conditions have deteriorated and their workload has become heavier and heavier.

This reality is the result of social and technological changes on the one hand, and of the reduction of education budgets as a part of national expenditures on the other, and it is surprising that so little attention has been given to the teaching sector, for

this sector concerns not only the narrow interests of a single group of workers, but also the quality of education in general, the basic schooling and literacy level of populations and opportunities for working class people, all of which are matters of great concern to the ILO.

I think it is not surprising that the teachers' trade union movement shows a particular interest in labour education developments. The IFFTU has more than once expressed its appreciation of the activities undertaken in this field by the ILO Workers' Education Branch and by the ILO International Centre for Advanced Technical and Vocational Training. We are very pleased indeed that the Meeting of Consultants on Workers' Education, that took place in April this year, concluded that "knowledge and experience within teachers' trade union organisations should be more exploited". But we are even more pleased with its conclusions regarding the linkage of wider forms of workers' education to other forms of education, including general education and adult education. We believe that such a linkage is imperative and that the ILO can play a significant role in developing and promoting wider forms of workers' education. IFFTU strongly supports the recommendation made by the consultants, that the ILO should collaborate with UNESCO to help establish the international climate and infrastructure necessary for the development of integrated educational systems providing equal, free access for all and related to work opportunities; and that the scope and present-day applicability of existing ILO instruments regarding working hours, shorter working time and paid educational leave be re-examined. We also support the panel's view that we must further explore the desirability of a new instrument or instruments dealing with the workers' right to participate in all aspects of the education system, workers' access to and use of the right to education and the right of workers' organisations to public funds for workers' education activities.

Finally, allow me once again to thank the Director-General and his staff for promoting and guiding labour education activities, for taking the workers' interests to heart and for not budging one inch in fighting off those forces that would aim at the weakening of this great organisation.

*Interpretation from Arabic:* Mr. ISSA (*Workers' delegate, Syrian Arab Republic*)—Madam Chairman, I would like to congratulate you on your election to this high post as Vice-President. I am pleased to convey to this Conference the greetings of the working classes of Syria as well as the greetings of the trade union movement of my country. We all hope to see the realisation of the noble goals embodied in the Constitution of our Organisation for the good of all the peoples and workers of the world. We express the Syrian workers' readiness to participate in all efforts aimed at improving the conditions of life and work of the workers, since labour is the driving force behind human civilisation and the workers are the people who have to shoulder the greatest burden in this operation.

The Syrian workers have always been ready to do their share of the work in developing their country and giving it the shape that it has today.

I have studied the Director-General's Report and the appendices to the Report. I should like to say that

the Report includes important information on industrial relations, international labour standards, freedom of association, labour administration and the improvement of working conditions and social security. However, the Report reveals a number of shortcomings on many important issues where action would be of great benefit, such as the increase in unemployment and the corresponding need to provide job opportunities for new graduates. The Organisation's contribution in this field is very limited indeed. Also, the ILO has not made a sufficient effort, within the limits of its competence and in pursuance of the resolutions adopted by the international organisations responsible, in regard to studying the effects of disarmament. I recall here the activities and protests staged by workers in many countries of the world against the policy of the arms race. This subject, however, has not received a great deal of attention from the International Labour Organisation. We would have wished, on the 40th anniversary of the victory over Fascism and Nazism, to see one of the working days of this international Conference devoted to peace and a discussion of the ways and means available to the Organisation to participate in the effort towards the prevention of a devastating nuclear war and neo-fascism as embodied by Zionism. Furthermore, many colleagues, on behalf of their trade unions, have voiced their disapproval of the present system of supervision of international labour standards. The present machinery is obsolete and does not fit the political, economic and social context of the age, especially in developing countries. There is an urgent need, I believe, to democratise the supervisory machinery in order to make it more effective. We note, along with many other delegations, that the geographical distribution recognised by the United Nations system is not being observed with regard to the main posts in the International Labour Office so that the developing countries are not given their fair share. Now the developing countries in general benefit sufficiently from the PIACT, despite the importance of this programme and the great benefits it could offer to developing countries. The Report does not mention the socialist countries' experience in the fields of wage and employment stability although this experience is vast.

As regards Appendix III to the Report, I should like to refer here to the efforts made by the ILO mission to Palestine and the other occupied Arab territories. The facts reported by the mission bear witness to the continuation of the dramatic situation of the Arab peoples and workers in occupied Palestine and the Golan Heights owing to Israel's policy of racial discrimination against the population and workers of the occupied Arab territories, its violation of the Resolutions of the United Nations General Assembly and of the Security Council and its persistence in building new settlements on these lands. The mission reports that settlements on the West Bank now number 132 and that the number of settlers will exceed 100,000 persons at the end of this decade. In the Golan Heights, the enemy has built 40 settlements inhabited by 10,000 settlers. This is an undeniable proof of the aggressive expansionist nature of the racist Zionist entity, its policy of forced emigration, material extermination, confiscation of land and robbing the citizens of their resources, food and water supplies.

The Report refers also to the deliberate linking by Israel of the economy of the Arab territories to the economy of Israel, levying exorbitant fees on Arab citizens and shrinking the agricultural sector. In this manner, Arab farmers cannot even plant trees in gardens without prior authorisation from the rulers. The ILO's mission mentioned also the effect of occupation on the work of educational institutions, the closing down of universities, arrests of students, placing teachers under house arrest, dismissing them or refusing to pay their salaries. The Syrian Federation of Trade Unions gave the mission information in this respect. It is clear from the mission's report that the Palestinian people and the people of Golan are still having to endure very difficult conditions: instability, lack of resources, the spread of Israeli settlements, etc. This, however, does not lessen their attachment to their land or their admirable resistance to the aggressor who is exploiting all the resources of the occupied Arab territories for the benefit of the Israeli economy. The mission has itself felt the calculated oppression suffered by the Arabs. We note with sorrow and dismay that despite the great sacrifices they have made, the population of the Arab territories has been let down by some of the leaders in Arab countries. These leaders have shown their true face and it is clear that they are for solutions that are contrary to the ambitions of the Palestinian people and their aspirations. They have renounced therefore the destiny of the Palestinian people. This explains the rebellion on the part of the Palestinian people who have shown throughout history that they never deceived anybody. All those who deceive the Palestinian people and try to work against them will be punished.

Positive steps have been taken in my country as far as industrial relations are concerned, especially since the setting up of a new movement by President Hafez el Assad who has given the workers and the trade unions the possibility of playing an effective and constructive role. The trade unions and the Syrian Federation of Trade Unions are now able to play a full role in society. From the economic, political and social point of view this has led to better conditions for the workers and the trade unions know that this demands sacrifices on our part.

We have launched many important projects, such as education for the workers in all the country's districts; we have set up a central institution for workers in Damascus—due to open next year—that will enable us to prepare the superiors and managers who will help us to enhance productivity and implement productivity plans. We also hope to welcome many students from other Arab countries and some developing countries.

Syrian women have also joined the working movement and are participating in the production process. Women are working now alongside men in all walks of life and are participating on all levels, including the trade unions since there are currently seven women holding high office in the Federation of Trade Unions. In May 1985 a meeting of women trade unionists was held for the first time in Syria. As a result women have been able to achieve a great deal, including the grant of maternity leave amounting to around 70 days.

We look forward with great optimism and determination to the development of a new popular movement in the Arab world, that we hope will build our



Arab nation upon socialist principles. We stand beside the Palestinian people in their call for the recovery of their land and the setting up of an independent State in Palestine. We hope that we will be able to attain these legitimate goals and we ask for the establishment of a just and total peace, not a fictitious one based on partial agreements. We are for total peace, as defined by our President Hafez el Assad when he said: We want peace if this means genuine peace but we reject it if it means appeasement. We want peace based on justice, not on oppression. Peace in the area is closely linked to the legitimate rights of the Palestinian people which include the right to return to their homeland and the right to self-determination. And the extent to which we work towards these goals is a reflection of our efforts to achieve peace. Otherwise, talk about peace means nothing and the situation will remain explosive. The invasion of Lebanon by Israel in 1982 was part of a plan set up by the imperialist Zionist regime and, despite the tragedies that the population of Lebanon has endured, the Lebanese have stood heroically against the aggressor and resisted. They have taught it a lesson that it will never forget despite the terrible horrors and atrocities perpetrated by the Israelis in South Lebanon. Despite all these sacrifices, with the support of the Syrian Arab Republic, the national resistance movement has been able to denounce the agreement between Israel and Lebanon, which was a false agreement imposed by the United States. We ask Lebanon to continue to denounce this agreement because it may be used as a precedent. We hope that there will be no more such agreements in future. We hope that if there are, they will be denounced but we hope there will be no repetition for these are partial agreements and partial peace has no meaning and is not concomitant with Arab interests.

We need more justice and a stepping up of the fight against apartheid and racism in South Africa. In Nicaragua, we have to help combat imperialism on the part of the United States. We need to support the resistance of the heroic Lebanese people to the fascist regime of Israel. In order to avert the threat of a nuclear war for our people and for all the peoples of the world I am convinced that we will be able to establish relations of peace and a new international economic order, that is more just and more equal.

In conclusion, I should like to convey to you on behalf of the Syrian workers my best wishes and my deep respect.

Mr. RWE GASIRA (*Workers' delegate, United Republic of Tanzania*)—On behalf of my organisation and all the workers of the United Republic of Tanzania, it is my pleasant duty to congratulate the President, along with the Vice-Presidents, on his election to preside over the deliberations of this Conference. Although at this stage much remains to be done, nevertheless my delegation wishes to express its satisfaction at the manner in which the Conference has so far been conducted. I wish you all every success in fulfilling the high responsibility which has been entrusted in you.

The Director-General is to be commended for his comprehensive and informative Report, whose theme this year is industrial relations and tripartism. The theme is of paramount importance, much more

in developing countries, for it is the cornerstone of industrial harmony, democracy and productivity.

The developing world in general, and Africa in particular, regardless of political and ideological philosophy, has suffered immensely from the backlash of the international economic recession. This has led to critical socio-economic situations characterised by a debt crisis, adverse balance of payment positions, under-capacity utilisation of industrial plants, reduced employment and falling incomes. These situations have been compounded by severe drought and desertification in some of our countries, with the resultant famine, dislocation of families and loss of life. In these difficult times no wonder that the tendency might present itself to disregard the importance of sound industrial relations, collective bargaining and tripartism, and give way to the inclination for unilateral decisions. Indeed, the theme is quite timely.

In my country, tripartism has worked quite satisfactorily in resolving industrial problems, initiating appropriate legislation and advising on productivity schemes. Workers and employers, through their respective organisations and forms of representation are even participants in national economic and social planning bodies. There is still, of course, much to be done. What is gratifying, however, is the existence of a realisation on all sides that genuine industrial democracy requires full and active participation of workers and employers and also a realistic recognition of the constraints under which each party operates; and that, generally, there is goodwill and a desire on all sides to strive to achieve that kind of meaningful participatory democracy.

At this stage I would like to express my organisation's gratitude to the ILO for the support it has so far given us, in carrying our workers' education programmes, especially those with emphasis on industrial relations, collective bargaining, workers' participation and research. Similarly, I take this opportunity to thank all friendly organisations represented at this Conference who have rendered assistance to us in one way or another in this respect.

Let me now say a few words about employment, on which the Director-General also made a reflection in his Report. I have already stated that most of the developing countries, my country in particular, are going through enormous economic difficulties of unprecedented magnitude. The leader of my country's delegation to this Conference, the Minister of Labour and Manpower Development, has in his address to the Conference adequately explained the seriousness of this problem, *inter alia*. Not only are we grappling with the unemployment of the army of primary (and to some extent secondary) school leavers but of late we have, as well, been confronted with the retrenchment of thousands of workers who can no longer be productively accommodated in our employing agencies and have therefore become victims of economic structural changes.

My organisation is grateful for the bilateral and multilateral assistance which has been rendered to my country to supplement national endeavours so as to lessen, and eventually rid ourselves of, this economic malaise with its attendant social problems. In particular, we are grateful to the ILO for financing in various rural areas of Tanzania special public works programmes which have in no small way

helped to provide employment and incomes, but which have also helped to impart skills to our people.

The question of labour standards has also once again come up significantly in the Director-General's Report. Because of its importance it has of late been the subject of discussions at almost every session of this Conference, more particularly at the 70th Session. Much as my Organisation agrees with the Director-General, and for that matter, the concern of many delegations, it should be recognised that Conventions and resolutions must take into consideration the incomparable nature of the political, ideological, economic and social systems of member States. It is therefore essential that the ILO standard-setting machinery bear this phenomenon in mind when examining, reviewing and supervising the application of standards, so that the interests and aspirations of all members States, especially those of developing countries, are not unduly ignored.

Finally, let me now turn to one of the most crucial problems of our time facing the ILO and the entire international community. That is the obnoxious and abominable policy of apartheid in South Africa.

The continuation of this scourge against humanity, in defiance of consistent expressions of abhorrence and condemnation by all civilised people the world over, is one of the outstanding matters of major importance with which the ILO has to deal. Apartheid is an evil which must be fought by all means at our disposal. Through apartheid, the racist regime has oppressed, degraded and murdered innocent people for too long. The brutal and barbaric regime has embarked, again for too long, on destabilisation, aggression and murderous adventures across its borders. The recent murderous raids in Botswana, whose honourable action has been to offer transit facilities to refugees fleeing their homeland and the callous activities of the terror regime, are still fresh in our minds.

The stubborn refusal by the racist regime to offer Namibia her independence in accordance with United Nations Security Council Resolution No. 435, with the connivance of some Western nations who unjustly introduced the linkage between Namibian independence and withdrawal of Cuban troops from Angola, has gone on for too long.

Not only must this Conference unreservedly condemn apartheid but those nations which through their deliberate actions continue to give strength to the regime must equally be condemned. The Conference must call for practical and effective actions, that is, total sanctions now and total isolation of the regime. For no amount of resolutions, dialogue and diplomacy will make the South African regime willingly dismantle its apartheid policy.

In conclusion, I should like to reiterate the assurance of my delegation's support and the hope that under your guidance the ILO will come out of this Conference a still stronger organisation.

*Interpretation from Spanish:* Mr. TORRE-BLANCO GUERRERO (*Workers' delegate, Chile*)—On behalf of the Workers of Chile, may I express our very best wishes to Mr. Ennaceur for success in presiding over this Conference and ensuring that the outcome will be beneficial to working people. We should also like to thank Mr. Blanchard for his brilliant Report, which emphasises the ILO's great concern for employment policy and the strengthening

of tripartism. As Chilean trade union leaders, we fully agree with the Director-General's Report when it refers to problems of burning topicality in relation to the suffering inflicted on human beings due to lack of work, which prevent them from living a decent life with their families. Of course many speakers have referred to this subject and we concur with them as to the seriousness of the problem of unemployment and underemployment.

We agree on the importance of sharing the benefits of improved production and productivity, in particular in the form of higher pay and more humane working conditions, a real increase in wages and better conditions of work and their bearing on higher productivity, and the application of science and technology for the purposes of employment promotion and job security and through this, their effects on the lives of workers and their families.

We are campaigning for the information, consultation and participation of workers within the undertaking and stressing the vital need to improve medical care and the promotion, training and vocational rehabilitation of employees, especially in view of the introduction of new technologies; we are also urging that welfare facilities and material amenities be provided for workers and their families and that overall productivity be increased.

Our country, Chile, has not escaped from this serious problem of unemployment and underemployment. At the present time in our country, between 15 and 18 per cent of our people are unemployed. The Government is endeavouring, through its employment programmes, PEM and POJH, to provide some kind of economic assistance for those who do not have the privilege of having a steady job. For these reasons, we have firmly informed the governmental authorities, on more than one occasion, that one way of improving the living standards of Chileans is to strengthen tripartism, a matter which Mr. Blanchard considers is up to governments who must lead the way so that we can all follow the same road in the quest for job solutions for the workers. We therefore attach great importance to this appeal by the Director-General for the strengthening of tripartism and we stress the need for ratification of Convention No. 144 so as to put into practice in our country machinery for participation based on the principles of the International Labour Organisation.

It is unquestionable that many efforts have been made and continue to be made, and we have to acknowledge that the Minister of Labour of our country today referred to this in this very plenary, when he drew attention to Decree No. 477 which set up the Economic and Social Council. While of course this is an advisory body, it is no less effective as workers have in it a body where they can express their opinions. We are fighting within this body to ensure that all legislation affecting workers in one way or another may be submitted to the workers for consultation before being adopted and published as official laws of the Republic.

During these past few months, between December 1984 and May 1985, the following Acts were promulgated: Act No. 18372 of December last, which set out to improve the provisions of Legislative Decree 2200 of 1978. The trade union leaders, after carefully studying this Act, insisted to the legislature that this Act and others Acts to be adopted should be framed with the participation of trade union leaders

as well as the employers' sector. The second Act in question, Act No. 18413, was adopted last May; in our opinion, this Act, and we have informed the Government of this, has done harm to workers who for more than 20 years have had a minimum pension. This was the result of the errors committed by earlier governments, who set themselves up as being representatives and servants of the people and made mistakes which affected the Chilean workers. If these irregularities were not brought to the attention of the Committee on Freedom of Association or condemned in this Assembly at the proper time, this was entirely on the account of the irresponsibility of these governments who do not always send here trade union leaders who were genuinely concerned with workers' problems.

For these reasons, we have informed the President of the Republic of our dissatisfaction with this legal provision, the effects of which are worsened by the fact that, in order to receive an unemployment allowance, section 8 of Act No. 18413 provides that workers must have worked for not less than 30 hours per week in order to receive 6,000 pesos a month.

In our contact with the government authorities before coming to this Conference, the President of the Republic promised to repeal the provision which affects workers and which is inconsistent with Convention No. 29, ratified by Chile in 1933.

This shows that the Chilean workers within the country are doing everything humanly possible to ensure full restoration of the rights of the workers. We are aware that our country has not ratified Convention No. 87 in force since 1948 and Convention No. 98 in force since 1949. We have been urging our Government to ensure genuine and authentic freedom of association by ratifying these Conventions, thus placing the workers under the protection of the ILO in dealing with any political government which may come to power in the future in our beloved country.

The Director-General also deals with a subject of real importance, namely, equality of treatment between men and women. We consider that women workers are part of the world in which we live, and as a logical consequence, women in our country should receive different treatment, especially women workers with family responsibilities, because, owing to their status as women and housewives and their responsibility for educating their children, in fact, they do not only work eight hours but many more; as a result, they age much more quickly. In this connection, we have claimed on more than one occasion that the best way of combating unemployment is to allow women and other workers as a whole to retire early. We believe that the efforts needed to be made in the economic field should be oriented towards a much greater contribution on the employers' side, as well as a contribution from government funds and, why not say so, we, the active workers who have a permanent job, are ready to participate in tripartite consultations to consider how we can furnish additional funds to allow seafarers and workers in the coalmining, copper, steel, petroleum and nitrate industries, inter alia, to retire early.

The Workers' delegation of Chile can say that we are mindful of the problems affecting other countries. We do not like to talk about the problems of other nations, but other delegates have spoken in this assembly in very uncomplimentary terms about the

people of Chile. We want to point out that the problem of Chile is a problem we have to resolve for ourselves and we are not going to agree for any reason whatsoever to accept the ready-made solution of any other country. They have every right to choose their own political destiny as they think fit, and those who are attacking us today are the same as those who in their own countries allow all kinds of abuses against workers who are not loyal servants of the ruling régime. Our position as authentic trade union leaders makes us point out that we defend the workers without any political discrimination. We were elected democratically as trade union leaders to defend the interests of the working class. We were not imposed by any political régime or by any political trend in the country. This freedom allows us to say things very clearly because we do not have to give an account of our actions to anybody except our members and our consciences.

As to those who think that the workers and their organisations are being manipulated we can assure delegates that there will always be a struggle in every country. We have pointed out to the Workers' group that the trade union leaders in exile, if they are genuine trade union leaders, can return and participate in efforts to establish a free, democratic autonomous and participatory trade union movement. We are not claiming in any way that Chilean workers have no problems. Of course we have problems, of course we have difficulties, and this is why many trade union leaders in the country have joined forces to present our points of view to the government authorities with a view to improving labour legislation.

Our country invites all the trade union leaders who are abroad or who, for various reasons, are unable to occupy their posts as such to return. We believe that this would make for a more peaceful atmosphere. The Government should show one further example of good will and facilitate the return of all the workers in this situation whereupon the trade union leaders will be able to comply with the recommendation made by the ILO in 1952 to the effect that trade union leaders should work solely in the interests of the workers and not for the government in power.

For these reasons, we consider it necessary that the such proposals be made in the ILO because we know that our words are being heard by the government authorities and that their actions reflect the thinking of the workers in their respective countries. Lastly, we consider that besides the reform of the labour legislation now under discussion in Parliament concerning the functioning of trade union organisations, Decree No. 2756 of 1979 also needs to provide a solution to the problems affecting our seafarers, since for more than four years, since the adoption of Acts Nos 18032 and 18011 we can say that workers in this important sector have not enjoyed the right to holidays, to an employment contract, to collective bargaining or, what is more serious, to any family allowances. These are, in broad outline, the points of view of the delegation of the workers of Chile. We are confident that the conclusions reached by the Committees on Asbestos, on Convention (No. 63) (Statistics), on the Application of Standards and the Resolutions Committee will produce documents which will really express the feelings of the workers of the world and, what is even more important, that the employers and governments participating today

in the International Labour Conference, when they return to their respective countries, will put into effect both the resolutions and the Conventions agreed upon here so that they will not be yet one more dead letter.

For these reasons, we are grateful to you for having listened to us and we thank the whole team of experts of the ILO and in particular Mr. Blanchard, not only for the Report but also for their unceasing preoccupation with the constant quest for a better life for mankind, for the benefit of the workers of the world.

Mr. REINI (*representative of the Nordic Confederation of Supervisors, Technicians and Other Managers*)—May I first take this opportunity on behalf of my organisation to congratulate the President on his election to the Presidency of this 71st Session.

The organisation I represent, the Nordic Confederation of Supervisors, Technicians and Other Managers (NAU), is a joint organisation of Nordic union organisations representing foremen, senior technicians and other supervisory personnel. NAU co-ordinates the views of its member organisations on trade union, economic, social and professional questions.

The Nordic countries are unique in relation to other industrialised countries in that our foremen, senior technicians and other supervisory personnel have long been represented by trade unions. The high rate of union membership among senior salaried staff is also unique.

Supervisory duties are characteristic of the members of the NAU organisation, most of whom occupy senior positions in the production of goods and provision of services in all sectors, both private and public.

NAU is very interested in adopting measures aimed at influencing current developments with regard to technical changes: occupational democracy and industrial democracy, questions related to supervision, working environment and occupational safety. In these areas this organisation has a great deal of knowledge and expertise owing to the key position of supervisors and others occupying similar positions in operating within companies between the directors and ordinary employees.

As regards the significant and future development of the International Labour Organisation, it is very important that its activities be developed in such a way that it will in a balanced manner meet the socio-economic challenges for development posed by the new technology. Only by meeting these challenges will it be possible to secure for ILO the possibility to act and be influential in promoting improved conditions for salary earners everywhere in the world.

It is therefore with great satisfaction that I have learned from the Report of the Director-General that changing technology and the effects that technological changes are likely to have on working life and labour market conditions are a major concern in the ILO's work.

We are also impressed by the achievements made under the International Programme for Supervisory Training.

Regarding technical developments the most essential feature in the industrial countries today is the increasingly rapid introduction of micro-electronics and its applications. It has been said that in working life the former boundaries between the different vocations will become obscure and eventually disappear

in the future. It is indeed true that the old systems of concepts are becoming obsolete. As recently as 20 years ago there prevailed a clear distinction between the performer of labour i.e. physical work, and the performer of mental work. On the one hand, there was physical work; on the other, there was mental work.

Developments in work organisation and technology, and changes in education and training have made these definitions obsolete.

Machinery and equipment, in other words technology, is replacing physical work at an accelerating rate. Work and pressure keep shifting to the mental side in almost every area. In future production, more knowledge, combination of inputs, treatment of symbols and/or the human being will be used instead of treatment of materials. We will in the near future live in a society which in addition to being a service society will also be a mental work society.

In these conditions the supervisor's position and duties will not remain unchanged. Measures aimed at the improvement of labour productivity and the development of technology will change these duties and work organisation. Apparently, the present management organisation will move downwards and as a result of this duties presently performed by middle management will be included in the supervisor's job.

In our opinion the supervisor will soon receive more widely based responsibility and will have to assume responsibility for the elimination of the drawbacks related to automation. The question will then become one of occupational safety. Thanks to the automation of safety measures at work there will be great emphasis on the mental aspects of occupational safety.

In supervisory duties responsibility is primarily related to the productive operations of the working unit. When the quantity of applicable knowledge increases, decision-making time becomes shorter and the economic significance of the decisions increases, it is clear that mental stress factors affecting supervisory staff will increase at the same time. Supervisors also bear responsibility for the safety and health of the workers. As the mental stress factors increase for workers also—partly for the same reasons as in the case of supervisors and partly because tasks may become more monotonous, we may encounter a very risk-prone atmosphere at future workplaces from the point of view of the mental aspects of occupational safety.

As we can see risk factors increasing everywhere, an attempt should be made to eliminate them. The supervisor's role regarding mental aspects of occupational safety must be regarded as central, but also the problems of this group must be solved.

Work towards the elimination of risks should be started from the very top, the climate prevailing in society. It must be seen that a climate in society which emphasises competition and efficiency at the same time causes mental health risks. The leaders of working units, or the supervisors, are in a way impersonations of the method selected. This role cannot be assumed by the directors because of their too small number. They should understand this when the supervisors' authority at future workplaces is involved.

The mental aspects of occupational safety are also different in the sense that work cannot essentially be based on the application of laws and other norms.

Making norms for machinery of equipment of protectors is much simpler than detecting the reasons underlying behavioural disturbances in a working unit or disturbances in the mental health of the individuals which form it. Supervisory staff should by means of agreements, recommendations and training be given support enabling them to increase their successes in preventive work regarding the mental aspects of occupational safety.

A supervisor is not, however, a therapist; it is for the supervisor to act as a risk detector, his role in this respect recalling that of a grade teacher.

NAU very much appreciates the work carried out under PIACT. Our Confederation hopes that the implementation of the programme can be maintained at least at the present level.

One of the questions in PIACT concerning future activities is the use of technology for improving the working environment. Besides mastered technology we again wish to emphasise, in addition to occupational health and safety risks, the need to prevent psychosocial risks.

While wishing this Conference every success, I hope that more attention will be paid to questions related to employees. An important question is that of how the trade unions will be able to influence work content and what forms the work itself will take at the workplaces, for the benefit of these employees. A number of different means must be employed, but above all there should be a possibility for work content to be determined through extended industrial democracy.

As seen from the point of view of the Nordic countries, NAU has a significant role no play in the application of new information technology. The role of technical employees in the implementation of the PIACT is essential and I want to emphasise that the ILO should take this into account in its further plans.

*(Mr. Ennaceur takes the chair.)*

*Interpretation from Spanish:* Mr ACOSTA VAL-DEBLANQUEZ (*Workers' delegate, Colombia*)—Mr. President, allow me join my voice to those of previous speakers in congratulating you on your well-merited election to the presidency of this Conference. Allow me to congratulate you on your most dignified conduct in the high office you so greatly deserve. Your election is a tribute to your country since the philosophy of tripartism—which is so much the concern of this Conference, the most important forum of its kind in the world, is a daily practice in your own country.

As regards the Report by the Director-General, allow me to say that between the fear and pride, which result from their despair, the peoples of the world are experiencing the bitter taste of despondency, unrelieved by any sense of justice in their lives. This despair is very much a sign of the times and it is the terrible legacy which we are leaving to future generations, who will be able to bring a terrifying charge against us in the court of history, the charge which begins: "J'accuse".

The theme, which is a splendid one, since it concerns tripartism, which is hope itself, turns into something quite different and becomes a source of the deepest confusion and disquiet.

In Colombia, my country, washed by the Caribbean sea, turned red with the blood of its Central

American neighbours, peace too is alarmingly absent. Bodies are paralysed, brains stagnant, life is without sense. The world-wide economic slump has been hurled at our door with a terrible fury. The Government takes no corrective action to avoid the threatened hecatomb of total dissolution because of the absence of distributive justice to allow even a short respite for the masses stricken by uncertainty, masses who are not living but vegetating in despair.

The Colombian people have fallen by the wayside, throttled by an exceedingly high rate of unemployment and perplexed by the obvious incapacity of its Government to cope.

Peace, which symbolises freedom in tranquillity, is evermore clearly absent and there is a less and less hope of a more promising future.

A certain international image of Colombia does not exactly correspond with the real situation within the country or as regards the relations with workers whom I represent here. I take this opportunity, therefore, to denounce here a systematic failure to give effect to the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The cost of living is stifling Colombian households. Faith in democratic institutions in a country which used to be a model for Latin America is dwindling fast and may well culminate in a dangerous despair.

The economic prospects are getting grimmer everyday. The awful burdens which the International Monetary Fund puts on the underdeveloped countries in our continent are speeding up a process of social dissolution against a background of frightful indigence. This Fund, which was set up to help national development, has been turned with the rest of the world's financial machinery into a scourge with all that this implies in the way of degradation and ignominy.

In the countryside, the ploughshare has been beaten into a rifle and the blood of the Colombians is a manure and fertiliser for a gloomy harvest of desolation.

In the sphere of education, the Government is making cuts in our skeletal educational budget.

Teachers are on the streets clamouring that this Government honour its obligations as regards their wages. Only a few days ago, the legislative authority, on the recommendation of the Government, invoked a doubtful pretext to confiscate money belonging to the workers, money designed for the protection of our children, for proper food, for the reinforcement of our families and the better training of our manpower, all this to the detriment of a people who are now preparing, if the joint Government-trade union boards now at work should fail, to go on strike as a sign of peaceful protest.

The theme proposed for our attention by the Director-General, namely "Industrial relations and tripartism: structural change, dialogue and social progress" is a timely one and extremely relevant to the situation which I have described in my own country. The principle of tripartism which the people welcome as the purist essence of the ILO's philosophy is, put to it mildly, a rarely achieved goal as far as the representation of the workers is concerned. In particular, governments abrogate to themselves the right to impose numerical quotas to impose their own

views or policies that are not always in the interests of the community.

The Director-General says clearly tripartism has modified the relative force of the three parties: government, employers and workers and their organisations. These organisations are unquestionably the most representative in nations where democracy prevails since trade unionism is an integral part of the democratic way of life. We therefore have to reinforce tripartism in such a way that in government any decision is taken only after the labour force—that is, those who generate the national wealth—has had its say.

Hence, it is unacceptable that a government should unilaterally, as happens in Colombia, set arbitrarily low wage rates for the workers. If you add to this the economic pressures and the 15 per cent unemployment rate now prevailing in Colombia, then the despairing masses are liable to give way to outbursts of violence.

Certainly, everything that the Director-General says in his Report argues in favour of tripartism as a means of bringing about peaceful progress and structural change through dialogue, in the interests of social peace which is unquestionably the pillar of international peace and security.

To achieve this objective the password is genuine distributive justice. The clashes which occur when man forgets this are intoxicating and lead to war, whether on a small or large scale, internal and external. It is what happens when people prefer a violent death to a life which has nothing to offer them, when the exploiters grow fatter and the governments either do not know how to govern or are not willing to. The poverty in which the people live, particularly in the new world, is an open invitation for imperialist Powers to descend upon them in order to satisfy their voracious appetite for domination.

Today more than ever before the ILO has the heavy responsibility of achieving a social balance. Governments, employers and workers can have only one objective, that of contributing to saving the world.

The first, in all humility, by applying standards of common well-being, the employers by a just redistribution of the fruits of labour, and the workers by building the future of their own nations.

This is the great challenge of history: to eradicate poverty, ignorance, violence, hatred and the arms race and thus to build a just world for generations yet to come, a world worth living in where alarm and despondency are no longer the common denominator nor despair the outward sign of a bitter life.

The trade union movement, we are sure, is ready to play its part in this, at any rate in Colombia. Thousands of workers are awaiting the message of the ILO because they know that there are still places such as this where their anguish is discussed and where attempts are made to observe the precepts of distributive justice and the workers still have faith in such things. They are looking to the ILO as something which emerges from the threatening shadows, as that light which is so lacking in the ever more distant and strained relations between men.

The complaints voiced here by the free trade union movement must have an echo which will resound throughout the world. If this echo reaches every corner of every nation in the world, with its implication of solidarity and profound care for human rights and total security for man as a superior being, the ILO will have accomplished its historic task. It will have put an end to every form of slavery and ignominy for those who objectively and subjectively are building a better world.

*(The Conference adjourned at 6.45 p.m.)*

#### CORRIGENDA

*Provisional Record, No. 16:*

On page 16/4, paragraph 28: in the eighth line read: "balanced and fair tripartism..."; in the sixth line from the end of the paragraph read: "by the head of the Czechoslovak delegation".

*Provisional Record, No. 21:*

On page 21/11, right-hand column, fourth line of the speech of Mr. Senkpeni, replace "Samuel K. Dae" by "Samuel K. Doe".

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twentieth Sitting

Wednesday, 19 June 1985, 10.15 a.m.

President: Mr. Ennaceur

### NINTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—This morning's agenda begins with consideration of the ninth report of the Selection Committee.

I therefore invite Mr. Vargas Escobar, Government delegate of Nicaragua, Chairman of the Selection Committee, to present the report.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua; Chairman of the Selection Committee*)—I have the honour to submit to the Conference the ninth report of the Selection Committee. The report deals solely with changes in the composition of committees.

I recommend to the Conference the adoption of the report.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there are no objections, I shall take it that the Conference has adopted the ninth report of the Selection Committee.

*(The report is adopted.)*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—We shall now move on to the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from French:* Mr. BLAIN (*Government delegate, Haiti*)—The delegation of the Republic of Haiti is honoured to be able to participate in the 71st Session of the International Labour Conference. It gives us great satisfaction to make a modest contribution to the search for and promotion of the ideals of peace and social justice, which are the essential and paramount objectives of our Organisation.

Mr. President, the Government of Haiti wishes to compliment you on your unanimous election to this lofty and difficult task. It represents for you, for your country and for Africa, the Alma Mater of Haiti, a source of legitimate pride. Your competence, your outstanding personal qualities have fully justified the decision of this assembly to choose you for this onerous task for the second time. The delegation of Haiti wishes to join me in formulating best wishes for the full success of this Conference. We are convinced

that under your skilful guidance we shall be able to produce results which are of interest and of entire satisfaction to all the delegates and to the world of labour which expects such a great deal from the beneficial results of our deliberations. I am also very pleased indeed to be able to extend fraternal greetings, both on my own behalf and on that of my Government and delegation, to all the participants in this international manifestation of solidarity of States Members of the International Labour Organisation.

We have noted with very great interest the Reports of the Governing Body and of the Director-General, Mr. Francis Blanchard. We greatly appreciate the excellence of the latter Report which is most objective and contains an excellent technical and realistic approach to such complex and topical questions as "industrial relations and tripartism: structural change, dialogue and social progress".

The problems which arise in this changing and complex field are so broad and acute that we will no doubt not be able to devise and to apply straightaway any definitive solutions, but the fact that they are being considered by the employers' and workers' organisations, partners in the tripartite structure, is an inestimable contribution to the formulation and implementation of the necessary social and economic policies. Indeed, future economic prospects are not very bright and global growth is declining everywhere; even though in some industrialised countries there are some indications of economic recovery the problem remains. And no doubt in developing countries such as my own we shall continue to suffer from the for a long time to come, particularly as far as employment is concerned. At the same time, the profound structural changes in the world of labour, them serious balance-of-payments problems, the question of the foreign and the stabilisation programmes to absorb it, the spread of part-time work, technological change, the energy crisis and galloping inflation, to mention only these factors, are as many challenges to industrial relations.

The Republic of Haiti, like other developing countries in the Caribbean, is confronted with many problems created by this serious situation, which is further aggravated by the need to bring about profound changes in attitudes, in the way of life and in the scale of values in order to transform a traditional society into a more equitable, more humane and modern economic and social system. On this basis, our proud nation is moving with assurance towards its great destiny. To achieve the necessary reforms which were initiated three years ago as part of the process of democratisation of its institutions and the liberalisation of our national life, while



maintaining and strengthening the protection of our civil liberties peacefully, the Haitian community has chosen the process of consultation. Thus, on 6 June of this year, the Government of the Republic under its leader, His Excellency Jean-Claude Duvalier, Life President, taking into account the democratic aspirations of the nation, the need for a convergence of views and objectives between administrators and the administered for the benefit of the nation as a whole, submitted to the Constituent Assembly, which unanimously adopted it, the partial revision of the Constitution of 1983. The amendment of our fundamental charter entails essentially the creation of the post of Prime Minister, the incorporation of the principle of the alternation of the political parties heading the Government and the strengthening of parliamentary control over the Executive. In its transitional provisions the revised Constitution provides for the dissolution of the Legislative Chamber in 1986 and new elections to be held in February 1987 with the participation of the political parties. I should point out in this connection that the executive authority is now being exercised by two separate bodies constituted by the President, who has supreme control over the State, and the Government which is responsible for formulating and implementing national policy. In addition, the Prime Minister appointed by the President will be chosen from amongst the members of the political party with the largest number of deputies in the Chamber.

This democratisation of our cultural and social values is aimed primarily at achieving dialogue at all levels between the employers' and workers' organisations and with the Government, which is an essential prerequisite for social co-operation in the field of industrial relations and tripartite action. This is the precondition for bringing about a fair balance between equality, liberty and other human values, on the one hand, and the demands of economic progress, on the other. There is no doubt, as is stated in the Report of the Director-General, that industrial relations do not follow the same pattern in each of the major sectors. In the light of this new political orientation of the Government and the recent establishment of our trade union, employers' and workers' movement, it seems useful to grant an important place to the training of negotiators so that the dialogue between the social partners may be fruitful. The liberalisation of legislation concerning the functioning of trade union organisation and the protection of freedom of association has culminated in the strengthening of the trade union movement, which now consists of two federations. The first is the Federation of the Workers of the North and the second is the Federation of Organised Workers (FOS). This training of negotiators is being carried out as part of the workers' education and social mobilisation programme being carried out through the media.

Of a total estimated population of more than 5 million inhabitants, the rural population of the Republic of Haiti accounts for 74.3 per cent. The total working population in 1982 amounted to 2,129,600 workers, 71 per cent of which are men. The unemployment rate is estimated at 11.2 per cent for men and 13.6 per cent for women. Sixty per cent of the population are young people. By presenting the population characteristics of one of the most densely populated countries per square kilometre in

the American continent, our intention is to better determine the basic requirements of our social policy, as follows: the creation of new sources of work for employment promotion; the extension of social security; the strengthening of vocational training and workers' education programme.

Within this brief intervention on the Reports of the Governing Body and Director-General, it is difficult to list all the efforts made, the results achieved and the projects that are being implemented. They are indeed appreciable and encouraging but still inadequate in terms of meeting essential needs and of the urgent necessity to solve all the problems that arise. It is, however, a good opportunity for us to express to the International Labour Office our deep appreciation for the technical assistance the Government of Haiti has received. We hope to continue benefiting from such aid in order to be able to satisfy our essential development requirements. I may be useful here to mention briefly the situation which prevails in Haiti in certain sectors of the working population that are dealt with in the Report under consideration.

In accordance with modern trends throughout the world, the Government of Haiti remains the principal employer. Considerable progress has recently been made by the promulgation of new laws defining the status of the public service, creating the Administrative Commissariat of the Public Service and determining the administrative organisation of the State. This legislation is an important step in the organisation and promotion of the public service in our country.

Our social structure confers on the women of Haiti a very active role in the labour force, particularly in the rural sector. However, during recent decades there has been a spectacular integration of women workers in the employment market, particularly in the cities. The proliferation of subcontractors favoured by the low cost of our plentiful labour force, our investment code and the construction of three industrial areas have enabled us to create a number of new jobs, most of which have been taken up by women workers. While noting a clear orientation of women workers towards certain jobs, sectors or occupation which seem to be reserved for them for varied reasons such as vocational training, physical strength, family responsibilities and others, our national legislation endorses the principle of equality of sexes at the workplace and rejects all forms of discrimination.

Together with the substantial social changes in the composition of the working population, we cannot but accord special attention to the continuous arrival of young persons on a labour market which is already seriously disrupted by the existing disequilibrium between supply and demand. More than ever, and particularly in conjunction with the celebration this year of International Youth Year, the situation of young workers has aroused very keen interest in all sectors and has received all necessary attention from the authorities concerned. As part of a policy to promote the integration of young persons in working life, we believe that special attention should be paid the developing vocational training programmes.

It would be ungracious not to mention the situation of the handicapped and the efforts made to achieve their rehabilitation in order to enable them to live as fully-fledged citizens. We would like to mention the effective co-ordination work carried out by the

National Council for the Rehabilitation of Handicapped Persons, which was created as part of the social security services of the Ministry of Social Affairs. Recently, under the patronage of Their Excellencies Mr. Jean-Claude Duvalier, Life President, and Mme Michèle Bennett Duvalier, the First Lady of the Republic, under the auspices of this council and with tripartite participation, an interesting seminar took place on the employment of handicapped persons which formulated appropriate recommendations on measures to be taken to ensure their employment both outside and within protected workshops.

As I mentioned when speaking about the population characteristics of Haiti, a large majority of our population is rural. The rational extension of our social policy to this traditionally majority sector of our population comes up against substantial problems such as illiteracy, lack of basic infrastructure and low productivity. The erosion of our soil because of the strong population pressure on the environment and the use of obsolete farming methods has accentuated the rural exodus towards the cities, creating new social problems such as urban unemployment and the proliferation of marginal urban areas. It is therefore necessary to take into consideration the situation of marginal workers in order to improve their conditions in terms of housing, education, health and vocational training.

With respect to vocational training, three sectors of production have manifested a sustained interest in promoting a fruitful dialogue in order to take a rational approach to existing problems. This consultation has culminated in the drafting of a new fundamental law on vocational training which coordinates the scattered activities in the public and private sectors, taking into account the fact that the available resources are divided among different bodies and in terms of target populations or sectors.

Important projects have been carried out or are being implemented with the technical assistance of the ILO within the framework of the promotion of employment and vocational training. Among them I should like to mention the following projects: employment and manpower planning, job creation and vocational training in the southern peninsula, promotion of arts and crafts and the programme of intensive vocational training courses for adult workers already employed in production processes.

It is desirable that in accordance with the resolution adopted by the 66th Session of the International Labour Conference in 1980 concerning ILO activities for rural development, our country should be given particular attention within technical co-operation and assistance programmes relating to infrastructure and maintenance of agricultural equipment in the rural environment, rural transport, alternative energy resources, handicrafts, small rural industries and agricultural tools and technology.

Finally, we consider that a healthy employment policy should accord a privileged place, if not priority, to collective bargaining which the Director-General's Report presents as a key factor. Collective bargaining is closely linked with freedom of association and trade union rights. The recent updating of our Labour Code took this into account by adopting measures conducive to the exercise of this right. The shortcomings of our national old-age insurance scheme were examined with the technical co-operation of the Social Security Department of the ILO.

The extension of social insurance benefits to the broadest segments of the working population and the implementation of most of the recommendations on the subject are to a great extent due to technical co-operation.

The substantial Report which the Director-General has submitted to us for consideration highlights the need for modernisation of the very concept of social policy. This raises very complex questions: industrial relations and tripartism, structural change, dialogue and social progress, the protection of the workers in the event of the bankruptcy or insolvency of employers and enterprises.

All these are highly topical problems which have very relevant implications that we must consider objectively and lucidly. However, we must take the social and economic constraints of developing countries into consideration if we are to appreciate the fact that the implementation of certain recommendations, however logical and positive, will mean doubling our efforts to bring about the collective well-being and that their rational application is not possible outside a process of development with all the necessary technical co-operation. Therefore, constructive tripartism must be tackled energetically.

However, as far as the direct implementation of the system is concerned, certain weaknesses persist, some of which are due to the lack of representativity and training of the social partners.

May I, in conclusion, reiterate my confidence in dialogue as a means of seeking and implementing equitable and just solutions to the socio-economic problems of the workers, in a spirit of liberty, dignity and mutual respect. We wish the 71st Session of the International Labour Conference every success. I am convinced that it will bring about substantial improvements in the conditions of life and work of people in union and in peace, and thus be conducive to a better world.

*Mr. ANJIAH (Union Minister of Labour, India)*

—Before I proceed, I should like to join the previous speakers in congratulating you, Sir, on your unanimous election as President of this important session of the Conference. Your election to this high office is an endorsement by all the States Members of the ILO of your experience, wisdom and ability. I have no doubt that under your stewardship we will be able to reach very meaningful conclusions on the agenda before this Conference. I should like to assure you that in the discharge of your heavy responsibilities, you will have our full support. I should also like, through you, to congratulate the Vice-Presidents elected for this Conference.

Our esteemed Prime Minister, Mr. Rajiv Gandhi, has already addressed the Special Sitting of the Conference on 17 June 1985. He has already dealt with many crucial issues of global importance. I therefore propose to be brief in my observations.

The Director-General deserves all praise for the Report that he has placed before this Conference. It presents a very clear analysis of the activities of the ILO. The main theme of this Report relates to the role of industrial relations and tripartism which is of immediate interest to us.

Tripartism has been the basis of our labour policy. This is more than amply reflected in the entire field of our labour legislation. The consultative machinery

that we have both at the central level and at the states level provides equal opportunity to employers and workers to express their viewpoints. I am pleased to say that this policy has yielded handsome results for the development and economic growth of our country. Over the years, it has become clear to the social partners that they have a vital stake in orderly economic progress in all sectors. It is largely as a consequence of the joint efforts of the social partners that, since our independence, we have been able to achieve sustained economic growth and maintain a satisfactory rate of progress. Undoubtedly, there are situations where, owing to the multiplicity of trade unions, practical difficulties arise in working out collective bargaining arrangements. The answer to this, as we see it, is to encourage a healthy and vigorous trade union movement which will in due course take care of the multiplicity of the trade unions. Tripartism, therefore, in my country is no more an open issue. It is a settled fact of life and a part of our industrial and economic culture.

As is well known, India has a public sector which employs a large workforce and plays a commanding role in the economy. We have elaborate arrangements with the representatives of workers in public enterprises for consultation and dialogue with a view to arriving at an amicable understanding on various issues. This is illustrated by our recent agreement with the workers in regard to the revision of the "dearness allowance" formula in the central public sector undertakings, consequent to which substantial benefits will accrue to the satisfaction of the workers. In recognition of their contribution to the national economy, our Prime Minister, in his May Day address to the workers, announced the institution of awards for the workers.

We have already implemented six Five-Year Development Plans under the leadership of Pandit Jawaharlal Nehru and Mrs. Indira Gandhi. The Seventh Five-Year Plan is being finalised at the moment. The basic priorities of this Plan will be food, work and productivity. Employment will be a direct focal point of policy. Efforts will be directed towards high agricultural growth, creation of employment, use of less capital-intensive and more labour-intensive techniques and a shift in investment priorities towards items of mass consumption. More specifically, the strategy will be to generate productive employment through increased cropping intensity and extension of new agricultural technology to low-productivity regions and small farmers. This will make our rural development programmes more effective in terms of creation of productive assets, more housing, more urban amenities, more roads and a wider social infrastructure.

Growth with justice is essential if social tensions arising in the process of economic development have to be avoided. We feel that the unorganised workforce in the rural and informal sectors has so far not received adequate attention. These sectors comprise nearly 90 per cent of the workers and their problems now call for urgent consideration. Workers in these sectors should be given every form of assistance to organise themselves and protect their interests. We have gone a step further. It has now been decided to launch an accident insurance scheme which will cover the most vulnerable sections of society in the event of the death or permanent disablement of the earning member of the family.

The world has made tremendous progress in the field of technology. It should be our endeavour to ensure that the benefits of technical advances reach the working classes.

I am glad to observe that the Director-General's Report has covered the important subject of workers' participation in management. This is being practised in many countries in one form or another. We have drawn inspiration from the father of our nation, Mahatma Gandhi, who held out the concept of trusteeship. Developed on sound lines, workers' participation would help in promoting a high degree of co-operation between management and the workers, and strikes and lock-outs which often mar industrial harmony will be considerably reduced. Our experience has been that, where successfully implemented, workers' participation has led to increased production and productivity. We have therefore been suggesting for some time that the subject of workers' participation in management should be chosen as an item on the agenda of the International Labour Conference. We feel that an in-depth discussion of this important subject will lead to a greater involvement of the workers in the management of enterprises and growth of a responsible trade union movement.

We welcome the proposal of the Director-General for convening a high-level policy meeting at a world-wide level, comprising both developing and developed countries, that will review the impact of international trade and financial and monetary policies on employment and poverty. We from the developing countries share the hope that, from this meeting, strategies will emerge leading to fuller employment and reduction of poverty.

Another important issue which has been covered in the Director-General's Report relates to the suffering to which the Arab workers are being subjected in the Israeli-occupied Arab territories. We shall continue our efforts for the withdrawal by Israel from all occupied Arab territories and for the establishment of an independent State for the Palestinian people, under the leadership of the PLO. Only in this way can a just and durable peace be achieved and the conditions of the Arab workers in Palestine be improved, including the restoration of their trade union rights.

We feel that the health and safety of workers should be our major concern. We are of the firm view that no management, whether it is of a national or multinational enterprise, a public or a private undertaking, should be allowed to be indifferent in safety matters. Further, workers of a single national or multinational enterprise should be treated without discrimination with regard to the services provided by the occupational health service regardless of the place or the country in which they are working. Responsibility for providing a safe working environment should not be restricted to the workplace. It should also extend to providing a safe environment for those living in the vicinity of such enterprises in the event of failure of safety systems. Multinational enterprises have a special responsibility in this regard by virtue of the extent and nature of their operations. They must provide full information regarding the risks and hazards of their operations. Enterprises which engage in hazardous operations, irrespective of their structure, should be fully accountable for loss of life and property.

The Constitution of my country ensures equality of opportunity to all citizens in the matter of employment and any discrimination on grounds of sex is prohibited. The directive principles of state policy further provide that there shall be equal pay for equal work for men and women. India has already ratified the two important ILO Conventions concerning discrimination and equal remuneration. We have adopted an integrated approach in our country to the problem of women's employment. We feel that women's employment cannot be tackled in isolation from the related issues concerning their health, family planning, education and the social and economic environment in which they function. I am confident that the discussions at this Conference on this subject will lead to positive results and a concrete programme of action will emerge. I may also add that, in this International Youth Year, we should give consideration to the problems of training and employment of our young men and women who have entered or are entering the labour market.

I must refer briefly to the evil apartheid system in South Africa which must be eliminated. My delegation will make more detailed comments at the time of the adoption of the report of the Committee on Apartheid. We consider that comprehensive mandatory sanctions must be applied against the racist regime and full support given to the liberation movements in South Africa, as well as SWAPO.

*Interpretation from French:* Mr. NAHAM (*Government delegate, Chad*)—Allow me first of all to address myself to the President and extend to him the warmest congratulations of my delegation on his outstanding election to the Presidency of the 71st Session of the International Labour Conference. Our congratulations are also addressed to the other elected Officers of the Conference. Furthermore, we would like to take this opportunity to express the hope that, under the authority of these eminent personalities, our work will proceed under excellent conditions and will be crowned with success.

Before continuing with my statement, I would crave the indulgence of the distinguished delegates present in this august assembly, as this is the first time that I am taking the floor here on behalf of the Government of my country.

As regards the Reports which have been submitted to us by the Governing Body and the Director-General of the International Labour Office, I must point out that, unlike in previous years, the time available on this occasion did not allow us to examine these documents in as detailed a manner as they deserve, and this in spite of the interest of my delegation in the subjects that were judiciously selected and analysed in an objective manner. We would like to make a few comments that come to mind after reading these documents, taking into account customary practices in our country in the fields we are now considering.

I am thinking in particular of industrial relations, collective bargaining and the functioning of tripartism, while not overlooking the profound upheavals that have occurred in Chad over the past 20 years and their repercussions with regard to both socio-professional affairs and our relations with the ILO. We will also take up the role and place of occupational organisations as institutions and parties to collective bargaining at national level.

As you all know, Chad is located in the very heart of Africa. The country gained independence on 11 August 1960 and in the course of the same year became a full member of the International Labour Organisation. From the political standpoint the internal situation was dominated by serious disturbances which inevitably led to an unprecedented fratricidal war, a war maintained and exploited from outside, while the country's somewhat fragile economy is based on agriculture and livestock rearing: two sectors which are generally recognised as being vulnerable and constantly exposed to natural catastrophes, with which our country has been continually afflicted. I refer in particular to drought and desertification.

Although Chad, for reasons unknown to us, has not benefited like other drought-stricken countries from a world-wide press campaign, it must nevertheless be recognised that the extent of the disaster in our country deserves to be underscored at this rostrum, in view of the considerable number of human lives lost and the persistence and even aggravation of the situation in regard to food and health. It should also be recalled that stock rearing, from which more than half the population lives, has not been spared. Practically three-quarters of livestock has been lost and it is necessary to replenish herds as this, in our view, is the only way of restoring hope and confidence to stock rearers who are at present scattered throughout our provinces seeking food and shelter.

With regard to agriculture, the scarcity of rainfall has led to a tragic fall in production, as regards both food crops and cash crops. The resultant famine has compelled the population of the affected regions to engage in a massive exodus to the towns. Some have sought refuge beyond our frontiers, in order to survive this scourge.

With the assistance and active support of friendly countries and such international bodies and programmes as the WFP, FAO, UNICEF, AICF, USAID, CARE CHAD, VITA and SECADEV, an emergency relief plan was drawn up. It is now operating under the auspices of the ministry for natural disaster control. The plan is intended not only to provide assistance to the affected population but also to contain the disorderly flow of this population to already overpopulated areas where all kinds of pressing problems have arisen.

During a second phase the public authorities have managed to install some of these displaced populations around a few water sources. Here they have been given basic training in agricultural production, in particular irrigated cultivation. The experiment has produced excellent results, since food self-sufficiency has been assured for all those who participated and, even more than that, it has been possible to sell some of the produce at the Ndjamená market.

This is only one aspect of the varied action carried on by the Government of the Third Republic for the benefit of persons displaced either because of war or because of the drought and the ensuing famine. It must be recognised, however, that these initiatives and experiments, praiseworthy though they may be, are only a drop in the ocean of poverty afflicting the majority of the population.

The needs to be satisfied are immense as compared with the limited resources available to the State. It seems to me that this is the appropriate time and

place to make a pressing appeal to all those throughout the world who are in a position to assist our fellow citizens threatened with death. I therefore exhort the international community to fully assume its obligations in respect of one of its members in distress and to manifest actively and in concrete terms its solidarity with that member. In making such an appeal, I cannot remain silent regarding the fate of undernourished children, nursing mothers and pregnant women who, together with old people, constitute the most vulnerable group, because they are dying in thousands every day for lack of food and rapid assistance.

This demonstrates to you that, following the war, Chad continues to live through dramatic moments characterised by an almost permanent drought, the consequences of which are not without repercussions on the socio-economic plane.

With regard to social affairs, this deterioration I think is revealing if one thinks of the increase in unemployment, the continuous erosion of the purchasing power of the workers and the famine which affects all but a minority of inhabitants.

The prime challenge to the country's leaders given this situation is undoubtedly the reconstitution of the State, while assuring as best they can the survival of the population tried by so many years of unrelenting difficulties. This is what the Government of the Third Republic has been trying to do since 7 June 1982 under the authority of President El Hadj Hissein Habré.

It is also thanks to the restoration of peace in much of the country that we have registered in recent years a slow but progressive recovery on the economic plane. Some companies which closed down because of the war have resumed operations although these are not yet in full swing. At the same time it is comforting and satisfying to note that new companies are being set up here and there, some on the initiative of nationals, others by foreign investors.

The informal sector is developing in a spectacular manner because of the disturbances in the country and because of the gap created by the closing down of many foreign companies. Several hundreds of Chadian workers set up their own businesses and even tried to substitute themselves for their employers, while other workers, afraid of having to endure long periods of unemployment, felt that it was necessary to learn different new specialities with better openings. Thus a new category of national employers was created with a new category of workers.

For these new employers it is a question of setting up artisanal types of enterprises even though they do not rigorously satisfy the basic conditions required by the regulations in force: for example, no official declaration of opening, no entry in the register of commerce or in the Chamber of Commerce or Industry. These are persons who most of the time make use of family members and other assistants and not wage earners in the operation of their enterprises. When certain delicate tasks have to be carried out for which skilled workers are required, the usual formula is to come to an arrangement whereby the qualified or skilled worker accepts a lump sum to carry out a task that is clearly defined in advance. For this type of employer the amounts they pay in the form of remuneration do not constitute a wage in the legal meaning of the word and also they do not have to pay contributions to the National Social Welfare

Fund because they do not employ wage earners as defined by the Labour Code and Social Welfare Code.

Inversely, certain workers are happy to offer their services to this category of employers in return for a lump-sum payment. This is piece-work, paid at a rate which is attractive in their eyes, as compared with the wages paid in enterprises in the modern sector, even though this kind of system does not provide any guarantee against social and occupational risks, that is to say, industrial accidents, occupational diseases, family benefits, old-age pensions, etc.

For other workers, finally, the fundamental reason which leads them to opt for this kind of system is the fact that they have difficulty in making ends meet or balancing their budget with the wages set by official instruments or collective agreements, which they feel take no account of the excessive increase in the cost of living. This is an area which requires in-depth study and we are counting on technical assistance from the International Labour Office to carry one out.

As regards the modern sector, I would like to recall that the re-establishment of peace has had a beneficial effect on the workers and their representatives since, with companies opening up, the institutions provided for by the Labour and Social Welfare Code are again starting to work normally. As an example, I might mention two cases: (i) the democratic election of staff delegates in the various enterprises in the country has been organised with the active participation of heads of undertakings and the representatives of the two central trade union organisations, namely, the Chad Trade Union Confederation (CST) and the National Union of Chadian Workers (UNATRAT), and the labour inspectorate is checking up on the regularity of the elections of the staff delegates; (ii) during the month of March last, the boards of the National Social Welfare Fund and the National Manpower Office were constituted with an equal number of workers' and employer representatives. Both parties sit together with representatives of the public authorities and have the same obligations and prerogatives.

In order to be in conformity with the Labour and Social Welfare Code, the Government is intending soon to establish a High Committee for Labour and Social Welfare, which will immediately start working. This is to be an advisory body made up of representatives of the administration and the social partners. The mission of the High Committee will be to study, at the request of the Government, any questions related to the condition of the workers, industrial relations, employment policy, the promotion of the worker, vocational guidance, selection and training. The High Committee will be competent to give its opinion regarding the operation of the bodies which implement the social legislation.

I should like to take the opportunity to launch a pressing appeal from this rostrum to all friendly countries and to all organisations, whether governmental or non-governmental, to come as rapidly as possible to the assistance of the population of Chad which is truly in distress.

Mr. BROCK (*Secretary of Labor, United States*)—Before commenting on the Report of the Director-General, I should like to congratulate you, Sir, on

your election as President of this year's session of the Conference. I hope and trust that under your leadership this Conference will produce much more than just fine words, that we shall see something of tangible benefit to workers around the world as a result from our mutual efforts.

I believe we have the opportunity this year, because of the vital importance of the topic the Director-General has chosen for his Report: industrial relations and tripartism. This Report is an outstanding example of the high quality and objective work we have come to expect from the Director-General and his fine ILO staff.

I should like to concentrate this morning on three critical issues raised in the Director-General's Report: first, the role of government in industrial relations; second, the legitimate political interests of trade unions; and, finally, the unique opportunities represented by effective labour-management co-operation.

In many ways the question of the role of government is the central issue. The members of this Organisation represent a broad range of experiences in this area. In some countries, such as my own, the government plays virtually no role in private sector industrial relations. In other countries the government plays a very important role.

Sometimes the government's role may be such that neither trade unions nor collective bargaining exist in any real sense. That is true, I think, when governments or political parties play a "leading role" over trade unions.

In my view, an excessively strong government role in industrial relations poses a number of problems.

First, it raises questions with respect to fundamental principles laid down in the ILO's Constitution and in its standards in freedom of association and collective bargaining. And, secondly, to the extent that government intervention acts to restrict worker freedoms and restrain wages and working conditions, it could affect international trade.

Those who gathered in Versailles 66 years ago to establish this Organisation were clearly worried about that. In the Preamble to the ILO Constitution they warned that "the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries."

In a world so dependent on international trade, that is as true today as it was then.

What it comes down to is this: when workers are not free to pursue, independently, their own economic, social and political interests, they are being denied the opportunity to improve their working conditions, to make them "humane"

For that reason, perhaps, one of the most important conclusions in the Director-General's Report is that a trend may be developing in many parts of the world—even among some centrally planned economies—towards a less dominant and interventionist role for governments.

In the United States we have chosen a path that allows for even greater freedom for our workers and firms than ever before. And the results, I think, speak for themselves.

In the last four-and-a-half years we have sparked an entrepreneurial spirit that is creating some 50,000 new businesses each month. We have added 300,000 new jobs a month for 29 straight months—345,000

last month, to be precise—half of which are in firms less than four years old. And while many of these jobs are in the services sector, they are by no means limited to unskilled, low-wage jobs, as some suggest. In the last ten years we have added almost a million new hospital jobs and nearly 400,000 new computer and data-processing jobs—industries in many cases with high hourly earnings.

Why has this happened? A lot of it is because, by reducing taxes and unnecessary government regulation, we have demonstrated our faith in individuals, that individuals in pursuing their own best interests serve the collective good as well. This is not just economic theory, it is common sense.

What about the political role of trade unions?

I know of no truly democratic country in which trade unions do not play a significant political role. Certainly they do in the United States. And the AFL-CIO this past February indicated that it intends to continue and even expand its political action. And, as members, we are obligated to respect that right.

I am troubled, therefore, that some governments deny the right of political action to independent trade unions, and sometimes enforce that denial through the most extreme measures—measures which violate fundamental ILO principles of freedom of association.

These are universal principles. They do not apply to just one group of countries, and not to another.

Last year this Organisation reaffirmed the universal nature of these principles, as well as the machinery for supervising their implementation. Today, the ILO's system of standards and supervision remains intact. That, in itself, is heartening.

But it will wither away if it is not used, or is used in a discriminatory fashion, just as surely as if it had been formally altered. We do not believe the majority of ILO Members want this to happen, and we join those who are committed to resisting either the formal or *de facto* dismantling of this vital system.

Without strong and independent trade unions we would not be seeing the growing trend towards co-operative labour management relations. Even before I became Secretary of Labour I was struck by the tremendous potential for such co-operative relationships.

The Director-General's Report correctly notes that in the United States the impetus for labour-management co-operation is often economic adversity. Certainly, recessions as well as intense competition brought on by deregulation or increasing imports have been a significant incentive for more co-operative efforts.

But those factors do not provide a complete explanation. If they did, the spirit of co-operation would fade as economic growth and prosperity relieved the competitive pressures.

I do not think that is going to happen.

Why? Because something more fundamental is taking place. In the United States and in many other countries the labour force itself is changing. More women, more young workers, better education. These workers often see themselves as more than simply interchangeable parts on an assembly line. They see themselves as individuals—and they demand to be treated as such.

The nature of work is also changing. New technologies often demand a more flexible approach to the organisation of work, one guided by greater



interaction, understanding and co-operation between labour and management.

In the United States, we are witnessing dramatic results from such co-operative efforts. In the automobile industry labour and management are working together to ease hardships which may result from the introduction of new technology and other dislocations. One of these agreements includes a \$1,000 million fund over a multi-year period for retraining and reassigning such dislocated workers.

In the Department of Labor in Washington we have established a new labour-management co-operation staff to follow developments of this type. It will, I hope, soon become a resource that unions and management can use to search for successful solutions to specific problems.

That same sort of service could be provided by the ILO on an international basis by collecting and disseminating information on successful co-operative labour-management approaches to solving difficult problems.

Because we attach so much importance to promoting such co-operation, the United States Department of Labor is prepared to provide a special financial grant to the ILO to develop a small pilot project in this area.

Specifically, I would like to suggest that the Director-General consider, in conjunction with the Turin Centre, holding a tripartite meeting to consider successful experiences of labour-management co-operation in developing effective training and retraining programmes in advance of the introduction of new technology.

We all know that the pace of new technology is accelerating. It affects industrialised, newly industrialised and developing countries alike. Just look at airline reservation offices in virtually any major city in the world to see how far and how fast video display equipment has spread, for example.

All too often, however, the training and retraining needs associated with new technology are only considered later in the game—sometimes too late.

The answer in many cases may be early and close labour-management co-operation to define the training needs and establish an effective joint approach to filling those needs.

What we envisage under the proposed pilot project is to have the ILO develop a number of case histories documenting examples of labour-management co-operation in training for new technology. Those case histories, in turn, might serve as the basis for a small tripartite meeting using the Turin Centre's vast experience in this field.

The end result might be a report which could be made available to governments, workers and employers in ILO member countries.

I and my staff are prepared to discuss such a grant with the Director-General. This offer reflects, again, the high regard we have for the ILO Secretariat, and for the priority we place on the Organisation's technical objectives and activities.

Let me conclude by emphasising something the Director-General says in his own concluding remarks: "...Where industrial relations are not yet well developed and dialogue is very limited or non-existent, the aim should be to build this unique institution of dialogue."

I can think of no more important role for the ILO than to help promote such institutions of dialogue,

whether it be through traditional collective bargaining or new forms of labour-management relations. It is a difficult task, but one worthy of this Organisation.

Mr. GOBLE (*representative of the World Confederation of Organisations of the Teaching Profession*)—Mr. President, allow me first to express the congratulations of my organisation to you and the Vice-Presidents of this assembly on your election to these high offices and on the distinction with which you exercise these functions.

We wish to compliment the Director-General on his choice of a theme for his General Report, that of industrial relations and tripartism, and also for the comprehensive review which the Report gives of the pressing problems of the day.

It is of the utmost importance that the problems now facing us in the world of work, and indeed in every sector of life in contemporary society, be addressed in the global perspectives proposed by the Director-General. It is our feeling that few governments have really considered their policies in so broad or so long term a perspective. If governments have done so, and are pursuing their policies regardless of such considerations, it seems to us that too many of them are set upon a course which is in blatant contrast to the obligations implied by membership in this Organisation. The WCOTP, which represents workers in 95 countries in the public service of education, is particularly concerned with the policies of governments as employers, but we believe that all unions must be concerned by the manner in which so many governments, by their acts or by their omissions, are contributing to trends which are harmful to workers and destructive to the whole labour movement.

The trade union movement has been a principal victim of the economic recession. Monetarist policies and the introduction of new technologies have provided both the means and the incentive for measures which constitute attacks on unions and on the rights of individual workers. The widespread unemployment resulting from the recession and from technological change has been used as a major pretext for deregulation and for the softening of protective legislation.

For several years the WCOTP has observed and documented the effects of economic policies pursued by many governments, particularly in the industrialised countries, which have either aimed directly at reducing the level of public services or have had the effect of doing so. We have observed a serious decline, both in the availability and in the quality of services, coupled with deterioration in the conditions of work of public employees and a sharp reduction in job opportunities. Yet there is no proof that such policies provide any remedy for economic problems. On the contrary, research has shown that countries with extensive institutional social welfare systems have maintained a higher per head level of gross domestic product, and achieved higher levels of investment in economic development, than those with marginal social security systems.

Furthermore, countries which have adopted draconian monetary policies, at the expense of the public services, have paid a heavy penalty. Having failed to invest funds in their future, they are now weighed

down with the heavy and unproductive burdens of unemployment and social breakdown—a high cost in financial and human terms, and a guarantee of grievous hardship in the future. It is especially regrettable that these effects have been made more widespread through the imposition of standardised criteria by the International Monetary Fund as a condition of granting loans. In thus dictating inappropriate economic policies, the IMF does violence to the whole social fabric of the countries concerned. We are pleased to note that the issue of conflict of policies between the ILO and international funding agencies has recently been considered by the Committee on Freedom of Association, and that there have been discussions between the ILO and the funding agencies on the social consequences of adjustment policies.

Our own members have been particularly vulnerable to these adverse trends. The drain of funds away from public services and productive investment to meet the costs of remedial measures has hurt the quality of school systems, impaired the working conditions of teachers, and created widespread unemployment. In seeking to defend their rights and the quality of the service they provide, teacher organisations have shared the scapegoat role of unions in general. The Director-General in his Report has provided an inventory of the numerous ways in which many governments have intervened in industrial relations to tip the balance of bargaining power in favour of employers—an ironical trend, since this large-scale intervention is so often professed to be in favour of policies to promote the self-regulatory freedom of the market. In their own role as employers in the public sector, governments have ruthlessly used their political and legislative power against the unions, placing on them the blame for rising costs and forcing their members to pay the price of restraint in public expenditures.

When we observe the behaviour of so many governments in these circumstances, we must insist that labour relations in the public sector, where tripartism is largely a discredited myth, deserve the special attention of this Organisation.

Not all public employers are national governments, and the ways in which trade union rights have been infringed in the public service have varied from one country to another. We note an increasing aggressiveness on the part of employing authorities in the course of the bargaining process, where such a process exists. In several instances, this has taken the form of lock-outs, a practice which formerly was little used, and these lock-outs have often been out of all proportion to the numbers of workers engaged in the action which the employer seeks to counter.

Even when the government is not itself the employer, however, we observe an improper readiness to intervene on the side of the employing authority. There is a trend, for example, to label industrial action, or even trade union criticism of public policy, as being harmful to the general interest. In the absence of an agreed definition of this much misused phrase, we hold that governments should not be the sole judge. Definitions of the public interest, in the sense of a factor of public safety or well-being which may limit the freedom of industrial action in the public sector, should be arrived at by consultation among all parties concerned, or else they should be proposed by an independent body at

the national level before being brought to the ILO supervisory bodies for scrutiny.

Another issue of great concern is the growing tendency of governments to restrict bargaining either by investing themselves with power to disallow agreements or by requiring approval of agreements or awards by some designated authority. Particularly serious are those cases in which governments, through legislation, do not away with bodies or procedures that constitute an external check on government or administrative action. Even if such measures are taken through a parliamentary process, such a process is only an empty form of democracy, since the effect is to leave workers and their unions with no democratic means of defending their interests. It should surprise no one if in these circumstances a trade union turns to political action.

A European seminar recently organised by the WCOTP and housed by the ILO assessed the trends outlined by the Director-General's Report, and the new kinds of behaviour exhibited by public sector employers. A central issue was the question of response to political aggression—how unions should act in the face of hostile and restrictive legislation. There is a point beyond which unions are no longer able to fulfil their functions without breaking the law in many countries. As a participant from one European country put it, the choice before the unions is either to conform to the law in order to preserve their existence or to break the law in order to exercise their functions. Nor is this problem by any means confined to Europe.

Are we going back to where we started in the nineteenth century, when workers who combined to improve their conditions of work were regarded as engaging in conspiracy?

As was observed at our seminar, when essential union objectives, such as full employment and good social services, are being deliberately countered by governments, when constructive dialogue is ruled out by political intransigence, when worker solidarity is being assiduously undermined, new ways must be found to strengthen the authority of unions. For want of other means, unions may be forced towards more direct and militant political action. Political action is a traditional union activity, but to make it necessary for trade unions to engage in partisan political campaigning as the only means of defending the basic and legitimate rights enshrined in ILO Conventions is a serious backward step and there are already too many countries in which trade unionism is regarded as a hostile philosophy and trade unionists pay the penalty of being regarded as political dissidents.

We insist that there are different ways of coping with the difficult economic situation which is passing through a stage of development that nobody can assess with certainty. There is a choice between co-operation between the social partners and a naked power play. Unfortunately, we have seen too much of the latter in the present economic crisis. Fortunately, there are a few governments which still believe in concertation with the social partners. One of them was referred to at length in the Director-General's Report. What the Report failed to mention, however, was that just before this broad concertation took place a previous government in the same country had introduced legislation suspending the powers of industrial tribunals which in that country are the principal agencies for determining salaries and condi-



tions of work. I mention this because it illustrates that, if the political will for social concertation is there, solutions can be found that take account of the diverging interests of the parties. If social justice is still a basic value of our societies, governments and employers have to think twice about the way they act as "social partners". We hope that this will continue to be a major concern of this Organisation.

RECORD VOTE ON THE RESOLUTION CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR THE 60th FINANCIAL PERIOD (1986-87) AND THE ALLOCATION OF EXPENSES AMONG MEMBER STATES

*Interpretation from French:* The PRESIDENT—As announced yesterday, we shall now proceed to take the record vote on the resolution concerning the adoption of the Programme and Budget for the 60th Financial Period (1986-87) and the allocation of expenses among member States.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

*Interpretation from French:* The PRESIDENT—The result of the vote is as follows: 388 votes in favour, 32 against, with 5 abstentions. Since the quorum required for this vote is 259, I consider that the Budget is adopted and that the resolution contained in the document submitted to you is therefore adopted.

*(The resolution is adopted.)*

*Interpretation from French:* The PRESIDENT—I have received a number of requests for the floor from delegates who wish to explain their votes.

I give the floor to Mr. Robinson, Government delegate, United Kingdom.

Mr. ROBINSON (*Government delegate, United Kingdom*)—For the first time, the United Kingdom delegation has abstained on the budget vote. This is a radical step and I should, therefore, like to make a few explanatory remarks. First and foremost, I must emphasise that we have abstained entirely for reasons of a financial and budgetary nature. In no way have we abstained because we are dissatisfied with the Organisation's aims, methods and goals or with the individual items comprising the budget. We may argue over certain details but we strongly support the respect for human rights and freedoms embodied in the ILO's Constitution and its considerable, sustained efforts to promote those rights. Our reservations on the present budget are well known and have been clearly expressed, both in the Finance Committee and in the Governing Body. They are reservations of a strictly practical character. We believe that, at a time when nearly all governments have to exercise very strict restraint, it is incumbent upon all international organisations to exercise similar restraint. We welcome the considerable efforts of the Director-General and the Office to establish firm priorities and reasonable goals within very limited parameters. We recognise their goodwill and constant desire to improve performance. I would like in

this context to pay particular tribute to the staff of the Office who have worked long and hard to arrive at a sensible budget which reflects the concerns of all member States. Nevertheless, the present budget contains an element of real programme growth and for this reason my delegation is unable to support it. My delegation would, however, like to emphasise that, regardless of our abstention on this occasion, we intend to pay our full contribution, as assessed, without any reservation. We do not believe that it is right to withhold contributions from particular programmes or activities when the budget has been approved in accordance with all constitutional procedures.

Mr. PABON (*Government delegate, Netherlands*)—My delegation's vote in favour of the draft Programme and Budget for 1986-87 should only be seen as an expression of our support for the work and activities of the International Labour Organisation. My delegation stated, earlier during this session of the International Labour Conference, that it welcomed the Governing Body's proposal to reduce the proposed budget from the original higher percentage to the present 1.9 per cent programme growth in real terms and a nominal budget reduction of 0.6 per cent. We also realise that had the amounts allocated for the Maritime Conference in 1987 and the preparatory conference in 1986 not been integrated in the proposed programme and budget, actual programme growth would have amounted to 1.1 per cent. This expenditure cannot be considered as recurrent costs.

Let me state that any attempt to reduce the ILO budget is welcomed by my delegation. We firmly believe that the programmes and budgets of the United Nations system should be based on zero growth in real terms.

*Interpretation from Russian:* Mr. MALKO (*Government adviser, Ukrainian SSR*)—On behalf of the Byelorussian SSR, the People's Republic of Bulgaria, the People's Republic of Hungary, the German Democratic Republic, the Mongolian People's Republic, the USSR, the Ukrainian SSR and the Czechoslovak Socialist Republic, I have been asked to say the following.

During the course of the discussion of the draft Programme and Budget of the ILO for 1986-87, at the 229th Session of the Governing Body and in the Finance Committee of the 71st Session of the International Labour Conference, we pointed out that our analysis and evaluation of the budget were made in the light of the basic tasks of the International Labour Organisation as laid down in the Constitution. We feel, and continue to feel, that the ILO's activities should be concentrated on questions of international co-operation and the protection of the rights and interests of workers and their organisations. We noted with satisfaction that certain proposals of the Director-General do correspond to this objective. However, on the whole, they cannot satisfy us, neither from the point of view of the substance of the programme nor as regards their priorities, nor as regards the financial aspects of ILO activities. During the course of a number of past biennia we made concrete proposals regarding the Programme and Budget of the Organisation which corresponded to the interests of the ILO as a whole. However, up to

now, these proposals have not been duly reflected in the draft documents prepared by the ILO. We are of the opinion that the refusal to consider the views of a number of countries in the programme activities of the International Labour Organisation is unacceptable and only leads to a disruption of the universal nature of its activities; these should correspond to the interests of all countries and all parties participating in the Organisation, otherwise its authority will be diminished. The ILO must play a leading role in the system of international co-operation on social and economic questions. However, instead of justifying the hopes placed in it, first of all as regards the question of solving the most acute social and economic problems, and in particular the problem of unemployment and employment, the Organisation has actively concerned itself with propagating and producing propaganda for the experience of the developed capitalist countries from the market economies and private employers. Indicating that they are the only effective economic system, it does not concern itself sufficiently with the dissemination of the experience of the socialist countries. At the same time the ILO over a number of decades has refused not only to duly recognise the right to work as one of the basic human rights and to lay down this right in an appropriate Convention, but also to set up a Conference Committee on questions of unemployment and employment. We are convinced that a review of the World Employment Programme is necessary from the point of view of combating unemployment, and the preparation and adoption in the ILO of a programme of action with a view to elaborating and implementing a national and international policy aimed of reducing unemployment and expanding employment. In order to achieve this the consecration of the right to work is absolutely indispensable if we are to improve the effectiveness of the activities of the ILO in protecting the rights of the workers and meeting their demands. With these objectives in view we think the ILO should hold a World Conference on the combating of unemployment and the promotion of employment.

Certain forces in the ILO and its secretariat are trying to artificially separate the over-all question of standard-setting activities from that of the supervisory machinery. At the same time, they are preventing a serious restructuring of the supervisory machinery, based on principles of justice and equality, as well as the democratisation of the composition and methods of work of the ILO supervisory bodies. Although discussion of this question is long overdue it has not in fact been included in the agenda. This is being done not in the interests of the workers but for the benefit of those who are trying to use the supervisory machinery for unseemly political objectives. We are decisively in favour of carrying out an in-depth analysis of the whole set of problems connected with the standard-setting and supervisory activities of the ILO. Many participants at this session of the General Conference and at a number of regional ILO meetings have spoken in favour of this. The draft Programme, in its present form, does not correspond to the objectives of normalising the situation in the ILO in this direction.

Up to now insufficient reflection has been given in the activities of the ILO to the insistent appeals of the socialist countries that the Organisation should make its due contribution to disarmament. We are con-

vinced that the proposals made by the socialist countries to the ILO, which have not been implemented as yet, regarding the drawing up of a special ILO programme on the social and economic aspects of disarmament, involving a whole set of measures with a view to the collection, analysis and dissemination of information regarding the very negative effects for the workers of the arms race, the carrying out of studies and the organisation of international meetings in the ILO on the social and economic aspects of disarmament, should be given an appropriate place in the programme of activities of the ILO. In this connection it seems indispensable to set up in the International Labour Office a special subdivision to carry out this programme.

We note that in the Programme and Budget for 1986-87, it is planned to hold the Fourth European Regional Conference. However, we also note that the time lapse between the third and fourth European Regional Conferences has been extended to eight years instead of the usual five. On the whole, the representatives of the European socialist countries are of the opinion that there has been a continued stagnation of ILO activities in the European region. We feel that regional co-operation between European States, with their wide and multifaceted experience in social and economic development and in the trade union movement, could also be of considerable importance for the developing countries.

The activities of the ILO are mainly for the benefit of employers and this is not at all part of the constitutional objectives of the Organisation. From the programme, it appears that the principle of the so-called equal approach to workers and employers is being increasingly overlooked in the ILO, and, of course, we cannot agree with this in any way. We understand the needs of the developing countries and we provide them with economic assistance on a primarily bilateral basis. However, we are opposed to the use of the regular budgets of international organisations, including the ILO, to provide technical assistance.

We are seriously concerned at some of these activities, especially by the growing trend in involving the ILO more and more in furthering the interests of private capital in the developing countries. At the same time the activity of the ILO in these sectors shows discrimination against the socialist countries. Such an approach on the part of the secretariat of the ILO does not correspond to the objectives of preserving the interests of the workers and the needs of independent development of the liberated States and it is not acceptable.

In connection with what I have already said, I have been asked to say, on behalf of the socialist countries mentioned above, that we do not support the ILO Programme and Budget for 1986-87 and will consider what attitude we should take towards the financing of certain activities of the ILO, where the ILO is practising evident discrimination against representatives of the socialist countries. In particular, if in the ILO we do not resolve the problem of the election of directors of socialist undertakings to the Governing Body, ensuring that they participate on an equal basis in all the ILO bodies, and the elimination of all forms of discrimination against them in the ILO, then as of 1 January 1986 we shall hold back from our contribution to the budget of the Organisa-

tion the resources which would be earmarked for financing employers' activities.

Mr. PRIOTTI (*Government . delegate, Canada*)—The decision to vote in favour of the 1986-87 Programme and Budget was a difficult one for my delegation. Canada is a strong supporter of the ILO and we are in agreement with the thrust of the Budget. At the same time, however, Canada is committed to the concept of zero real growth in the United Nations and its specialised agencies. Other United Nations specialised agencies have achieved this objective. We will continue to pursue this objective in subsequent discussions on the ILO Budget.

*Interpretation from Spanish:* Mr. DÍAZ INFANTE MÉNDEZ (*Government adviser, Mexico*)—On behalf of the Government delegation of Mexico. I should like to put on record the explanation of the vote which was expressed a few minutes ago as regards the resolution concerning the adoption of the Programme and Budget of our Organisation for 1986-87 and the allocation of expenses.

The Programme and Budget for the coming biennium is in general acceptable. The efforts made by the Director-General to readjust them on those points which were controversial and concerning which opposing arguments were put forward are praiseworthy. At the same time my delegation would like to reiterate what it said in the Finance Committee of Government Representatives concerning the programmes which will be applied within the next two years.

However, in so far as the scale of contributions is concerned, which was presented in a resolution together with the Programme and Budget, my delegation categorically rejects this scale. It was drawn up on the basis of the ways and means used in preparing the scale applied in 1983-85 in the United Nations. Mexico, at that time, voted against this scale and it has done so within the ILO because we consider that the criteria, statistical information and conclusions of both of these are lacking in objectivity. For instance, exchange rates are overvalued, statistics on national income are based on constant prices, without taking into consideration real inflation and use is made of an abnormal system of allocation which is incompatible with principles of justice and fairness.

However, we would also like to express our satisfaction at the fact that the scale of contributions will be applied only for 1986, which will make it possible for us to have a new discussion on the subject.

Having said this, the Government delegation of Mexico abstained in the vote so as to leave on record that, although we are not opposed to the Programme and Budget for 1986-87, we do reject the scale of contributions imposed upon the member States of the ILO.

Mr. de CARVALHO LOPES (*Government delegate, Brazil*)—The Brazilian Government, through my delegation, has again voted in favour of the ILO Programme and Budget. If we supported the proposed resolution we have just voted, it was because we wished to reiterate our dedication to the great objectives for which this Organisation stands.

The Brazilian delegation would like, however, to confirm its Government's position in regard to the scale of contributions as already expressed at the Governing Body and in the Finance Committee. The Brazilian Government considers that the scale of contributions adopted by the United Nations, from which the ILO scale is derived, is unfair and does not reflect the real capacity of the countries to pay.

Mr. HALLIWELL (*Employers' delegate, Canada*)—It is most unusual for a Canadian Employers' delegate to abstain from voting on this Budget, but these are very unusual times in Canada. I want to assure you that the Canadian employers' community is a strong supporter of the ILO and the work that it carries out and now that the Budget has been passed we will continue to be strong supporters. We believe that considerable effort has been expended in an attempt to reduce the Budget of the ILO. In our country we are faced with a continuing real and ongoing need for restraint. The Canadian employers' community has urged the Government of Canada to exercise restraint in all expenditures. We have urged our own organisation to do likewise and we cannot therefore, in all conscience, support the Budget, which, while not greatly inflationary, does exceed zero real growth.

Mr. FOTHERINGHAM (*Government delegate, Australia*)—The Australian Government supported the adoption of the Programme and Budget for 1986-87. However, this support was not given without some misgivings. My Government is, and remains, firmly committed to the attainment of the objectives of zero real growth in the budgets of all specialised agencies. In the Governing Body debate on the Programme we underlined our support for this concept. While pleased to note the reductions in the Programme achieved by the Director-General, in association with the Governing Body, my Government is still concerned that the Budget provides for an element, albeit small, of real growth. We hope the Director-General will continue his efforts to effect savings on the Programme and will achieve further savings over the coming biennium.

#### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—We shall now resume the discussions of the Reports of the Governing Body and the Director-General.

*Interpretation from Arabic:* Mr. YAALY (*Government delegate, Libyan Arab Jamahiriya*)—On behalf of the delegation of the Libyan Arab Jamahiriya, I wish to congratulate you, Mr. President, and the other officers on your election to high office at this session. We wish you every success.

Previous speakers have left me little to add about your skill and experience.

The Director-General in his Report addresses the question of labour relations and the structural changes that they have undergone as well as other economic, social and technical changes. His presenta-

tion covers the various aspects of economic and social transformation and their repercussions on the situation of the workers and on labour.

My country appreciates the standards which have been—and are being—adopted by the Conference each year in various forms ranging from Conventions to Recommendations. Many of these standards, however, are no longer adapted to present conditions and have become outdated. My delegation is prepared to make every effort to improve the standard-setting activities of the ILO provided that they cover all economic and social systems, taking into consideration geographical distribution and the universal nature of such systems. The progressive laws and practices and the practical approach adopted by the Libyan Arab Jamahiriya go much further than the international standards.

Most industrialised countries today are suffering from visible or disguised unemployment. We are also suffering—but from a quantitative and qualitative shortage of manpower in the implementation of the vast transformation project which is under way in my country. This is why we have attracted a large number of foreign workers from various countries, who work in peace and security and enjoy all the advantages granted to our citizens including social security protection, pension and disability benefits, sickness and accident insurance, as well as health care and the right of succession.

The struggle between employers and workers concerning wages and their conflicting interests in this respect was finally ended by the revolution of 1 September 1978, which was carried out by the productive forces, who now have total control over all means of production. At present, they manage their enterprises and factories themselves through people's committees and industrial production conferences which comprise workers from all sectors and have decision-making powers as well as powers to carry out and follow up their decisions. Thus, the productive workers have done away with the unjust social system which formerly existed in our society. They have eliminated all the forms of exploitation to which they were subjected in the past and have become partners after putting an end to slavery for wages. We hope that all the workers of the world will achieve what the productive workers of my country have achieved, and that the ILO will be successful in introducing progressive changes with a view to the alleviation of the tragedies and problems confronting the workers of the world.

In a world where political and economic blocs still prevail, everyone is trying to take the initiative and establish permanent control over the workers of the world in order to impose their own will and serve their interests, even to the detriment of the interests of the workers.

Despite general recognition of the principle of non-discrimination on grounds of sex—such discrimination still exists in many parts of the world as regards the treatment of working women and their equality with men. Women have been the worst affected by the economic recession and general unemployment because of the lack of proportion between their wages and productive output and, particularly, because they are unable to work during sickness, pregnancy, confinement and the time devoted to the upbringing of children. Women are also producers and are therefore entitled to equality

with men, in work and in remuneration. In my country women are preferred to men in certain jobs such as printing, nursing, etc. In the past two years, women have started to participate efficiently and constructively in political as well as technical, economic and social decision-making. Women are being given the opportunity to occupy senior positions. An appropriate social atmosphere is being created to help them play their part in development by changing men's ideas about women and women's ideas about themselves. In general, however, it would be utterly uncivilised to ignore the natural differences between men and women and equate their respective roles. Indeed, this would be contrary to the laws of nature and prejudicial to human nature.

The industrial societies which have adapted women to the manual labour ordinarily performed by men to the detriment of their femininity and their natural role in life, i.e. to bear children, are uncivilised. Society must provide work for all its members who are fit to work and who need to work—be they men or women—provided that each one of them is employed in the field which is biologically the most suitable.

The world today is suffering from a profound economic recession as reflected in declining growth rates, economic stagnation, the decreasing value of currency, general inflation and the enormous debts of the Third World countries. As a result of this economic crisis, Africa is now experiencing famine despite the assistance provided by the international community. Indeed, thousands of Africans are unable to survive. My country has done everything it can to alleviate hunger in Africa and overcome the poverty and depravations suffered by our African brothers.

For all these reasons, the developing countries insist upon the restructuring of the existing economic order and the need to replace it by a new system based on justice to replace the unfair rules and laws which were drawn up by a group of rich countries to enable them to dominate the economies of the developing countries and establish control over their destinies and resources. Increasing wealth in the rich countries and increasing poverty in the poor countries are the best indication of the inadequacy of the system. Moreover, this system is incapable of coping with economic crisis and meeting the needs of the developing countries. This system is incapable of serving the interests of the countries which emerged during the present economic crisis.

However, the establishment of a new economic order calls for a political will in the international community to put an end to tension, misunderstanding, distrust and the arms race. Furthermore, the aggressive behaviour of certain States must also be checked.

The workers of the world are in a position together to accelerate the peace-making process in the world and appeal to the blocs to put an end to the dreadful arms race with a view to protecting international peace and security in the interests of the peace-loving populations. The peoples of the Mediterranean in particular are concerned about the presence of nuclear fleets in the Mediterranean and the installation of American nuclear missiles on its shores.

For the past eight years the Director-General has presented a Report on the work of the commission of inquiry concerning the conditions of Arab workers in

the occupied Arab territories. In spite of our official insistence, as well as that of the entire international community, on the need to continue the work of this commission I am wondering about the purpose of this commission. Indeed, why is this report produced year after year? Does the international community still fail to recognise the situation of the workers in those areas? I do not believe that the fate of the Arab employers living under Zionist occupation could be improved by the presentation or non-presentation of this report. The Zionist entity makes no distinction between workers and non-workers among the Palestinians who are thrown into prison. How can we expect those who kill children and old people, destroy houses and violate dignity, those who plunder what is valuable, those who close down schools and universities, to strive to improve the lot of the workers of the occupied Arab territories?

The international community would be over-optimistic if it asked the Zionist entity to recognise the right of the Palestinian workers to establish their own unions when it knows perfectly well that this entity rejects even these workers' right to self-determination.

These yearly Reports achieve nothing and never will. They merely repeat the violations reported by the mission in its first report and all future reports will be exactly like the previous ones. In fact we feel that this year's report is a repetition of the commis-

sion's last report. Moreover, the commission has come back on some of the strongly worded recommendations issued last year as if it were beginning to flirt with the Zionist entity which is flouting all international resolutions with the support of American imperialism and the other colonialist countries.

Through the ages mankind has struggled against slavery and oppression to eliminate fear, poverty and injustice without discrimination as to colour or sex.

The people of South Africa are still the victims of the most dreadful form of discrimination and oppression under the yoke of the White minority. This racist regime has not merely perpetrated inhuman practices in South Africa and Namibia but it has also spread destruction and terror in the front-line States on the pretext that it was pursuing African nationalists. In spite of this heinous policy, a number of Western powers, headed by the United States, are continuing to co-operate closely with that regime and are providing it with assistance in various fields.

The racist regime of South Africa has an accomplice in the Middle East, namely the Zionist entity, with which it maintains close economic and military relations and exchanges information and experience in repression, racism, aggression against neighbouring States, and the denial of the right to self-determination of peoples.

*(The Conference adjourned at 1.15 p.m.)*

**Record Vote on the Resolution concerning the Adoption of the Programme and Budget for the 60th Financial Period (1986-87) and the Allocation of Expenses among Member States**

*Pour/For/En pro (388)*

*Afghanistan/Afghanistan/*

*Afganistán:*  
KAWESH, Mr. (G)  
NEZAR, Mr. (G)  
NEJRABI, Mr. (T/W)

*Algérie/Algeria/Argelia:*

BRIKI, M. (G)  
TAILEB, M. (G)  
KARA, M. (E)  
BENLAKHDAR, M. (T/W)

*Allemagne, République fédérale  
d'Allemagne, Federal Republic  
of/Alemania, República  
Federal de:*

ROSENMOLLER, Mr. (G)  
WEBER, Mr. (G)  
LINDNER, Mr. (E)  
MUHR, Mr. (T/W)

*Angola:*

BRAS da SILVA, M. (G)  
MPOLO, M. (G)  
COELHO, M. (E)  
LUVUALU, M. (T/W)

*Arabie saoudite/Saudi Arabia/  
Arabia Saudita:*

AL-YAHYA, Mr. (G)  
AL-KHALIDI, Mr. (G)  
DAHLAN, Mr. (E)  
SINAN, Mr. (T/W)

*Argentine/Argentina/Argentina:*

DIMASE, Sr. (G)  
CAPUCCIO, Sr. (G)  
FAVELEVIC, Sr. (E)  
UBALDINI, Sr. (T/W)

*Australie/Australia/Australia:*

FOTHERINGHAM, Mr. (G)  
BEKEMA, Mr. (G)  
NOAKES, Mr. (E)  
DOLAN, Mr. (T/W)

*Autriche/Austria/Austria:*

MARTINEK, Mr. (G)  
MELAS, Mr. (G)  
ARBESSER-RASTBURG, Mr. (E)  
BENYA, Mr. (T/W)

*Bahrein/Bahrain/Bahrain:*

AL-MADANI, Mr. (G)  
AL-SHAKAR, Mr. (G)  
ZAINULABIDEEN, Mr. (E)  
HUSSEIN, Mr. (T/W)

*Bangladesh:*

CHOWDHURY, Mr. (G)  
KARIM, Mr. (G)  
FARUQUI, Mr. (T/W)

*Barbade/Barbados/Barbados:*

ROGERS, Mr. (G)  
WALCOTT, Mr. (T/W)

*Belgique/Belgium/Bélgica:*

CALIFICE, M. (G)  
WALLIN, M. (G)  
VERSCHUEREN, M. (E)  
VANDEN BROUCKE, M. (T/W)

*Bénin/Benin/Benin:*

ZANOU, M. (G)  
KPENOU, M. (E)  
ADETONAH, M. (T/W)

*Birmanie/Burma/Birmania:*

GYI, U (G)  
MYINT, U (G)  
THAN, U (E)  
AYE, U (T/W)

*Bolivie/Bolivia/Bolivia:*

CRESPO RODAS, Sr. (G)

*Botswana:*

PONTSHO, Mr. (G)  
LEBANG, Mr. (G)  
MASWIBILILI, Mr. (E)

*Brésil/Brazil/Brasil:*

LAMOUNIER, Sr. (G)  
MONTENEGRO CASTELO, Sr. (G)  
DELLA MANNA, Sr. (E)

*Burkina Faso:*

KABORE, M. (G)  
KALHOULE, M. (G)  
ZOUNDI, M<sup>me</sup> (E)

*Burundi:*

NSANZE, M. (G)  
BIHORUBUSA, M. (G)  
MUYUMPU, M. (E)  
RURAHENYE, M. (T/W)

*Cameroun/Cameroon/Camerún:*

ACHIRI FRU, M. (G)  
NGAKOU, M. (G)  
NGAHA, M. (E)  
ABONDO, M. (T/W)

*Canada/Canada/Canadá:*

PROTTI, Mr. (G)  
EADY, Mrs. (G)  
CARR, Mrs. (T/W)

*République centrafricaine/  
Central African Republic/  
República Centroafricana:*

OUANDA-LANIA, M. (G)  
AZIBOLO, M. (G)  
BLONDIAUX, M. (E)  
SANDOS-OUALANGA, M. (T/W)

*Chili/Chile/Chile:*

CARRASCO FERNANDEZ, Sr. (G)  
ARTHUR ERRAZURIZ, Sr. (G)  
VALDES SAENZ, Sr. (E)  
TORREBLANCA GUERRERO, Sr. (T/W)

*Chine/China/China:*

LI YUNCHUAN, Mr. (G)  
LI LUYE, Mr. (G)  
SHA YE, Mr. (E)  
WANG JIACHONG, Mr. (T/W)

*Chypre/Cyprus/Chipre:*

CHRISTODOULOU, Mr. (G)  
CALLIMACHOS, Mr. (G)  
PIERIDES, Mr. (E)  
DINGLIS, Mr. (T/W)

*Comores/Comoros/Comoras:*

SALIM, M. (E)  
NADHOIR, M. (T/W)

*Congo:*

NZABA, M. (G)  
ONDONDA, M. (T/W)

*Côte-d'Ivoire/Ivory Coast/Costa  
de Marfil:*

ESSIGAN, M. (G)  
COULIBALY, Dr. (G)  
KOUADIO, M. (E)

*Cuba:*

MARTINEZ BRITO, Sr. (G)  
LECHUGA HEVIA, Sr. (G)  
FRANCIS de los REYES, Sr. (E)  
ESCANDELL ROMERO, Sr. (T/W)

*Danemark/Denmark/  
Dinamarca:*

ANDERSEN, Mr. (G)  
FRANDSEN, Mr. (G)  
JOHANSEN, Mrs. (E)  
SVENNINGSEN, Mr. (T/W)

*Djibouti:*

FATOUMA, M<sup>me</sup> (G)  
OSMAN, M. (T/W)

*République dominicaine/  
Dominican Republic/  
República Dominicana:*

GAUTREAUX SANCHEZ, Sr. (G)  
ARMENTEROS, Sr. (E)  
DURAN, Sr. (T/W)

*Egypte/Egypt/Egipto:*

ALFARARGI, Mr. (G)  
TAHER, Mr. (G)  
EL-HARRAWI, Mr. (E)  
EID, Mr. (T/W)

*El Salvador:*

GONZALEZ, Sr. (G)  
HUEZO MELARA, Sr. (G)

*Emirats arabes unis/United Arab  
Emirates/Emiratos Arabes  
Unidos:*

AL-JUMAIRY, Mr. (G)  
SALEM, Mr. (G)  
AL AOUD, Mr. (T/W)

*Equateur/Ecuador/Ecuador:*

DIAZ-GARAYCOA, Sr. (G)  
LEORO FRANCO, Sr. (G)

*Espagne/Spain/España:*

La SERNA y GUTIERREZ REPIDE, Sr. (G)  
CRESPO VALERA, Sr. (G)  
FERRER DUFOLL, Sr. (E)  
REDONDO URBIETA, Sr. (T/W)

*Etats-Unis/United States/Estados  
Unidos:*

SEARBY, The Hon. (G)  
FREEMAN, Mr. (G)  
SMITH, Mr. (E)  
BROWN, Mr. (T/W)

*Ethiopie/Ethiopia/Etiopía:*

ARAYA, Mr. (G)  
ABDU RASHID, Mr. (G)  
MENGISTE, Mr. (E)  
TAMERAT, Mr. (T/W)

*Fidji/Fiji/Fiji:*

RAMZAN, The Hon. (G)  
RAM, Mr. (G)  
PROBERT, Mr. (E)  
CHAUDHARY, Mr. (T/W)

*Finlande/Finland/Finlandia:*

RIIKONEN, Mr. (G)  
PELTOLA, Mr. (G)  
KOSKIMIES, Mr. (E)  
JAASKELAINEN, Mr. (T/W)

*France/France/Francia:*

VENTEJOL, M. (G)  
DUCRAY, M. (G)  
OECHSLIN, M. (E)  
GALLAND, M. (T/W)

*Gabon/Gabon/Gabón:*

ODZAGA, M. (G)  
IBINGA-MOMBO, M. (G)  
MIKANGA, M. (E)  
ALLINI, M. (T/W)

*Ghana:*

OBIRI, Mr. (G)  
BANNERMAN-MENSON, Mr. (E)  
YANKEY, Mr. (T/W)

*Grèce/Greece/Grecia:*

PAPANAGIOTOU, M. (G)  
PETROPOULOS, M. (G)  
MITSOS, M. (E)  
RAFTOPOULOS, M. (T/W)

*Grenade/Grenada/Granada:*

SMITH, Mrs. (E)

*Guinée/Guinea/Guinea:*

SIDIBE, M. (G)

*Haïti/Haiti/Haití:*

BLAIN, M. (G)  
CHARLES, M. (G)  
SENAT, M. (T/W)

- Honduras:**  
MALDONADO MUNOZ, Sr. (G)  
MARTINEZ, Sr. (E)  
ARTILES, Sr. (T/W)
- Hongrie/Hungary/Hungria:**  
MEISZTER, M. (G)  
MARTON, M. (G)  
MARTOS, M. (E)  
TIMMER, M. (T/W)
- Inde/India/India:**  
BHATNAGAR, Mr. (G)  
DESHMUKH, Mr. (G)  
PURI, Mr. (E)
- Indonésie/Indonesie/Indonesia:**  
PITOYO, Mr. (G)  
BOEDJOSASTRO, Mr. (E)  
JACOB, Mr. (T/W)
- Iran, République islamique d'/Iran, Islamic Republic of/Irán, República Islámica del:**  
SARMADI, Mr. (G)  
SHAFII, Mr. (G)  
NEMATZADEH, Mr. (E)  
YAZDLI, Mr. (T/W)
- Iraq:**  
TIKRITI, Mr. (G)  
SA'EED, Mr. (G)  
HUSSAIN, Mr. (E)  
ALDULAIMY, Mr. (T/W)
- Irlande/Ireland/Irlanda:**  
REDMOND, Ms. (G)  
HALL, Mr. (T/W)
- Islande/Iceland/Islandia:**  
KRISTINSSON, Mr. (G)  
THORBERGSSON, Mr. (E)  
JULIUSDOTTIR, Mrs. (T/W)
- Israël/Israel/Israel:**  
TZILKER, Mr. (G)  
DOWEK, Mr. (G)  
HAUSMANN, Mr. (E)  
BEN-ISRAEL, Mr. (T/W)
- Italie/Italy/Italia:**  
FALCHI, M. (G)  
BRUNETTA, M. (G)  
SASSO-MAZZUFFERI, M<sup>mc</sup> (E)  
BARBON, M. (T/W)
- Jamaïque/Jamaica/Jamaica:**  
AITKEN, Mr. (G)  
HILL, Mr. (G)
- Japon/Japan/Japón:**  
CHIBA, Mr. (G)  
HIRAGA, Mr. (G)  
YOSHINO, Mr. (E)  
TAKAHASHI, Mr. (T/W)
- Jordanie/Jordan/Jordania:**  
BARAKAT, Mr. (G)  
AL-ATOUM, Mr. (G)  
KHADAM, Mr. (T/W)
- Kenya:**  
GETHENJI, Mr. (G)  
MUSIKO, Mr. (G)  
OWUOR, Mr. (E)
- Koweït/Kuwait/Kuwait:**  
AL-JASSEM, Mr. (E)
- Lesotho:**  
'MABATHOANA, Mr. (G)  
MOAHLOLI, Mr. (E)  
JONATHAN, Mr. (T/W)
- Liban/Lebanon/Líbano:**  
KHOURY, M. (G)  
SOUEID, M. (G)  
NASR, M. (E)
- Libéria/Liberia/Liberia:**  
MORNORKONMANA, Mr. (G)  
KPANAN, Mr. (G)  
HOWELL, Mrs. (E)
- Jamahiriya arabe libyenne/Libyan Arab Jamahiriyah/Jamahiriya Arabe Libia:**  
YAALY, Mr. (G)  
BURUIN, Mr. (G)  
KWAIRY, Mr. (E)  
HUIJ HOWAYDI, Mr. (T/W)
- Luxembourg/Luxembourg/Luxemburgo:**  
SCHINTGEN, M. (G)  
DERATTE, M. (G)  
JUNG, M. (E)  
GLESENER, M. (T/W)
- Madagascar:**  
RASOLO, M. (G)  
RABESANDRATANA, M. (T/W)
- Malaisie/Malaysia/Malasia:**  
ABDUL LATIFF BIN SAHAN, M. (G)  
ABDUL JALIL MAHMUD, Mr. (G)  
MOKHZANI ABDUL RAHIM, M. (E)  
NARAYANAN, Mr. (T/W)
- Malawi:**  
LIPATO, Mr. (G)  
MAWINDO, Mr. (G)  
MBEKEANI, Mr. (E)  
MVULA, Mr. (T/W)
- Malil/Mali/Mali:**  
N'DIAYE, M. (G)  
DIALLO, M. (G)  
TOURE, M. (E)
- Malte/Malta/Malta:**  
CILIA DEBONO, Mr. (G)  
ATTARD, Mr. (G)  
MALLIA MILANES, Mr. (E)  
ESPOSITO, Mr. (T/W)
- Maroc/Morocco/Marruecos:**  
SKALLI, M. (G)  
KHALES, M. (G)  
BEN SEDDIK, M. (T/W)
- Mauritanie/Mauritania/Mauritania:**  
DIALLO, M. (G)  
OULD JIDDOU, M. (T/W)
- Mexique/Mexico/México:**  
BARAJAS FERNANDEZ, Sr. (E)  
SANCHEZ MADARIAGA, Sr. (T/W)
- Mozambique:**  
REAL MAZULA, M. (G)  
FERRAO, M. (E)  
GANANCIO, M. (T/W)
- Namibie/Namibia/Namibia:**  
RAVIX, Mr. (G)  
SHIHEPO, Mr. (E)  
YA OTTO, Mr. (T/W)
- Népal/Nepal/Nepal:**  
SHRESTHA, Mr. (G)  
MALLA, Mr. (T/W)
- Nicaragua:**  
VARGAS ESCOBAR, Sr. (G)  
MEZA SOZA, Sr. (G)  
NUÑEZ RODRIGUEZ, Sr. (E)  
CANO TORRES, Sr. (T/W)
- Niger/Niger/Níger:**  
NADJIR, M. (G)  
DJOULA, M. (G)  
GEORGET, M. (E)  
MOHAMED, M. (T/W)
- Nigéria/Nigeria/Nigeria:**  
CHILEKU, Mr. (G)  
WILLIAMS, Mr. (G)  
OKOGWU, Mr. (E)  
CHIROMA, Mr. (T/W)
- Norvège/Norway/Noruega:**  
HELDAL, Mr. (G)  
RUGE, Ms. (G)  
HOFF, Mr. (E)  
BALSTAD, Mr. (T/W)
- Nouvelle-Zélande/New Zealand/Nueva Zelandia:**  
JACKSON, Mr. (G)  
COPE, Mr. (G)  
ROWE, Mr. (E)  
KNOX, Mr. (T/W)
- Ouganda/Uganda/Uganda:**  
NABETA, Mr. (G)  
ODONGO, Mr. (G)  
KIRENGA, Mr. (E)  
OKOLIMONG, Mr. (T/W)
- Pakistan/Pakistan/Pakistán:**  
KAZMI, Mr. (G)  
AHMAD, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr. (T/W)
- Panama/Panama/Panamá:**  
VALDES ALMENGOR, Sr. (G)  
DECEREGA, Sra. (G)  
COSTARANGOS, Sr. (E)  
LOPEZ, Sr. (T/W)
- Pays-Bas/Netherlands/Paises Bajos:**  
ALBEDA, Mr. (G)  
PABON, Mr. (G)  
HAK, Miss (E)  
HORDIJK, Mr. (T/W)
- Pérou/Peru/Perú:**  
BARRENECHEA CALDERON, Sr. (G)  
SALMON de la JARA, Sr. (G)  
GALLIANI WINDER, Sr. (E)  
PACHO QUISPE, Sr. (T/W)
- Philippines/Philippines/Filipinas:**  
NORIEL, The Hon. (G)  
BRILLANTES, Mr. (G)  
INOCENTES, Mr. (E)  
MENDOZA, Mr. (T/W)
- Portugal:**  
DA ROCHA PIMENTEL, M. (G)  
MATHIAS, M. (G)  
MORGADO PINTO CARDOSO, M. (E)
- Qatar:**  
AL-KHALIFA, Mr. (G)  
AL-MOHANADI, Mr. (G)  
JAIDAH, Mr. (E)  
AL-OTAIBI, Mr. (T/W)
- Royaume-Uni/United Kingdom/Reino Unido:**  
FLUNDER, Mr. (E)  
MORTON, Mr. (T/W)
- Rwanda:**  
HABIYAMBERE, M. (G)  
UWILINGIYIMANA, M. (E)
- Sao Tomé-et-Principe/Sao Tome and Principe/Santo Tomé y Príncipe:**  
VAZ d'ALMEIDA, M. (G)  
RITA, M. (G)
- Sénégal/Senegal/Senegal:**  
SENE, M. (G)  
CISSE, M. (G)  
SOW, M. (E)  
DIOP, M. (T/W)
- Somalie/Somalia/Somalia:**  
ISAQ, Mr. (G)  
MOHAMED, Mr. (G)  
RAGE, Mr. (E)  
GASHAN, Mr. (T/W)
- Soudan/Sudan/Sudán:**  
HAIDOU, Mr. (G)  
MUSTAFA, Mr. (E)  
GAMMA, Mr. (T/W)
- Sri Lanka:**  
DASANAYAKE, Mr. (G)  
SAMARASINGHE, Mr. (G)  
SILVA, Mr. (E)  
PERERA, Mr. (T/W)
- Suède/Sweden/Suecia:**  
ISACSSON, Mr. (G)  
ETTARP, Mr. (G)  
HOLTEN, Mr. (E)  
KARLSSON, Mr. (T/W)
- Suisse/Switzerland/Suiza:**  
HUG, M. (G)  
ZENER, M. (G)  
DECOSTERD, M. (E)  
DREIFUSS, M<sup>mc</sup> (T/W)
- Suriname:**  
TJOA, Mrs. (G)  
BIJNOE, Mr. (E)
- Swaziland/Swaziland/Swazilandia:**  
BEMBE, Mr. (G)  
DODDS, M. (E)

*République arabe syrienne/*  
*Syrian Arab Republic/*  
*República Árabe Siria:*  
DAOUDY, M. (G)  
YASSIN KASSAB, M. (G)

*Tanzanie, République-Unie de/*  
*Tanzania, United Republic of/*  
*Tanzania, República Unida de:*

MDAMO, Mr. (G)  
NAMATA, Mr. (E)  
RWEGASIRA, Mr. (T/W)

*Tchad/Chad/Chad:*

NAHAM, M. (G)  
IDABAYE, M. (G)  
SALEH, M. (E)  
BARKA, M. (T/W)

*Thaïlande/Thailand/Tailandia:*

VADANATHORN, Mr. (G)  
POTCHANA, Mr. (G)  
NAKORNSRI, Mr. (E)  
THAWATCHAINAN, Mr. (T/W)

*Togo:*

NAPO, M. (G)  
BLEDJE, M. (G)  
ASSIH, M. (E)  
BARNABO, M. (T/W)

*Trinité-et-Tobago/Trinidad and*  
*Tobago/Trinidad y Tabago:*

WILLIAMS, Mr. (G)  
HUTCHINSON, Mrs. (G)  
GLEAN, Mr. (T/W)

*Tunisie/Tunisia/Túnez:*

MEBAZA, M. (G)  
BEL HADJ HASSINE, M. (G)  
BEL HADJ AMMAR, M. (E)  
ACHOUR, M. (T/W)

*Turquie/Turkey/Turquía:*

YAVUZALP, M. (G)  
TURAN, M. (G)  
YOLUÇ, M. (E)  
YILMAZ, M. (T/W)

*Uruguay:*

FERNANDEZ FAINGOLD,  
Sr. (G)  
PLA RODRIGUEZ, Sr. (G)  
VILLAR, Sr. (E)  
GROBA, Sr. (T/W)

*Venezuela:*

PAVAN, Sr. (G)  
RODRIGUEZ, Sr. (G)  
VILLALOBOS, Sr. (E)  
DELPINO, Sr. (T/W)

*Yémen/Yemen/Yemen:*

ABBAD, Mr. (G)  
MOUKBEL, Mr. (G)  
AL-ATLASI, Mr. (E)  
AL-BAHLOULI, Mr. (T/W)

*Yémen démocratique/*  
*Democratic Yemen/Yemen*  
*Democrático:*

SAID, Mr. (G)

*Yugoslavie/Yugoslavia/*  
*Yugoslavia:*

TOS, Mr. (G)  
TOMASEVIC, Mr. (G)  
SIMEUNOVIC, Mr. (E)  
KRŠIKAPA, Mr. (T/W)

*Zambie/Zambia/Zambia:*

MALAUNI, Mr. (G)  
CHITANGALA, Mr. (G)  
SUMBWE, Mr. (E)

*Zimbabwe:*

SHAVA, The Hon. (G)  
MOTHABI, Mr. (G)  
CHADZAMIRA, Mr. (E)  
MHUNGU, Mr. (T/W)

## Contre/Against/En contra (32)

*République socialiste soviétique*  
*de Biélorussie/Byelorussian*  
*Soviet Socialist Republic/*  
*República Socialista Soviética*  
*de Bielorrusia:*

FOMICH, Mr. (G)  
PESHKOV, Mr. (G)  
VOROBYOV, Mr. (E)  
SAKHAROV, Mr. (T/W)

*Hongrie/Hungary/Hungria:*

MEISZTER, M. (G)  
MARTON, M. (G)  
MARTOS, M. (E)  
TIMMER, M. (T/W)

*République démocratique*  
*allemande/German*  
*Democratic Republic/*  
*República Democrática*  
*Alemana:*

NOACK, Mr. (G)  
HASCHKE, Mr. (G)  
MARX, Mr. (E)  
BOCHOW, Mr. (T/W)

*République socialiste soviétique*  
*d'Ukraine/Ukrainian Soviet*  
*Socialist Republic/República*  
*Socialista Soviética de*  
*Ucrania:*

OZADOVSKI, M. (G)  
VINOKOUROV, M. (G)  
CHILO, M. (E)  
KOVIASINE, M. (T/W)

*Bulgarie/Bulgaria/Bulgaria:*

DAVIDOV, M. (G)  
TELLALOV, M. (G)  
GLAVANAKOV, M. (E)  
ANDREEV, M. (T/W)

*Mongolie/Mongolia/Mongolia:*

BAYART, Mr. (G)  
BALJINNYAM, Mrs. (G)  
TSEMBEL, Mr. (E)  
NATSAGDORJ, Mr. (T/W)

*Tchécoslovaquie/*  
*Czechoslovakia/*  
*Checoslovaquia:*

MOLKOVA, Mrs. (G)  
VEJVODA, Mr. (G)  
TESAR, Mr. (E)  
KOZIK, Mr. (T/W)

*URSS/USSR/URSS:*

KOSTINE, M. (G)  
SYTENKO, M. (G)  
MARDONIEV, M. (E)  
SOUBBOTINE, M. (T/W)

## Abstentions/Abstentions/Abstenciones (5)

*Canada/Canada/Canadá:*

HALLIWELL, Mr. (E)

*Mexique/Mexico/México:*

TELLO, Sr. (G)  
LOMBERA PALLARES, Sr.  
(G)

*Royaume-Uni/United Kingdom/*  
*Reino Unido:*

ROBINSON, Mr. (G)  
JOLLY, Mr. (G)



## Twenty-First Sitting

Wednesday, 19 June 1985, 3.15 p.m.

Presidents: Mr. Ennaceur, Mr. Grekov

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from Arabic:* The PRESIDENT—In the name of God, the Merciful, the Compassionate!

We shall continue the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Arabic:* Mr. JALLOUD (*representative of the International Confederation of Arab Trade Unions*)—In the name of God, the Merciful, the Compassionate!

It is a great pleasure for me to congratulate our brother Mohamed Ennaceur on his election as president of this session of the International Labour Conference and to express our conviction that he will preside over our deliberation with wisdom.

I should also like to express thanks and gratitude to the Director-General of the ILO and to his assistants and advisers who participated in preparing this session.

The subject to be discussed in this current session deals with the development of critical and important aspects of our social life and the protection of the rights and security of the various sectors comprising our contemporary community. We would have liked the Director-General's Report to point out the impossibility of tripartite consultation without the existence of trade union organisations in various countries, the governments of which violate trade union rights and freedoms.

We support the Director-General's concern for and interest in vocational training, which is indispensable in this age of rapid technological development. Proper training and well-planned training programmes mean proper development of production, which goes hand in hand with the creation of job opportunities and broader scope for investment. However, we should like to see training become more flexible, so that we might provide retraining programmes in related sectors, thereby guaranteeing workers stable employment throughout their active life.

We notice from the Report that the ILO has conducted wide-scale activities in the course of the past year; however, at the same time, we note that the Arab region and Arab workers in particular have not received the share we had looked forward to in terms of technical assistance. We do not deny that the difficulties resulting from the events in Lebanon, and in particular the Zionist invasion of Lebanese territories since 1982, have limited the activities of the ILO Regional Office in Beirut. On this occasion, we should like to express the hope that joint activities

will increase between the ILO on the one hand and the Arab States and the International Confederation of Arab Trade Unions on the other hand.

In his Report, the Director-General refers to the efforts exerted to secure the rights of migrant workers and we paid special attention to this subject. Nevertheless, we have observed that migrant workers in Western European countries did not receive as much coverage as they might have, given the extent of their problems.

Last April, a delegation of the International Confederation of Arab Trade Unions visited France and Belgium and had in-depth discussions with French and Belgian trade unions as well as with some authorities; it therefore had the opportunity to become acquainted with the situation of migrant workers in those countries. The difficulties encountered by these workers, particularly Arab workers, make it imperative that the international community and the ILO in particular should pay special attention and their problems. These workers have contributed to the economic and social prosperity of Europe and have participated in the reconstruction of what was destroyed by the Second World War. Today, now that the economic crisis is worsening and affecting all countries, the world has come to forget the contribution made by these workers and they have become the object of economic haggling and racist dealings.

Decisions and measures aimed at usurping their rights and violating their dignity and cultural identity have been taken. We sincerely hope that the International Labour Organisation and the Office will give these workers the attention and priority they deserve and that they will co-operate with the host countries in order to alleviate the problems they suffer.

With all due respect to the efforts exerted by the ILO mission sent to Palestine and the occupied Arab territories, in application of the resolutions adopted by the International Labour Conference in 1974 and 1980, we should like to place on record here that these reports have become routine, characterised by their passivity. The report this year did not refer to the daily assaults on Arab workers nor to violation of their rights and human rights; nor did it mention that several Arab industrial firms and institutions have suffered attacks, aimed at destroying their very foundations, so that the occupied territories might become increasingly dependent upon the Zionist economy. In addition, the report does not refer to the effects of the implementation of Zionist settlements on the economies of the occupied territories or comment on the failure to implement the recommendations of various previous missions. It does not touch on the repressive measures taken under martial

law, the diversion of water resources to the Zionist settlements, or the effects of the inflation in the Zionist economy on the purchasing power of Arab workers.

The significance of this problem goes beyond any calling for the improvement of Arab workers' conditions. These people are suffering from the occupation of its land, which continues to be the stronghold of Zionist and American ambitions. We are certain that the adverse conditions under which the Arab workers in Palestine and other occupied Arab territories are living will continue to deteriorate as long as the occupation itself continues. We know full well that putting an end to these conditions transcends the possibilities of this Organisation. However, we should like to call upon the Director-General to fulfil the promise he made to the Conference to do his utmost to increase the lot and conditions of Arab workers. We believe that the measures adopted to serve the interests of Arab workers still fall short of our aspirations. We hope that the Governing Body draws up specific programmes, on an objective basis, aimed at contributing to the development of Arab workers' and aptitudes alleviating their problems.

We hope that the mission, in its forthcoming reports, will clearly state that the occupation authorities are violating international resolutions and workers' rights, and vitally ignoring basic criteria of humanity. We also feel that it should pinpoint the causes which have led to this deterioration in the situation.

We are certain that the only final solution to the problems suffered by the Palestinian workers would be to respect their right to repatriation and the establishment of a democratic state on their homeland, under the leadership of the Palestine Liberation Organisation, the sole legitimate representative of the Palestinian people. It is a source of pleasure for us to record here that a great number of member countries have ratified the international Conventions. We trust that these ratifications will be followed by measures seeking to adapt local legislation to these international instruments. We sincerely hope that the views expressed at this Conference as regards the equality of opportunities between men and women, will be taken into consideration at the Nairobi conference to be held next month.

We should like to call attention to the fact that there should be justice in representation within the membership of the Governing Body, in respect of democracy and the other principles of the ILO. We regret to note that there has been no improvement in the conditions of African workers in South Africa and Namibia. On the contrary, the past year was marked by unprecedented violence and, yet, some Western countries and Western undertakings still co-operate with the apartheid regime and encourage it in its policy of discrimination and racism. In so doing, they enable this country to continue purchasing modern weapons, thus constituting a threat to the peace and security of Africa, the Indian Ocean and the whole world.

At this point, we feel bound to speak about the disastrous effects of the war waged between Iraq and Iran and its repercussions on the economy of these peoples; it has paralysed all their efforts towards social development and drained all the funds which could otherwise have been used to create jobs. We trust that this Conference will call upon both these

countries to put an end to the fighting and to conduct peaceful negotiations, leading to the safeguarding of the legitimate rights of these two peoples.

Finally, we should like to place on record our deep concern about the arms race, the implementation of new nuclear missiles and the star wars, all of which threaten this world with destruction and obliteration. We call upon this Conference to support all efforts seeking to put an end to this arms race and to reallocate the funds for development purposes and the creation of new job opportunities, in order to alleviate the acuteness of the economic crisis through which the world is passing.

*Interpretation from French:* Mr. HUG (*Government delegate, Switzerland*)—It is a pleasure for me, Sir, to associate myself and my delegation with preceding speakers in congratulating you on your election to the presidency of our Conference as well as on the competence and efficiency with which you are chairing our deliberations. Allow me also to address my congratulations to the three Vice-Presidents.

I cannot start my statement without first of all addressing my thanks to the Director-General as well as to all the officials and collaborators of the International Labour Office for the serious and constructive work they carry out throughout the year. Their competence and the quality of their work make it possible for our Organisation to have an excellent reputation of which it can be legitimately proud. The Report of the Director-General and the other documents which we received this year confirm our opinion on this point.

I should furthermore like to reiterate in the plenary session Switzerland's attachment to the International Labour Organisation and to the objectives which it follows with conviction and constancy. We attach particular importance to the activities of our Organisation for the defence and the protection of liberties and fundamental human rights.

In this connection, I should like to express the full support of my Government to the system and procedures which have been established within our Organisation to ensure respect for the obligations assumed, in the exercise of their sovereignty, by the member States.

I should also like to express the satisfaction of my Government at the follow-up given to the in-depth discussion on international labour standards at our Conference last year. The commitment of the Director-General and his colleagues, the member of the Governing Body and the members of the working party set up last November, as well as all the other steps taken in this context, make it possible to forsee useful and constructive work, which we will continue to follow with the greatest interest.

I have decided to restrict my statement to the subject dealt with in Part I of the Report submitted by the Director-General, namely, tripartism and industrial relations in the light of recent developments in the economic, social and technological fields.

May I nevertheless say two words regarding the Programme and Budget which were before our Conference this morning. The Swiss Government delegation was in favour of the proposals submitted to us. While remaining aware of certain special characteristics of our Organisation and while recog-

nising the considerable efforts made by the Director-General of the ILO and by all the interested parties, I should nevertheless—to be consistent—like to recall the attachment of the Swiss authorities also to the objective of zero growth in the budgets of each organisation in the United Nations system.

I should now like to turn to Part I of the Director-General's Report.

It is appropriate to note that tripartism and freedom of association are the very foundations of the legitimacy of the International Labour Organisation. In the international community, relations between social partners may at times take different forms, but they find a common denominator within the ILO and its tripartite structure.

Without tripartism that respects the autonomy of the partners, it would scarcely be conceivable to elaborate and adopt, let alone apply, international labour standards of a universal nature in such a large number of States if the components of the Organisation—governments, employers and workers—did not take an active and responsible part in these activities.

Tripartism, finally, would have no significant meaning without freedom of association, and if the action undertaken by all interested parties were not guided by a constant concern for realism. We must recall that the effectiveness of the action of the International Labour Organisation must in the last analysis be gauged in terms of practical achievements because it is not really appropriate for it to indulge in ideological debates which are the domain of other types of international organisations. Let us try to protect our Organisation, now and in the future, from this kind of discussion and let us encourage it to carry on its action in the right direction.

A few minutes ago, I mentioned that tripartism and relations between social partners are of constant concern to the International Labour Organisation. The same is true in Switzerland. In my country, these relations have an importance, the origin of which lies in a rather special tradition, which I would like to describe briefly.

I shall start with federalism. Federalism is embodied in our Constitution and has influenced the relations between the social partners. Furthermore, the public authorities stand aside, but remain available to lend their good offices, their arbitration or their support according to the cases and situations. This reserve on the part of the State, going hand in hand with availability for conciliation and assistance in case of need, encourages the social partners to assume their responsibilities and to negotiate at the most appropriate level and in the most judicious form. However, the public authorities do not shy away when the partners of the labour world turn to them. One might mention in the context the labour tribunals for settling individual labour disputes and the conciliation offices which deal with collective labour disputes at the cantonal or federal level.

Another special characteristic in Switzerland is social peace, sometimes called industrial peace. Historically, this goes back to July 1937 when the Swiss Association of Machinery Manufacturers (VSM) and the four organisations of metalworkers at that time agreed to elucidate jointly, according to the rules of good faith, the main disputes and possible conflicts which might arise and to try to resolve these according to the provisions of the agreement and to

maintain complete integral peace during the time this was in force.

The objective was to “maintain social peace for the benefit of all parties interested in the existence and development of the Swiss machine and metal industry”. The objective of the partners was modest but fundamental: to maintain social peace and to work together to develop the industry. There were no great declarations of principle but the expression of a formal joint will to consecrate the rule of good faith so as to settle disputes and peacefully resolve conflicts which arise among those who, in the long run, are in the same boat, whether employers or workers.

This agreement set an example for other employers' and trade union organisations. They used it as an inspiration, which had a ripple effect and industrial peace spread throughout the country. It was even incorporated in our private law relating to collective agreements, and thus our country has had no real collective labour disputes since that time, and if they have occurred on very rare occasions, they have been brief and minor.

This situation led to a significant development of collective agreements by occupation or group of occupations and, in some cases, these collective agreements were extended to the cantonal or federal level. Within a few decades and on the private initiative of the social partners, a web of collective agreements at various levels covered most of the sectors of activity in our country.

This climate of collective bargaining and this constant will for a dialogue have certainly contributed to creating an environment which has made it possible to facilitate in particular the adaptation of the labour market to the requirements stemming from the development of new technologies and to overcome the inevitable difficulties caused by the changes that are indispensable to the maintenance of a competitive economy and the respect of social achievements.

One of the most spectacular characteristics and one of the most serious consequences of the new technology is undoubtedly their very rapid development. An economy which cannot adapt in a flexible and rapid manner to this evolution very quickly loses touch, to the detriment of all the members of the labour market. It is therefore important to do everything at the national and international levels to meet this formidable challenge of our times.

At the national level, tripartism plays a key role in the search for the social and political consensus between social partners which is indispensable if we are to achieve the necessary changes as regards structures and mentalities.

At the international level, we place a great hope in the future achievements of certain international organisations and particularly the ILO. I know that our Organisation has already undertaken substantial work in this field. Various meetings have already taken place. Furthermore, our Organisation participated in the recent International Conference on Technological Development and Employment which was held in Venice last April. I am convinced, that the ILO will actively continue its efforts. In this connection, I would like to suggest to the Director-General to reinforce the technology and employment service.

At the same time, I welcome the decision which will certainly be taken by the Governing Body next

November to set up a special committee on employment problems. I hope that this committee will give priority attention to employment problems connected with the introduction of new technologies.

As I emphasised a few minutes ago, technological development requires a rapid adaptation of economic structures and mentalities. These considerations must constantly be in mind, in particular when we undertake a fresh appraisal of international labour standards. It is undeniable that some standards have been overtaken by the rapid economic and social progress of recent years. For instance, to give only one example, I would like to recall that, as far back as 1971, the Federal Labour Commission of my country, which is a tripartite body, asked one of my predecessors to undertake steps in the ILO so that the Night Work (women) Convention (revised), 1948 (No. 89), should be revised and adapted "to the present and future situation".

It seems to me that what was valid at that time, almost 15 years ago, is certainly still valid today; I might say even more so. Of course, the principles remain valid but there is no doubt that, because of the introduction of new technologies, there is a "tertiarisation" of a considerable part of the classic industrial sector.

Therefore, it would be appropriate to amend this Convention, which is still based on the strict definition of the classic industrial sector, to bring it in line with technological developments and with the evolution of mentalities as regards equal opportunities and equal treatment for men and women.

In conclusion, I would like to reaffirm our attachment to freedom of association, tripartism and the autonomy of the social partners, principles which are essential and complementary at the economic, social and political levels.

*Interpretation from Farsi:* Mr. TAYARANI YUSEFABADI (*Deputy Minister of Labour and Social Affairs in charge of Social Services and Employment, Islamic Republic of Iran*)—In the Name of God, the Merciful, the Compassionate! "Those who delivered the messages of God and feared Him and feared none but God; God keeps good accounts." (The Holy Quran, 33:39.)

Greetings to the Divine Prophets who held up the torch of guidance for human beings and salutations to the martyrs of the way of truth.

From the Islamic point of view, those human efforts and endeavours are valuable which are undertaken with a divine goal. In the process of these efforts, each individual is not only responsible for his or her own material and spiritual development, but in the context of social, economic, cultural and political interactions, the groundwork for the material and spiritual development of all people must be directed in the way of God. Otherwise, according to the rule of the unchangeable Divine Commands: goals, motives and activities which do not conform to the divine way are impotent and futile.

In the introduction to the Report of the Director-General, it is so stated: "All forms of ILO action... are directed towards the goal of growth with equity in conditions of freedom." Assuming that all of the activities of the Organisation can, in practical terms, be directed towards this goal, still this question arises: Does the goal meet the material and spiritual

needs of human beings? What is most clearly observable in the totality of the activities of the Organisation is the reliance of these activities upon a series of values emanating from Western culture—in general terms: a culture which encompasses both Eastern and Western political systems.

From the point of view of divine religions, the human being is a material-spiritual creature. Thus the values governing the activities of the individual must, of necessity, include divine values and it is because of this that one cannot rely solely on economic goals in the material and spiritual development of such a two-dimensional being.

As an example, that which at the present time may cause the insufficient ratification by some countries of the Conventions adopted by the International Labour Conference or their full implementation, is rooted, to some extent, in the contradiction which exists between the value systems in those countries and those dominating the provisions of some Conventions. Unfortunately, the supervisory machinery of the ILO is heedless of such value systems in making judgements in relation to the implementation of the standards. It was because of this that last year the Islamic Republic of Iran suggested that Moslem jurists should participate, as members, in the work of the ILO supervisory body in order to examine the areas covered by the international labour standards in the light of Islamic precepts so that more Moslem nations may ratify the Conventions.

The Director-General in his report speaks about tripartism in industrial relations as an essential element in settling the social and economic issues resulting from structural changes, and states that the full involvement of the social partners in social and economic development and the related programmes will help resolve problems such as large-scale redundancies, unemployment, displacement of labour, declining incomes and real wages, and the transformation of the labour force. In this connection, after the victory of the Islamic Revolution, relying upon elevated Islamic principles and with the religious consciousness prevailing over industrial institutions and with the approval and implementation of the law of the Islamic councils, the Islamic Republic of Iran succeeded in promoting the participation of employers and workers not only in the areas of wages, working conditions and hours of work but also regarding other issues beyond collective bargaining in economic and social policies. This has been achieved only because of the strong faith of our nation in the divine values governing our society and other institutions, including the industrial relations system. We believe that the more the Islamic values prevail in industrial institutions, the more extensive and profound will true tripartism become.

It is our belief that socio-economic development planning towards attaining the goal of growth with equity in conditions of freedom, without the presence of divine values and because of the one-dimensionality of the goal of material growth, leads to conditions, the natural consequence of which is the socio-political system now prevailing in the world.

The world economic and political situation is such that the cleavage between the industrialised countries and the developing countries is continuously widening. One of the major problems that humanity faces today, the causes of which should be the subject of discussions in international conferences and gather-

ings, is the accumulation of capital and the monopolisation of the means of production resulting in windfalls and enormous profits for the multinational enterprises and the industrial and economic monopolies, on the one hand and, on the other, hunger and poverty for the oppressed nations of the world who are enslaved by the most oppressive dictators brought to power by those very same multinational enterprises. These multinationals, supported by world imperialism, for their own survival, exercise control over the anti-popular governments in order to create colonialist cultures so that the value systems and the social and economic fabric of the nations under their domination be changed and permanent markets for their goods and products be obtained. This mechanism naturally manifests itself in the exploitation of the deprived masses. As a result of the expansion of the domination of this economic system, the slightest efforts made towards the freedom of human beings from exploitation will be faced with the most complicated machinations and the most severe blows upon the oppressed people of the Third World. In this way, world arrogance, while chanting the slogan of safeguarding freedom, well-being and equality, commits the worst crimes for the continuation of the plunder of capital, natural resources and a cheap labour force. If today we look at centres of crisis in the world, this mechanism is clearly visible and tangible.

In the Arab Middle East, the Zionist occupier of Palestine, supported by world imperialism, in order to achieve its expansionist goals, commits the most shameful crimes in the occupied lands and in Lebanon. International Zionism, hand in hand with imperialism, has continued its bloodshed and crimes and has made Palestine and Lebanon the arena for its brutal aggression. But in spite of all the criminal acts and aggression, the Moslem people in Lebanon and the occupied lands have shown the most epic struggles, trusting in God, and with their sacred *jihad* they have given a defeated and disgraced visage to imperialism and Zionism and have shattered the myth of an invincible Israel.

In Central America, the revolution in Nicaragua is faced by imperialism and its agents but the struggle of the revolutionary people of Nicaragua continues in spite of economic sanctions.

The racist regime of South Africa, in spite of its expulsion from the United Nations system, its condemnation by the vast majority of countries of the world and economic sanctions by some governments, continues its brutal crimes against the Black majority and the popular revolutionary movements and still continues its military occupation of Namibia and its acts of racial discrimination and repression against the people of that country. Had it not been for the support of world imperialism and some Western countries, the Pretoria regime of South Africa would not have been able to survive for so long.

These are not the only centres of crisis in the world. There are other focal points in the world where economic and socio-political problems and difficulties have not as yet entered the phase of political and military encounters. May it not be that in the future we may bear witness to the emergence of new crises and tensions in other areas as well. Hence it should be expected that the whole world will be affected by such a situation which threatens the peace and security of the world.

Unless the causes of these crises are identified, not only can they not be resolved, but rather the present tensions and anxieties will increase.

Noting that these crises are imposed mainly by world arrogance upon the oppressed nations, can one expect that their extensive destructive effects upon the social and economic situation in these countries will be removed by means of the collaboration of the social partners? Essentially the causing of such crises by world arrogance constitutes an obstacle for societal development. It is our belief that true tripartism may succeed in societies without much tension but in encountering the imposed world crises, it will remain less effective in general terms.

The Islamic Republic of Iran, immediately following the victory of the Islamic Revolution, embarked on laying the foundations for appropriate cultural, social, economic and political institutions commensurate with Islamic precepts. Upon this way, our country was faced with an abundance of political and military conspiracies instigated by world arrogance. The presence of more than 1 million Afghan refugees in our country has placed a considerable burden upon us for the regulation of the labour market, health services, social security, vocational training, and occupational safety and health. Alongside these difficulties, economic sanctions and conspiracies by world arrogance and its agents and military aggression against our Islamic land followed by the destruction of cities, towns and villages, schools, factories, hospitals, the bombing of residential areas and the use of chemical bombs throughout the 57 months of aggression, have brought multiple difficulties into being, every single one of which would have been sufficient to destroy a country. But these pressures, threats and aggression were unable to undermine our Islamic Government because of the reliance of our revolutionary people upon Islamic government because of the reliance of our revolutionary people upon Islamic values and their faith in God. The imposed war upon our Islamic country, the military support of the superpowers and the financial support of some reactionary countries, all confirm aggression against our territorial integrity. But by means of epic resistance, our Moslem people have frustrated the aggressor, forcing it to claim to want peace in an attempt to confuse world opinion in order to cover up its acts of aggression, while still the flow of military equipment and political and economic aid to the aggressor by its supporters continues. How can one conceive of peace in the region without uprooting the idea of aggression, without punishing the cause of aggression, and the aggressor himself who unilaterally abrogated the treaty of 1975 which he himself had signed?

Unfortunately it is clearly observed that in some international gatherings support is being organised for the aggressor. For instance, during this Conference, the Resolutions Committee failed to carry the resolution submitted by the Islamic Republic of Iran calling for the condemnation of the production and use of chemical weapons and the bombardment of residential areas.

At the end, in spite of all of these actions, we will continue our way based upon the following Quranic verse: "And verily our word went forth of old to our servants to warn that they verily would be helped and that our forces they verily would be the victors." (The Holy Quran, 37:171-173)

*Interpretation from French:* Mr. OECHSLIN (Employers' delegate, France)—The Director-General's Report invites us to devote our attention this year to tripartism and industrial relations. The wealth of ideas contained in this document has been stressed by many previous speakers. It is an instrument for the dialogue we are pursuing from this rostrum but which we must also pursue in all the ILO's tripartite bodies, and of course above all in each of our countries in the exercise of our responsibilities. Indeed, the tripartism we practice in Geneva can serve a useful purpose only if it is an extension of national tripartism.

Last year, the Director-General focused our discussions on ILO policy in the field of standards. Our debate this year is clearly on the same lines. Standards, tripartism, industrial relations are not separate and isolated issues but different aspects of the same problem which is at the very *raison d'être* of the Organisation. In your opening address, Mr. President, you recalled that the ILO's efforts to promote social justice and freedom would merely be an abstract idea without the concrete application of our standards in the day-to-day life of the working world. But if the standards are valuable it is because of the way in which they are formulated, that is, by tripartism. The same applies at the national level. Without wishing to interfere with the privileges of the legislature which expresses the will of the people in democratic systems of government, the fact is that, in the field of labour regulations, the best standards are those which derive from the meeting of minds of the employers and wage earners concerned and which thus fit their needs best. That is what makes the consultation of occupational organisations so valuable throughout the process of drafting laws and regulations. It is also what gives it value to collective bargaining which, as it were, delegates to the social partners the task of making their own laws.

The ILO and its deliberative bodies, the General Conference and regional and sectoral meetings, can be an "international school of collective bargaining". Many participants come here to learn the fundamental rules of contractual policy, the determination to arrive at an acceptable compromise, the respect for commitments, an understanding of the partner's objectives. However, it is necessary that they be truly representative of employers' and workers' organisations so that they may express their views independently of each other; otherwise the ILO would no longer be a school but a parody of tripartism.

This is why we want a substantive part of technical co-operation to be used to reinforce employers' and workers' organisations and improve the machinery for collective bargaining the essential role of the ILO which was challenged in a most extraordinary way this morning. The role of the ILO is not to preach a "truth" laid down once and for all but to help each of the parties to find their own truth.

The Director-General recalls the challenges that tripartism encounters in a world struggling against persistent economic difficulties. It is true that industrial relations are easier during periods of prosperity when all that is needed to distribute the fruits of growth. Today undertakings must undertake rapid re-adjustments in order to cope with the rapidly changing economic conditions, markets and technological progress. International competition is becoming increasingly fierce, but this is not an evil in itself. Under these conditions the survival of an

undertaking may sometimes demand sacrifices or the renunciation of rights considered as having been acquired. The measure of our collective bargaining machinery will be the extent to which it is able to adapt to difficult times rather than the way it manages the prosperous years. Courage and imagination are needed from all involved.

The success of a system of industrial relations depends first and foremost upon the quality of the protagonists, that is, on the existence of responsible, independent, representative partners, all of these terms being interdependent.

Negotiations must also be balanced in their results in other words in the terms of the agreement to which they give rise. But such balanced results depend also upon a balance in the means employed. There can be no true negotiation in an atmosphere of violence or when one party tries to impose its views unilaterally upon the other. There can be no negotiation under the pressure of the street, of the media or of the government. The use of strikes or lock-outs may be inevitable but even a labour dispute is not incompatible with a regime based on law. Experience has shown that the possibility offered to each party of resorting to a strike or lock-out under similar conditions is a contributing factor to the balance of the parties involved and consequently a guarantee of the outcome taking into account equally the various interests at stake.

Reference has sometimes been made to the need to rationalise collective bargaining so that the outcome takes better account of the general interest. Implicitly or explicitly, this means state intervention. The problem becomes more acute when the need to combat inflation entails restricting the purchasing power so as to restore the fundamental economic equilibrium. Is monetary stability compatible with the autonomy of collective bargaining?

State intervention is in fact always ambiguous. A democratic government can never completely ignore electoral considerations. There may be links between a political party in power and the unions. The same government can therefore preach austerity to the undertakings while weakening their ability to resist the workers' organisations. It may pursue a policy of raising the lowest wages which has repercussions on the entire wage scale. Finally, does the State as an employer always respect the guidelines it issues to undertakings?

I am asking all these questions and I have no definitive answers. It is a problem which I think is becoming increasingly topical. Monetary stability is certainly an important objective for economic development and employment. Inflation does not help social progress but rather distorts the system of relations between groups and individuals. It is therefore legitimate for a government to pursue this objective, to strive to introduce the necessary restraints and to rid itself of automatic mechanisms which feed and maintain inflation.

On the other hand, we must not use the alibi of stability to abandon the autonomy of collective bargaining and leave it to the all-powerful public authorities. Recent experience has shown that reason is not the private property of governments, that the citizens sometimes have more wisdom than their leaders think they have and that a system of solid industrial relations can ensure stability if the partners accept that the general interest be taken into con-



sideration and if the dispute settlement machinery is not biased.

The ILO must look into this matter carefully so as to be able to show that the voluntary and autonomous systems of collective bargaining along the lines of Convention No. 98 are not only a matter of freedom of association, which is foremost in all our minds, but also of the harmonious economic development of which monetary stability is an essential component.

I would now like to say a few words about my country in particular. The French employers' organisations, the National Council of French Employers and the General Confederation of Small and Medium-sized Undertakings, are deeply committed to contractual policy. The latter, for instance, has made it possible to set up a network of pensions and unemployment compensation institutions functioning under the sole responsibility of employers' and workers' representatives. The list of inter-occupational agreements which constitute the framework for collective bargaining at the industry level is long and growing every year, even in the last few months. It can even be said that inter-occupational bargaining is now becoming part and parcel of the legislative process in as much as Parliament takes into account the results of negotiations between the parties most directly concerned. This has recently made it possible in particular, to reform the unemployment compensation system and to develop sandwich training for young people. The vitality of the French collective bargaining system has been demonstrated by a recent report of the Ministry of Labour stating that 1984 had seen the signing of four national inter-occupational agreements, 16 occupational agreements and 19 branch collective agreements; 66 per cent of the undertakings employing 85 per cent of the wage earners had concluded works agreements, and more than 40 agreements were signed in the occupational branches to implement the terms of the agreements on vocational training.

At the inter-occupational level our organisations are engaged in delicate negotiations on the adaptation of conditions of employment. The aim is to find new and realistic solutions to stimulate job creation by freeing the undertakings from restrictions which have become useless and incompatible with the new conditions of the economy, including technological change.

To be sure labour relations are not solely or even mainly confined to the level of the organisations, they find their practical expression in the undertaking. This is why the pursuit of bargaining policy seems to us to have to go hand-in-hand with the reinforcement of the social cohesion of an undertaking and the development of active participation by all who are in the undertaking. The diversity of the situations implies very different techniques, ranging from consultation to workers' self-expression, from economic training to financial participation. There has been a great deal of thinking and experimenting going on and we expect the ILO to keep us better informed about what is going on in other countries.

In this spirit, the French employers' organisations are grateful to the Director-General for the efforts he has made and are prepared to participate in the social dialogue he advocates. An example of your country, Mr. President, has shown this will to embark upon dialogue and recognition of the identity of organisations, which each represent a social force, remain the

only possible way to reconcile the difficult requirements of the rigorous terms we are living in and our enduring liberal and pluralistic convictions.

Mrs. LUNDBLAD (*representative of the Nordic Council*)—As the representative of the Nordic Council, which is the parliamentary body of co-operation between the Parliaments and the Governments of Denmark, Finland, Iceland, Norway and Sweden as well as the autonomous territories of Greenland, the Faroe Islands and Aaland, I wish to congratulate the Director-General on his excellent Report. There we find an analysis of the challenges presented by the economic difficulties and technological changes of the last few years. The Nordic countries—a total of 22 million inhabitants—have also been affected by the slow growth and structural imbalances of their economies. This causes deficits in public finances and balance of payments as well as instability of employment in the manufacturing and administrative sectors.

The idea that these fundamental economic challenges should be met by co-operation between the Nordic countries was brought up in the Nordic Council two years ago in proposals by the three main political groups. The Council comprises 87 members from the Nordic Parliaments. When the Council recommended a programme for economic development and full employment it marked a breakthrough, both as regards the greater level of ambition set in Nordic co-operation and the political weight of the Council's recommendation, which was the result of negotiations between the main political groups representing more than five States.

Last year the Nordic Council turned down a tentative proposal on economic guide-lines by the Governments. We thought it was an inadequate response to the Council's demand.

But this year the Governments had arrived at higher ambitions. To the session of the Nordic Council which met in March 1985, the Governments presented a proposal for a Nordic programme of action for economic development and full employment which the Council endorsed and which will now be put into action. This programme contains large investments for example in railways, roads and tourist activities which move persons and commercial products between our countries. This programme contains large investments of wide Nordic interest including efforts to decrease youth unemployment—and is a way of changing unemployment supports into jobs.

The stated intention of the programme is that increased economic co-operation between the Nordic countries shall provide a substantial contribution to increasing economic growth and employment. In the short term, this can be achieved by direct job creation through the new projects as such. In the long term the conditions for high employment can be improved by the strengthening of infrastructure.

It is repeatedly stated in the programme of action that lasting and full employment or work for all who are able and willing is a fundamental policy objective in all the Nordic countries. We see this as motivated by both economic and social considerations. Investigations made within the Nordic Council show that it is of fundamental value to the individual to be an active participant in the economic life of society and

that economically it is a error for society to give support instead of jobs.

We hope that the new programme of action will contribute to the necessary structural adjustment of our economies and industries. Expanding Nordic co-operation should thus in practice be an important part of our policies to stimulate growth and recreate the full employment that used to be the most important element in our welfare.

The burdens on labour market policies have increased in the last few years. The number of unemployed in the Nordic countries is now about 600,000, which even if it is a decline since last year and a much more favourable percentage than in most industrialised countries, in our opinion it is still an unacceptably high number. We are particularly concerned over the increase in the number of the long-term unemployed and the especially high percentage of unemployed women. The Nordic Council adopted a recommendation on active measures for these groups, especially those who are no longer covered by the unemployment insurance system.

At its session this year, the Nordic Council also endorsed the Governments' revised programme for continued co-operation in the labour market field. This is a substantially new programme designed to take account of the change in our economic situation. The programme is based on the Nordic Agreement on a common labour market from 1954 which states that it is a fundamental right for the citizens of the Nordic countries to freely apply for work and settle in all the Nordic countries.

It is now also stipulated that this will be under conditions that are economically and socially secure and known in advance. The Agreement also states that it is the policy aim of the Governments to maintain full employment. It is also mentioned that we strive towards regional balance and that migration movements must not lead to imbalances on the labour market. An important objective of the programme is also increased equality between men and women. In this connection we have a special programme for equality in Nordic co-operation. The first mentioned programme outlines a number of projects and measures for dealing with the problems of the labour market. Among these I will mention the increased use of data technology to meet the supply and demands for jobs, and all this is done in close contact with the parties concerned.

This labour market programme—an important achievement in itself—has now become strengthened in its employment effects through the programme of action for economic development and full employment.

Now a number of new project activities are being introduced which directly aim at the labour market and education policy.

We attach special importance to the project for finding new ways to combat youth unemployment, a problem which has the highest priority at the national level. There are at present about 200,000 young people unemployed in the Nordic countries. The new programme also includes special measures for long-term unemployment, which is a growing problem.

I have here outlined a few features of current Nordic co-operation in the fields covered by the Director-General's Report. Nordic co-operation is a successful example of regional co-operation as a way

of dealing with the difficult economic and social problems facing individual countries today.

We find in the Nordic countries that our labour market system is a cornerstone in Nordic co-operation.

Mr. BROWN (*Workers' delegate, United States*)—Mr. President, I should like to join with many others in congratulating you on your election as President of this Conference.

The Report of the Director-General to the Conference this year deals with industrial relations and tripartism. A discussion of industrial relations is not conceivable without taking into consideration the present world economic recession. The economic disarray in the industrialised countries constitutes a major problem for the workers not only in the developed, but also in the developing nations. The persistent economic problems have begun to interfere seriously with normal industrial relations even in those countries where labour-management relationships have achieved a high level of development.

Low economic growth determines and limits to a large extent what the trade unions can accomplish and is affecting the standards of living of workers everywhere.

Labour is faced with an almost impossible situation, namely unemployment and inflation. It is one of the major contradictions of our times—declining jobs and a high cost of living. Unless there is some major attempt to cope with this problem, the political stability of many nations will be threatened. This depressing picture is not only confined to the nations of the free world, but is also true of the totalitarian nations in spite of all propaganda about the so-called full employment. The current crisis affects all countries, irrespective of the nature of their economic and social systems.

These problems of the world economy cannot be resolved by slogans or panaceas such as the phrase “a new world economic order”. As the former Chancellor of the Federal Republic of Germany, Helmut Schmidt, stated some years ago at a Socialist International Congress here in Geneva: “The call for a new world economic and social order is no solution for the present economic and social crisis even though we all look for a reform of the present international economic patterns in the future.”

The contribution that tripartism can make to cope with these problems of the economy and industrial relations can be extremely significant. For it is quite clear that there are no magic solutions, neither in the free world, nor in the totalitarian countries with their over-centralised planned economies. It is our hope that through co-operation between labour and management we can confront the issues now being faced in the economy—nationally and internationally.

Tripartism should serve as a means to secure more successful co-operation in industrial relations between labour and management. This is especially pertinent when governments are also employers, as in the public sector. Governments as employers should refrain from invoking their political power to impose unilateral decisions upon workers and their trade unions.

International labour standards are universal in their application and their implementation, irrespective of the nature of the economic and social system. The ownership of the means of production is not the



major consideration of workers. What is decisive is the rights of workers to choose unions and representatives of their own choosing. This is the criterion and not who owns the means of production.

The Director-General's Report on this subject has warned against this self-defeating approach to industrial relations. The attempt to link unions to parties and governments in order to secure their objectives and avoid conflict have led in many cases to opposite results. In his Report to the Conference, the Director-General states the following: "Recently the Committee of Experts on the Application of Conventions and Recommendations noted that the number of countries with such unitary or monopolistic systems of trade union organisation is increasing, comprising not only centrally planned economies (whether industrialised or developing) but also several other developing nations, for instance in Africa and the Middle East."

Managements that exploit the present economic adversity in order to hinder or destroy unions are contributing to an instability which can threaten the entire political structure of nations. There is always a temptation on the part of some employers to take advantage of difficult economic times to weaken the role of unions and, as a consequence, collective bargaining. Government leaders who encourage or support such activities are, at the very least, short-sighted.

The free trade unions of the world seeking to put their own house in order have been concentrating on first attempting to affect economic and monetary policies in the nations belonging to the Organisation for Economic Co-operation and Development (OECD). American trade unions realise that developments in Europe, Japan and other industrialised nations deeply affect their own situation just as developments in the economic field in the United States can seriously affect other nations. This interdependence of all economies requires the trade unions to seek a consensus on an international basis. It is therefore essential that not only the international labour movement but also the ILO become more effective in the United Nations' organisations where they can exert influence to accelerate tripartite efforts to bring about economic growth and therefore job creation.

Within the framework of the ILO, one of the most important things that we can emphasise in order to bring about a greater improvement in the international situation is to seek greater application of international fair labour standards, for the erosion of fair labour standards is a form of protectionism. The absence of labour standards, even more, is a form of protectionism, not the reverse.

The absence of a tripartite system in most inter-governmental bodies is a major reason for the inability to implement many resolutions that have been adopted on economic industrial development by those bodies. The adoption of the hundreds of resolutions by United Nations organisations has involved only governments. Labour and management representatives do not participate and are not consulted in the formulation and adoption of these policies. Therefore, in most countries, owing to this absence of labour and management participation, there is an absence of a political will that is essential if we wish these international decisions to be implemented by national governments. This is espe-

cially true in efforts to expand and develop both international and domestic markets for the developing nations.

It is also important to reinforce the system of tripartism in the area of technical co-operation. If co-operation between labour and management, as expressed through collective bargaining, is necessary for resolving normal economic and social problems, it is equally essential in the sphere of technical co-operation, especially in the ILO programmes. This has become greater in importance owing to the accelerated technological developments in the industrialised world. With the advance of technological changes which may be revolutionising the economies of the world, the need for labour and management to be involved in decisions of management becomes more important and serious than ever. Negotiations between management and labour in many countries have begun to include this question in their deliberations. However, the changes that technology is bringing will require an even greater degree of participation and co-operation of labour in what were considered in the past to be purely unilateral decisions. It is in this world of technological changes that the ILO and its system of tripartism and of international labour Conventions can contribute much to coping with the future of employment and the economy. There is the fear that the new technological changes will increase unemployment and contribute to a greater disequilibrium in the economies of many nations, but no one can predict exactly what these new technological changes will mean as concerns future employment, either as to quantity or as to the nature of future employment. No one can say at this time what these changes will mean. But it is not in the spirit of "gloom and doom" that we must approach this problem. Rather we must apply ourselves to the examination and study in co-operation with management of specific key industries in order to understand what the technological changes may mean. It is essential to go beyond what have been the normal forms of industrial relations and seek expanded forms of co-operation between labour and management. The need for participation of labour in these decisions of industry is essential if we are to increase our knowledge of the meaning of these technological changes.

There is of course the normal fear of an increase in unemployment, but there is also the hope that technological progress can become a source of employment expansion. This may mean a change in the nature and quality of employment. There certainly will be a need for adjustments and changes in employment and, therefore, increased forms of legislation to protect workers who will be displaced from jobs in the key industries most affected. This will involve the training, upgrading and retraining of workers for jobs in new industries and new jobs in existing industries.

The economic issues must not be divorced from the consideration of the social criteria, nor can modern economies function without the guarantee of basic freedoms provided for by the international labour Conventions of the ILO. Support for such a policy is not only dictated by humanitarian needs but also by economic necessity. The totalitarian regimes have revealed their inefficiency and contributed considerably to the reduction of living standards in their nations to the lowest common denominator. It is in

this respect that I wish to emphasise our concerns over the growing number of violations of trade union rights and international labour Conventions. And here, let me say, I come to another aspect of the problem which is just as essential and is tied in to these problems.

Many speakers, year after year, have emphasised in ILO conferences and in the Governing Body the issues of peace and disarmament. There is no question that a major concern of the international labour movement in the world today is the attempt to attain the reduction and the limitation of armaments. However, any international agreement to guarantee peace in the world must be related to the defense and expansion of freedom and independence everywhere. Any quest for peace must be related to the establishment and functioning of a system of supervision of international standards in the field of economic and social problems. It is related to the attempt to secure a system of verifiability in the supervision of any agreements dealing with the control and reduction of arms. A system of verifiability in both cases, namely social and economic standards and the reduction of arms, will involve parallel controls. It is the absence of freedom in parts of the world that threatens the chances of attaining agreements in the area of peace and security. We have seen that the Solidarity trade union movement in Poland during the period of its existence as its recognised trade union held out the hope that the international labour Conventions of the ILO would be adhered to. That was demonstrated by the participation of representatives of the free trade union movement of Poland, along with management and government in the International Labour Conference in June 1981. I recall this piece of history for it was that Solidarity trade union movement in their initial decisions in the Gdansk Congress in September 1980 which demonstrated that they were not only concerned with freedom of association but also with peace through disarmament. One of the first resolutions adopted was the demand for freedom of association but also for the reduction of arms.

In conclusion, in the consideration of industrial relations and the system of tripartism of the ILO, we are actually considering one of the most important means by which we can improve not only relationships between labour and management in the normal pursuit of their economic and social objectives but also contribute enormously to positive practical steps towards a world of greater stability and, hopefully, a permanent system of maintaining stability and peace in the world.

*Interpretation from German:* Mr. BOCHOW (*Workers' delegate, German Democratic Republic*)—Mr. President, allow me to congratulate you on your election to this high office and to wish you every success in your very important and responsible task.

Since it is my privilege as the Workers' delegate of a German socialist State, the German Democratic Republic, and 40 years after the most devastating of all wars, to address the assembly of one of the oldest organisations of the present United Nations system here in Geneva, you will no doubt not take it amiss, if I make a few comments on the fundamental conditions affecting the lives of the workers, namely peace.

When on 8 May 1945 the Fascist German regime in Berlin suffered an everlasting defeat as a result of

the victory of the Soviet Union and its allies, all peoples agreed that henceforth, the anti-Hitler coalition of States and political forces of very different types should ensure that such a threat to world peace should never again be allowed to occur.

This idea was the basis for the creation of the United Nations, and is still at the heart of the activity of all the organisations of the United Nations system, regardless on their specific character.

At the present time the whole of humanity is confronted with the task of protecting its existence on this planet. To this end, all peace-loving forces must unite regardless of whether they want to have a capitalist or socialist world.

In the parliaments and on the streets of our cities, in all sectors of public opinion, there is a determination to create a world-wide peace movement encompassing all segments and sectors of society and to combat war with everything in their power before it is too late. The various resolutions on peace and disarmament which have been adopted by the United Nations General Assembly in recent years have confirmed this very clearly. However, the arms race has not been stopped and the inconceivable cannot be ruled out.

The negotiations being held between the USSR and the United States in this city and which have the agreed objective of halting the arms race on this planet and preventing its extension to space, are undoubtedly of the greatest importance to the international climate and the preservation of peace.

The most recent proposals of the Soviet Union, to halt the development of cosmic aggressive weapons and strategic defence weapons during the entire duration of these negotiations, as well as the unilateral moratorium regarding the stationing of medium-range weapons in Europe, also reflect the decisions of a number of trade union congresses.

It is precisely the working men and women who measure the credibility of the ILO in terms of its increasing commitment to peace and security, because these are the basic questions affecting their lives and will also decisively determine the effect of all Conventions and Recommendations of the ILO. Effective steps to limit arms and achieve disarmament would furthermore release those resources which are so urgently needed to achieve the social and economic goals of the ILO.

We believe that this question should be an essential aspect of the ILO's activities rather than remain on the periphery and that the Organisation, as a specialised agency of the United Nations, should make a decisive contribution to the implementation of the decisions of that world body.

The Programme and Budget of the ILO for 1986-87 contain entirely inadequate measures in this respect.

This year's Report dealt with industrial relations and tripartism. It deals amongst other matters with scientific and technological progress and the possibility of controlling their social consequences, all questions of increasing importance to workers, wherever they are employed. We support the remark in the Report that economic and human interests must be properly harmonised. The Report mentions this aspect only fleetingly and proceeds to give a unilateral picture of the processes underway in different parts of the world. This brings us back to the basic problem of the Organisation. What are the interests

which the ILO represents? Is it those of the workers or of monopoly capital?

It appears to us that at a time when in Western Europe alone, more than 10 per cent of the economically active population are without work—and the figures are far higher in the countries of Africa, Asia and Latin America—and when a handful of monopolies are making millions in profit from the arms race and high-interest policies, the ILO should give far more energetic defence to one of the most basic human rights, namely the right to work. In many capitalist countries trade unions have drawn up programmes for the creation of jobs in order to improve the situation of the workers. However, they are exposed to the insolent attacks of employers and governments.

Entirely trade-union free zones are being created, as in the United States, so that the degree of workers organisation has reached its lowest point since the last war; police and the State apparatus are mobilised to combat the striking British miners and laws are adopted which aim at abrogating the hard-earned rights of trade unions.

We hear little, if anything, about these problems within the ILO. In the same way, the experiences of socialist countries, the majority of which have guaranteed full employment, social security and the real participation of the trade unions in all matters of social concern for many years, are either ignored or maligned. The time has come to note that in the Polish People's Republic new trade unions have emerged through a democratic process. They participate actively in the life of society and have many international relations.

My trade union maintains extensive relations with all genuine trade union bodies; these relations are reflected in all aspects of trade union life. For this reason I strongly protest against the fact that yesterday, without any consultation with us, a telegram was sent in the name of the entire Workers' group to the Polish People's Republic and from which we disassociate ourselves entirely. We reserve the right to take other measures in this respect.

The trade unions of the German Democratic Republic have just celebrated the fortieth anniversary of their foundation. My organisation represents 97.5 per cent of all our workers. The experience of our trade unions over the past four decades has shown that their interests can best be represented in a strong and united trade union movement, a trade union which is a partner at all levels of society, from the shop floor up to Parliament, and whose statements carry a great deal of weight.

In our socialist State there is no opposition between economic and social interests, which is the subject of the Report. The economy is not an end in itself. It is planned and implemented with the trade unions within a single economic and social policy. This applies also to collective agreements established at the plant level, and to plans, laws and measures drawn up at the national level. We do not need to engage in any struggle in order to be recognised by the Government or by the manager of an undertaking. Instead this is obligatory under our labour legislation. No decision concerning the workers, and this of course also applies to technological changes—can be taken at any level without the participation of the trade union.

This applies also as regards equality of women in the workplace and society. This has long been a reality in my country. More than 90 per cent of women able to do so are economically active, and 52 per cent of all trade union members are women. They hold trade union office at all levels from that of shop steward up to the vice-president of the National Executive of the FDGB.

Scientific and technological changes do not necessarily serve the well-being of people. This has been shown by the realities of capitalism. The conflicts of interests there are very sharp and increasingly evident. The Report mentioned an allegedly downward trend in the number of strikes in several countries. But it is a fact for example, that the metalworkers and printers in the German Federal Republic or the miners in Great Britain, whose strikes are not mentioned, have bought a number of major strikes in recent years to emphasise their legitimate demands.

In the Declaration of the socialist countries on the situation in the ILO constructive proposals are made which are aimed at significantly improving the work of the Organisation. Many speakers have spoken and emphasised that true universality in the ILO, can be achieved only if there is full equality in all its activities and this includes the elimination of the well-known discrimination against directors of enterprises of socialist countries as well as the unavoidable democratisation of the supervisory machinery and a truly balanced representation of all regions in the personnel policy of the ILO.

In the documents which established the Organisation, the ILO laid down the objective of promoting the natural right of man to a life in peace and social security. In this connection we affirm our solidarity with the workers and all those combating the apartheid regime in South Africa. Our support for the struggle of SWAPO to liberate Namibia is an expression of the fraternal bonds that exist between the trade unionists of the German Democratic Republic and all fighters for national independence and social progress. We extend our sympathy to the Palestinian people and the PLO in their struggle for national independence and the establishment of an independent State.

We expect the ILO to assist in protecting the sovereignty and independence of Nicaragua, a member of the ILO, against the economic blockade imposed by the United States, which contravened international law, and other acts of aggression.

The trade union representatives of the German Democratic Republic will resolutely support within the ILO the interests of the workers of all countries and in this endeavour will co-operate in a constructive spirit with their colleagues in trade unions of different political tendencies and international affiliations.

*Interpretation from French:* Mr. JUNCKER (Minister of Labour; Minister Delegate for the Budget, Luxembourg)—Mr. President, please allow me to start by congratulating you on my own behalf and on behalf of the Government of Luxembourg to your election to the presidency of this 71st Session of the International Labour Conference.

In inviting the Conference to consider the evolution and future prospects of industrial relations and tripartism within the context of profound structural change, the Director-General of the International

Labour Office emphasises the need to make more systematic and effective use of industrial relations procedures and tripartite co-operation.

I fully subscribe to this appeal and would like to say a few words about the contribution of tripartism to economic recovery and to the transformation and modernisation of production in a small country bogged down in a profound structural crisis caused by the decline of the iron and steel industry which was the main pillar of its economic prosperity.

The democratisation of industrial relations and institutional structures is solidly rooted in the history of the social institutions of my country, its traditions, its values and the behaviour of its citizens.

The consultation of the active population of the nation on the broad lines of economic and social policy was initiated by the creation in 1924 of elected occupational chambers that were involved in the economic, social and financial aspects of laws and regulations.

The creation of a National Labour Conference after the Second World War, the establishment of a National Economy Council in 1945 and the setting up of a Social and Economic Committee in 1960 were the forerunners of the creation in 1966 of an Economic and Social Council to study economic, financial and social problems affecting several economic sectors or the entire national economy.

Over the two decades since its creation the Economic and Social Council has contributed extensively to the search for the balance that is necessary in defining objectives that have determined the development and the changes in the economy and social relations of my country.

The economic crisis has clearly revealed the need for a special effort of active national solidarity through the development of new contractual relations and the reaffirmation of the joint responsibility of the State and the vital forces of the nation in the search for an economic growth and employment promotion strategy capable of boosting employment and investment and of organising solidarity in the face of the crisis.

The constraints of the economic crisis and, above all, the risk of the collapse of the iron and steel industry—the main pillar of our industrial set-up—prompted the Luxembourg Government to complete the network of consultation between and with the social partners by organising a general tripartite conference in 1977 and a tripartite iron and steel conference in 1979.

As part of its efforts to maintain economic growth and full employment as decided in 1977 by the tripartite conference, the Government had Parliament adopt a number of measures designed to stimulate economic growth and influence the labour market that would come into play, depending on the gravity of the economic situation, after consultation of a tripartite co-ordinating committee composed of representatives of the Government and of the social partners at the highest level.

This afforded the social partners the possibility of concluding collective agreements aimed at lowering production costs in order to safeguard employment in undertakings facing particularly serious structural or economic difficulties constituting a case of economic *force majeure*.

The opening of such negotiations being subject to the previous opinion of the committee on tripartite

co-ordination, the social partners did not very much resort to the possibility provided for by the law with a view to reducing production costs in order to safeguard employment.

Finally, according to the agreements reached, the law authorised the Government in the event of an obvious crisis on the employment market to adopt, by statutory means, national solidarity measures of general application on the basis of the majority opinions of each of the groups representing employers and trade unions in the tripartite co-ordination committee.

Such measures might include temporary adjustment of procedures for applying the sliding scale for wages and salaries, temporary freezing of prices and margins, limiting the number and effects of the different brackets used for indexing purposes and lengthening the legally stipulated periods of notice for dismissal.

Making use of the possibilities offered by the law, the Government also adopted in connection with the devaluation of the Belgian franc in 1982, to bring it into line with the Luxembourg franc, a law providing for special measures for the maintenance of employment and of the general competitiveness of the economy. These measures included a modification of procedures for applying the sliding scale for wages and salaries, the introduction of a national investment contribution levied on the non-wage elements of income in the liberal professions and the freezing of commercial rents.

The Government brought to power in the national elections of June 1984 restored the completely automatic application of the sliding scale as from 1985. Being aware, however, of the vulnerable nature of the Luxembourg economy, which is a small one, in a world in crisis, the Government has not excluded the possibility of introducing further changes in the system of automatic income adjustments, since such a change may become necessary in the event of an appreciable deterioration in the economic situation or of reduced competitiveness of Luxembourg undertakings on the international market.

In assessing when the critical threshold has been reached in the deterioration of the economic and social situation, requiring that the matter be placed before the tripartite co-ordination committee, the Government will make use of certain economic indicators such as the difference between the rate of domestic inflation and the weighted average of Luxembourg's principal commercial partners, the effective rate of exchange of the currency, the terms of trade, the competitive position of Luxembourg industry expressed in wage costs per unit produced, industrial production costs, economic indicators in the principal branches, the trend in total and partial unemployment, and lastly, the trend in the purchasing power of wage earners. If in the view of the Government, the evolution of these main economic indicators leads it to conclude that the economic situation is worsening significantly or the competitiveness of our undertakings is deteriorating, it will place before the tripartite co-ordination committee the proposed legislative measures or regulations at it deems necessary to put matters right.

If there is no tripartite consensus, the Government can propose the appointment of a mediator to draw up reasoned recommendations for the tripartite co-

ordination committee, on the understanding however that in case of disagreement about the mediator's conclusions and recommendations, the Government and Parliament will retain their constitutional prerogatives.

The tripartite co-ordination committee will have to give its opinion as to the reality of the economic crisis referred to by the Government and on the corrective measures proposed, which could include a change in the sliding scale.

The Government has clearly demonstrated its intention of coupling, if necessary, any changes it makes in the sliding scale with measures concerning other incomes.

This reform establishes a fair balance between the legitimate aspiration of wage earners to maintain their purchasing power and, if necessary, the re-establishment of the fundamental economic balances, the whole being integrated into a compulsory consultation procedure involving the active population of the nation with full respect for the traditional prerogatives of the constituted authorities. I should add that the re-establishment of machinery for the automatic adjustment of wages and salaries has been accompanied by a reform of the summer prices index.

The Government's prices and incomes policy has undoubtedly contributed significantly to the real strengthening of the competitiveness of our undertakings and thus to a marked improvement in the performance of our economy.

The unavoidable readjustment and restructuring of the Luxembourg iron and steel industry was largely backed and facilitated by the common will of the Government, employers and trade unions meeting in a special tripartite conference on the steel industry.

Indeed, the Luxembourg iron and steel industry ensured its survival and thus the survival of more than 13,000 jobs by committing itself resolutely from the onset of the steel crisis to the path of modernisation and rationalisation.

The new plans for the Luxembourg steel industry approved by the Commission of the European Communities should enable it kindly to consolidate the restructuring efforts launched in about 1974 which have since resulted in over 30,000 million Luxembourg francs being invested in the industry and a slimming down of the workforce by some 13,500 between 1974 and 1985.

The financial restructuring of the Luxembourg iron and steel industry is the result of the joint efforts of the undertakings, their workforce and the national community.

The important social programme that accompanied the restructuring process enabled us to carry through the modernisation and rationalisation of Luxembourg's iron and steel industry without having to resort to dismissals or partial unemployment.

From this rostrum I would like to pay tribute to the courage and tenacity of those who, believing in the virtues of tripartism, have been able to see through the industrial, social and financial reorganisation of Luxembourg's iron and steel industry by mobilising the necessary solidarity for the purpose.

More generally, the technological challenge obliges our societies to succeed in modernising their traditional industrial activities and making a place for themselves in the sectors of the future.

We cannot tell what the information society of the year 2000 will be like, but we can expect contradictory trends.

New technologies transforming traditional activities will do away with jobs in certain sectors and certain regions while creating employment elsewhere.

The mastery of industrial know-how and technological change will not suffice to extricate our economies from the present crisis if it does not go hand-in-hand with the mastery of social change.

We must make our population aware that industrial and technological mastery is a factor of survival.

And we must reassure them by devising a new model of growth for social progress and by developing and extending social dialogue and negotiations between social partners.

The introduction of new technology in undertakings requires the active participation of the workers in the process of reconversion necessitated by the changes in job content. Through the judicious introduction of flexible working hours, the social partners will thus be able to reconcile the undertakings' interest in a better use of capital with the legitimate aspiration to every form of flexible working time.

The challenge facing our societies is both a social and an economic challenge that makes demands on the determination, effort and solidarity of the political leaders, of those responsible for the economy and of the representatives of the working world.

I would like to assure the Director-General of the unconditional support of the Luxembourg Government for the efforts made by the International Labour Office to promote co-operation in industrial relations with the objective of reconciling the imperative need to adapt to economic and technological change, on the one hand, and the desire to maintain sufficient protection for those whose jobs and incomes are threatened, on the other.

In Luxembourg, as in other countries, tripartism has afforded an imaginative and efficient means of countering the grave threats to security of employment and income inherent in the economic crisis and technological change.

Constructive tripartism should not be an obstacle, however, to the adjustments and flexibility rendered necessary by growing competition and technological change.

I would like to pay tribute here to the commitment of Jacques Delors to a revival of the social dialogue within the Community announced in the programme of work of the Commission of the European Communities for 1985.

In closing, I would like to assure the Director-General of the International Labour Office of the support of the Luxembourg Government for a meetings in 1986 of the heads of the international institutions entrusted with commercial, financial and monetary policies and the top decision-makers at the government, employer and worker level to examine the impact of international trade, financial and monetary policies on employment and poverty. A meeting such as this will provide an opportunity to introduce the principle of tripartism into the international debates on economic policies.

I would like to close my statement by reiterating to the Director-General the confidence of the Luxembourg Government in the International Labour Organisation's efforts to secure the respect of free-

dom of association and human rights throughout the world.

(Mr. Grekov takes the chair.)

*Interpretation from French:* Mrs. RANDI (*representative of the World Association of Women Executives*)—I am honoured to extend the greetings of the World Association of Women Executives to this international conference and to make a few comments, on their behalf, as regards the agenda item on equal opportunities and equal treatment for men and women in unemployment. It is important that at the closing of the United Nations Decade for Women, which will end with the Nairobi Conference from 15 to 25 July 1985, the International Labour Conference should define its position and provide its competent and fundamental contribution.

The World Association of Women Executives, at its XXXIIIrd Congress in Madrid held between 1 and 8 June 1985, examined measures to be adopted in order to resolve the serious problem of unemployment with a view to a recovery in the economy.

I feel that it is my duty to place before this international conference the final resolution adopted at this Congress, which reflects the thinking of the WAVE: in order to ensure equality in employment, we must first resolve the problem of unemployment.

Unemployment today in the world affects women in particular. They are the first to lose their jobs in times of crisis and the first to suffer from the ever-growing difficulties which young women have to overcome in order to gain access to the labour market; it is also they that suffer most from the unemployment of the husband, the brother or the father.

I also feel that it is necessary to mention that, in the opinion of the WAVE, the creation of conditions of equality of opportunity and treatment in employment is something which not only applies to white- and blue-collar workers but also, and to a great extent, to management and those who are independent. This also holds true in countries where, like Italy, the legislation on equality is considerably advanced. For instance, on this account, only 1 per cent of managerial positions in industry are held by women. Furthermore, as we pointed out at the XVIIth International Congress of AIDDA, which took place from 15 to 17 November 1984 at the headquarters of the "Associazione Bancaria Italiana", women setting up enterprises still find it difficult to obtain credit. Therefore, in trying to bring about equality, attempts should be made to ensure that enterprises managed by women should have equal access to financing. The problem is not only an Italian one. As you know, in 1977 in the Netherlands, an organisation called "Women's World Banking" was set up and is continuing to flourish throughout the world. This is a non-governmental international organisation, accredited to the United Nations, which sets out, with the co-operation of public and private donors, to provide financial and technical resources for women who create enterprises and who generally have difficulties in obtaining credit from financial institutions. At the same time, this organisation serves as a clearing-house for information on banking and financial techniques in connection with small loans granted to women. It also encourages insurance schemes,

designed to cover up to 50 per cent the risks of the loans lent to enterprises managed by women.

Setting up an enterprise can contribute towards job creation, in line with the new technologies. However, women wishing to create a new enterprise often lack training and refresher training at the managerial level.

We should also like to draw your attention to organisation such as the United States Small Business Administration (SBA), an agency set up by the United States Congress in 1953, the services of which are for women in three main sectors: management assistance, financial assistance and procurement and technology assistance, as well as assistance in connection with foreign trade through the SBA offices: Women Business Ownership Representatives and the Small Business Development Centres.

The rapid changes occurring at present are so decisive for long-term development that anyone familiar with them and capable of adapting to them will be at a definite advantage in the future.

The traditional leading position of men in enterprises and management, particularly in large enterprises, is still a source of inequality; women are still on the losing end with respect to equal opportunities because they have not received training or refresher training.

It is therefore in this sector that inequality has to be eliminated.

On the basis of these considerations, I have the honour of communicating to you, as a contribution to the Conference, the 12 points contained in the resolution of the XXXIIIrd World Congress, of the Association of Women Executives in Madrid. This resolution sets out to: (1) help the enterprise not by assisting it but by freeing it from constraints and by lightening its financial burdens and recreating a climate of confidence because profits are often the source of investment leading to the creation of jobs; (2) change the mentalities of trade unions and employers and workers so as to stimulate them to new constructive efforts; (3) provide for young people practical transitional training between education and their starting work. Involvement in the national education so as to adapt to new professions at national and international levels, to create a generation which will not be dependent and passive; (4) organise courses in business management, export promotion and the setting up of group centres of enterprises for those who are unemployed; (5) ensure a greater internationalisation of employment, making it possible to have a better knowledge of the labour market and greater mobility; (6) ensure a better distribution of labour by more frequent resort to flexible working time or part-time time and all systems of shared and shift work, so long as there is perfect agreement between the parties; (7) encourage part-time shifts, which would facilitate the organisation of public services in the public interest, such as hospitals and postal services, and make the services available around the clock; (8) ensure the transfer of jobs from agriculture, mines and industrial manufacture to the service sector of new professions in the tertiary sector, into which the jobless should be channeled; (9) promote assistance in the reconversion of the deprived zones or former industrial areas fallen into disuse so as to permit the generation of employment; (10) reintroduce free wage scales according to employment ability and the type of work



carried out; (11) emphasise that the non-governmental organisations have an important role to play in ensuring that the public authorities revise existing legislation, thus abrogating provisions which hamper the development of enterprises which are the main suppliers of jobs; (12) encourage, among the unemployed, all form of voluntary and educational activities, above all those carried out for the benefit of the community.

In conclusion, women executives wish to draw attention to the problem of the imbalance still existing today in the managerial sector as regards men and women. It is inadmissible that this form of discrimination should persist at this level for it penalises women and also the community which is thus deprived of its contribution of the energy and intelligence of women.

Mr. KRSIKAPA (*Workers' adviser, Yugoslavia*)—At this session we are again considering issues of vital importance for the world of labour. Unfortunately, as has been the case in the past ten or more years, we are still unable to note any marked improvements in conditions for the achievement of the objectives of peace, disarmament, security, elimination of poverty, unemployment and, in general, of inequalities in the world. It remains to be seen whether negotiations on disarmament, nuclear or any other, on the creation of a climate of international understanding, confidence and the relaxation of tensions, as desired and required by workers throughout the world, will produce positive results and so lead to the elimination of confrontations between blocs, conflicts and interference in internal affairs of other countries. There are no signs of the international community taking a more vigorous swing towards the solution of the crisis of economic and social development in the world and of the increasing burden of unfair international economic relations. Though the economies of a number of developed countries are to some extent recovering, this trend is still uncertain, its social cost is too high, especially for the workers of those countries, and it does not contribute to the improvement of the difficult and unequal position of developing countries.

We completely share the view expressed in the Report of the Director-General that we are experiencing an era of structural change which is economic, technological and social in character. All forces of all societies and, above all, the workers who create social wealth, both at the national and international levels, have the right to decide on the outcome of the change on an equal and democratic footing. That is the very essence of industrial relations and tripartism.

Experiences in this field are very diverse and rich, depending on the concrete situation in different countries and systems, and the ILO should contribute its share to the exchange and knowledge of those experiences. Productive and equal dialogue and decision-making by all the social forces is a pre-requisite for the solution of problems, both nationally and internationally. This important international organisation of ours, established for the promotion of the interests and objectives of the world of labour, must provide new incentives and contributions to such dialogue and co-operation to resolve challenges posed to mankind and the working people in all

quarters of the world. It is therefore of primary importance that the ILO Programme and Budget should be directed to the solution of priority problems we are faced with.

In this Organisation we have also noted that, without peace and development, we cannot expect proper progress in the solution of problems we encounter. We are in favour of all those efforts and actions of the ILO directed to disarmament as a precondition of economic and social development and of the elimination of poverty and unemployment. Acting in the name of the world of labour which is most seriously affected by the present structural change and unjust international, political and economic relations, the ILO has the right and the duty to develop awareness among all countries of their mutual interests and the interdependence of their policies and destinies. Can genuine progress be expected, can there be islands of welfare if 85 per cent of the world population continues to dispose of only 15 per cent of the world's resources? Permit me also to wonder—can trade unions, as partners in industrial relations, reconcile themselves to a situation where, faced with the uncertain results of structural change in a like-wise uncertain future, 800 million people would continue to live in so abject poverty as to threaten human survival, the most drastic cases being now in the majority of countries of sub-Saharan Africa. Can they reconcile themselves to the stabilisation of unemployment in the countries of Western Europe at 20 million persons? Here, dialogue and common solutions are a basic need which the ILO should impose as a priority above all others—but not a dialogue for the sake of dialogue, a dialogue of the deaf. With all its rich experience, the ILO is a valuable instrument for clearly impressing upon decision-makers at national and international levels the unacceptable nature of any solution implying balance of fear, of nuclear arms, and the use of force rather than international dialogue for the establishment of new, fairer international economic relations, and the elimination of poverty, unemployment and inequality. Starting from this standpoint, we are in favour of all ILO programmes designed to promote understanding between governments, employers and workers and in the international community in general, and we wish to see close interdependence between disarmament and progress, economic policies, particularly in the field of trade, finance, food, energy and a reduction in the indebtedness of developing countries.

Industrial relations and tripartism are being developed in Yugoslavia through the system of socialist workers' self-management, as mentioned in the Report of the Director-General. We have been endeavouring for 35 years now to build up a comprehensive system in which workers will really be in a position to decide directly on all matters relating to their conditions of life and work, and on the development and policy of their organisations and society as a whole. The activities of trade unions in our country are directed primarily to giving effect, in practice, to the right of workers to self-management as a precondition for the full freedom and emancipation of the working class and of society as a whole. We have achieved fine results in the economic and social fields and in the development of direct democracy in Yugoslav society. The economic difficulties that we are facing at the present stage of our development,

especially as a developing country, pose for our society and trade unions quite a number of new problems that we are trying to resolve by implementing the programme of economic stabilisation and by promoting workers' self-management. Understandably, for us as well as for other developing countries, the achievement of more equitable international economic co-operation and relations is a significant condition for and contribution to the overcoming of difficulties we are faced with. The non-aligned and other developing countries have, both in the United Nations and in international life in general, clearly opted for the establishment of the new international economic order which will be in the interests of all the countries and workers of the world. The Confederation of Trade Unions of Yugoslavia supports, for its part, that policy of the Non-aligned Movement.

We are very much interested in the success of the deliberations at this session on equality of treatment between men and women, occupational health services, statistics of wages and hours of work, and safety in the use of asbestos.

Finally, we should like to stress our hope that the ILO will find ways and means to rise above tendencies towards ideological and political confrontations and propaganda battles. In the Report of the Director-General, emphasis was laid on productive dialogue and social progress, on democratic decision-making and democratic participation. It seems to us that these principles and objectives should also be fully observed in the work of this Organisation by eliminating every practice and possibility of any discrimination against equal partners in the ILO, whether in matter of tripartite structure, geographical distribution or political orientation. After all, nobody has been denying these principles for years now, and the only thing that we have to do is to proceed from words to deeds.

Mr. CHAUDHARY (*Workers' delegate, Fiji*)—I congratulate you on your election as a vice-president of the Conference and join the previous speakers in warmly congratulating Mr. Ennaceur on his unanimous election to the presidency of the 71st Session of the International Labour Conference for I am convinced that, under his experienced and able guidance, this session of the world parliament of labour will come to some useful and pragmatic conclusions regarding the very important items that have been placed on the agenda of the Conference.

However, for the record, I must point out the fact that I am at an initial disadvantage in commenting on the Director-General's Report which, I dare say, would, as usual, be comprehensive and would have covered the agenda items with a deep understanding of the problems facing the countries of the world, both developed and developing. I say this because I only received a copy of the Report just before my departure for Geneva. This is a complaint that the delegation of Fiji has already had occasion to make, and I regret to say that no remedial measures seem to have been taken. I would like to appeal to the Office to take positive measures to ensure the timely despatch of the Director-General's Report to countries distant from Europe so as to enable delegates from such countries to fully prepare for the Conference before they arrive in Geneva.

It may be recalled that, at previous sessions of the Conference, members of the delegation of Fiji,

representing each component of its tripartite composition, had described the comprehensive tripartite arrangement that has been operational in Fiji since 1977 and which had not only resulted in comparative industrial tranquillity but had also contributed to desirable social and economic development in the country. I would like, in particular, to refer to the statement made by the Government delegate at the 69th Session of the International Labour Conference, in which he focused on the work of the tripartite forum and the interest shown by countries of the region in Fiji's system of informal industrial relations for the settlement of disputes and the stabilisation of the economy.

This was brought about largely through voluntary restraint in wages and salaries which were accepted by organised labour and the meaningful contribution that the social partners made to national development efforts. The key words that I would like to emphasise are "voluntary" and "restraint".

It is with a deep sense of distress that I have to disclose a very disturbing development which has taken place in my country in the last six months, namely the unilateral imposition of a wage freeze by the Government in blatant breach of national tripartite agreement under which wage/salary increases were negotiable within defined limits. This action of the Government has resulted in considerable damage to the carefully nurtured tripartite arrangement which had existed for well over a decade and has led to the creation of a wide rift between organised labour on the one hand and the Government and the employers on the other. The situation that has developed in Fiji has compelled the Fiji Trade Union Congress to withdraw from the tripartite arrangement to emphasise the fact that unless there is clear understanding and an unambiguous appreciation by governments and employers that tripartism cannot inhibit the collective bargaining process, a three party pact will not gain credibility. Indeed tripartism will not be accepted by organised labour if it is seen as a means of self-immolation.

We all know that a State Member of the ILO which has ratified Convention No. 98 is obliged not to hinder the process of collective bargaining but this is exactly what has occurred in Fiji. Nevertheless, the Fiji Trades Union Congress is prepared to restore the tripartite arrangement because we feel that it holds the key to the participation of the unions in nation-building activities regardless of the size of the country. However, the unfortunate approach adopted by the State has led to the creation of a disastrous situation with, for the moment at least, irreversible implications.

Let me now briefly refer to some of the more important issues and activities in which we have been engaged in the past year. The Congress has made considerable progress in ensuring equal opportunities and equal treatment for men and women not only in employment but also in the creation of conditions enabling them to occupy leadership positions in the trade union movement as well as in the community.

We have moved in conformity with the ICFTU Charter for Women Workers, and at the outcome of a seminar specially conducted for women workers, a recommendation to the Government to the effect that it should set up a Bureau of Women's Interest with the participation of the trade union women. This recommendation, however, has so far not received



any consideration from the Government. It is a distressing sign that representatives of organised women workers continue to be ignored in state-sponsored activities relating to women.

On the question of the exploitation of women workers in sweatshop industries, the Government has yet to give legal force to a minimum wage order recommended by an independent Wages Council for the manufacturing sector. Here again, the Government is unable to explain its failure, particularly in view of the fact that it had agreed, some three years ago, to take steps to establish a minimum wage in the manufacturing industry.

Whilst welcoming discussion on occupational health services and safety in the use of asbestos, let me say that we have continued to conduct a number of educational programmes on occupational safety and health, and recommended the updating of relevant legislation. In this respect also, no action has yet been taken. The Government has also failed to implement a draft revised labour law which, among other things, makes recommendations for better maternity protection, and seems to have put in cold storage an accident compensation scheme, both of which were formulated by the Tripartite Labour Advisory Board with expertise provided by the ILO.

Despite the gap between the Government's promises and its actions, trade unions in Fiji have continued to play their part in improving society. In the sphere of youth work, the Youth Wing of the FTUC has recently embarked on studies of specific projects which would make it possible for unemployed young people to engage in self-employment ventures. Moreover, the Youth Wing is assisting community service organisations with charitable work for the poor and the disadvantaged. We consider these activities as an appropriate contribution by our youth to the International Youth Year.

A welcome development for the trade union movement in our region has been a greater ICFTU presence and the posting of a permanent ICFTU representative of the Pacific. We hope that the governments of the region will match the desire of the international free trade union movement to encourage the development of democratic trade unions in their countries without reservations so that development problems can be tackled on a partnership basis.

Let me now make brief reference to some other issues that concern us as a developing nation. The revised Convention concerning statistics of wages and hours of work, 1938 (No. 63), is, I believe, quite comprehensive and covers a number of areas that had been left out in the earlier Convention. It certainly would be of assistance in pursuing the target-group approach to national development. However, I would like to ask whether the small nations of the Third World would be in a position to set up a sophisticated system of statistics and operate it given their lack of expert and economic resources. Perhaps the ILO could devise a system of training and assistance in these areas.

Fiji, like other developing countries—indeed industrially developed countries as well—has not been able to make much headway in reducing unemployment. With so much violence in various parts of the world, which is definitely exacerbated by continued concentration on the manufacture of firearms and other weapons and the constant pursuit of armament

supremacy by the super and not-so-super powers, social unrest is rapidly spreading to hitherto peaceful societies. Whilst totally rejecting all forms of terrorism, it must be pointed out that the economic development of poor countries has become crucial to the maintenance of peace. A country like Fiji which depends for its economic survival on a commodity such as sugar will find itself in dire straits if prices remain at their present depressed levels.

In order to create job opportunities there is therefore a need to put an end to the arms race and divert at least a portion of the vast sums spent on armaments to support for the economies of the Third World countries. In the same way, the industrially developed countries should now seriously consider the introduction of some sort of regulatory process in the development of synthetic sweeteners to ensure that the natural product fetches reasonable prices.

Although we commend the conclusion of the Third Lomé Convention and its beneficial effects, the quota system forces countries like ours into a fiercely competitive and depressed world market. Therefore, unless the North/South dialogue succeeds in bringing about the New International Economic Order, upheavals that disrupt the social systems will not only gather momentum but also become the order of the day.

Let me finally say that we consider it paradoxical that the crusaders of democratic freedoms should deliberately turn a blind eye to the erosion of democratic institutions by a commitment to protectionist policies, trade barriers and stockpiles of destructive weaponry, including in the case of one country, the continuation of nuclear device testing in the Pacific, in total disregard of the sentiments of the people and governments of the region. We hope that someday all the bigger and powerful nations of the world will become aware that there is a greater mission for them in helping mankind everywhere if the human race is to survive into the next century.

Mr. FARUQUI (*Workers' delegate, Bangladesh*)—It is indeed a great privilege and honour for me to represent the view of my country's workers and to address the 71st Session of the Conference of this Organisation of which Bangladesh is proud to be a Member. It is also a great pleasure for me, on behalf of 5 million workers of Bangladesh, to congratulate you, Sir, and Mr. Ennaceur, on your election to the most coveted positions of President and Vice-President of the Conference. The election of the President reflects not only his personal contributions to the cause of this Organisation in the past, but also the importance of his country and of Africa in the world of labour today. We are confident that under his able guidance the deliberations of this session of the Conference will come to a successful conclusion.

Permit me also to congratulate the Director-General of the International Labour Office on the admirable Report he has placed before this Conference. This Report contains a comparative review of the activities of the ILO in 1984 and what the ILO proposes to do in 1985 and thereafter, clearly indicating the enormous challenges that await this Organisation.

I shall be failing in my duty if I did not mention one of history's greatest calamities which befell us, only last month, when a severe cyclone lashed the entire coastal belt of my country, washing about 11,000

inhabitants, alive, into the Bay of Bengal, damaging crops and houses and affecting a total population of about five million. The nation faced this calamity with grim determination and started relief and rehabilitation work immediately on a national emergency basis under the direct supervision of the President, Hosain Muhammad Ershad. We were delighted to see many of our friends and friendly countries coming to our help in a big way to assist us in all respects. We express our gratitude to them.

The cyclone carried away many rural agricultural workers then working in the coastal belt. We hope that the International Labour Organisation and its member States, both developed and developing countries, share our grief and will help us in a bigger way to combat natural calamities like this in future.

As in 1984, the agenda of the 1985 Session is also very important, since it covers some basic ingredients for removing obstacles to the achievement of the ILO's time-hallowed ideas and objectives. My delegation feels that the constant and concurrent review of all Conventions, Recommendations and decisions is necessary in the face of the rapidly growing and unprecedented technological developments taking place. To protect the rights of the workers, while contemplating new Conventions and Recommendations for changing circumstances, old ones need to be modernised. We also feel that many countries have not ratified many of the important Conventions and other instruments, or not implemented them even after ratification. This is a serious lapse, and we strongly feel that the member States be asked to ratify all the Conventions framed with their assistance and implement the provisions of the Conventions and Recommendations, faithful to the letter and the spirit, failing which the very efficacy of this august body, the ILO, will be affected and world industrial relations will meet with history's worst catastrophe.

A lot of words are said and a lot of books written every year on tripartism—a golden rule which is the very foundation of the ILO. To be fair and frank, the mechanism is not working at present in many of the member States. This is because the governments and also the employers in many countries do not like to accept the workers on an equal footing with them, do not consider the workers as social partners in all the productive efforts of the nation and look on the trade union movement and its leaders as an obstacle to their objectives, whereas the workers look upon the principle of tripartism as a symbol of dignity and social status and of the trade unions' right to represent the interests of their members. We therefore urge the Conference to ensure appropriate implementation of the relevant Conventions. Unless this is recognised fully, the future of mankind in general will always remain uncertain.

We are deeply moved by the situation in Africa and, considering the alarming dimensions of the problem, we recommend that top priority be given by the ILO to this problem in order to save the hungry millions on an emergency basis, and to create a strong infrastructure in the economy of the African countries. Similarly, we are deeply shocked to see the helpless condition of our brothers in the Israeli-occupied Arab territories, including the West Bank, where flagrant refusal to register 140 unregistered trade unions reflects the design of the Israeli authorities. We therefore demand further steps from

the ILO to ensure the right to organise the Arab workers in the occupied territories without fear and favour.

We firmly believe that every human being, irrespective of caste, colour, creed or sex, has the right to pursue his material and spiritual development and, accordingly, we are striving for the emancipation of millions of women in Bangladesh from the shackles of deprivation and exploitation. They are now coming away on a larger scale and sharing the nation's efforts in production in all sectors. There is at present a sense of competition among them that would usher in a new era for Bangladeshi women. The garment industry particularly is being built up almost exclusively by the women workers and a separate Women Workers' Federation is now working in the country.

My delegation would like to discuss the threat of hazards connected with various industries, such as asbestos, carbon, gas, including atoms, that have had a tremendous effect on the people, particularly the workers, and the role played by the national and multinational organisations in this respect. It is high time for the ILO to exercise a fool-proof method of controlling and guiding the technologies behind this and to find ways and means of eliminating these hazards from the world altogether.

We are really shocked to see the South African policy of racial discrimination and apartheid. My delegation is surprised to see the utter failure of the United Nations and the International Labour Organisation in this regard. We demand far more effective steps against this policy.

While millions of our brothers and sisters are migrating for employment in every country, the trend of employment creation has been slowed down due to various reasons. Unless we achieve the growth of productive employment, which is one of the most effective methods to ensure equitable distribution of income for raising the standard of living of the majority of the population, our few islands of prosperity might be submerged into the ocean of poverty facing the world today.

Employment cannot be created if only desired, unless basic factors behind the creation of employment opportunities, such as national and international policies leading to dependable and sound economic growth, conditions congenial to environment, micro-economic policies of adjustment to every change in technologies, stress on small- and medium-sized industries that open the flood-gates for new jobs, removal of obstructions or deterrents to smooth market operations, removal of all sorts of artificial restrictions in market operations, etc., are present. The rural sector is equally important for the industrialisation of developing countries as it creates an infrastructure for the economy as a whole. Inventions and innovations must be directed to establishing more worker-oriented industries and projects for the absorption of additional unemployed workers. Provisions of training and retraining of workers is equally important.

Education and education alone among the workers is the only panacea for removing many misgivings in the rank and file of the trade union movement of a country. The noble ideas and complicated instruments of the ILO require well-qualified workers to implement the same, but the ILO's efforts so far remain within the organised institutions and industries, leaving aside millions and millions of workers in

the unorganised rural sector. Since trade union activities are an integral part of our modern society, and unless the educational system of a country permits the appreciation of the role of the trade union in the national life, the vast majority of the people always look upon trade unionism as an ineffective and futile exercise by some vested quarter in a country. It is therefore imperative on the part of all concerned to see that the subject of trade unionism and its role are tagged to the national educational programme as a whole carried out in the educational institutions. We believe the ILO should make an even bigger effort to educate existing workers on a global scale by establishing training schools and colleges with the full co-operation and support of member Governments, keeping a special eye on the rural sector. I urge a trade union college for Bangladesh to be set up by the ILO in which we can extend full co-operation.

The plight of the rural workers in Bangladesh is more precarious; 80 per cent of the workers are living in rural areas and all of them are outside the scope of the traditional trade union movement and beyond the reach of the Labour Ministry.

The ILO is understood to have decided to extend full facilities to the rural sector through its International Programme for the Improvement of Working Conditions and Environment (PIACT). We expect that this to be done on an emergency basis. Tripartism as practised by us might not be helpful in the unorganised rural sector, since organised employers can play little or no role. The problem is one of small landowners and perennially landless labour, and hence of land reform.

You will be glad to hear that last year my Federation, the Bangladesh Jana Swadhin Sramik Federation, together with six other federations realised many of the demands of the workers, both financial and administrative radically changing the pay and wages structures and existing labour laws of the country. The Government of President Hosain Muhammad Ershad did a great deal in this way to minimise the sufferings of the workers.

Mr. SIEW (*Workers' Adviser, Israel*)—Mr. Vice-President, I am delighted to join previous speakers in congratulating you on your election as Vice-President, as well as Mr. Ennaceur on his election to the Presidency of this 71st Session of the Conference.

Without doubt, the Report of the Director-General for 1985 on industrial relations and tripartism is highly pertinent to the fundamental problems facing all of us, developing and developed countries alike, as without tripartite consultations and negotiated policy formulation the chances of success in achieving sustained economic and employment growth are far from bright.

Fruitful dialogue requires genuine, powerful and responsible parties so as to maximise the delivery potential of society as a whole. In Israel, I consider that we are quite fortunate in that respect. The Histadrut requires no introduction. We were there some 28 years before the State and had the good sense to derive the right notions from the harsh realities of the times, in setting up a comprehensive movement seeking to establish a better society through active involvement in every facet of the socio-economic process. Our labour economy

accounts today for some 25 per cent of the GNP—and our network of social, cultural and educational institutions enriches every part of the Israeli scene.

You must be aware that Israel is these days undergoing the gravest economic crisis. At the end of 1984, we were confronted with huge budgetary and balance of payments deficits, dwindling foreign currency reserves, growing unemployment and three-digit inflation. In view of this alarming situation, the National Unity Government established in September 1984, the Histadrut and the private sector signed in November of that year the first package deal, based on the principle of a total price freeze. Wage earners, in this framework, sacrificed one-third of their cost-of-living allowances in November and December in a responsible attempt to contain the crisis. From a consumer price index increase of 24.3 per cent in October alone the CPI dropped to 3.7 per cent in December, and 5.3 per cent in January 1985. But as the first package deal drew to a close all three partners faced the serious question of how the relative success of the agreement in curbing price anarchy, while keeping unemployment rates relatively stable, and the ensuing psychological conditioning, which is no less important, could be safeguarded and broadened in the medium and long term. Hence, the second package deal involved a far more complex combination of compromises than the purely administrative steps characterising the first one. It might have succeeded had all the partners displayed the same discipline in respecting their commitments as the Histadrut did. We still believe that recovery is possible only through concerted action carried on *in good faith*. We will not accept the notions advocated by some smugly secure “neo-classical” economists and implied by certain breached commitments, that curing the economy requires simply a more radical reduction of real wages and a deliberate sliding into even higher unemployment—in whatever terms this scourge is couched. Unemployment for the unemployed is not a percentage point but a total experience of loss of dignity and security. Our social fabric, so much more delicate because of our particular circumstances, might burst at the seams. The economic advantages, if one can at all divorce economy from the social setting, are dubious. In our own labour economy we are setting an example in maintaining a reasonable level of efficiency, while gradually but surely restructuring ourselves, without dumping people into the unemployment queues. We hope all parties to the tripartite exercise will bear our credos in mind and act both vis-à-vis the other sectors and internally in good faith—and with the staunch determination to operate successfully without killing the patient.

In spite of the current difficulties, the Histadrut is an ever moving into new ventures to serve its membership and beyond—Jews, Arabs and Druze alike. I need not dwell on the integration and the total involvement of our Arab and Druze members in the Histadrut family—and, hence, in every facet of life in Israel. However, two recent initiatives throw light on the general thrust. The Histadrut set up in mid-1983 a special framework to promote the establishment of advanced industries in the Arab and Druze sectors, in view of the shrinking agricultural basis and the increasingly changing employment patterns. Besides establishing subsidiaries of our enterprises in Arab settlements, we are aiming at collaboration and

co-financing with Arab entrepreneurs. There have been some promising beginnings in this respect. Similarly, we have started a network of supermarkets in highly populated central locations and are initiating projects of popular housing, in these sectors.

In November 1984, the "Jewish-Arab Institute" of the Histadrut was inaugurated. It is to serve as a centre for combined Jewish-Arab activities, holding seminars, study days and meetings between Jews and Arabs from various strata of society, Arabic and Hebrew language studies, research, etc.

These are but two of the latest developments to be added to the long list of Histadrut accomplishments in the Arab and Druze sectors in Israel. No wonder that 70 per cent of Arab wage earners are members of the Histadrut, and are fully represented in its governing bodies, fully participating in its struggles and fully sharing in the fruits of its toil.

But the Histadrut extends its protection to cover also the Arab workers from the administered areas employed in Israel. This on the basis of our general outlook regarding equality as well as our determination to prevent the creation of a competing, cheap labour market in our midst. Of course, certain difficulties exist—there is always room for improvement—and the Histadrut will continue to initiate and fully support any improvements that ensure the fullest application of our principles in practice.

It is not for me to argue the case of the Government, but I cannot refrain from noting that the ILO mission's report fails to assess properly the many important developments, both economic and social, that have taken place in the territories since 1967 while ignoring some major improvements, the initial context of underdevelopment and the obvious need to compare and relate to former and surrounding realities. It also offers all too often belaboured interpretations to suit the contradictions with its avowed sphere of competence.

Objectivity, to be sure, is not achieved by simply collecting and presenting all the available versions on an equal footing. One would expect that the report would be able to discern between the results of scientific surveys and wild allegations with no statistical basis.

What is one supposed to deduce from the presentation of estimates of unemployment rates in the territories ranging between 2.6 and 40 per cent? Fact-finding missions are not supposed to be confused by the choice between easily investigated facts—no statistical research required—and offerings triggered by the sheer ignorance of ecstatic indignation. To illustrate: "income tax", says the report in

paragraph 62, "is deducted directly at source from the wages of these workers [namely, from the territories] whereas this is not done in the case of Israeli workers". I can only guess that somebody in the territories or elsewhere mumbled something to this effect. Good news for the Israeli workers? Alas, no—simply a failure to question the first passer-by anywhere in Israel. So much for depth and professionalism.

My comments in respect of the ILO mission's report should not be taken to imply a total rejection of any criticism that might be levelled against Israel or a haughty blindness to the possibility that some fresh ideas or positive initiatives could not originate in any other minds but ours. We welcome constructive criticism, as well as the launching of positive projects in collaboration with the ILO and other agencies. We in the Histadrut would support any initiatives emanating from our Government, as declared only recently, or from any bona fide well-wishers which are intended to further improve the quality of life of the areas' inhabitants.

As for political solutions and the broader attributes of fulfilment inherent in them, these do not come within the ILO's competence.

But I will have this to say to those who called us racists in the course of this Conference. This is a contemptible and baseless attempts to delegitimise the national movement of the longest persecuted people on earth and, hence, people highly sensitised to injustice and discrimination. This attempt casts, in our eyes, grave doubts on the sincerity of your peace-loving declarations, in case you deliver any. We suggest a deeper introspection on your part. Perhaps you are merely projecting your own failings. Need I reiterate the attractiveness of the Histadrut's institutes for labour, co-operation and development studies to thousands of people throughout the developing world, who are not less sensitive—perhaps more—than our detractors to any sign of racism? However, if you are simply engaged in a ritual, drop it! The achievement of peace requires a measure of mutual respect.

We are very attentive to any signs of movement in our region. May they mature quickly into a real challenge of peace. Let us stop the bloodshed and the waste. Time is not simply short, as the cliché goes. It has run out for too many. Let the combatants who are truly seeking peace face one another, without interference, and talk it out. It is possible and imperative.

*(The Conference adjourned at 6.00 p.m.)*

### Corrigendum

#### *Provisional Record, No. 21:*

On page 21/6, right-hand column, in the eighth to tenth lines of the last paragraph read: "In recent months, the rebellion has been expanding despite the absence of external support for the rebellion and I think."





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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twenty-Second Sitting

Thursday, 20 June 1985, 10.15 a.m.

*President: Mr. Ennaceur*

RATIFICATION OF CONVENTIONS BY EQUATORIAL GUINEA, IRELAND, NIGER, PORTUGAL, SAN MARINO, THE SYRIAN ARAB REPUBLIC, THE UNITED KINGDOM AND VENEZUELA

*Interpretation from French:* The PRESIDENT—Before passing to the first item of business, I have pleasure on informing the Conference that the Director-General of the ILO has registered the ratification of the following international labour Conventions.

*by Equatorial Guinea:*

- the Hours of Work (Industry) Convention, 1919 (No. 1);
- the Weekly Rest (Industry) Convention, 1921 (No. 14);
- the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30);
- the Equal Remuneration Convention, 1951 (No. 100);
- the Maternity Protection Convention (Revised), 1952 (No. 103);
- the Minimum Age Convention, 1973 (No. 138);

*by Ireland:*

- the Officers' Competency Certificates Convention, 1936 (No. 53);
- the Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124);

*by Niger:*

- the Collective Bargaining Convention, 1981 (No. 154);
- the Workers with Family Responsibilities Convention, 1981 (No. 156);
- the Termination of Employment Convention, 1982 (No. 158);

*by Portugal:*

- the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96);
- the Maternity Protection Convention (Revised), 1952 (No. 103);
- the Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124);
- the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147);
- the Nursing Personnel Convention, 1977 (No. 149);

- the Occupational and Safety Health Convention, 1981 (No. 155);
- the Workers with Family Responsibilities Convention, 1981 (No. 156);

*by San Marino:*

- the Employment Service Convention, 1948 (No. 88);
- the Equal Remuneration Convention, 1951 (No. 100);
- the Human Resources Development Convention, 1975 (No. 142);
- the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143);
- the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);
- the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159);

*by the Syrian Arab Republic:*

- the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);

*by the United Kingdom:*

- the Repatriation of Seamen Convention, 1926 (No. 23);

*by Venezuela:*

- the Termination of Employment Convention, 1982 (No. 158).

The total number of ratifications of ILO Conventions is now 5,213.

Once again, this bears witness to the attachment of member States to the ILO and to the value of the international labour standards as an element of social progress throughout the world.

I therefore congratulate all the countries who have ratified these Conventions and I also congratulate the ILO on its international labour standards, which are a beacon shining ceaselessly throughout the world.

### TENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—The first item of business this morning is the tenth report of the Selection Committee.

I ask Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to submit the report.



*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua, Chairman of the Selection Committee*)—I have pleasure in submitting to the Conference the tenth report of the Selection Committee. The report contains recommendations concerning representation of a non-governmental international organisation at the Conference and in Conference Committees. It also refers to certain changes in the composition of Committees.

I recommend this report for adoption by the Conference.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there are no objections, I shall take it that the tenth report of the Selection Committee is adopted.

*(The report is adopted.)*

#### SECOND REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

*Interpretation from French:* The PRESIDENT—We shall go on to the second report of the Credentials Committee.

I ask Mr. Reantragoon, substitute Government delegate, Thailand, Chairman of the Credentials Committee, to submit the report.

Mr. REANTRAGOON (*Substitute Government delegate, Thailand; Chairman of the Credentials Committee*)—I have the honour to submit to the Conference the second report of the Credentials Committee, which contains the Committee's decisions on the objections to the nomination of the Workers' delegation of Jordan, the Workers' delegation of Sri Lanka, the Workers' delegate of Antigua and Barbuda and the Workers' delegate of Morocco, as well as a communication concerning the delegation of Afghanistan. As this report was adopted unanimously by the Credentials Committee under article 26, paragraph 5 (b), of the Standing Orders, the Conference is only required to take note of it.

*Interpretation from French:* The PRESIDENT—As you know the Conference does not have to adopt this report since it was unanimously adopted by the Credentials Committee. We can simply take note of it.

*(The report is noted.)*

#### REPORT OF THE COMMITTEE ON APARTHEID: SUBMISSION AND DISCUSSION

*Interpretation from French:* The PRESIDENT—We now go on to the third item on our agenda, which is the report of the Committee on Apartheid.

I call on Mr. Harttila, Government adviser, Finland, Reporter of the Committee on Apartheid, to submit the report.

Mr. HARTTILA (*Government adviser, Finland; Reporter of the Committee on Apartheid*)—As Reporter of the Committee on Apartheid, I have the honour to submit to the Conference the report of the

Committee for adoption. In accordance with its mandate, the committee examined the *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa*. The Committee had before it also the recent report of the Committee on Discrimination of the Governing Body. The Committee held six sittings. In the course of the general discussion, recent developments in the labour and social fields in South Africa and international action against apartheid were dwelt on thoroughly. The evil system of apartheid was once again condemned by everyone. The Committee members, however, were obliged to conclude that the system continued to exist and that the legislative action taken by South Africa did not mean any fundamental change in the system. Again this year, the Committee decided to set up a working party to prepare conclusions to be included in the Committee's report. The Government delegate of Zimbabwe, Mr. Mandaza, acted as Chairman of the working party. The proceedings regarding the conclusions proposed by the working party are reflected in paragraphs 49-65 of the report. The conclusions adopted by the Committee, with some reservations, reaffirm the full commitment of the Committee to the updated Declaration concerning the Policy of Apartheid in South Africa.

The Committee commends the Director-General and the Office on the presentation of the information, as well as on the overall content of the Director-General's Special Report. The Committee also calls for a more explicit formula for reporting on the implementation of the Programme of Action adopted by the International Labour Conference in 1981.

Specific points in this regard have been included in the conclusions.

I commend this report for adoption by the Conference.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open.

Mr. NARAYANAN (*Employers' adviser, Malaysia; Vice-Chairman of the Committee on Apartheid*)—I have been asked by the Employers' members mentioned in paragraph 52 of the report to clarify the wording of the paragraph which inaccurately reflects what in fact was said. We have prepared a corrigendum and have submitted it to the Secretariat, but it will not be of course in today's *Provisional Record*. For that reason, I will read to you the amended paragraph, which will be as follows, This is paragraph 52 of the report which is in your hands:

52. During the discussion a few Employers' members expressed reservations on certain paragraphs. The Employers' members of the Netherlands and Canada recalled their previous reservations on the updated Declaration itself and the Programme of Action annexed to it. The Employers' Vice-Chairman noted that certain Employers' members had reservations on the whole of paragraph 4A which they considered to be outside the scope of the ILO's mandate. The Employers' member of the Netherlands expressed her reservations on those parts of paragraph 4B which concerned disinvestment, paragraph 4C concerning workers, and paragraphs 5, 6, and 7. She noted that her position on paragraph 4B(4) would be

subject to review in one year. The Employers' member of Canada noted his reservation on all parts of paragraph 4A concerning governments and 4B(5) and (6) and paragraph 5(a). He was strongly in favour of paragraph 4B(4) as it was important to work with South African employers. The Employers' member of the United Kingdom also expressed his reservations in view of the United Kingdom employers' support for the EEC Codes of Conduct. He stated that of the 181 companies known to be operating in South Africa 171 were reporting under the EEC Code and this demonstrated good progress. Disinvestment could not be supported as it was inappropriate. Only if the Government adopted appropriate legislation on this subject could the employers comply.

I will now support the adoption of the report and the conclusions by these words: in the first instance, may I express on behalf of my group our heartfelt thanks to the distinguished Chairman of our committee for the expeditious way in which he directed our debate. Our thanks also to the Workers' Vice-Chairman, the Reporter and Chairman of our Working Party and to the office staff.

On behalf of the Employer members of the Committee on Apartheid to this 71st Session of the International Labour Conference, it is my privilege to be able to reiterate to the Conference and through it to the world community our unanimous and total opposition to apartheid and our firm commitment to assist in the complete abolition of this obnoxious and inhuman system.

A great deal has happened since the last session of the Conference and the current escalation of violence and oppression in South Africa in complete disregard for world opinion has further strengthened the resolve of employers to help expedite the process towards the elimination of apartheid. This reinforced resolve is reflected in the fact that this year only one Employer member voted against the conclusions and even that with reservation, while all the others voted in favour, although a few had some reservations.

Another significant development which may have far-reaching consequences in hastening the removal of apartheid is the joint statement made earlier this year by six influential South African employer organisations, details of which are contained in the report before you in paragraph 8. While some may dismiss this statement as another ploy to hoodwink the world, we employers are of the opinion that the South African employers should be taken at their word and concerted effort be made by all concerned to encourage them to give practical effect to their word.

While there is complete unanimity amongst all employers on the abolition of apartheid, it is only natural for there to be some differences of approach as regards the *modus operandi*. A few Employers have expressed certain reservations as reflected in the report with the corrections which I have just indicated, especially on the question of disinvestment and other economic sanctions. Since then the Employers' delegations of Belgium, France, the Federal Republic of Germany, Italy and Luxembourg have asked me to express their reservations on the subject of disinvestment and the compulsory nature of the EEC Code. The delegations of Switzerland, Sweden and Denmark have asked me to express their

reservations on the question of disinvestment only. These countries hold the view that disinvestment and other economic sanctions will be counter-productive and not in the long-term interest of the people of South Africa. A further view was also expressed during the tripartite discussions that some of the conclusions reached fall outside the jurisdiction of the ILO. Even if that is valid, we have to be mindful of the fact that apartheid is completely outside the pale of the norms of civilised human behaviour and therefore should be treated as a compelling exception. It is for this reason that the overwhelming majority of Employers subscribe to the conclusions reached as they wish to leave no stone unturned in their fight against apartheid.

The Employers' group attaches great importance to paragraph 4 B (1), (2), (3) and (4) as an effective means of hastening the process towards complete freedom for the Black population. We would wish to give special stress to subparagraph (4) of paragraph 4 B which calls on the countries of the world to exert greater pressure on the South African Government to cause it to abolish apartheid. It is our firm belief that the above conclusions recommended by the Employers' group, if applied forthwith and in all seriousness, will help to dismantle apartheid successfully and thereby not only bring freedom, peace and prosperity to all people in South Africa, but also allow South Africa to return to the committee of nations.

On behalf of the Employers, I therefore commend the conclusions and the report for adoption by this house.

Mrs. CARR (*Workers' delegate, Canada; Vice-Chairman of the Committee on Apartheid*)—Before I start my formal remarks on behalf of the Workers' group of the Committee, I should like to apologise on behalf of the Chairman, Mr. Omojokun, Government delegate, Nigeria, who had to leave the Conference early. I should like to state on behalf of all the Committee members how much we appreciated his guidance. As Chairman he acted in a way that was not only superb but also very eloquent, and it was because of his guidance in the Committee that we were able to come up with the results before you.

The second point, before I start upon my formal comments, is for the *Provisional Record*. I should like to include the Preamble from the text of the Constitution of the ILO:

Whereas universal and lasting peace can be established only if it is based upon social justice;

And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required: as, for example, the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recog-

dition of the principle of equal remuneration for work of equal value, recognition of the principle of freedom of association, the organisation of vocational and technical education and other measures;

Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries;

The High Contracting Parties, moved by sentiments of justice and humanity, as well as by the desire to secure the permanent peace of the world, and with a view to attaining the objectives set forth in this Preamble, agree to the following Constitution of the International Labour Organisation.

One hundred and fifty countries are obliged, in the opinion of the Workers' group, to live up to the words in this Preamble.

Our Conference Committee on Apartheid thoroughly analysed the Director-General's Special Report, which presented a very glum picture of the situation in South Africa. While we were in session, the South African Government published the report of its inquiry into the killings of Uitenhage, revealing that most of the victims were shot in the back, in other words, murdered by the police. Yet the South African report recommendations talked of changing procedures for the authorisation of funerals and improving police manpower and equipment for riot control; in other words, training and retraining for the ability to kill more. Also while we were in session, 16 people were killed in Gaborone, Botswana, including a child, one among so many, when South Africa once again attacked a sovereign neighbouring country. And while we were in session, on 14 June the Union Bank of Switzerland once again granted a substantial loan to South Africa—the fifteenth loan since April last year—and this in spite of the representations made, at our request, by the Director-General to the bank on its dealings with South Africa. In April 1985, the Director of the UBS went to South Africa and signed an agreement with the South African Minister of Finance for a loan of US\$75 million. No restrictions were placed on the use of this loan, which may thus be used for the reinforcement of the police and defence forces, or rather, the attack force. This has only made the fire of determination burn deeper in our souls. It makes us feel very depressed and disheartened. Many of us feel that we have not moved very far with the tangible and constructive implementation of our programme of action. At the same time, however, we have discovered at least two sources of growing hope for the future, keeping us from total despair in the work that we are doing. The first is the irresistible rise, in spite of every obstacle put in their way, of Black trade unionism as an effective and well-organised movement for democracy and social justice. The second is the new tone in statements made by some conservative leaders in Western industrialised countries, suggesting that they may at last be contemplating steps to put real pressures on the South African regime to secure the elimination of apartheid and not just long overdue reforms. We truly hope that their time frame is not too long or too late.

In our tripartite Committee, we found out through the roll call vote that employers too were ready to reconsider their position, and although in some cases

reservations were expressed, they voted overwhelmingly with us for the adoption of our conclusions, in contrast to a negative vote last year. Indeed, as has already been indicated by the Employers, the United States Employer, commenting on the legislative proposals and economic measures against South Africa, said that we had finally stopped the talk, and started the action. We, in the Workers' group, hope that the Government of the United States will give the fullest support to the legislative proposals now being being discussed and considered in the House of Representatives. We believe that, as a result of the clear conviction of the American people, the world's leading democracy can no longer stand idly by when every single principle cherished by them, and incorporated in the United States Civil Rights Charter and Constitution, is trampled underfoot in South Africa, while business goes on as normal.

We have also been heartened by the legislative measures adopted recently by Sweden, Norway and Denmark. At the same time, however, concern was expressed in our Committee that while some governments are adopting legislation restricting economic relations with South Africa, other governments, such as Japan and even France, are expanding their links. For example, total Japanese trade with South Africa was about \$3,500 million. While there is no direct Japanese investment, other means such as licences, technical agreements and the provision of expertise allow Japanese firms, in effect, to have a large influence over their South African-owned subsidiaries. None of this has so far been reflected in reports submitted to the Director-General by the Japanese Government.

We are also discouraged by the absence of individual reports by the Governments of the United Kingdom, France, and the Federal Republic of Germany on action taken in compliance with the ILO Declaration concerning the Policy of Apartheid in South Africa. The joint report submitted by the EC Governments concentrated on the European Code of Conduct. We, in the Workers' group, examined this in detail and came to the conclusion that the Codes constitute little more than an attempt to divert the questions of sanctions and disinvestment. They are based on self-assessment by the companies themselves, with no monitoring, and for that matter no punitive action when it is clearly demonstrated that a particular company is doing everything but complying with the Code.

Let us look at just one case. The subsidiary of the British Tyre and Rubber Company, Sarmcol. Sarmcol has been involved in a long-standing dispute with the Metal and Allied Workers' Union over recognition and starvation wages. One month ago the MAWU declared a legal strike in pursuance of its demands. Management reacted by firing the whole workforce of nearly 1,000 workers, and proceeded to employ scab labour. Why? An independent medical survey has been carried out examining the dismissed workers and their families. It revealed that, because of the wages paid by Sarmcol, the families of the workers had been starving. Out of the children of the dismissed workers, between the ages of two and nine, it was found that 20 per cent of them were below 80 per cent of the weight expected for their age group and that 45 per cent of the children were at the bottom 10 per cent of the weight distribution as a whole for the age group. The case has been taken up

by the British unions with their parent company. BRT's management has been rude and dismissive, and has even denied the wage statistics revealed by its own subsidiary in the report submitted under the European Code requirements. So what use is the Code?

What have the Codes done to prevent companies from shutting down their plants in areas which have been unionised by the independent Black trade union movement, and moving to the so-called Bantustans, where they draw even greater profits from the Black enslaved labour? In so doing, our governments can, therefore claim that they refuse recognition by allowing substantial and profitable investment through the back door in those Bantustans from their countries. Considerable development and investment by companies from the United States, the United Kingdom, the Netherlands, Spain and Israel has taken place in the so-called homelands, such as Ciskei and Bophuthatswana, with considerable support from governments.

How do the Codes address the ban on outdoor meetings which now forms part of the International Security Act and is consistently used against trade unionists? How do they address the Intimidation Act and the Trespass Act, which has continued to be regularly employed against trade unionists? What influence did the Codes have to prevent the death of Andries Raditsela, a shop steward at the Dunlop Company, at the hands of the security police? How can we explain that, in spite of the Codes, and even by the admission of the South African Minister of Law and Order himself, police were called out to scenes of strikes, work stoppages and disputes no fewer than 329 times last year, and 419 people were charged with striking illegally?

Last year, since we met, a total of 126 people died in police custody in South Africa. A treason trial will begin hearings on 11 July of this year against 16 people, including prominent trade unionists. Oscar Mpetha has again been imprisoned, and I have said that to you before. His age and his state of health after years of imprisonment, torture and harassment makes us fear for his life this time, as we did in the past. Today, there are still some 21 trade unionists in detention—do the Codes address this violation of trade union rights or human rights? Will employers of these trade unionists testify on their behalf and plead for their release? Will they go to goal themselves for standing up for justice for these people? And will the governments sitting in this room plead with the Prime Minister of South Africa to release these prisoners and to stop the torture? Will you do that or do the Codes of Conduct prevent you from doing that? Do the Codes address influx control, the Group Areas Act on the homelands system, which systematically denies the Black majority people of South Africa their birthright?

By the end of April this year, the South African regime announced that 500 people had lost their lives in four months of this year. What a testimony! Between September and April, over 10,000 people had been arrested by the security police. What a testimony! As one Johannesburg newspaper commented: "We are writing our history in blood." This month, 426 more people have been arrested.

What about the Black working women in South Africa? They too, are discriminated against. Discriminated against because they are Black. Discrimi-

nated against because of their sex. This is the plight of Black working women in South Africa. Yet, despite this two-fold discrimination they have proved to be amongst the most outspoken and committed opponents of apartheid. Massive women's protests began already in the mid-1950s, when thousands of women workers protested against the extension of passes to women, and since then they have been in the forefront of the struggle for human and trade union rights. Within the trade union movement Black women have played, and are playing, an enormous role in the establishment of the Black independent free trade union movement in South Africa. Their courage, their determination, their selfless commitment to continue the fight for human and trade union rights can only be saluted. Leading trade unionists are displaying rock-like courage, surviving arrest, imprisonment and torture, to emerge on their release with an unshaken determination to continue the fight irrespective of the consequences to their own person. Black women in South Africa are confronted with a daily struggle to survive, the same as the Black men. Yet we still hear governments and employers say that there must be only dialogue—dialogue is cheap—and a balanced approach. There can never possibly be a balanced approach in dealing with apartheid.

I cannot really believe that our political leaders can genuinely be taken in by South Africa's talk of reform, while Prime Minister Botha clearly spells out for all of us, and I shall quote from his speech earlier this year: "I rule out a unitary State", stressing that Whites, and again I quote from his speech, "will never accept a unitary State in which they will be dominated by majority rule. We believe in the principle 'one person, one vote' as long as it is not a unitary State."

When asked if he ruled out Blacks ever sitting in the same Parliament as Whites, he said: "I don't foresee the future in 30, 40 years' time". So, some of our governments are apparently ready to discuss for the next 30 or 40 years. Are you prepared to do that? Many of us will not live that long. But, of course, we will live a day or two, or a month, a year longer than many Black South Africans. They have clearly not learned their lesson from Namibia. It is nearly 20 years since the United Nations ended South Africa's mandate to administer Namibia. South Africa has used the time it bought in conducting the dialogue to further consolidate its illegal occupation. Is it not a slap in the face of the international community that, while we were in sessions here on 17 June, the South African Government held its so-called multi-party conference, excluding SWAPO, to set up yet another internal puppet government? We in the Workers' group firmly believe that the governments of our leading democracies who have been trying to bring about a solution to the Namibian question through the Western Contact Group must either radically invigorate their role, using all the economic and political pressures at their disposal, or abandon that role which can only bring discredit through inaction or talk of constructive engagement. We have seen in the last few months that the only language the South African regime knows is constructive disengagement with guns and bombs.

And do not let us hear that, if we launch into a real, effective, constructive disengagement,, it will be Blacks who will be the first victims. They are now,

and have been for years. But let us listen to the voice of the Black workers themselves. One of the largest federations of independent Black trade unions in South Africa has said the following: "We are on record as publicly endorsing the disinvestment campaign which is definitely a move to end capital's links with racial discrimination and exploitation. While we legally cannot call for economic sanctions against South Africa, we reiterate our stand that any investment in South Africa is an investment in apartheid." This statement alone takes courage—more courage than most of us will ever understand.

Some governments, including my own, have stated or implied that for sanctions to be applied there must be an open conflict, or a state of war. I do not think that any of us here, following daily the news reports, listening to live testimonies, hearing about attacks on sovereign neighbouring States, can have in the depth of their hearts any doubt that South Africa is now in a state of war; it is in open conflict, not only with its own majority people and with neighbouring States, but with us all.

The answer for the abolition of apartheid is contained in our Programme of Action and in the conclusions on action against apartheid, which we adopted in 1981, which is four years ago now. Between ourselves, in our tripartite structures, I also think we have all the ingredients necessary for the realisation of the answer. Unfortunately, somewhere along the line there has been a lack of the required political will.

Many governments and employers are playing a dangerous political role in South Africa. Make no mistake about that. Those of you involved are comforting the South African Government and you may find you already have blood on your hands.

Drawing courage and hope from the greater consensus which we have now reached in our tripartite Committee, we are confident that this necessary political will will now be found, that reservations based on the protection of short-term interests, that reservations based on false premises as to the real nature of apartheid and its power structures will now be abandoned in favour of a truly concerted world effort by all the constituents of this tripartite Organisation in translating fully the recommendations of our Programme of Action into real, tangible actions, bringing about a total disengagement and dissociation from a system which flouts everything that we stand for here. There are many who have claimed that we are outside the mandate of the ILO in the things that we have put in our declaration and recommendations. I would remind all of you that the ILO is tripartite, the only place for the workers to be heard. I refer you back to the Preamble of the Constitution of the ILO which I have just read. The Workers' Group made it very clear, as did the Chairman of the Committee, that there is nothing, as far as we are concerned in the question of apartheid dealt with inside that Committee that is outside the framework of the realm of the ILO. It is on that basis that the Workers ask you for full support in the adoption, and let us hope that it will be unanimous, of the conclusions and also the recommendations.

Mr. PEMBA (*representative of the African National Congress (South Africa)*)—Mr. President, allow me, on behalf of the oppressed people and workers of South Africa, to congratulate you on your

unanimous election to the chair of the 71st session of the International Labour Conference.

Apartheid South Africa experienced an unprecedented opposition to its brutal, racist policies in the year from May 1984 to June 1985, with our workers fighting alongside democratic forces in our country.

The year saw ever-increasing solidarity among the Black workers fighting against instant and mass dismissals, retrenchment, apallingly low wages and backward working conditions. This year saw many sympathy strikes, fights for union recognition and mass stay-aways on broader political issues affecting workers away from factory floors.

The continuing strikes are the results of the increased politicisation of the workers due to the political climate as well as campaigns led by democratic organisations in our country which involve the trade union movement in the fight for political rights and national liberation and against the growing retrenchment, unemployment and economic recession which have resulted in a massive drop of the living standards of the African workers. The introduction of a new income tax system for Africans has focused workers' anger because it brings home the reality that Africans will be paying the same tax as Whites.

The international community has been misled that the codes of conduct are there to improve the conditions of workers; contrary to that, they are licence to those foreign companies to assist the racist regime and its military and police machine to arrest, torture and kill Black people in South Africa.

As long as foreign companies are operating in South Africa, they must adhere to South African laws. The implications of this fact were made all too clear in 1980 when the South African Government passed the National Key Points Act.

This law requires all companies designated as key industries to co-operate with the South African Defence Force in the event of Black unrest. Under the Key Points Act, a number of subsidiaries for foreign corporations have been asked to form military commando units among their White workers. Although details of the Key Points Plan are secret, we all know that American automobile companies, such as Ford and General Motors, and petroleum companies such as Caltex, Mobile and Exxon, have been designated National Key Points.

The operation of these companies in South Africa is far more detrimental to Black people and workers than beneficial, no matter what the directors say about their employment practices.

None of the recent talk of reform began to mention the scrapping of the Bantustan system. On the contrary, the racists have recently announced their intention to consolidate all Bantustans as independent States as soon as possible. The Reckert Commission of Inquiry into Manpower Utilisation has given a key role to the South African economy. It has given added weight to the enforced stripping of South African citizenship from all Africans by further recommending that no workers from the Bantustans may enter the White areas without possessing a valid citizenship document of their homeland. Such a document, and thus employment, are available to those who voluntarily give up their South African citizenship.

The attention of the international community has frequently been drawn to the forced removal and

relocation of Black people in South Africa. The cases that retain this attention are in fact only a small part of a systematic and comprehensive process which affects a large number of people, and still threatens hundreds and thousands of our people.

Through the enforced movement of a large part of the Black majority, the White minority's control over the land and other resources in both urban and rural areas has increased. Communities have been disrupted and their capacity to resist apartheid undermined, while new and more effective methods of control are being imposed.

For most people, the enforced moves mean greater distances from work or loss of access to land; for many it means the start of a life as a migrant worker; and for a large number of individuals and families, the effects of hunger and poverty.

The idea that under the Botha regime South Africa was undergoing reforms and that apartheid was gradually being dismantled is one that has been peddled with some degree of success in the West. This illusion, however, was never shared by the majority of South Africans, always at the receiving end of the Botha "reforms".

Between August 1984 and April 1985, over 400 people were killed by the South African police and the defence forces. There is everything to suggest that these deaths arose from police brutality and callous disregard of Black lives. Evidence emerging from the recently appointed Kannemeyer Commission indicates unequivocally the extent of police brutality. Furthermore, it has been revealed that since about the end of February, police going on patrol have been issued with firearms, not rubber bullets.

Swiss banks are notorious for granting loans to racist South Africa, so that they can kill and torture the oppressed people of my country. They have given to employers' organisations and the Government, who have no respect for the lives of the oppressed Blacks, and therefore the Swiss banks, especially the UBS, are part of the institutions which assist the racist regime to invade and murder innocent people in South Africa, and people of the neighbouring States, Mozambique, Lesotho, and now Botswana.

The relations of the ILO and these banks should be looked into, to see whether the ILO with its relations with these banks could assist in eliminating apartheid as demanded by the updated Declaration concerning the Policy of Apartheid in South Africa. Swiss banks are assisting this racist regime in torture, murder and secret burial of the victims of this bandit Government, which has been assisted by reactionary Western governments.

Last Friday, the South African murder squads attacked Botswana. At this stage, I will read the statement of my organisation, the African National Congress:

Unarmed and innocent South African and Botswana citizens have been killed as a result of Pretoria's most recent act of aggressions against the Republic of Botswana. Among the 12 dead are three women (including a Dutch citizen) and one five-year old child. Six people were injured. None of these people had anything to do with our military struggle inside South Africa.

To give credibility to its lies, the Pretoria regime has the audacity to describe the ordinary resi-

dences of these refugees as military bases. And yet, this regime knows that the military operations which it has itself admitted we have carried out, were planned and executed by our armed wing, Umkhonto We Sizwe, based inside our country. The regime further falsely alleges that our cadres are trained by the PLO—the Palestinian Liberation Organisation.

Unable to locate these units inside South Africa, or stop the escalating popular resistance throughout our country, the Botha regime has now attacked innocent civilians in an endeavour to intimidate the Republic of Botswana into signing a so-called non-aggression pact.

The latest act of aggression demonstrates once again that the source of war in southern Africa is the apartheid regime. In order to bring peace and end aggression, the apartheid system must be destroyed. Botswana has never wished nor planned to invade South Africa as Pretoria did today.

It is now clearly obvious that the apartheid regime is not interested in peace and is committed to maintaining itself in power by violence against the South African people and against independent Africa. The world must condemn these murders, and take measures to cut off this cancerous regime by imposing sanctions against it and adopting the measures for its total isolation.

Is this the regime which is supposed to be the model of Western civilisation in the continent of Africa? No!

My organisation supports all the points raised in the conclusions which are being debated here. And my organisation is opposed to the proposal for a fact-finding mission by the ILO to South Africa.

Mr. MUENDANE (*representative of the Pan-Africanist Congress of Azania*)—Since this is the first time that I come up to this rostrum, allow me, Mr. President, on behalf of the Central Committee of the PAC and of the Azanian Trade Union Co-ordinating Centre, ATUCC, to congratulate you on your election to preside over this important 71st Session of the International Labour Conference.

The Special Report of the Director-General on apartheid exposes once more exactly what sort of atrocities are being perpetrated in the name of apartheid colonialism. It shows, through events and conditions in that country, that this system can be neither reformed nor humanised. The Report further demonstrates that labour issues cannot be dissociated from the rest of the system and its practices; this, in turn, implies that it is perfectly legitimate for the ILO to look at the system as a whole and to elaborate solutions of a comprehensive nature. Such is the uniqueness of the situation in racist South Africa.

The report of the Committee on Apartheid which has been submitted to you for adaption, is one of the of the gratifying expressions of the concern shown by countries, employers' and workers' organisations for the daily plight confronting my people. The overwhelming majority which supported the report and conclusions in the Committee indicates that solidarity is very strong. Indeed, the strength of the conclusions and the higher level of reference gives us hope that we are rapidly reaching a stage where it will be impossible for anyone not to support all meaningful



action against apartheid colonialism. We are truly grateful to all those who continue to fight with us to eliminate this hateful system and its practices.

Having said that, let me, however, point out that there is still a fairly large group which, while expressing its abhorrence of apartheid colonialism, none the less continues not only to support it and its perpetrators materially but has also unashamedly become its apologist, claiming quite unrealistically, in the face of all evidence to the contrary, that the racists of South Africa are prepared to abolish the system. These groups refuse to support what we consider minimum standards in peaceful measures such as sanctions against racist South Africa to weaken its grip on the oppressive whip. Although we do not consider that the more imposition of sanctions against South Africa would, by itself, bring about the downfall of the system, we nevertheless believe that such sanctions would be a great contribution if imposed by anyone upon whom racist South Africa depends for its survival. The Western countries are particularly important in this respect except, of course, for countries, such as the Scandinavian countries, which have already demonstrated their support for our struggle in a concrete way, but this does definitely not apply to Japan. Such countries which have a reason to defend their involvement in racist South Africa because of the conflict between apartheid values and their own system of values, claim that the imposition of sanctions, and thereby the termination of their contribution to giving life and strength to apartheid, would cause suffering to the very people that such action is supposed to relieve. In other words they claim that sanctions against South Africa would cause economic and social problems for the indigenous workers in that country and lead to their suffering.

This is not only patronising but also insulting to the oppressed people of Azania. Even without such moral considerations, the argument that the indigenous workers would suffer more has neither substance nor credence whatsoever. The genuine representatives of the oppressed people, both in Azania itself and abroad, have continuously called for the withdrawal of foreign investments and loans. Mrs. Carr has here eloquently demonstrated how this has happened. Such voices from inside the country are admittedly becoming scarce because, according to the Internal Security Act of 1982, which was passed by the racist parliament of South Africa, it is an offence for anyone subject to South African law to call for, or support, the imposition of sanctions against that country. However, there are still people inside Azania who continue to state the advantages of disinvestment for the African worker.

Allow me to expose here and now the fallacy of the argument that disinvestment would hurt the African workers more in South Africa. There is no denying, of course, that there would be some degree of inconvenience to the African worker but this would be similar to what these workers are subjected to now under unrestricted investment. The first people to suffer from disinvestment would be the Whites in South Africa. They are much more closely associated with the sophisticated economy of that country. They live on credit, their houses are invariably mortgaged, the standard of living in the White suburbs is generally maintained by loans from abroad, as are the capital-intensive jobs that they occupy on

account of the skills which most of them have. A reduction in the flow of loans would therefore obviously affect their high economic living standards. The former President of racist South Africa, John Vorster, once said that loans and investments from abroad were the bricks in the edifice of their system. The Whites in South Africa, and their Government, will not only be the first to be adversely affected by disinvestment but they will actually suffer more.

As far as their share of suffering is concerned, the indigenous African workers contend that it is better to suffer in hope rather than to suffer in despair.

Indeed, our people are already suffering, even with unrestricted foreign investment. Over 25 per cent of the African workforce is unemployed and more are being laid off every day. Starvation literally exists only among Africans. Foreign companies underpay their African workers. In a report released on 9 June this year, the *Observer* mentioned cases of people being paid the equivalent of \$2.82 a week in the Qwa Qwa Bantustan, where the minimum weekly wage is \$6.

Being invariably high-technology corporations, the foreign companies that operate in racist South Africa do not employ large numbers of African workers, who are mostly semi-skilled or unskilled. The computer industry, which is valued in billions of rands, is maintained exclusively by foreign companies. American corporations, for example, employ no more than 1.7 per cent of the entire African labour force. By contrast, they control over 75 per cent of the whole computer industry. IBM, an American company, has a workforce in which Whites account for 80 per cent of the total; worse still, this company even refuses to employ indigenous African computer scientists on the spurious grounds that their education is of inferior relevance to the high technology involved. Their largest single client is the South African Government itself, whose purchases from it exceed 300 million rands per annum. According to well-considered estimates, the failure of one of the 4,500 computers installed in government departments, agencies, Bantustans and semi-state institutions would necessitate the employment of hundreds of semi-skilled and unskilled workers to do the job. The argument that multinational corporations provide extensive employment for the African workers in South Africa is tantamount to claiming that hyenas can baby-sit children.

In fact the foreign corporations also collaborate with the racist Government in the oppression and surveillance of African workers. At some Bantustans, IBM computers have been installed to monitor and classify African workers under such headings as "good boy", "bad boy", "trade union member", etc.

The purpose of this kind of information is obvious. Consequently, a large number of workers cannot find employment as they are considered undesirable. Whenever workers go on strike, it is these very companies that call in the police to brutalise them. So much then for the benefits that accrue to African workers in Azania because of foreign investment; so much for the sanctimonious argument that African workers would suffer more if sanctions were imposed.

Other arguments are that the neighbouring African States that are economically dependent on South Africa would experience economic hardships if sanc-

tions were imposed on South Africa. Obviously, this is an extension of the "Africans would suffer most" argument. The independent African States need not suffer at all if investments that are at present in South Africa were to be transferred to them. But what is happening today? Are the destabilisation campaigns of racist South Africa against independent African States not responsible for much of the economic woes that these countries are currently experiencing? The dependence, for instance, of Botswana, Zimbabwe, Zambia and Malawi on the ports of Durban and East London in racist South Africa is due to the policy of destabilisation, especially as it also affects Mozambique and Angola where racist South Africa is supporting anti-government bands of terrorists who disrupt traffic between the landlocked countries and the ports of Mozambique and Angola. It is therefore in the interests of these countries that apartheid colonialism be brought to an end. We are appalled to find that, even here, at this rostrum, the sentiments which were expressed at the Committee are being repeated; that there are South African companies in South Africa that have protested against apartheid and made a statement against it. These companies in South Africa must first of all do the very same thing that they are asking the Government to do. It is these companies themselves which underpay workers. It is these companies themselves which lay off workers. It is these companies which call in the police whenever there is a strike, and it is these companies which monitor, and put surveillance on African workers. It is these companies, as Mrs Carr has elaborately stated here, that cause starvation among Africans. It is these companies, therefore, that themselves must put their house in order before they can come and tell us that they are against apartheid, and still less must people come to this rostrum here and tell us that there are companies which are holy in South Africa. There are none.

It is therefore with these considerations in mind that we welcome the mass movement in the United States that has been calling for disinvestment. We in the PAC commend those church organisations, educational institutions, city councils and others who have withdrawn their funds from South Africa-linked corporations. The PAC appreciates the little that banks such as Citibank have done in freezing loans to South Africa and we urge them to extend the ban to the non-governmental sector of that country as well.

We are, however, also aware that even if the United States Congress can be sufficiently pressured to pass measures to disinvest, the vacuum that the United States would leave will immediately be filled by others, notably the United Kingdom, France, the Federal Republic of Germany and Japan. We therefore appeal now to those countries to take steps to withdraw their own share of investment from racist South Africa. We are still at the stage of moral persuasion, as we sincerely believe that the standard of values prevailing in these countries regarding democracy and human rights would inspire companies based there to come to the side of the oppressed people in South Africa. We want to remind them that their long-term interests lie with these oppressed people, while their short-term interests are associated with the racist oppressors. We ask them to choose wisely. We ask this expressly now, with great emphasis, because a time is fast approaching when our attention will shift from making moral

appeals. When that time comes, foreign investments, plants and factories still operating in Azania will become targets of a higher form of persuasion. These companies will only have themselves to blame as they will be solely responsible for whatever will happen to them. At that stage we would like the world to understand that we are neither terrorists nor vandals but simply want the freedom that the owners of these companies take for granted for their own people.

The African, let it be remembered, can take a great deal of suffering and persecution for a great length of time. The period of slavery and brutal colonialism is testimony to that fact. But when this patience runs out, the blow is very hard and ruthless, as has been observed in those countries such as Kenya, Zimbabwe and Mozambique, where armed resistance had to take place. But the patience of the Africans is also strikingly matched by their sense of forgiveness. While Mengele, the former SS Nazi, is hunted up to his grave 40 years after, Ian Smith, the former premier of Rhodesia, now Zimbabwe, who massacred many innocent Zimbabweans, sits with respectable people in the Zimbabwean Parliament only four years after.

This means, therefore, that the companies that would pull out now while our patience abides will be able to come back in a free Azania to trade more honourably. However, those that choose to remain will find the pull-out much more costly. We have the capacity to launch such an offensive.

Those who think that South Africa is honourable and belongs to civilised society need only look at the events last week in Botswana. In violation of all known international standards of territorial integrity of nations big and small, the recists invaded Botswana and murdered innocent civilian refugees in their sleep. There is no military camp in Botswana, I should know that. Botswana itself has repeatedly stated that it allows no such camps. What, other than sheer terrorism, motivated the racist generals to invade peace-loving Botswana?

In conclusion, please allow me to heartily thank those countries and organisations which have pledged, shown, demonstrated and given us support in our glorious struggle, and we urge them to persevere and persist. We welcome anyone else who is convinced that the racists, like Hitler and the Nazis, are truly dishonourable people not to be seen with. We are particularly grateful to all the African States which, through the Co-ordinating Committee for the Liberation of Africa, have sustained us, to the socialist countries such as the People's Republic of China and Yugoslavia, and to the Scandinavian countries, in particular Norway, which stood by us through thick and thin.

It would be remiss if the PAC and ATUCC did not show their appreciation for the manner in which two branches of the ILO have carried out their work in the implementation of the ILO Declaration on the Policy of Apartheid in South Africa. These are the Equality of Rights and the Workers' Education Branches. The commitment and dedication with which the officials there have done their work is most inspiring indeed.

The PAC and the people of Azania will prove worthy of everybody's support as our people move into the community of independent nations, themselves free and independent to make their due contribution to the welfare and prosperity of man-



kind and to help maintain peace on our planet, the common heritage of humanity.

With these words I would urge the Conference to support the report and its conclusions.

Mr. AKUMU (*representative of the Organisation of African Trade Union Unity*)—Mr. President, allow me, as this is my first time to take the floor, to congratulate you on your election to preside over this important Conference. We who have known you for years, first as Chairman of the OAU Labour Commission in 1978 and as Chairman of the Non-aligned Labour Ministers' Conference and for many years as Minister of Social Affairs of Tunisia, hail your election. We are proud also of the dignity with which you presided over the special session which was addressed by the Prime Minister of India, who is the Chairman of the non-aligned group. We are proud of your performance.

Allow me, before adding my support to the report of the Committee to thank the Chairman, Mr. Omojokun, and Vice-Chairmen, Mr. Narayanan and Mrs. Carr and all members of the Committee for a job well done.

We are aware of the successive Nigerian Governments' commitment to the elimination of apartheid. Nigeria joined the African front-line States to give the necessary support to the Liberation Movement.

We also wish to thank Sister Carr for her constant and firm support for the struggle for the elimination of apartheid. We will always remember that she travelled to Livingstone near the border with Namibia in 1981 and to Lusaka in 1984 to demonstrate her support of the struggle for the elimination of apartheid. Workers of Africa will always remember her contribution in this Committee and Sister Carr, we shall miss you in this Committee.

Now as to the Employers, particularly those who have expressed reservations, I will not be as diplomatic as others. I think they deserve to be condemned. Employers who at the present time are benefiting from cheap blood-money come here to express their reservations while people are still being killed in mines which, proportionally, have the highest accident rate in the world. They have been proved to be collaborating with the racist regime by making it possible for it to acquire high technology and, in fact, to have assisted it to become almost self-sufficient in arms production. I think the PAC and ANC, the liberation movement, have rejected their argument.

They have also rejected the patronising argument that we—50 independent African States—do not know what is good for us, that it is we that would suffer more if that assistance were withdrawn. I think that it is an insult, patronising and a real neo-colonial type of argument.

I would like to congratulate the Director-General for a comprehensive and well-compiled report. We should also like to thank the ILO for the support it has rendered during the current year to the liberation movement and the Black trade unions struggling against apartheid.

The ILO has assisted us in organising an international conference of solidarity in Harare. The front-line unions will remember that it is the ILO that helped in the creation of the Southern African Trade Union Co-ordinating Committee in Gaborone in 1983.

We agree with the Committee's conclusion that future reporting should include legislative and administrative action which has been taken by ILO member States to ensure that the crime of apartheid is being punished. This is important as apartheid has been classified as a crime against humanity.

We also expect the ILO to lead other United Nations agencies in the struggle against apartheid. We expect the ILO as a matter of urgency to cease dealing with banks like the UBS. We see that the United Nations has now stopped dealing with Thomas Cook, since Thomas Cook has agents and representatives in the racist regime. We feel that the ILO should do this, too. We feel that the ILO should agree with the African members of the Governing Body to invite the President of the ANC to the 72nd Session of the International Labour Conference as a special guest. Let the delegates in 1986 hear from one of those who is engaged in the struggle against apartheid, one of those who live under constant fear of being eliminated by the racist regime.

South Africa has defied the whole world, ignored all warnings. South Africa has even engaged in some deceitful propaganda, saying that they are going to stop the bandits from wrecking the economy of Mozambique and that they are going to withdraw from Angola. We all know they have increased and stepped up their support to the bandits who are wrecking the economy of Mozambique. We all know of the plot which was recently uncovered, how they wanted to sabotage the economy of Angola. Already you have been told what they have done, the number of the union leaders they have murdered, the Black leaders they have killed, the recent raids and so on.

Attempts to talk peacefully with South Africa have failed. Members of the UDF, AZAPO and others are arrested and placed on trial for treason. Like Nazism, the racist regime has resorted to the institutionalisation of racism and the physical elimination of its opponents. South Africa has recently defied the United Nations Committee on Namibia and imposed a puppet government.

As has rightly been said by Mrs. Carr, the newspapers in South Africa say that they are writing their history in blood. How can you deal with a man whose only form of dialogue is murder and blood? Against this background, Mr. President, you as a distinguished son of Africa know that the CAU, the OAU Liberation Committee and the OATUU have come to the conclusion that apartheid cannot be changed by peaceful means. We have stressed to the world that apartheid, like Nazism, can be changed only by armed struggle. Many Africans responded to the appeal by Europeans during the war against Nazism and Fascism, when we lost sons and daughters. We are appealing today to the Europeans who wanted us to support a free Europe to support us. At the risk of boring the delegates and at the risk of repeating myself, I must say once again that even now, since last year, we cannot congratulate ourselves. Apartheid has grown in strength and become more ruthless and aggressive as a result of collaboration between the Western industrialised States and the racist regime.

I want to join others in thanking the Nordic Governments and the new Governments of New Zealand and Australia. We are also grateful to the grass-roots movement in the United States, the students, youth, workers and others who have joined

in pressing for disinvestment. I must say that I am not impressed and we are not impressed by organised labour in the Western world as yet. Yes, they have issued statements condemning apartheid—whether the TUC, DGB or AFL-CIO—but they have not taken practical action. First and foremost, they should withdraw their own union funds from banks and companies that are operating in South Africa. Some of them have funds in companies that are looting in Namibian minerals. Let the unions set an example. Get your funds out of South Africa first, as an example. We ask the unions themselves—organised labour such as the TUC, AFL-CIO and DGB—to recognise the ANC, SWAPO and PSE and co-ordinate their support for the struggle against apartheid. Give the liberation movements material in support of the struggle to eliminate apartheid. Put pressure on your governments and the companies based in your country to stop giving loans and to withdraw investment from South Africa.

We in Africa continue to denounce unions which go to South Africa on invitation and meet the racist ministers on the pretext that they are trying to assist our people in the struggle against apartheid. We will denounce them. We will denounce unions which claim to be opposed to apartheid and yet are supporting UNITA in Angola. UNITA is a puppet of South Africa. We will continue to expose unions which go into South Africa to cause confusion among unionists instead of assisting them to unite, and try to recruit them as agents of their imperialism. We will denounce them. We will continue to denounce Western institutions and unions that merely give lip-service and do not do practical things. The United Nations has just revealed that South Africa obtains military equipment from the United States and is kept in touch with nuclear power thanks to the assistance of Israel.

We believe that the Western attitude is based on racism. How can one explain that they quickly applied sanctions against Argentina and Iran and yet say they cannot do the same in South Africa? How can they explain the fact that Western European parliamentarians visited UNITA through South Africa and planned how to destabilise Angola and other neighbouring States? How can these unions and governments support contras in Central America and UNITA in Angola with arms and yet regard the ANC, SWAPO and PSE as terrorists? How can one explain, for example, that yesterday at the Security Council the United States and United Kingdom abstained on the Security Council vote on South Africa's failure to implement United Nations Resolution 435 on Namibia? How can one explain, for example, that in January this year President Reagan issued a statement saying that he actually abhors apartheid, and yet the same January the *New York Times* states as follows: "Co-operation of secret services of the United States of America and South Africa has reached an unusual intimacy, even among the closest allies. The two Governments recently signed a secret accord under which the United States spy planes, the RC.135, would use South African air force bases north of Pretoria. The United States national security agency from now on will be provided with intelligence information from South Africa's secret services directly at the former centre at Silvermine. The United States services shall in turn forward to South Africa information on front-line

governments and liberation movements operating in southern Africa." It is quite obvious who supplied the information to South Africa over the refugee homes in Botswana before the raids. Which one do we believe, the Reagan who has signed a secret agreement with South Africa or the Reagan who has issued a statement saying that he abhors apartheid? One is lip-service and is for public consumption. We cannot believe that the present American administration is against apartheid. If it is genuine, why can't it support the Congress's proposal for sanctions now?

This is a good document; the question is whether our friends will implement it. Africa will remember those who have helped us in our struggle against apartheid and for the dignity of our people in South Africa. On behalf of the workers of Africa and the liberation movements, we salute the socialist countries for their generous support of the liberation movements. Further, we are grateful to the Afro-Latin American State of Cuba for sending their troops to assist the MPLA Government to defend its territorial integrity. If the West cannot give the liberation movement weapons, as it has been called upon to do by everybody, then at least let them apply effective economic sanctions. If you cannot do either, please do not claim, do not deceive us that you are supporting us in the struggle against apartheid. We are tired of lip-service, we want action.

Mr. KAILEMBO (*representative of the International Confederation of Free Trade Unions*)—On behalf of the International Confederation of Free Trade Unions, representing over 85 million workers throughout the world, I should like to express the fullest support of our organisation for the conclusions of the tripartite Committee on Apartheid. The conclusions in many ways reflect the demands which the ICFTU has been making in pursuance of the implementation of its Programme of Action in support of the independent Black trade union movement. This Programme of Action was adopted in 1980, reviewed and updated in January last year. In April this year, the ICFTU held a special session of its Executive Board in Washington, which adopted a statement entitled "Beating Apartheid". This is an amplification of our Programme of Action, focusing on three specific areas of immediate concern, that is (1) economic sanctions against South Africa, (2) campaigns against White emigration to South Africa, and (3) campaigns on transnational companies.

In the preamble to our updated Programme of Action, we expressed fears that as the independent Black trade union movement grew in strength, so South Africa's repressive measures would escalate. These fears have proved justified. Fortunately, the Black trade union movement, with tremendous courage, determination and increasingly perfected organisational skills, has been able to prevail against the new attacks. Indeed, the Black independent trade union movement has emerged even stronger than before, confirming ICFTU's deep conviction that the growth and strengthening of the independent Black trade union movement in South Africa is one of our last remaining hopes for the elimination of apartheid, without a full-scale blood-bath.

But if this full-scale blood-bath is to be avoided, if there is to be any kind of hope for a peaceful, free and democratic society in South Africa, then there has to be a concerted world effort to apply genuinely

the measures pinpointed by the independent Black trade union movement in South Africa, which represents the interests and aspirations of the majority of Black workers and people of South Africa. These measures, incorporated in the ICFTU Programme of Action, include a programme of sanctions against South Africa, discouragement of White emigration, the end of government collaboration with the apartheid regime and a pledge that trade unions will further increase pressure on transnationals operating in South Africa and on South African multinationals with operations elsewhere. The ICFTU has just launched an internationally co-ordinated campaign against the British Tyre and Rubber Company and we are organising, in co-operation with our Canadian affiliate, the Canadian Labour Congress, and the International Textile, Garment and Leather Workers' Federation, an international campaign against the Bata Shoe Company. Companies operating in the so-called Bantustans have also been earmarked for internationally co-ordinated trade union campaigns.

We therefore feel quite strongly that those companies which are investing in the so-called Bantustans are in fact supporting apartheid.

The situation in South Africa is at a crisis point. The world has surely by now seen and heard enough of the effects of apartheid in South Africa and in southern Africa as a whole to realise that it is a grave threat to peace in the region and a scandalous denial of basic human rights for the majority of the South African population. The scenes on television that we are constantly seeing, the brutal and completely unprovoked attack on Gaborone last week—all these things can have left no doubts in reasonable and honest minds.

Speakers before me have already mentioned Namibia and South Africa's latest attempt to defy world opinion. As soon as the ICFTU heard of the plans to organise the so-called multi-party conference, we called on all our affiliates to put pressure on their respective governments to ensure that no recognition whatsoever should be given to the puppet regime the apartheid regime has tried to impose. We, my organisation, have welcomed the Security Council's resolution which was adopted last night. We reiterate our call for mandatory economic sanctions against South Africa as the only adequate pressure commensurate with the systematic violation of international law practised by South Africa for more than 20 years.

Last year, the ICFTU launched a world-wide campaign to obtain the release of 21 trade unionists. Today 21 trade unionists are once again in detention. The ICFTU Co-ordinating Committee on South Africa, composed of affiliates in the industrialised countries and the world over, is mobilising all its affiliates in a concerted world campaign to obtain their release.

We are proud to be in the forefront of the campaign against apartheid. We welcome the recent upsurge in international awareness of the evil nature of apartheid, particularly the recent campaign being carried out in Europe and the United States, an upsurge which is in part due to the campaigning work of the free trade union movement over many years.

We welcome measures which have been taken by the Scandinavian countries and trust that the American administration, the Reagan administration, will follow suit in adopting similar legislation to ensure

what was so aptly termed by Mrs. Carr as constructive disengagement.

The ICFTU, through its Co-ordinating Committee on South Africa, will continue extending its assistance to the independent Black trade union movement inside South Africa. We will continue giving assistance to the Black workers inside South Africa in order to enable them to be a strong and democratic trade union movement.

The ICFTU will also continue putting maximum pressure on governments for the adoption of the very concrete measures proposed in its Programme of Action. We reiterate our call for the immediate release of imprisoned Black trade unionists and political leaders, the cessation of repressive measures against the Black community, the lifting of the ban on all political organisations and on political activity in order to develop a society based on universal suffrage which respects in full the Universal Declaration of Human Rights within an undivided South Africa.

With these few words and on behalf of the International Confederation of Free Trade Unions, I support the adoption of the report on apartheid as presented to us by the Reporter.

Mr. CHIROMA (*Workers' delegate, Nigeria*)—As this is my first intervention in taking the podium, let me very sincerely congratulate you, Mr. President, on the successful conduct of this meeting so far, I am confident that you will bring this session of the International Labour Conference to a successful conclusion.

Allow me to make one observation. Although, after Mrs. Carr's brilliant presentation of the Workers' point of view, there is every reason to be very brief and almost no need to come to the rostrum at all, I have a duty, which is why I wanted to join Mrs. Carr in presenting the point of view of the workers of Nigeria, Nigeria being a country which for all intents and purposes is a front-line State except for geography. I have another duty: I have been asked by 23 other Workers' delegates from Africa who are all affiliates of the Organisation of African Trade Union Unity to speak also for them.

Allow me to commend the Director-General's Report on the application of the Declaration concerning the Policy of Apartheid in South Africa, which is more comprehensive than last year. It is encouraging that more responses were received from the workers' and employers' organisations on their action against apartheid, with the workers' organisations showing a record number of responses. Though responses from governments declined, we are satisfied that even the most pro-apartheid governments are now on the defensive and have been shaken by developments in the struggle in South Africa and the public response that the struggle has produced particularly in Europe and the United States of America.

The Committee on Apartheid has done an excellent job with the Director-General's Special Report and has come up with useful conclusions which we should all endorse. However, from the proceedings of the Committee it is obvious that there are certain impediments to a united and concerted approach to the problems that apartheid poses for humanity. There are still governments and organisations that are cynical and not willing to take decisive action to end apartheid. But there are no two ways about the

problem; you cannot be opposed to apartheid and at the same time engage to construct apartheid. The only honourable option open to all governments is disengagement to destroy apartheid which, in the specific context, means disinvestment in South Africa.

This session's time should not be wasted by diverting attention with arguments that disinvestment will hurt Black people the most. Those who pretend concern for what hurts Black people should end apartheid because apartheid is what hurts Black people most. Apartheid is not indestructible; as Bishop Tutu says, it can be ended by the United States and a few other Western countries the moment they so decide. This is the moral responsibility of the United States and its allies whose investments, friendship and military collaboration sustains this monstrous system of apartheid. Decisive action has become all the more imperative because of the lack of measures so far taken by Western countries. Both the European Code of Conduct for multinationals investing in apartheid and the Sullivan Principles have proved grossly inadequate and might even become an apologia for apartheid.

We are hopeful that the future Reports of the Director-General will concentrate on exposing the inadequacy of existing options against apartheid in more detail. We also feel that the Director-General's report in future should examine in detail the replies of countries so as to expose those who engage in mere rhetoric.

Moreover, an examination should also be made of those countries which, though they send no replies to inquiries, are known for their collaboration with apartheid. Here, it might not be out of place to mention the collaboration of Zionism with apartheid which has been gaining grounds and which more than anything else confirms that Zionism is racism on the same scale as apartheid. This needs to be reflected in future reports. As to the idea that the ILO should send a mission to South Africa, the ILO cannot pretend to treat South Africa like any other civilised nation capable of fulfilling international obligations. Its installation of a so-called internal government in Namibia only this week and the violation of the territorial integrity of Botswana, in violation of United Nations Resolutions, international public opinion and the voices of the Namibian people should convince all that South Africa is incapable of respecting international norms. To continue to assume that dialogue can produce changes and cynically to bestow on an apartheid South Africa the status of an open society is at best an illusion, if not outright dishonesty.

The Nigeria Labour Congress and the African trade union centres for which I am speaking would like to support the conclusions of the Committee on Apartheid as it pertains to the role of some Swiss banks in oiling the machinery of apartheid. The ILO cannot continue to use the facilities of UBS when that bank plays a major role in co-ordinating loans for South Africa. We should therefore give serious consideration to disengagement, as the Committee suggests.

Finally, I should like to salute the courage and express my appreciation of the solidarity of the non-aligned countries, socialist countries, Nordic countries and the international trade union movement. We are really proud of their contribution.

Mr. YA OTTO (*Workers' delegate, Namibia*)—Mr. President, allow me first to join the previous speakers in congratulating on your election to the most important office of the Conference. I am sure that you will fulfil this task with great distinction. At the same time I would like to express my admiration to all the staff members and to Mr. Francis Blanchard, the Director-General of the ILO, for their dedicated services and devotion and for the concrete assistance this organisation has rendered to the Namibian people.

This 71st Session of the International Labour Conference is taking place at a time when the Pretoria regime has further intensified its repression in South Africa. Having failed in its attempt to secure support for coaxing the South African Coloureds and the people of Asian descent, while keeping the African majority in perpetual servitude, the Pretoria junta has resorted to ruthless armed repression against the broad masses of South Africa. However, the South African people having been fully mobilised by their liberation movement, the ANC, continue to defy all the restrictions and regulations and have braved harsh jail conditions, restrictions and death. As a result, for the last nine months or so, deaths are reported every day.

I would not like to dwell too much on the tenets of apartheid because by and large this aspect has been clearly and unambiguously highlighted in the report of the Director-General. But I would like to reiterate that apartheid has been declared a crime against humanity by the international community and consequently all States, governments, peoples and international organisations have a moral obligation to obliterate this monster once and for all. Those Powers that are collaborating with the racist regime, whether through a constructive engagement policy or through economic exploitation and trade, should be made aware that they are not only contributing to the perpetual enslavement of the African majority but are implicitly partners in committing this crime against humanity. We hope that they will see the wisdom of dissociating themselves from this criminal regime and join the rest of the world community in condemning, rejecting and punishing the racist regime until genuine freedom and democracy prevail in the whole of South Africa.

I would be doing a disservice to my Namibian compatriots if I did not elaborate on the situation inside Namibia which is illegally occupied by the same racist regime. South Africa has tightened its illegal occupation of Namibia. It has recently increased its army of occupation which was already over 100,000 soldiers. Its military budget has risen from R253 million in 1968/69, R970 million in 1975/76 and R2,189 million in 1979/80 to the present budget of R4,274 million. The whole country is being militarised in all aspects of life: hospitals are run by army medical personnel, schools have been taken over by army soldiers and even church services are conducted under close watch by the army.

Members and supporters of SWAPO are being arrested, jailed, detained, tortured and murdered. Recently, houses of top SWAPO leaders inside Namibia were broken into and searched and some property belonging to those houses were confiscated.

The Black workers in Namibia are not allowed to form free trade unions except those for the puppets of the so-called DTA and the Multi-Party Confer-

ence which has recently been installed by South Africa as a so-called "interim government".

The Pretoria racist regime has flouted Resolutions and decisions of the United Nations, such as General Assembly Resolution XXI of 27 October 1966, Security Council Resolutions 269 (1969), 276 (1970), 301 (1971), 385 (1976), 431 (1978), 432 (1978), 435 (1978), 439 (1978), 532 (1983) and 539 (1983) with impunity, thanks to the support it gets from its allies. Furthermore, the regime has constantly tried to frustrate the efforts of the United Nations, particularly its efforts to implement Security Council Resolution 435. South Africa insists on linking Namibia's independence with irrelevant and extraneous issues, especially the withdrawal of the Cuban troops from the People's Republic of Angola. This has been condemned and rejected by SWAPO, by the OAU, by the Non-Aligned Movement and by the United Nations.

Early this week, the racist junta in Pretoria once again demonstrated its arrogance and contempt for the international community by installing puppets in Namibia in the form of the so-called "interim government" against the expressed opposition of the Namibian people who have come out in tens of thousands to protest against this sinister scheme and all other manoeuvres and intrigues of South Africa. This move runs contrary to the decisions of the Extraordinary Ministerial Meeting of the Co-ordinating Bureau of the Non-Aligned Countries on the Question of Namibia which was held in New Delhi, India, from 19 to 21 April 1985. It is also contrary to the resolutions adopted by the Conference of the Council of Ministers of the OAU held in Addis Ababa, Ethiopia, from 25 February to 5 March 1985. Both the OAU and the non-aligned ministerial meetings have urged their member States not to accord any diplomatic recognition to this puppet circus. For its part, the United Nations Security Council, in its special session held in New York last week, also vehemently rejected the South African manoeuvre to side-step the United Nations relevant Resolution 435 of 1978. In our view, this move by Pretoria is an affront to the international community which, if left unchallenged, will drastically undermine the authority of our respected international community—the United Nations. Therefore, we strongly believe that the United Nations Security Council should impose comprehensive and monetary economic sanctions and other effective measures against South Africa. We appeal once more to all countries to support and implement those sanctions. For our part, the Namibian people under the leadership of SWAPO, we continue to resist and frustrate the regime's schemes to impose an unpopular regime composed of elements that are not geared to attain the fulfilment of their will, wishes and genuine aspirations. We are prepared to wage the struggle for years to come until full freedom and independence are attained. In this noble endeavour, SWAPO, the vanguard of the Namibian struggle, remains ready to co-operate fully with the efforts of the United Nations Secretary-General to implement Security Council Resolution 435 (1978) which is contained in the United Nations plan for Namibia's independence.

Furthermore, the Pretoria regime, in its frantic efforts to arrest the tide of inevitable freedom for the African majority in South Africa and independence in Namibia, has stepped up its armed aggression and

destabilisation against the front-line States. The recent armed aggression into the province of Cabinda in Angola and the massacre of innocent South African refugees in Botswana and of citizens in Gaborone are clear manifestations of the regime's desperate and vain efforts to perpetuate entrenchment of apartheid in South Africa, colonial oppression in Namibia and domination in the whole region. These must be condemned and fought against by all of us. The ILO should express its solidarity with the front-line States which bear the brunt of these aggressions which, on many occasions, are launched from illegally occupied Namibia.

In conclusion, we regard apartheid as a form of intensified internal colonialism and, as such, part and parcel of the general system of colonial oppression. In this connection, while we are voicing our indignation against the repugnance of apartheid in South Africa, we cannot be silent about the ongoing illegal occupation of Namibia, the usurpation and suppression of the right to freedom and independence in Western Sahara and the sufferings of the Palestinian people and the confiscation of their rightful land.

Before closing my statement, I would like to express my appreciation, as representative of the Namibian workers, to the United Nations Council for Namibia for the concrete assistance it has rendered to our people, in its capacity as the legal administering authority of Namibia.

Mr. EL DEEB (*representative of the Special Committee against Apartheid*)—Mr. President, the Special Committee against Apartheid is privileged to appear before your Conference once again and deliver a statement. This is because the Special Committee attaches particular importance to the role and impact of the International Labour Conference because the changing labour situation in South Africa is of great importance in the struggle against apartheid. We have had the opportunity, on several occasions, to emphasise the need for the concerted efforts of the tripartite action in confronting the criminal practices that the apartheid regime in South Africa poses to humanity. We also share your concern and solidarity with the cause of the oppressed people of South Africa, their liberation movements, as well as with front-line States. We take this opportunity to salute all of them for their heroic struggle for liberty, freedom and self-determination.

During the deliberations of this Conference the racist regime of South Africa committed naked aggression against Botswana, which resulted in many casualties amongst innocent civilians. Similar aggression has been carried out recently by South African armed forces against Angola, the target of which was the oil pipelines and their installations. Early this week the racist regime in South Africa established the so-called internal administration in Namibia. All these crimes, inhuman practices and barbaric attacks of South Africa are a flagrant violation of all norms of international conduct and of the United Nations Charter. The Special Committee against Apartheid strongly condemns these aggressions by South Africa and it expresses its continuous and unreserved support of the people of South Africa, their liberation movements and the front-line States.

We equally urge the international community to intensify material, political and moral support to the



oppressed people of South Africa, Namibia and the front-line States.

Being guided by the Declaration concerning the Policy of Apartheid in South Africa adopted by the Conference at its 67th Session in 1981 with a view to monitoring action against apartheid, the Committee on Apartheid has conducted intensive deliberations and reached concrete conclusions for future follow-up. The Committee has recommended the extension of the arms embargo to include arms sales by South African subsidiaries of transnational corporations, a tightening of the definition of arms sales to include all types of equipment intended for use by South African military, security and police services, and the sale of machinery and technology to South Africa by major arms producing companies. It has also asked for an embargo on the purchasing of arms from South Africa. These recommendations are particularly important in view of the critical situation prevailing in southern Africa and the indispensable need to isolate the racist regime of Pretoria.

Equally important is the recommendation of the Committee regarding the ending of all contracts for the expansion of the South African nuclear energy and oil-from-coal programmes. In this context the Committee reaffirms its recommendation of 1984 to organise in 1985, under the auspices of the United Nations, an international conference on the oil embargo against South Africa, with the participation of oil exporting and transporting countries and of the trade unions of the appropriate sectors.

Moreover, the Committee has emphasised the urgent need for adopting every possible measure to reinforce the campaign for the release of all trade unionists and political prisoners, thereby extending solidarity to their brothers and sisters in South Africa.

In view of the growing co-operation between the racist regime of South Africa and the Union Bank of Switzerland the Committee has rightly recommended that a tripartite working group of the Governing Body be set up to examine the situation and to explore alternatives, if appropriate, to the ILO's continued use of the facilities of the UBS and to report to the Governing Body. This recommendation is particularly significant in view of the experience of the United Nations in New York with the Chemical Bank, which officially notified the Secretary-General in 1978 that as a matter of firm policy it granted no loans or other credits to South Africa, or has any intention of doing so, until the question of apartheid comes to an end. As a matter of principle there is no reason why the UBS should not follow suit.

In respect of adopting follow-up measures, the Committee urged all governments to exert pressures on the South African Government to establish immediately a programme of action with definitive time limits for the final abolition of apartheid in conformity with the ILO's Declaration concerning the Policy of Apartheid in South Africa.

Finally, we reiterate that maximum assistance should be extended to the front-line States in their heroic and legitimate struggle against aggressive attacks, economic sabotage and political destabilisation committed by South Africa.

Mr. SIVADASAN (*Minister of Labour of Kerala State, India*)—Mr. President, I would like to begin by congratulating you and all other officers of the

Conference on your election and able conduct of the proceedings of this Conference. It is also a pleasure for me to congratulate the Chairman of the Committee on Apartheid and its members as well as the Secretariat for the high quality of the report which is now before the Conference.

The system of apartheid existing in South Africa is an outrage. It denies to the majority of the population all basic human rights. It is, therefore, not surprising that the Director-General's Report as well as the discussions in the Committee have brought out the deteriorating conditions of the Black workers in South Africa. Through the use of national security laws and police, Black workers are denied the right to organise and negotiate for better working conditions and carry out legitimate trade union activities in defence of their interests. Even the employers in South Africa have expressed their uneasiness over this situation. In this situation, Black workers are faced with high unemployment, poor health and safety standards and lower wages than those of their White counterparts. The basic cause of all these diseases is the evil apartheid system which differentiates human beings on the basis of race and colour.

The economic basis of the apartheid system has become even more firmly entrenched in the exploitation of cheap Black labour whereby Black workers have no rights to defend their interests. The apartheid system provides rich profits based on the exploitation of cheap Black labour to both the racist regime as well as the enterprises which operate in South Africa. The role of multinational enterprises and foreign capital in South Africa's economy is vital as is the need for South Africa to obtain markets for its primary products abroad and to find sources of essential imports. The existence of trade, economic and financial links with its partners abroad, particularly in the industrialised countries, provides the racist regime not only with economic power but also strengthens its military capability both to carry out internal repression as well as acts of destabilisation and attacks against its neighbouring countries.

The racist regime in Pretoria has now openly revealed its intentions to install in Namibia a puppet Government controlled by it in defiance of all United Nations resolutions. We strongly condemn these moves and call on all concerned to make every effort for the attainment of Namibian independence. The rich natural resources of Namibia and their exploitation by the racist regime provide yet another pillar of support to apartheid.

In order to preserve its hold, the apartheid regime carries out a policy of destabilisation and of military attacks against the front-line States. Economic equipment, such as oil installations, is not spared these attacks which are aimed at breaking the spirit of resistance in the front-line States. These activities constitute a serious and growing threat to the peace and security of the region.

My Government's policy on apartheid has been clearly stated on numerous occasions in international forums. We consider that comprehensive mandatory sanctions against the apartheid regime are absolutely essential in bringing about change in South Africa. Events over the past few years have shown that it is futile to expect peaceful change or the reform of the apartheid system. The argument that the Black population would be seriously affected as a result of the sanctions is completely fallacious. The Black

populations have shown on numerous occasions that they consider their present situation of complete denial of human rights as one in which they have nothing further to lose. Through demonstrations, strikes and other acts they have continued their struggle for dismantling the apartheid system.

My Government has provided assistance to the liberation movements in southern Africa in various forms. We also fully support assistance to the front-line States to enable them to deal effectively with the threats they face from the apartheid regime.

In April this year an extraordinary Ministerial Meeting of the Co-ordinating Bureau of Non-Aligned Countries was held in New Delhi at which nearly 100 countries participated. The meeting adopted a declaration calling for a series of measures against South Africa for its repressive measures in Namibia. It condemned the manoeuvres by the racist regime in South Africa to install the so-called internal administration in Namibia in violation of United Nations resolutions. I would like here to quote the Prime Minister, Mr. Rajiv Gandhi, Chairman of the Non-Aligned Movement, who said at his opening address: "The issue is now whether wronged and dispossessed people will be supported or deserted by the United Nations. It is thus a challenge to the United Nations. Will the United Nations now, in its 40th year, fulfil its moral and political obligations or will military and economic might prevail over right?" My Government has accorded full diplomatic status to the South West African People's Organisation in New Delhi and we salute the courageous and single-mindedness struggle of its warriors.

The events in South Africa have deep and far-reaching implications for the ILO. Here we have a situation where fundamental human rights, to say nothing of international labour standards, are denied to a vast group of the population. The existence of injustice on such a large scale inevitably undermines the relevance of labour standards everywhere. The question will be asked, is the ILO doing enough in southern Africa? The ILO could do much more against apartheid if its Employers', Government and Workers' constituents firmly decided that the system must be dismantled. However, a significant section of the ILO's constituents, particularly from the industrialised countries, has either sought to prevent action or has been misguided into believing that reform of apartheid is possible. We therefore call on all ILO constituents to do everything possible to bring effective pressure to bear on the racist regime through comprehensive sanctions so that the evil system of apartheid is dismantled. We believe that even preliminary moves in this direction, particularly on the part of the industrialised countries, will have a profound impact.

In conclusion, I would like to express my Government's full support for the report and conclusions of the Conference Committee on Apartheid.

*Interpretation from Arabic:* Mr. HASSAN (Minister of Labour and Social Development, Jordan)—On the occasion of the discussion of the Report of the Apartheid Committee I should like to express on behalf of the Arab group, governments, employers and workers, our appreciation of the efforts made by the Committee in preparing the report and of the conclusions that are totally in keeping with the guidelines that have always been our in the Arab countries

as far as apartheid is concerned—one of the darkest chapters of our age and an affront to civilisation, to culture, to progress—for our countries have given first priority to the protection of the rights of human beings.

We are not against apartheid merely because it is an inhuman practice that is contrary to all the heavenly religions. We are beyond this point now. We have been beyond this point for many years. There is unanimity among nations about the need to extirpate this practice.

The sad situation in South Africa that has been reflected very faithfully in the report of the International Labour Office requires on the part of the international community action at every level in order to put an end to these hated practices.

Apartheid cannot be described in a euphemistic manner. It cannot be accepted in any way whatsoever. Nobody is duped by any of these pretexts. It is a regime that has been condemned to disappear and this will be brought about not through rhetoric and through slogans or the two-faced policy that some countries are practising at present but through serious work by international organisations and international conferences and through the observance of all the resolutions that emanate from international organisations, in particular this Organisation which has given this cause a great deal of attention. I has given it its full attention for more than 20 years now, unfortunately without truly arriving at the possibility of changing the tragic situation that is suffered by the true indigenous workers and peoples of Africa.

The Arab position globally and individually is against apartheid. We are all for taking the necessary steps to put an end to it, and this is well known to all the Members of this Organisation. We hold this position because we believe in the dignity of man. We believe in the holiness of the freedom of man and in rights that have to be preserved. And we hold this position because we are fully aware—and I believe the international community shares this view with us—of the close links between the features of racism in South Africa and the Israeli regime. They have much in common. One of them is international military and nuclear assistance—mutual assistance.

This alliance is clear to everybody. It is the main pillar of the intertwining of the destinies of these two entities, which have the same philosophy and which use the same ways and means, the same racism, the same discrimination, in all domains and all spheres of work against the original population, invoking strange theories such the "supermen" or "racial superiority" and pretexts such as the wish to spread civilisation and so forth, while at the same time occupying the land of another people. It is depriving them of their resources and of their freedom.

In the framework of the strengthening of Arab efforts to help the peoples of South Africa and Namibia, a conference was held at the Arab level in Tunisia last year, in co-operation with the liberation movements in South Africa and the Arab League, at which we laid down steps for supporting this fights, by offering assistance to the peoples of South Africa and Namibia and to the liberation movements and front-line States, and expressed our solidarity with the millions in Namibia and South Africa.

This Conference has adopted a Declaration containing a Programme of Action and various resolutions that the member States will use as guide-lines

to fight the racist regime in South Africa. On this occasion, we should like to stress categorically that there is a total and complete oil boycott on the part of the Gulf States on oil sales to the racist regime of South Africa and all who deal with it. On the world level, the Islamic Summit Conference held in Casablanca, Morocco, at the beginning of last year adopted a resolution in support of the peoples of South Africa and Namibia. This resolution condemns most specially South Africa for its illegal occupation of Namibia and for the racist policy that the Government of South Africa is following by its continued attacks against front-line States. The Conference also recommended taking the necessary steps internationally to put an end to apartheid and to give independence to Namibia. Another resolution of the Conference urges the member States at the Islamic Summit Conference to step up their assistance to the liberation movements and to the peoples of South Africa and asks the Secretary-General of the Conference to co-ordinate such assistance. It urges member States to set up representative offices for the liberation movements for Namibia and for the people of South Africa in all the capitals of the Arab world.

I should like to mention here that we support and commend the Security Council resolution that was adopted at its last session on Namibia. We hope that all the countries of the world will respond to the appeal of the Security Council when it asks for a boycott of South Africa and a stop to all dealings with this regime, culturally and economically.

The proposals in the report of the Committee on Apartheid of the Conference constitute the minimum legislative and administrative steps that ought to be taken at the government, employer and worker level. These proposals will find an echo, no doubt, in the Arab delegations, for all these steps are being implemented in Arab countries and are in keeping with the policies of Arab States relating to this racist regime of apartheid for more than 25 years. From this rostrum I should like, on behalf of all Arab delegations, to invite all the Members of this Organisation to adopt this report, including all the proposals and recommendations it contains, without any reservations. We have to make every effort to get rid of the last stranglehold on progress and peace and the welfare of nations.

May God's peace and blessings be upon you.

Mr. HARTTILA (*Government adviser, Finland*)—Mr. President, I am making this statement on behalf of the Governments of the five Nordic countries—Denmark, Iceland, Norway, Sweden and my own country, Finland.

The position of the Nordic countries concerning apartheid is clear and remains unchanged. The Nordic countries categorically denounce all forms of discrimination and segregation based on race, creed or colour. We condemn apartheid in its totality as incompatible with our Nordic conception of justice, equality and dignity of every human being. Apartheid stands in complete contradiction with the ideals and principles of the United Nations Charter and the Universal Declaration of Human Rights. Apartheid is a challenge to the international community as a whole. It must be eliminated and give way to a system based on genuine representative democracy.

The apartheid system is also incompatible with the aims and the purposes of the ILO because it deprives

the Black population of free access to employment and training, enjoyment of real freedom of association and the right to organise, equality of opportunity and freedom in the field of labour.

International condemnation of the apartheid policy has been steadily growing. New measures and new initiatives aimed at inducing South Africa to abandon its policy have been taken on national and international levels. This has prompted South Africa recently to make some changes to its apartheid legislation. However, these changes must be regarded only as an attempt to consolidate the present system and further divide the people of South Africa. The international community and the overwhelming majority of the South African people have clearly rejected these so-called reforms. The opposition of the majority of the population in South Africa has led to killings, arbitrary arrests and detentions. The plight of political prisoners is a matter of highest concern to us all. It has been particularly disquieting to learn about the continuing practices of mistreatment of detainees. The silence with which the South African Government meets these accusations is an insult to humanity.

We have to keep in mind that it is not only the apartheid system of South Africa which poses a serious threat to peace and security in southern Africa. In addition, South Africa's illegal occupation of Namibia continues. We do hope that the outcome of the session of the Security Council last night will effectively contribute to the implementation of the Security Council Resolution 45 on Namibia.

I think that we all agree that further measures by the United Nations, and by the Security Council in particular, are needed to increase the pressure on South Africa. The Security Council has an obligation to consider the adoption of more effective mandatory sanctions against South Africa without unnecessary delay.

In this context I should like to draw special attention to the new Resolution 39/72 G adopted in the General Assembly on 13 December 1984. This resolution concerns concerted international action for the elimination of apartheid and is based on a joint African-Nordic initiative. The purpose of this endeavour is to bring about the widest possible support from the States Member of the United Nations for effective measures against apartheid. We hope that this resolution, which was adopted by an overwhelming majority, will lead to an effective implementation of the measures recommended therein.

We should like to commend the Director-General for his *Special Report on the Application of the Declaration concerning the Policy of Apartheid in South Africa*. The Report is a valuable document illustrating, inter alia, the recent developments in labour and social matters in South Africa. Last year's Special Report concluded that reforms undertaken in the labour and constitutional fields in South Africa merely occurred within the apartheid system as such and did not contribute to any change of the system as such and did not contribute to any change of the system. The Special Report to this year's Conference in very clear language points to the same direction. Chapter I, describing developments during the past year with respect to labour and social matters, gives clear information concerning the conditions of the Black population and the disadvantages and frustra-



tions suffered by them. It is pointed out that even if racial connotations have been removed from certain labour laws and regulations and even if racial measures may be less overt in certain areas of the labour field, control over the Black labour force and its trade unions is now exerted through other measures. Security legislation, influx control and the system of so-called homelands, are as unacceptable control measures as were the explicit racial features of the old legislation.

The Special Report of the Director-General points out that the question of equal political rights for all population groups has not been the only cause of unrest in South Africa. The effect of a severe economic recession has been to emphasise the deprivations suffered by Blacks, both in urban areas and in the so-called homelands and to further feed the deep and widespread Black resentment against the Government. Once again we have to conclude that the system of apartheid cannot be reformed. Only one kind of change is possible: the abolition of apartheid. There will be no peace in southern Africa until apartheid is eradicated.

Like the Director-General, the Nordic Governments have noted with great satisfaction the award of the Nobel Peace Prize to Bishop Desmond Tutu. The Nordic Governments hope that this could contribute to a peaceful change of the South African system of apartheid.

The implementation of effective economic measures against South Africa must be viewed in an international context. The most effective course of action would no doubt be if the United Nations Security Council adopted binding economic sanctions against South Africa. In the absence of such measures the logical procedure to follow for the Nordic countries has been and is to enact measures on their own.

In 1978 the Nordic countries adopted their joint Programme of Action against South Africa. The contents of this Programme is well known. The continuing absence of real progress in South Africa, in spite of the international pressure being exerted so far, has convinced the Nordic countries that further measures will have to be put into effect. At their meeting in Helsinki in March this year, the Nordic Foreign Ministers decided to consider expanding and strengthening the Nordic Programme of Action against South Africa. The measures to be included are at the moment being discussed in the permanent Nordic working group. The aim is to have the revised programme adopted at the next Foreign Ministers' meeting scheduled for October.

The measures taken by the Nordic countries are not limited to those enacted on a common Nordic basis. Each of the Nordic countries has on a national basis taken steps to further limit contacts and economic relations with South Africa. The steps taken vary from country to country depending on their economic and other relations with South Africa. The actions in this respect are presently also being reviewed, with the aim of putting into effect further national measures.

In the opinion of the Nordic Governments, it is important to supplement sanction-type measures with economic support to the countries and peoples in southern Africa striving to have apartheid abolished. The Nordic countries therefore strongly support SADCC co-operation, which aims to make

the countries in the region less dependent upon South Africa. The Nordic countries are the largest contributors to SADCC. Our assistance in 1985 amounts to approximately \$40 million. We are also the largest contributors of humanitarian assistance to the liberation movements and to the victims of apartheid. This assistance this year amounts to approximately \$35 million. It is our intention to continue and increase our assistance in both these areas. In the same way the Nordic countries attach great importance to the ILO's technical co-operation programme for the southern African region, carried out in conformity with the updated Declaration. The Nordic countries are, through their multi-bi co-operation with the ILO, by far the largest contributors to this programme.

Within the ILO's anti-apartheid programme the Nordic countries are financing projects consisting, inter alia, of vocational rehabilitation and training for victims of apartheid, refugees and migrant workers. Substantial financial support is further provided for SATEP employment promotion activities in the front-line States.

We appreciate the efforts undertaken by the ILO to obtain extra-budgetary funding for the anti-apartheid projects from a larger group of donor countries. These efforts should be continued and further strengthened.

I turn now to the report of the Committee on Apartheid which is before us.

The Nordic Governments appreciate the work of this Committee. In our opinion, the Committee performs a valuable task in drawing attention to the inhuman system of apartheid and in monitoring the application of the Declaration concerning the Policy of Apartheid in South Africa.

Although the Nordic Governments find the basic thrust of the conclusions adopted by the Committee to be in line with our long-standing policies, we have, nevertheless, certain reservations. As a matter of principle, the Nordic Governments strongly believe that the specialised agencies of the United Nations should perform their functions within the area of responsibility entrusted to them. In our opinion, especially some of the points in paragraph 4 for future reporting on legislative and/or administrative action clearly fall outside the ILO's field of competence, or imply obligations with respect to measures which have not been adopted for example by the competent organ of the United Nations. Our reservations concern particularly subparagraphs (1), (6), (7) and (10) in paragraph 4A.

Mr. MORTON (*Workers' delegate, United Kingdom*)—Mr. President, may I join those who have congratulated you and the Vice-Presidents on your election and on the efficient conduct of the discussions at this 71st Session. On behalf of the United Kingdom workers, I wish to welcome without reservation the conclusions of the Committee and to comment briefly on only a few points.

The Committee has valuably refocused attention on the unique nature of the evil of apartheid. This point was emphasised by both the Employer and the Worker Vice-Chairmen of the Committee. Of course, all discrimination and oppression is evil, whether on grounds of religious belief or ideology, but apartheid base on unchosen, unalterable charac-

teristics and directed into a total system of oppression is infinitely more evil. Once the uniqueness of this evil system is recognised, not only in this Hall but also outside, then the standards that need to be observed become clearer, as do the reasons for them. This distinction, when widely understood and accepted, should eliminate all generalised objections to action against countries because of their political systems or because some of their acts are thought to be objectionable. Apartheid must be seen as a special case demanding special measures. Such a monstrous rejection of human rights, indeed of the humanity of the majority population in that country, must override all the usual reservations.

One might apologise for repeating these obvious truths were it not for the fact that, when it comes to action, wide variations are evident. The Committee's conclusions remind us that governments, employers and workers all bear a heavy responsibility to review their actions and make renewed efforts to enforce change in the policies and actions of the South African Government.

Workers in the United Kingdom have noted with dismay the most recent statements of their Government which indicate an intention not merely to avoid following any moves towards sanctions that might develop elsewhere, for example in the United States, but positively to encourage increased trade and investment in South Africa. United Kingdom workers, through the TUC, have not ceased to urge their Government to reduce the resources devoted to promoting trade with South Africa. Similarly, we have sought to persuade them to identify publicly companies that fail to comply with the codes of conduct, instruments that are viewed with growing scepticism by UK workers as by others. We continue to press governments who believe in the policy of constructive engagement, however much the evidence lies against those policies being effective, so that they should at the very least ensure that South African subsidiaries of their national companies operate in a way that might lead to a breakdown of apartheid, unlike for example the British Tyre and Rubber Company which has recently ridden roughshod over the European Community code of conduct. We hope the decisions of this Conference may help us in the struggle to persuade governments, including our own which may be thought to have a special responsibility, to reappraise both the wisdom and the humanity of their actions.

The Committee's conclusions make reference to another matter of great concern to United Kingdom workers: the effect of trade union legislation on solidarity action. Recent changes in United Kingdom legislation have included, among many other objectionable features, a substantial reduction in the types of action that may legally be taken by trade unions. In particular, strike action taken by workers in the United Kingdom in support of workers in South Africa would incur grave legal risks. I do not assert that this legislation was enacted for this specific purpose, but, even if there was any justification for this reduction in trade union rights—and I do not for a moment concede that there was—the United Kingdom Government should observe the Committee's conclusion that the matter should be re-examined in order to deal with what I have described as this unique evil. The ILO study called for in the conclusions will be extremely valuable in this matter.

Finally the United Kingdom workers strongly support the cultural and sporting boycott reaffirmed in the Committee's conclusions. This appears to us to be a singularly suitable sanction and one supported, and in some cases operated, by unions of cultural workers in Britain. This is despite the very considerable difficulties that I have referred to and should be borne in mind by an earlier speaker who criticised the lack of practical action by the TUC and British unions.

Generally one would agree that culture and sports should be international within the civilised community. There is however, no evidence that free cultural exchange would have a civilising influence and speed the end of the barbaric regime in South Africa. On the contrary, there is evidence that such interchanges in culture and sport as do occur, are exploited by the regime in that country to attempt to provide a veneer of respectability, acceptance and normality over the basic injustices of that society.

On behalf of the United Kingdom workers, we support the conclusions of the Committee and hope that they will stimulate increased and effective action against apartheid.

Mr. O'FARRELL (*Workers' adviser, United States*)—Permit me to congratulate you, Sir, on your election to the presidency of this Conference.

In the year that passed since we last met to discuss the situation in South Africa, and to adopt an ILO Programme of Action aimed at ending the system of apartheid in that country, many changes have taken place. Not the least important of these is the increasing awareness of the need for those of us outside South Africa to provide greater assistance to those inside in their struggle for freedom and full human and trade union rights.

Nowhere has this awakening interest and desire to help been more evident than in the United States. Today the Congress of the United States is on the brink of passage of legislation that should greatly increase the pressure on the Government of South Africa to increase the pace of movement towards the liberation of the majority of its people. The reaction of the American people to recent events in South Africa and the resulting action of the legislative branch of our Government must be clear signals to both the South African Government and the executive branch of our Government that the policies of the last four years are not acceptable, either to our citizens or to the Black people of South Africa, and that change in United States policy must be forthcoming.

The role played by the trade union movement in the United States in working for the adoption of the positive, concrete actions currently being discussed in our country is well documented. The Report of the Director-General and the report of the Committee on Apartheid currently before us clearly show the commitment and the contribution of the AFL-CIO to this struggle.

The record is clearly one of action and not one of mere rhetoric, and need not be repeated here today.

In this regard, however, I feel constrained to comment on Mr. Akumu's unfounded, unwarranted and irresponsible remarks this morning, which can only show his ignorance of what is truly happening in the United States and the commitment of the people of our country to an end of the system of apartheid.

We are gratified by the fact that it has been announced here that Mr. Akumu does not represent the majority of the workers of Africa in his comments. But my delegation does wish to restate today, in addition to its intention to continue and intensify its own efforts, its desire to see a move by all organisations away from rhetoric and towards positive action. We would hope to see more efforts devoted to new initiatives that will increase the pressure on South Africa. There are new and different steps that the United Nations, for example, could take, especially in the Economic and Social Council of that body. We would urge them to take these actions.

There is a desperate need to put an end to the use of the preventive detention laws in South Africa to harass and intimidate the developing unions there

and we would urge that steps aimed at doing this be undertaken by the relevant bodies.

My organisation is affiliated to the ICFTU and has played an active role in the development of that organisation's programme of action against apartheid. We should like to associate ourselves with the remarks made today by the ICFTU representative at this body, and would re-emphasise the need to use every available means to effect the release of the 21 imprisoned trade unionists in South Africa.

On balance, the recommendations of the Committee on Apartheid being considered here today are acceptable to my delegation; we shall support them, we shall work to implement them and we urge their adoption by this Conference.

*(The Conference adjourned at 1.15 p.m.)*

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Fifth Item on the Agenda: Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)

### Report of the Committee on Convention No. 63 (Statistics)

1. The Committee on Convention No. 63 (Statistics) was set up by the Conference at its second sitting on 8 June 1985. It was originally composed of 99 members (47 Government members, 25 Employers' members and 27 Workers' members). In order to ensure equality of voting strength, 675 votes were allotted to each Government member, 1,269 to each Employers' member and 1,175 to each Workers' member. The composition of the Committee was subsequently modified five times, and the number of votes allotted to each member was modified accordingly.<sup>1</sup>

2. The Committee elected its officers as follows:

*Chairwoman:* Miss Pineda (Government member, Philippines);

*Vice-Chairmen:* Mr. Suzuki (Employers' member, Japan) and Mr. Chiluba (Workers' member, Zambia);

*Reporter:* Mr. Worton (Government member, Canada).

3. The Committee appointed a Drafting Committee composed of Mr. Koepp (Government member, France); Mr. O'Hanlon (Employers' member, United States); Miss de Font-Réaulx (Workers' member, France); and the Reporter of the Committee.

4. The Committee held 13 sittings.

5. The Committee had before it Reports V(1) and V(2) prepared by the Office on the fifth item of the agenda of the Conference: Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63). After a general discussion, the essence of which is summarised below, the Committee proceeded to examine Article by Article and Paragraph by Paragraph respectively, the proposed Convention and the proposed Recommendation set

out in Report V(2), which were based on the discussions of the previous year and amended in the light of replies subsequently received from the governments of 77 member States. Observations from the governments of 18 member States on the proposed texts presented in Report V(1) were received too late for inclusion in the final report.

### General Discussion

6. The Chairwoman opened the discussion by drawing attention to the decision taken by the 70th Session of the Conference to revise the obsolete Convention No. 63, noting the need for an appropriate balance between the extension and refinement of standards on the one hand and flexibility on the other. Although Report V(2) had shown a considerable degree of consensus, several countries had expressed reservations with regard to certain aspects of the proposed texts which the Chairwoman hoped could be resolved satisfactorily through tripartite discussions.

7. The Committee was unanimous in confirming its desire for a new instrument to supersede Convention No. 63, which should be sufficiently flexible to command broad acceptability. Its primary objective should be to meet the needs of Members for labour statistics at the national level, for economic and social planning and policy making, while, to the greatest extent possible, promoting international comparability.

8. However, in referring to the texts of the proposed Convention and Recommendation set out in Report V(2), both the Employers' and the Workers' Vice-Chairmen voiced their disapproval of certain changes made by the Office in the texts adopted by the 70th Session of the Conference. They considered that the Office had overstepped its authority by making substantive changes contrary to the provisions of article 39 of the Standing Orders of the Conference.

9. The Employers' Vice-Chairman stated that the Employers' members objected strongly to the inclusion, in the text of the proposed Recommendation, of specific references to the resolutions of the International Conferences of Labour Statisticians (ICLS). In this connection, he drew attention to the discussions at the 70th Session, in which it had been agreed to avoid any such references. The Workers' Vice-Chairman, however, expressed the support of the Workers' members for the introduction in the

<sup>1</sup> The modifications were as follows:

- (a) 10 June: 100 members (47 Government members with 700 votes each; 25 Employers' members with 1,316 votes each; 28 Workers' members with 1,175 votes each);
- (b) 11 June: 104 members (49 Government members with 744 votes each; 24 Employers' members with 1,519 votes each; 31 Workers' members with 1,176 votes each);
- (c) 12 June: 104 members (49 Government members with 150 votes each; 25 Employers' members with 294 votes each; 30 Workers' members with 245 votes each);
- (d) 13 June: 103 members (48 Government members with 25 votes each; 25 Employers' members with 48 votes each; 30 Workers' members with 40 votes each);
- (e) 14 June: 104 members (48 Government members with 775 votes each; 25 Employers' members with 1,488 votes each; 31 Workers' members with 1,200 votes each).

Recommendation of paragraphs concerning the definitions of the various types of labour statistics, since the Office had been given a mandate by the 70th Session of the Conference to include more detailed guide-lines in the Recommendation, including definitions. Several Government members also agreed with these changes, stating that the ICLS resolutions comprised the best available technical guide-lines. The Government member of Sweden, however, confirmed his country's written observations in this respect, stating that a more general reference to the ICLS resolutions would be preferable.

10. Referring to the general consensus arrived at during the work of the Committee in the previous year, the Workers' Vice-Chairman expressed surprise and displeasure that the text of the proposed Convention presented in Report V(2) differed substantially from that agreed to at the 70th Session of the Conference. Certain of the changes had been made at the suggestion of only one or two governments, while others appeared to have been unilateral. The principal concern of the Workers' members was that the content of the Convention with regard to the obligations of ratifying countries had been seriously weakened by the changes made by the Office in merging Articles 1 and 16 in the text of Report V(1). These modifications seemed to have been introduced on the suggestion of one government only, which had pointed out a supposed inconsistency between the provisions of these two Articles. The Workers' Vice-Chairman considered that a substantive change had been introduced which compromised the tripartite discussions and decisions taken the previous year. He noted that, in their formal protest to the Secretary-General on this and several other points of lesser importance, the Workers' members had requested that the situation be redressed by reverting to the proposed texts adopted by the 70th Session of the Conference. Since this had not been done, the Workers' members had submitted amendments to this effect to the proposed texts in Report V(2). Responding to the observations of the Workers' Vice-Chairman, the Government member of the United Kingdom stated that it had not been his Government's intention to propose the actual modification of Articles 1 and 16, but merely to draw attention to an apparent inconsistency. He was in partial agreement with the Workers' members but felt that the question of obligations, as well as flexibility, required further consideration. The Government members of Austria, Botswana, Brazil and Kenya concurred with the statements of the Workers' Vice-Chairman, regretting that the force of the obligations had been diluted. However, the Government members of Canada, the Federal Republic of Germany, India and Switzerland considered that the texts in Report V(2) provided sufficient flexibility and could be more practicable for the developing countries.

11. The Employers' Vice-Chairman and the Government members of the Netherlands, the United States and Sweden also raised a number of points relating to whether or not all the subjects covered in the proposed Convention were actually within the scope of basic labour statistics and within the competence of the International Labour Organisation.

## Examination of the proposed Convention contained in Report V(2)<sup>1</sup>

### *Preamble*

12. Discussion of the Preamble mainly centred around an amendment proposed by the Workers' members with the intent of elaborating the text shown in Report V(2) so as to provide a more explicit statement of the purposes of the Convention and the needs which led to its formulation. Two other amendments with similar purposes lapsed for want of seconders. In introducing the Workers' members' amendment, their Vice-Chairman restated the general arguments in favour of the revision of Convention No. 63, emphasising the far-reaching scope and sophistication of the proposed new Convention and the need for a correspondingly thorough and forceful statement in the Preamble.

13. The Employers' members, on the other hand, in supporting the Office text, were of the view that portions of the wording of the amendment, such as the reference to "an integrated system of labour statistics", misrepresented the substantive content of the proposed new Convention, and that the illustrations provided of the potential uses of labour statistics appeared to be restrictive. Various Government members similarly indicated their preference for a simple Preamble. In the light of the various expressions of support for the Office text, the Workers' members withdrew their amendment. Two other amendments proposed by the Government member of Austria were not seconded.

14. The Preamble was adopted without change.

### *Proposed new headings*

15. A number of similar amendments were submitted by the Workers' members and by the Government members of Austria and the United Kingdom, to insert the headings "Part I. General Provisions", "Part II. Basic Labour Statistics" and "Part III. Acceptance of Obligations" before Articles 1, 7 and 16 respectively. Their aim was to reinstate the structure of the proposed Convention as originally formulated in Report V(1). In view of the apparent agreement in this connection, these amendments were referred to the Drafting Committee, and Articles 1 to 6 were considered under the heading "Part I. General Provisions".

### *Article 1*

16. Discussion of Article 1 began with consideration of an amendment put forward by the Workers' members, aimed at re-establishing the force of the obligations of Members under the Convention which, it was argued, had been seriously weakened by the changes incorporated in the Office text. Specifically, it was proposed that the first sentence of paragraph 1 be replaced by the following:

Each Member which ratifies this Convention undertakes that it will regularly collect, compile and publish basic labour statistics, which shall be progressively expanded in accordance with its resources to cover the following subjects:

At the same time, the amendment proposed that paragraphs 2, 3, 4, 5 and 6, originally appearing in

<sup>1</sup> The numbering of the Articles reproduces that of the proposed Convention in Report V(2). It does not necessarily correspond in every case to the numbering of the Articles in the proposed Convention reproduced at the end of the Committee's report, which is based on the decisions of the Committee and, in some cases, of the Drafting Committee.

"Part III. Acceptance of Obligations", in Report V(1), be deleted.

17. The Office noted that the changes reflected in Report V(2) had been made in response to a perceived contradiction pointed out by the Government of the United Kingdom in its reply to Report V(1). This contradiction was between the wording of Article 1 of the text in Report V(1), which referred to the acceptance of an obligation to cover all the subjects in Part II (albeit progressively in accordance with each Member's resources), and the wording of Article 16 in that report, which allowed Members to accept an obligation in respect of only one subject. The Office further pointed out that Convention No. 118 provided a precedent for the changes made in response to this contradiction.

18. The Workers' amendment was supported by the Employers' members, who were similarly concerned about the need for a strong statement of the obligations being incurred by Members ratifying the Convention. Numerous Government members indicated similar support for the Workers' amendment, and the Government member of the United Kingdom withdrew his amendment with similar intent. It was pointed out by the latter that the wording of the proposed amendment would need to be harmonised with that of the related provisions with respect to "Part III. Acceptance of Obligations" which were now to be incorporated in a later Part of the Convention. On this basis, the Workers' amendment was adopted, and referred to the Drafting Committee.

19. An amendment put forward by the Government member of Austria, covering the whole of Article 1, was subamended by its proposer to delete its first paragraph, which covered the substance of the related amendment put forward by the Workers' members and already adopted by the Committee. The remainder of the amendment, consisting of an alternative list of topics, was left for subsequent consideration.

20. The Committee then addressed the list of topics shown in subparagraphs (a) to (i) of paragraph 1 of Article 1, to be covered by the Convention. The first of a number of amendments considered was that put forward by the Government member of India. This proposed the deletion of the words "for short-term purposes" from subparagraph (a), on the grounds that such purposes were not a prime consideration for developing countries. Incidental to this amendment, the Office noted that this particular wording was designed mainly to emphasise the distinction between the different statistical requirements of subparagraphs (a) and (b), and that, in fact, short-term applications were only one of many possible categories of use for the statistics covered in subparagraph (a). Nevertheless, after some discussion, the Committee adopted the amendment, noting that while the deletion in question might be appropriate in the general list in Article 1, this would not necessarily apply in a more detailed specification of the requirements.

21. An amendment submitted by the Government members of the Nordic countries and Australia sought to replace in subparagraph (c) the words "and where appropriate" by "or, where appropriate". In

this connection, it was pointed out by the Office that, historically, the development of statistics on time rates of wages and normal hours of work had preceded that of statistics of average earnings and (actual) hours of work, and that many countries which had eventually been able to develop the latter opted to drop the former.

22. The Government member of Canada noted that the two sets of statistics were not in fact close substitutes and that time rates of wages and normal hours of work, when collected according to occupation as was normally the case, had distinct and unique uses, such as in the determination of equal pay for work of equal value. After further discussion, the Government members of the Nordic countries and Australia agreed to withdraw the amendment, noting, however, their view that statistics of time rates of wages and normal hours of work were not strictly necessary when statistics of average earnings and hours actually worked were being collected.

23. The subamended amendment of the Government member of Austria, referred to earlier, was again brought forward so that the Committee could discuss the proposed inclusion in the Convention of a new topic, productivity. By way of introduction, its author emphasised the requirement for a truly forward-looking approach, noting that the Convention might stand for a great many years and that it should be capable of accommodating needs that could perhaps not be fully foreseen at the present time. The Workers' Vice-Chairman welcomed the opportunity for a further discussion of the topic as a candidate item for the Convention, stating that there had been a clear understanding last year that, although the Committee had tentatively assigned the topic to the Recommendation, the debate could be reopened this year. The Employers' Vice-Chairman, on the other hand, affirmed that while his members had agreed last year to the inclusion of productivity in the Recommendation, they were not prepared to go further than this position at the present time.

24. The Government member of the United States expressed strong support for the amendment and offered detailed rebuttals of the arguments heard last year against the inclusion of productivity in the Convention; inter alia, these concerned perceived measurement problems, nature of productivity as a derived statistic, and its lack of relevance to the mandate of the ILO. He also outlined a number of positive arguments in favour of productivity, including its role in the understanding of wage costs and price changes, and of the dynamics of the labour market, as well as in collective bargaining.

25. The Workers' Vice-Chairman indicated his support for these points, noting the long history of interest in productivity measurement on the part of the United States Bureau of Labor Statistics and of the ILO itself, which had published at least two studies relating to the topic. However, the Government members of the Nordic countries, while agreeing with many of the arguments put forward by the Government member of the United States, nevertheless considered productivity measures to be economic statistics rather than labour statistics, and thought that they lay outside the competence of the ILO. The Government members of the European Community expressed similar sentiments, noting

that, as analytical ratios, productivity measures would be inconsistent with the other topics listed in Article 1, which were basic ingredients of labour statistics.

26. The Employers' Vice-Chairman repeated the views of his members that measures such as those of labour productivity were too simplistic to be used on their own and that many additional measures needed to be considered for a correct understanding of productivity trends. He indicated that, if the topic were to be approved by the Committee as part of the Convention, the Employers' members could not guarantee to support it in the plenary discussions of the Conference.

27. In view of this lack of consensus, a vote was taken and the amendment was rejected by 1,575 votes in favour, 1,675 against, with 25 abstentions. The Government member of Austria then requested a record vote and the amendment was again rejected by 1,510 votes in favour, 1,675 against, with 75 abstentions.

28. The Committee next addressed an amendment proposed by the Government member of the Philippines to insert in subparagraph (b) the words "or family" between "household" and "expenditure" and between "household" and "income". This was to acknowledge the reality, in many countries, of the frequent existence of more than one family in a given household. This amendment was supported by the Workers' members, but not by the Employers' members, who questioned the need to modify the term for the reasons given. In the course of subsequent discussion, the Office provided a clarification of the difference between "family" and "household". Finally, on the understanding that the phraseology would be referred to the Drafting Committee, the amendment was adopted.

29. Article 1 was adopted as amended, subject to changes by the Drafting Committee.

#### *Article 2*

30. The Government member of Austria submitted an amendment to revert to the text of Article 2 as presented in Report V(1), which included a subparagraph starting that "Members may seek assistance from the International Labour Office". Although agreeing with the principle of gradualism underlying this amendment, the Government members of the European Community, the Employers' members and the Workers' members indicated that they would not support it, since the assistance referred to was provided for in the Constitution of the ILO, as well as in Paragraph 26 of the proposed Recommendation. In the light of this lack of support, the amendment was withdrawn.

31. Article 2 was adopted unchanged.

#### *Article 3*

32. The Government member of Austria submitted an amendment to phrase the Article more positively by beginning the text with "Each Member shall", and by introducing the requirement that governments should become acquainted with the proposals and needs of employers' and workers' organisations and take them into account. The

Employers' and Workers' members were opposed to the amendment, stating that, although it was intended to strengthen the text, it actually detracted from its clarity. The amendment further referred to "the statistics specified in Article 1". It was pointed out by the Employers' member of Norway that this latter proposal was no longer relevant in view of the adoption of Article 1 as amended and the consequent restructuring of the Convention. As a result, the amendment was withdrawn by its author, who, however, asked for it to be placed on record that a Member could not commit itself entirely to accommodating the proposals of employers' and workers' organisations.

33. The Government member of Australia proposed an amendment to introduce "when appropriate" with reference to the consultation of employers' and workers' organisations, since in his view, it was not always appropriate for them to be consulted. However, following comments on the uncertain meaning of the phrase in this particular context, he withdrew his amendment.

34. Article 3 was adopted unchanged.

#### *Article 4*

35. The Government member of Canada proposed an amendment to delete the phrase "or permit the deduction of", which was also proposed in an amendment submitted by the Employers' members. The Government member of Canada stated that the phrase was redundant, in that statisticians recognised two kinds of disclosure, direct and indirect, the latter of which referred to the deduction of information. Thus, "could result in the disclosure" effectively covered all modes of disclosure, including deduction. The Workers' Vice-Chairman supported this amendment, since the text as it stood could run counter to the interests of workers for the purpose of collective bargaining. The Government members of the European Community and of Switzerland opposed the amendment, noting that it was important for government statisticians to be able to assure the highest degree of confidentiality to those furnishing data. A subamendment was proposed by the Government member of the United Kingdom to insert "in any way" after "disclosure". This was supported by the Government member of Canada and the Employers' members and the amendment, as subamended, was adopted, subject to confirmation by the Drafting Committee.

36. The adoption of the latter amendment followed concurrent consideration by the Committee of similar amendments by the Employers' members and the Government member of Austria which would have rephrased the text and inserted "and therefore undermine the principle of confidentiality of individual data". The Employers' spokesman explained that their amendment aimed at shifting the emphasis of the text from passive to active. However, the Government members of Australia and the United Kingdom pointed out that in their countries there were legal provisions which permitted the publication of data for individual enterprises or establishments, but only with their written consent; they therefore opposed this particular amendment, as did several other Government members. As a result, the amendments in question were withdrawn by their authors in favour of the amendment referred to above.



37. Article 4, as amended, was adopted, subject to confirmation by the Drafting Committee.

#### *Article 5*

38. An amendment was submitted by the Government member of India to insert "official" before "publication" in the opening text, so as to restrict the application of the Article to the dissemination activities of government agencies only. This was necessary in view of the extensive secondary distribution of official statistics through the publications of other bodies and individuals. The Workers' Vice-Chairman pointed out, however, that since it was governments which ratified the Convention, it therefore followed that this Article referred only to their own publication activities. This amendment as well as a similar one submitted by the same author to Article 6 were referred to the Drafting Committee.

39. The Government member of Australia proposed an amendment to delete the parenthetical listing of reference materials in subparagraph (a), as he considered this to be superfluous. The listing was purely illustrative, and could not be exhaustive, in view of potential future developments in publication techniques. The amendment was opposed by the Workers' members and the Government members of the European Community, but the Employers' members supported it. As a compromise, a subamendment was proposed by the Government member of Italy to substitute "in any other form" for the words "in machine-readable form". The Committee supported the intent of this subamendment, and the amendment as subamended was referred to the Drafting Committee.

40. The Government member of Canada proposed an amendment to rephrase subparagraph (b) so as to refer to the most recent dates or periods for which particular statistics were available, since the aim of the Article was to provide information concerning the latest data. The amendment also proposed to delete the final subparagraph, as this was redundant in view of the opening text and the parallel requirement of Article 6. The Employers' members and the Government members of the European Community supported the amendment, as did the Workers' members. The amendment was adopted. As a result, an amendment to subparagraph (c), submitted by the Government member of India, lost its relevance and was withdrawn.

41. Article 5 was adopted as amended, subject to changes by the Drafting Committee.

#### *Article 6*

42. The amendment submitted by the Government member of India, relating to the insertion of the word "official" in the same way as proposed in respect of Article 5, was referred to the Drafting Committee. The Government member of Austria withdrew his amendment.

43. Article 6 was adopted, subject to confirmation by the Drafting Committee.

#### *Article 7*

44. The Government member of Canada submitted an amendment to replace "covering the whole

country" by "in such a way as to be representative the country as a whole". He explained that few governments were in a position to collect statistics from all parts of their countries; the general practice was to compile data so as to cover the country to the greatest extent practicable. The proposal was supported unanimously by the Committee, and the amendment was adopted. As a result, similar amendments submitted to Articles 8, 9, 13, 14 and 15 were also adopted.

45. The Workers' members submitted an amendment to replace "for short-term purposes" by "for providing current information". While recognising the need for a distinction to be made between the statistics covered in Articles 7 and 8, the Workers' Vice-Chairman repeated the observations made in connection with subparagraph (a) of Article 1 that current statistics of the economically active population were also used for other than short-term purposes. The amendment was supported unanimously by the Committee, but referred to the Drafting Committee in view of the repetition of "current".

46. Article 7 was adopted as amended, subject to changes by the Drafting Committee.

#### *Proposed new heading*

47. In consequence of the agreement reported in paragraph 15, concerning a number of amendments to reinsert the headings of the different parts of the Convention, Articles 8 to 15 were considered by the Committee under the heading "Part II. Basic Labour Statistics".

#### *Article 8*

48. The amendment submitted by the Government member of Canada to replace "covering the whole country" by "in such a way as to be representative of the country as a whole" was adopted. The Government member of India withdrew his amendment, which had proposed the deletion of the Article from the Convention and its insertion in the Recommendation. Similar amendments to Articles 9, 10, 11, 12, 13, 14 and 15 were also withdrawn by the same author.

49. Article 8 was adopted as amended.

#### *Article 9*

50. The Government member of the United Kingdom proposed an amendment to delete from paragraph 2 the words "important occupations or groups of occupations in", explaining that the aim was to reduce the amount of detail included and to bring the text of the Article into line with that of the corresponding Paragraph of the Recommendation, in which the classification of statistics of time rates of wages and normal hours of work according to occupation or occupational group was secondary to the classification by industry. The Office drew attention to the fact that in many countries time rates of wages were established for particular occupations, but the Government members of the Federal Republic of Germany and Italy pointed out that in their countries wage rates were often fixed for the industry rather than for particular occupations. The Government member of Sweden drew attention to the need for



consistency between paragraphs 1 and 2 of the Article; and he therefore opposed the amendment. The Workers' members supported this latter view and stated that the inclusion of the words "where appropriate" at the beginning of paragraph 2 provided sufficient flexibility in this connection. In view of the lack of support, the amendment was withdrawn by its author.

51. The amendment submitted by the Government member of Canada to replace "covering the whole country" by "in such a way as to be representative of the country as a whole" in both paragraphs 1 and 2 was adopted.

52. Article 9 was adopted as amended.

#### *Article 10*

53. Article 10 was adopted unchanged.

#### *Article 11*

54. Article 11 was adopted unchanged.

#### *Proposed new Article*

55. The Government member of Austria proposed an amendment to insert a new article relating to statistics of labour productivity after Article 11. The Committee's attention was drawn to its prior decision not to include the subject of productivity in the set of labour statistics listed in Article 1, and the fact that it was therefore inappropriate to consider a new article specifying the coverage of such statistics. The Workers' members initially supported the amendment, which included a reference to the need for consistency between the statistics covered by the Convention, as a possible basis for a later subamendment. Following some discussion of the legal status of an amendment relating to a subject that was not in fact included in the Convention, they subsequently withdrew their support and the amendment was withdrawn.

#### *Article 12*

56. The Government member of the United Kingdom submitted an amendment to delete "Consumer price" from the beginning of the Article and to change "retail prices" to "consumer prices". He explained that the aim of the amendment was to clarify the terminology used, since the reference to consumer price indices and retail prices could in his view lead to confusion, and noted that it was the practice in some countries to refer to consumer price indices as retail price indices. The Employers' and Workers' members, as well as the Government member of India preferred to retain the original text in Report V(2), since they considered that this took into account the variety of national practices in this connection. The Committee decided to refer this amendment to the Drafting Committee.

57. Article 12 was adopted subject to changes by the Drafting Committee.

#### *Article 13*

58. The amendment submitted by the Government member of Canada to replace "covering the whole country" by "in such a way as to be representative of the country as a whole" was adopted.

59. An amendment submitted by the Government member of the Philippines, to insert "or family" between "household" and "expenditure" and between "household" and "income" was adopted, in the light of the Committee's earlier adoption of a similar amendment to subparagraph (g) of Article 1 and subject to review by the Drafting Committee.

60. Article 13 was adopted as amended, subject to changes by the Drafting Committee.

#### *Article 14*

61. The amendment submitted by the Government member of Canada to replace "covering the whole country" in each paragraph by "in such a way as to be representative of the country as a whole" was adopted.

62. Article 14 was adopted as amended.

#### *Article 15*

63. The amendment submitted by the Government member of Canada to replace "covering the whole country" in each paragraph by "in such a way as to be representative of the country as a whole" was adopted.

64. Article 15 was adopted as amended.

#### *Proposed new heading*

65. In consequence of the agreement reported in paragraph 15, concerning a number of amendments to reinsert the headings of the different parts of the Convention, Articles 16 and 17 were considered by the Committee under the heading "Part III. Acceptance of Obligations".

#### *Proposed new Article*

66. In its earlier revision of Article 1, which essentially reinstated the format of the latter in Report V(1), the Committee had agreed upon the necessity for drafting a new Article, corresponding to paragraphs 2 to 7 of the text of Article 1 in Report V(2), which would precede the present Article 16, thus completing the process of reversion to the format of the text in Report V(1). This task was addressed through the concurrent consideration of three amendments, put forward by the Government member of Austria, the Workers' members and the Government member of the United Kingdom.

67. The first of these proposed to reinstate into the present text the identical text of Article 16 as in Report V(1), and the second differed only in substituting the words "in pursuance of (the general obligations referred to in Part I...)" for the words "in addition to" contained in the text of the first amendment. The unique feature of the third amendment, as described by its author, was that it moved away from the step-by-step ratification of the Convention, thus contributing to facility of understanding and ease of ratification. The Government members of the European Community indicated their support for this approach.

68. The spokesman for the Employers' members indicated the latter's willingness to support the amendment put forward by the Workers' members. After some further discussion, the Government

member of the United Kingdom expressed his willingness to withdraw his amendment, while indicating that the record should make clear the position of the Governments of the European Community. The Committee as a whole subsequently adopted this amendment, subject to confirmation by the Drafting Committee of the change of wording vis-à-vis the original text of Report V(1) put forward once again by the Government member of Austria in his amendment.

69. The proposed new Article (henceforth Article 16) was adopted as amended, subject to confirmation by the Drafting Committee.

#### *Article 16*

70. The Workers' members submitted an amendment to paragraph 1 to insert "covered by the Article or Articles of Part II". The Government member of Australia withdrew a similar amendment, preferring the formulation of the Workers' amendment. Part of an amendment proposed by the Government member of Argentina also addressed this question. As regards to the possibility of limiting the scope of the subjects, the Committee agreed that it was necessary to introduce specific reference to the Articles in Part II and referred the amendment to the Drafting Committee.

71. An amendment submitted by the Government member of Australia, to insert "in Article 1" after "the subject or subjects" in paragraph 2, was supported by both the Employers' members and the Workers' members in the light of the Committee's earlier adoption of the proposed new Article 16. The amendment was referred to the Drafting Committee.

72. The Government member of Argentina also proposed in his amendment to replace the text of paragraph 2 by the following:

Each Member which limits the subjects or scope of the statistics in pursuance of paragraph 1 of this Article shall indicate, in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation the subject or subjects to which the limitation applies, giving the reasons, and shall state in subsequent reports the extent to which it has been possible or it is proposed to extend the scope to another subject or subjects and to other categories of workers, sectors of the economy, branches of economic activity or geographical areas for the subject or subjects in respect of which it has set limits on the scope of the statistics.

73. The Government member of Argentina explained that this amendment was aimed at providing more flexibility in the Convention by permitting countries to limit the scope of the statistics compiled. This complemented the obligation to collect and compile such statistics by providing the objective to establish systematically a whole set of basic labour statistics, and was particularly important in view of the difficulties which would be faced by the developing countries in implementing programmes of labour statistics. It was felt that the amendment would serve to reinforce the flexibility already introduced in the proposed new Article 16. In supporting this amendment, the Government member of Colombia expressed the need for a clear, precise Convention, which should also be flexible enough to allow for its gradual implementation. The Government member of Mexico also supported this amendment. Both the Employers' members and the Workers' members supported the Office view that the first part of the

amendment, at least, duplicated what had already been approved by the Committee in the proposed new Article 16. As to the second part of the amendment, they thought that this ought to be referred to the Drafting Committee to ascertain whether or not its sense was not already reflected in some other part of the proposed Convention. The Government member of the United Kingdom agreed with this proposition, emphasising his concern about the need to avoid ambiguity and misinterpretation. In consequence, the Subcommittee set up during the Committee's subsequent consideration of Article 20 to examine related points concerning the periodicity with which Members should be permitted to reduce the scope of the statistics, was also charged with addressing this issue. In reporting back to the Committee, the Subcommittee proposed the addition of a third paragraph to Article 17, as follows:

3. After consulting the representative organisations of employers and workers concerned, a Member may, by a declaration communicated to the Director-General of the International Labour Office in the month following each anniversary of the coming into force of the Convention, introduce subsequent limitations on the technical scope of the statistics covered by the Article or Articles of Part II in respect of which it has accepted the obligations of the Convention. Such declarations shall take effect one year after the date on which they are registered. Each Member which introduces such limitations shall provide in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation the particulars referred to in paragraph 2 of this Article.

74. In putting forward their proposal, the Workers' member of the Subcommittee emphasised that the term "technical scope" was not intended to have restrictive connotations in any area other than statistical and should not, for example, be regarded as setting a precedent for other Conventions. In subsequent discussions, the Workers' Vice-Chairman stressed this point once again, stating that such limitations of scope could not be used to weaken fundamental propositions in the area of human rights in general, and workers' rights in particular. The Employers' Vice-Chairman and the Government members of the European Community concurred with this view. Subject to this reservation, the proposal was accepted unanimously by the Committee, which referred the issue concerning terminology to the Drafting Committee.

75. Article 16 was adopted as amended, subject to changes by the Drafting Committee.

#### *Article 17*

76. Article 17 was adopted without change.

### STANDARD FINAL PROVISIONS

#### *Article 20*

77. In withdrawing their amendment concerning the intervals at which the Convention could be denounced, the Government members of Australia, Canada, Finland, Norway and Sweden lent their support to a similar one proposed by the Employers' members, which in their view comprised a stronger formulation. The amendment of the Employers' members sought to replace the text of paragraph 3 by the following:

A Member which has ratified this Convention may, on any anniversary of its having come into force, withdraw its acceptance

of the obligations of the Convention in respect of one or more subjects, provided that it maintains its acceptance of these obligations in respect of at least one subject. It may also, on any anniversary of the Convention's having come into force, alter the limitations on the scope of statistics originally stated in compliance with Article 16 of the Convention. Any such change shall be declared in a communication to the Director-General of the International Labour Office, and shall not take effect until one year after the date on which it was registered.

The Employers' Vice-Chairman explained that the intention was to introduce a greater degree of flexibility by providing Members not only with the opportunity of denouncing particular subjects, but also of reducing the scope of the statistics compiled in respect of the different subjects. In their view, the ten-year period fixed in the Office text was too long for governments to commit themselves to compiling statistics of a particular scope, while anything less than one year would be too short. The Workers' members, however, felt that stability was a necessary element in an international Convention and that a ten-year periodicity for denunciation was more appropriate. This latter view was supported by the Government members of the European Community, the Nordic countries, Australia, Austria and Switzerland, but they also considered that partial withdrawal should be permitted at shorter intervals.

78. During the subsequent discussion of the amendment, it was apparent that the Committee was in general agreement as to the need for different periodicities at which Members should be able, first of all to denounce the entire Convention, and secondly to withdraw their acceptance of obligations relating to the various subjects and, lastly, to limit the scope of the statistics compiled. A Subcommittee, comprising the Government member of Italy, the Workers' member of the United States and the Employers' member of the United States, was set up to address these issues.

79. Reporting back to the Committee, the spokesman for the Subcommittee noted that its proposals had been based on the three amendments in question, with assistance from the Legal Adviser. In addition to a new paragraph 3 to be added to Article 16, referred to above under paragraphs 73 and 74, the Subcommittee proposed to replace the text of paragraph 3 and to add a new paragraph 4 as follows:

3. After consulting the representative organisations of employers and workers concerned, a Member which has ratified this Convention may, after the expiration of five years from the date on which the Convention first comes into force, by a declaration communicated to the Director-General of the International Labour Office, withdraw its acceptance of the obligations of the Convention in respect of one or more of the Articles of Part II, provided that it maintains its acceptance of these obligations in respect of at least one of these Articles. Such withdrawal shall not take effect until one year after the date on which it was registered.

4. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in the preceding paragraph, exercise the right of withdrawal provided for in that paragraph, will be bound by the Articles of Part II in respect of which it has accepted the obligations of the Convention for another period of five years and thereafter may withdraw its acceptance of these obligations at the expiration of each period of five years under the terms provided for in paragraph 3 of this Article.

80. The Committee voiced its general approval of the proposed texts, although the Government members of the European Community expressed their continued preference for a shorter denunciation period.

81. Article 20, as subamended by the Subcommittee, was unanimously adopted.

#### **Examination of the proposed Recommendation contained in Report V(2)<sup>1</sup>**

##### *Preamble*

82. In addressing the text of the proposed Recommendation concerning Labour Statistics, the Committee first considered an amendment to the Preamble, submitted by the Government member of Austria, seeking to broaden the statement of useful purposes to be achieved by the Recommendation and thus to strengthen its impact. The amendment was supported by the Workers' members, subject to a subamendment relating to the need for labour statistics for the purposes of national policy determination and for industrial relations. The Employers' members were of the view that the amendment duplicated what was already in the first paragraph of the Preamble, and the Government members of the European Community, as well as those of the Nordic countries, indicated their preference for the Office text. It was finally agreed that the Office text should stand, subject to consideration by the Drafting Committee of the way in which the substance of the Workers' subamendment, referred to above, might best be embodied.

83. The Preamble was adopted as amended, subject to changes by the Drafting Committee.

##### *Proposed new Paragraph*

84. The Committee next considered a number of amendments seeking to delete Paragraphs 1, 4, 9, 14, 16 and 19, which contained specific references to resolutions adopted by the International Conferences of Labour Statisticians, and to replace them by a single more general reference to the guide-lines available from the International Labour Organisation and international sources of similar standing. The Employers' members put forward an amendment to this effect, but agreed to withdraw it in favour of a merged amendment comprising subamendments to the amendments of the Government members of Jamaica and the Philippines respectively. A particular consequence of this approach, with which the Committee concurred, was that the Annexes would be deleted. The extensive discussion which ensued concerning the content of the required general statement included the points that the ILO guide-lines should be given precedence, and that it was only in their absence that those from other sources should be referred to. Moreover, the Government members of the European Community considered that these latter sources should be restricted to the organisations within the United Nations family.

85. A consensus was finally reached as to the nature of the desired general statement, to be expressed as a new subparagraph placed before the text of Paragraph 25, which would become the second subparagraph; the details of this new paragraph were left to the Drafting Committee for consideration.

<sup>1</sup>The numbering of the Paragraphs reproduces that of the proposed Recommendation in Report V(2). It does not necessarily correspond in every case to the numbering of the Paragraphs in the proposed Recommendation reproduced at the end of the Committee's report, which is based on the decisions of the Committee and, in some cases, of the Drafting Committee.

## I. BASIC LABOUR STATISTICS

### *Statistics of the Economically Active Population, Employment, Unemployment and Underemployment*

#### *Paragraph 1*

86. Paragraph 1 was deleted.

#### *Paragraph 2*

87. The Committee expressed its support of an amendment submitted by the Workers' members to delete the phrase "With a view to meeting short-term needs"; the amendment was adopted. The Committee decided that this amendment was also relevant in connection with Paragraphs 5 and 6, and requested the Drafting Committee to make the appropriate deletions.

88. Paragraph 2 was adopted as amended.

#### *Paragraph 3*

89. The Committee decided that an amendment submitted by the Government member of the Federal Republic of Germany, and subsequently sub-amended by the Workers' members, to insert in Paragraph 7, subparagraph (2), the words "or level of qualifications" as an alternative to "occupation or occupational group", was also relevant to Paragraph 3. The Drafting Committee was therefore requested to make the necessary insertion, in this and other Paragraphs in which occupation or occupational group were included as classificatory variables.

90. Paragraph 3 was adopted as amended, subject to changes by the Drafting Committee.

### *Statistics of Wages and Hours of Work*

#### *Paragraph 4*

91. Paragraph 4 was deleted.

#### *Paragraph 5*

92. In drawing attention to their earlier amendment to Paragraph 2, to delete "With a view to meeting short-term needs" from subparagraph (1), the Workers' members proposed, along with the Government member of the Federal Republic of Germany, further amendments relating to the cross-classification to be compiled. These latter amendments led to a discussion as to the propriety of qualifying the requirements to collect the statistics in question according to sex, and gave rise to a sub-amendment by the Government members of the European Community to remove all qualifications (such as "where possible") with respect to "sex". At this point, several Government members emphasised the practical difficulties of collecting earnings statistics according to sex from establishment sources. A parallel amendment proposed by the Government member of Jamaica underscored these latter difficulties, but in view of the eventual consensus regarding the substance of the subamendment of the Government members of the European Community, this was withdrawn.

93. An amendment submitted by the Workers' members to reinsert "where possible, age group and occupational group" which had been deleted from

the text of Report V(1), was adopted and referred to the Drafting Committee, as was the insertion of "or level of qualifications", referred to in paragraph 89 above. In view of the decision referred to in paragraph 87 above, the Drafting Committee was requested to delete the phrase "with a view to meeting short-term needs".

94. Paragraph 5 was adopted as amended, subject to changes by the Drafting Committee.

#### *Paragraph 6*

95. In view of its decision referred to in paragraph 87 above, the Drafting Committee was requested to delete the phrase "with a view to meeting short-term needs".

96. The Committee considered simultaneously a number of amendments to Paragraphs 6 and 7, designed to introduce or reinforce various qualifications as to feasibility, relevance and appropriateness. The Government member of Jamaica made a suggestion that the requirements expressed in these and other Paragraphs might be stated without qualification, and that a general explanatory paragraph could be inserted to make it clear that the requirements indicated were statements of goals or objectives, and the Members were not necessarily expected to meet them immediately.

97. These various amendments and the related suggestion were referred to the Drafting Committee for further consideration, as was the insertion of "or level of qualifications", referred to in paragraph 89 above.

98. Paragraph 6 was adopted as amended, subject to changes by the Drafting Committee.

#### *Paragraph 7*

99. The Government member of the Federal Republic of Germany submitted an amendment, subamended by the Workers' members, to insert "or level of qualifications", so as to accommodate the variety of national practices regarding occupations and levels of qualifications. The Committee adopted this amendment, and, noting that it was also relevant to other Paragraphs, requested the Drafting Committee to insert the phrase as appropriate.

100. The Committee agreed to a proposal put forward by the Government member of the United States to introduce examples of the components of earnings and hours of work in subparagraph (2), clause (c), and directed this task to the Drafting Committee.

101. Paragraph 7 was adopted as amended, subject to changes by the Drafting Committee.

#### *Paragraph 8*

102. The Government member of the United States presented an amendment to subparagraph (1) proposing more frequent compilation of labour cost statistics. Following a discussion of the arguments in favour of and against a shorter periodicity for the somewhat complex area of labour statistics, the amendment was unable to sustain the initial support of the Workers' members, and lapsed. A related

amendment to subparagraph (2) proposing the elaboration of the components of labour cost also lapsed.

103. Paragraph 8 was adopted unchanged.

#### *Consumer Price Indices*

##### *Paragraph 9*

104. Paragraph 9 was deleted.

##### *Paragraph 10*

105. The Committee had before it an amendment to subparagraph (2) submitted by the Workers' members to insert "and miscellaneous items" as an important group of consumption items. In this connection, it was pointed out that the issue was one of drafting and not of substance. "Miscellaneous items" were included in the compilation of consumer price indices, but were not normally published since they represented a residual group of items not covered in the other categories mentioned. The Workers' Vice-Chairman accepted this explanation, and a suggestion that "other significant categories" could be inserted in order to clarify the point was referred to the Drafting Committee.

106. Paragraph 10 was adopted as amended, subject to changes by the Drafting Committee.

##### *Paragraph 11*

107. The Workers' members submitted an amendment to reinstate "if possible once a month, but" which had disappeared from the text in Report V(1). Support for this was expressed by the Employers' members and the Government members of the European Community, and the amendment was adopted.

108. Paragraph 11 was adopted as amended.

##### *Paragraph 12*

109. An amendment was submitted by the Government member of Canada to reverse the presentation of the two subparagraphs and consolidate them in a single paragraph, on the basis that review of the appropriateness of weighting patterns normally preceded their adjustment. This was not, however, meant to exclude the possibility of adjusting weighting patterns, for special reasons, without such review. The Committee adopted the amendment. Another amendment submitted by the Workers' members concerned only the French text, and was referred to the Drafting Committee.

110. Paragraph 12 was adopted as amended, subject to changes to the French text by the Drafting Committee.

##### *Paragraph 13*

111. Paragraph 13 was adopted without change.

#### *Statistics of Household Expenditure and Household Income*

##### *Paragraph 14*

112. Paragraph 14 was deleted.

##### *Paragraph 15*

113. An amendment submitted by the Government member of the Philippines, to insert "or, where appropriate, family" after "household" each time the latter term appeared, was adopted.

114. Paragraph 15 was adopted as amended.

#### *Statistics of Occupational Injuries and Occupational Diseases*

##### *Paragraph 16*

115. Paragraph 16 was deleted.

##### *Paragraph 17*

116. The Workers' member submitted two amendments to Paragraphs 17 and 18 respectively, to extend the coverage of statistics of occupational injuries and of occupational diseases to include not only the workers directly involved but also other persons affected by industrial accidents or environmental pollution in the immediate vicinity. The Workers' members emphasised the fact that industrial accidents sometimes affected persons other than those in the workplace. They further noted that, although technological developments and improvements in occupational safety had reduced the number of accidents, such occurrences were becoming more and more important due to the intensity of each accident and the increasing number of potential victims. Particular reference was made to accidents of the type which had recently occurred in Bhopal in India. There was unanimous expression of sympathy with the victims of this and other disasters. The Committee recognised the need for statistical information relating to such accidents as well as the consequences of industrial pollution. However, the Employers' members considered that these data did not fall within the scope of statistics of occupational injuries. It was noted that if the scope were extended beyond the workers directly involved in industrial accidents, this could undermine the usefulness of the data compiled concerning their severity and frequency, which were necessary for accident prevention programmes. Several Government members considered that they would have difficulty in implementing such a recommendation, given the lack of technical definitions and adequate guide-lines. The Government members of the Nordic countries and Australia stressed the point that such data normally fell within the competence of statistics of health, the environment or transport. In this connection, the Employers' member of the Byelorussian SSR stated that in his country statistics of occupational injuries were linked to the production process, and consequently covered all accidents occurring during the production period.

117. In view of the various difficulties identified by the Committee, the Workers' members withdrew their amendments to Paragraphs 17 and 18, expressing the wish that their proposals be duly recorded in the Committee's report. Furthermore, the attention of the competent bodies should be drawn to the need for compiling these statistics.

118. The insertion in subparagraph 2 of "or level of qualifications", referred to in paragraph 89 above,

was directed to the Drafting Committee. On this understanding, Paragraph 17 was adopted, subject to changes by the Drafting Committee.

#### *Paragraph 18*

119. The insertion in subparagraph 2 of "or level of qualifications", referred to in paragraph 89 above, was directed to the Drafting Committee. On this understanding, Paragraph 18 was adopted, subject to changes by the Drafting Committee.

#### *Statistics of Industrial Disputes*

##### *Paragraph 19*

120. Paragraph 19 was deleted.

##### *Paragraph 20*

121. Paragraph 20 was adopted unchanged.

#### *Statistics of Productivity*

##### *Paragraph 21*

122. The Government member of Austria submitted an amendment to replace the text by the following:

Statistics of labour productivity should be compiled in such a way as to be representative of the country as a whole and of important branches of economic activity. These statistics should as far as possible be compiled for the same important branches of economic activity for which statistics are compiled in pursuance of Paragraph 8.

Its author explained that the intent was to amplify the text presented in Report V(1), which in his view was too vague. In withdrawing their amendment to delete Paragraph 21, the Government members of the Nordic countries strongly opposed this amendment, stating their preference for the Office text. The Government member of the United Kingdom noted that the second sentence of the amendment appeared to refer to a need for consistency between statistics of labour cost and labour productivity, which could be extended to all the statistics compiled in pursuance of the Recommendation. The Employers' members opposed this amendment, stating that they considered the Office text to be sufficient. They also opposed the narrowing of productivity to labour productivity. Following a proposal to delete "labour" from the amendment, the Workers' members stated that they could support this, although they felt that the wording was weak. A number of Government members were in favour of the retention of the Office text, as an encouragement for future action. As a result of the opposition to the amendment, the Workers' members withdrew their support, and the amendment was rejected.

123. Paragraph 21 was adopted without change.

## **II. STATISTICAL INFRASTRUCTURE**

##### *Paragraph 22*

124. The Employers' members submitted an amendment to replace the text of clause (d) by the following:

the availability, with appropriate safeguards, for confidential use, of administrative records (such as those of employment services,

social security bodies, labour inspection services) for statistical purposes.

The amendment was adopted unanimously, and referred to the Drafting Committee.

125. Paragraph 22 was adopted as amended, subject to changes by the Drafting Committee.

##### *Paragraph 23*

126. Paragraph 23 was adopted without change.

##### *Paragraph 24*

127. Paragraph 24 was adopted without change.

##### *Paragraph 25*

128. As a result of the Committee's decision, referred to in paragraph 85 above, to adopt the subamended and merged amendments of the Government members of Jamaica and the Philippines, it was agreed to insert a new subparagraph, as follows, before the existing text, which would become the second subparagraph:

In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics required under this Recommendation, Members should take into consideration the international Recommendations on labour statistics established by the International Labour Organisation and relevant recommendations of other competent international agencies.

This amendment, as subamended, was referred to the Drafting Committee. An amendment submitted by the Government member of the United States, to insert "endeavour, where possible" before "revise and up-date", aimed at taking into account the fact that the revision and up-dating of concepts, definitions and methodologies could not necessarily be automatic. This amendment was also referred to the Drafting Committee.

129. The Government member of Austria noted the importance of the tripartite procedure in the ILO. He further stated that consideration should first be given to the recommendations of the ILO, and only afterwards should those of other competent organisations be taken into account.

130. Paragraph 25 was adopted as amended and referred to the Drafting Committee.

##### *Paragraph 26*

131. Paragraph 26 was adopted without change.

## **ANNEXES I AND II**

132. Annexes I and II were deleted.

#### **Adoption of the Report, the Proposed Convention, the Proposed Recommendation and the Resolution**

133. At its thirteenth sitting, the Committee adopted its report by consensus, after having introduced modifications proposed by several members. The Reporter presented the Committee's report, explaining certain changes which the Drafting Committee had made to the proposed Convention and proposed Recommendation. The Committee then examined the proposed Convention and proposed

Recommendation and a number of statements were made.

134. The Workers' Vice-Chairman and the Employers' Vice-Chairman both reiterated and emphasised the fact that the provision concerning the possible limitation of the technical scope of the statistics compiled, included in Article 17, paragraph 3, concerned only this technical subject. It could not therefore be interpreted as a precedent for narrowing the scope of other Conventions dealing with human rights, particularly workers' rights.

135. The texts of the Proposed Convention and proposed Recommendation were adopted unanimously.

136. Following this the Government member of Austria submitted a resolution concerning statistics of productivity as follows:

The Committee on Convention No. 63 (Statistics), having adopted its report, wishes to recommend to the Conference that it request the Governing Body and through it the Director-General of the ILO to initiate work on the problems of productivity measurement. It further wishes to recommend to the Conference that it is necessary for the Office to produce a report and draft Recommendation on definitions, concepts and methodology of productivity measurement for consideration by the next International Conference of Labour Statisticians to follow their 1987 Conference. This Recommendation will provide ILO statistical guide-lines on this important subject by the end of the decade. It will also enable Members which require assistance in designing or revising statistics of productivity to obtain help from the ILO Bureau of Statistics. The importance of statistics of productivity has been recognised by the Committee in including productivity in its "Proposed Recommendation concerning Labour Statistics".

137. Expressions of support for the general idea behind this resolution were voiced by the Workers' members and a number of Government members. Following a proposal by the Government member of Australia to limit the resolution to its first sentence only, the Employers' members submitted a further amendment which met with the approval of the Committee and the resolution, as amended, was subsequently adopted unanimously. The text of the amended resolution, as adopted, it presented at the end of the Report.

138. In closing the sitting, the Chairwoman praised the Committee for accomplishing its work in a spirit of true co-operation and tripartism. Its efforts had culminated in a Proposed Convention and proposed Recommendation which would serve not only governments but also employers and workers.

139. The present report, the proposed Convention and proposed Recommendation and the resolution are submitted to the Conference for its consideration.

Geneva, 20 June 1985.

(Signed) L. Pineda,  
Chairwoman

D. A. Worton  
Reporter

### **Proposed Convention concerning Labour Statistics**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Having decided upon the adoption of certain proposals with regard to the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), which is the fifth item on the agenda of the session,  
and

Considering that these proposals should take the form of an international Convention,

adopts this                      day of June of the year one thousand nine hundred and eighty-five the following Convention, which may be cited as the Labour Statistics Convention, 1985:

#### **I. GENERAL PROVISIONS**

##### *Article 1*

Each Member which ratifies this Convention undertakes that it will regularly collect, compile and publish basic labour statistics, which shall be progressively expanded in accordance with its resources to cover the following subjects:

- (a) economically active population, employment, where relevant unemployment, and where possible visible underemployment;
- (b) structure and distributions of the economically active population, for detailed analysis and to serve as benchmark data;

- (c) average earnings and hours of work (hours actually worked or hours paid for) and, where appropriate, time rates of wages and normal hours of work;
- (d) wage structure and distribution;
- (e) labour cost;
- (f) consumer price indices;
- (g) household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income;
- (h) occupational injuries and, as far as possible, occupational diseases; and
- (i) industrial disputes.

#### *Article 2*

In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics required under this Convention, Members shall take into consideration the latest standards and guidelines established under the auspices of the International Labour Organisation.

#### *Article 3*

In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics required under this Convention, the representative organisations of employers and workers, where they exist, shall be consulted with a view to taking into account their needs and to ensuring their co-operation.

#### *Article 4*

Nothing in this Convention shall impose an obligation to publish or reveal data which could result in the disclosure in any way of information relating to an individual statistical unit, such as a person, a household, and establishment or an enterprise.

#### *Article 5*

Each Member which ratifies this Convention undertakes to communicate to the International Labour Office, as soon as practicable, the published statistics compiled in pursuance of the Convention and information concerning their publication, in particular—

- (a) the reference information appropriate to the means of dissemination used (titles and reference numbers in the case of printed publications and the equivalent descriptions in the case of data disseminated in other forms); and
- (b) the most recent dates or periods for which the different types of statistics are available, and the dates of their publication or release.

#### *Article 6*

Detailed descriptions of the sources, concepts, definitions and methodology used in collecting and compiling statistics in pursuance of this Convention shall be—

- (a) produced and updated to reflect significant changes;
- (b) communicated to the International Labour Office as soon as practicable; and
- (c) published by the competent national body.

### II. BASIC LABOUR STATISTICS

#### *Article 7*

Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment, shall be compiled in such a way as to be representative of the country as a whole.

#### *Article 8*

Statistics of the structure and distribution of the economically active population shall be compiled in such a way as to be representative of the country as a whole, for detailed analysis and to serve as benchmark data.

#### *Article 9*

1. Current statistics of average earnings and hours of work (hours actually worked or hours paid for) shall be compiled covering all important categories of



employees and all important branches of economic activity, and in such a way as to be representative of the country as a whole.

2. Where appropriate, statistics of time rates of wages and normal hours of work shall be compiled covering important occupations or groups of occupations in important branches of economic activity, and in such a way as to be representative of the country as a whole.

#### *Article 10*

Statistics of wage structure and distribution shall be compiled covering employees in important branches of economic activity.

#### *Article 11*

Statistics of labour cost shall be compiled covering important branches of economic activity. Where possible, these statistics shall be consistent with data on employment and hours of work (hours actually worked or hours paid for) of the same scope.

#### *Article 12*

Consumer price indices shall be computed in order to measure variations over time in the prices of items representative of the consumption patterns of significant population groups or of the total population.

#### *Article 13*

Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income shall be compiled covering all types and sizes of private households or families, and in such a way as to be representative of the country as a whole.

#### *Article 14*

1. Statistics of occupational injuries shall be compiled covering, where possible, all branches of economic activity, and in such a way as to be representative of the country as a whole.

2. As far as possible, statistics of occupational diseases shall be compiled covering all branches of economic activity, and in such a way as to be representative of the country as a whole.

#### *Article 15*

Statistics of industrial disputes shall be compiled covering, where possible, all branches of economic activity, and in such a way as to be representative of the country as a whole.

### III. ACCEPTANCE OF OBLIGATIONS

#### *Article 16*

1. Each Member which ratifies this Convention shall, in pursuance of the general obligations referred to in Part I, accept the obligations of the Convention in respect of one or more of the Articles of Part II.

2. Each Member shall specify in its ratification the Article or Articles of Part II in respect of which it accepts the obligations of this Convention.

3. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of one or more of the Articles of Part II which were not already specified in its ratification. These notifications shall have the force of ratification as from the date of their communication.

4. Each Member which has ratified this Convention shall state, in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the position of its law and practice on the subjects covered by the Articles of Part II in respect of which it has not accepted the obligations of the Convention and the extent to which effect is given or is proposed to be given to the Convention in respect of such subjects.

### *Article 17*

1. A Member may limit initially the scope of the statistics referred to in the Article or Articles of Part II in respect of which it has accepted the obligations of this Convention to specified categories of workers, sectors of the economy, branches of economic activity or geographical areas.

2. Each Member which limits the scope of the statistics in pursuance of paragraph 1 of this Article shall indicate in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the Article or Articles of Part II to which the limitation applies, stating the nature of and reasons for such limitation, and shall state in subsequent reports the extent to which it has been possible or it is proposed to extend the scope to other categories of workers, sectors of the economy, branches of economic activity or geographical areas.

3. After consulting the representative organisations of employers and workers concerned, a Member may, by a declaration communicated to the Director-General of the International Labour Office in the month following each anniversary of the coming into force of the Convention, introduce subsequent limitations on the technical scope of the statistics covered by the Article or Articles of Part II in respect of which it has accepted the obligations of the Convention. Such declarations shall take effect one year after the date on which they are registered. Each Member which introduces such limitations shall provide in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation the particulars referred to in paragraph 2 of this Article.

### *Article 18*

This Convention revises the Convention concerning Statistics of Wages and Hours of Work, 1938.

### FINAL PROVISIONS

### *Article 21*

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

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in paragraph 1 of this Article.

3. After consulting the representative organisations of employers and workers concerned, a Member which has ratified this Convention may, after the expiration of five years from the date on which the Convention first comes into force, by a declaration communicated to the Director-General of the International Labour Office, withdraw its acceptance of the obligations of the Convention in respect of one or more of the Articles of Part II, provided that it maintains its acceptance of these obligations in respect of at least one of these Articles. Such withdrawal shall not take effect until one year after the date on which it was registered.

4. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in paragraph 3 of this Article, exercise the right of withdrawal provided for in that paragraph, shall be bound by the Articles of Part II in respect of which it has accepted the obligations of the Convention for another period of five years and, thereafter, may withdraw its acceptance of these obligations at the expiration of each period of five years under the terms provided for in paragraph 3 of this Article.

## Proposed Recommendation concerning Labour Statistics

The General Conference of the International Labour Organisation.

Having been convened by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985, and

Recognising the need for reliable labour statistics both in developed and in developing countries, particularly for the purposes of planning and monitoring social and economic progress, as well as for industrial relations,

Having decided upon the adoption of certain proposals with regard to the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Labour Statistics Convention, 1985,

adopts this day of June of the year one thousand nine hundred and eighty-five the following Recommendation, which may be cited as the Labour Statistics Recommendation, 1985:

### I. BASIC LABOUR STATISTICS

#### *Statistics of the Economically Active Population, Employment, Unemployment and Underemployment*

1. (1) Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment should be compiled at least once a year.

(2) These statistics should be classified according to sex and, where possible, age group and branch of economic activity.

2. (1) With a view to meeting long-term needs for detailed analysis and for benchmark purposes, statistics of the structure and distribution of the economically active population should be compiled at least once every ten years.

(2) These statistics should be classified at least according to sex, age group, occupational group or level of qualifications, branch of economic activity, geographical area and status in employment (such as employer, own-account worker, employee, unpaid family worker, member of producers' co-operative).

#### *Statistics of Wages and Hours of Work*

3. (1) Current statistics of average earnings and hours of work (hours actually worked or hours paid for) should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and sex, where relevant according to size of establishment and geographical area and, where possible, age group and occupational group or level of qualifications.

4. (1) Where appropriate, current statistics of time rates of wages and normal hours of work should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and, where relevant, according to sex, age group, occupation or occupational group or level of qualifications, size of establishment and geographical area.

5. (1) With a view to meeting long-term needs for detailed analysis and for benchmark purposes, statistics of wage structure and distribution should be compiled at regular intervals, if possible once every five years.

(2) These statistics should provide –

- (a) data on earnings and hours of work (hours actually worked or hours paid for) classified at least according to sex, age group, occupation or occupational group or level of qualifications, branch of economic activity, size of establishment and geographical area;
- (b) detailed data on the composition of earnings (such as basic pay, premium pay for overtime, remuneration for time not worked and bonuses and gratuities) and of hours of work (hours actually worked or hours paid for); and
- (c) data on the distribution of employees according to levels of earnings and hours of work (hours actually worked or hours paid for), classified according to important characteristics of employees, such as sex and age group.

6. (1) With a view to meeting long-term needs, statistics of labour cost should be compiled at least once every five years.

(2) These statistics should provide data on the level and composition of labour cost, classified according to branch of economic activity.

#### *Consumer Price Indices*

7. (1) A general consumer price index should be computed and published for significant population groups or for the total population, covering all groups of consumption items.

(2) Consumer price indices should be published separately for important groups of consumption items, such as food, drink and tobacco; clothing and footwear; housing; fuel and lighting; and other significant categories.

8. The consumer price indices should be computed and published, if possible once a month, but at least once every three months.

9. The weights used to compute the consumer price indices should be reviewed at least once every ten years, and adjusted when significant changes in the consumption patterns are revealed.

10. The prices used to compute the consumer price indices should be representative of the respective purchasing habits (for example, regarding outlets and the nature and quality of articles) of the population groups concerned.

#### *Statistics of Household Expenditure and Household Income*

11. (1) Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income, should be compiled at least once every ten years.

(2) These statistics should provide, inter alia, in respect of households or families as the case may be –

- (a) detailed data on expenditure;
- (b) where possible, detailed data on income according to level and source of income;
- (c) detailed data on their composition, according to sex, age group and other significant characteristics of their members; and
- (d) data on expenditure and, where possible, income, classified according to their size and type, expenditure class and, where possible, income class.

#### *Statistics of Occupational Injuries and Occupational Diseases*

12. (1) Statistics of occupational injuries should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation of occupational group or level of qualifications) and of establishments.

13. (1) As far as possible, statistics of occupational diseases should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation or occupational group or level of qualifications) and of establishments.

#### *Statistics of Industrial Disputes*

14. (1) Statistics of industrial disputes should be compiled at least once a year.

(2) These statistics should be classified at least according to branch of economic activity.

#### *Statistics of Productivity*

15. Statistics of productivity should be progressively developed and compiled covering important branches of economic activity.

## **II. STATISTICAL INFRASTRUCTURE**

16. For the purposes of collecting and compiling the labour statistics in pursuance of Part I of this Recommendation, Members should progressively

develop the appropriate national statistical infrastructure. The major elements of such an infrastructure should include –

- (a) a comprehensive and up-to-date register of establishments or enterprises for the purposes of surveys or censuses; such a register should be sufficiently detailed to permit the selection of samples of establishments or enterprises;
- (b) a co-ordinated system for the implementation of surveys or censuses of establishments or enterprises;
- (c) a capability for the implementation of a continuous and co-ordinated series of national surveys of households or individuals; and
- (d) access for statistical purposes, with appropriate safeguards for their confidential use, to administrative records (such as those of employment services, social security bodies, labour inspection services).

17. Members should establish appropriate national standard classifications, and should encourage and co-ordinate the observance as far as possible of these classifications by all bodies concerned.

18. Members should take the necessary steps to harmonise the statistics compiled in pursuance of this Recommendation from different sources and by different bodies.

19. (1) In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics provided for in this Recommendation, Members should take into consideration the international Recommendations on labour statistics established under the auspices of the International Labour Organisation and relevant recommendations of other competent international organisations.

(2) Members should review and, if appropriate, revise or update the concepts, definitions and classifications used in compiling labour statistics in pursuance of this Recommendation when the relevant international standards and guide-lines are revised, or when new ones are established.

20. In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics provided for in the Labour Statistics Convention, 1985, and in this Recommendation, Members might seek assistance from the International Labour Office.

### **Resolution concerning Statistics of Productivity**

The Committee on Convention No. 63 (Statistics), having adopted its report, wishes to recommend to the Conference that it request the Governing Body of the International Labour Office to give high priority in its future programme proposals to work on the problems of productivity measurement. The Committee further wishes to recommend that such work be undertaken in collaboration with other competent statistical agencies in the United Nations family.

This resolution has as its objective the provision, by the beginning of the next decade, of guide-lines concerning concepts, definitions and methodologies that can be used by Members which wish to develop productivity in pursuance of their goals set forth in Paragraph 15 of the proposed Recommendation concerning Labour Statistics, 1985.



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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twenty-third Sitting

Thursday, 20 June 1985, 3.15 p.m.

President: Mr. Ennaceur

### REPORT OF THE COMMITTEE ON APARTHEID: DISCUSSION (cont.) AND ADOPTION

*Interpretation from French:* The PRESIDENT—We will begin again our discussion of the report of the Committee on Apartheid.

*Interpretation from French:* Mr. SÈNE (*Government delegate, Senegal*)—May I first of all congratulate you on your brilliant and unanimous election which is an honour done to your country, Tunisia, and to your eminent qualities as a statesman, as well as your personal merits.

I should like to take this opportunity to thank the Director-General for the ILO's contribution and for his commitment to the updated Declaration concerning the Policy of Apartheid in South Africa including the Programme of Action adopted by our Conference in 1981, the application of which is supervised by the Committee on Apartheid.

The *Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa*, bearing in mind developments in the situation in the labour and social fields as well as international action against apartheid, has received particularly close attention from my delegation.

It is on this last aspect that I should like to comment in the light of the replies concerning the action taken against apartheid by certain governments, employers' organisations and workers' organisations.

The persistence of a system of government called apartheid, based on the domination of one race by another is assuredly, in our times, the most serious challenge to the community of nations that there has been for decades. And it is because it runs counter to the rules of morality, law and the universally recognised values of human dignity that apartheid has been condemned as a crime against humanity, and that civilised peoples, conscious of the danger with which they are faced, have expressed their determination to bring about its eradication.

It is admittedly difficult to review all the panoply of repressive laws and racist practices which each day maintain and reinforce the ideology of apartheid. Through legislation against which there is no appeal and based on the policy of separate development, and under the pretext of a desire to preserve the identity of the Afrikaner race, more than 12 million Black Africans are condemned to live in the homelands, in isolated arid enclaves in conditions which are an affront to human conscience.

Under the Amendment Act of 1970, nearly 87 per cent of the land is today reserved for the Whites who have the exclusive ownership and right to exploit it, while the remaining 13 per cent of the poorest land is left to the Black population.

Worse still the citizens of the homelands in Transkei, Bophuthatswana, Venda and Ciskei have lost even their right to South African citizenship, as well as their share in the national resources derived from the land which belong to their ancestors.

What is more, by the institution of the laissez-passer system the White regime has acquired control of cheap Black labour and access to the towns by frequent recourse to the cruel practice of the massive transfer of Blacks to the homelands; meanwhile, new legislative provisions with respect to immigration about which so much is said are simply designed to make the situation of the Blacks in the homelands and Bantustans even more difficult.

Among the emergency laws, there is the famous Internal Security Act which strikes particularly harshly at trade union militants; under section 29 of this Act the South African authorities are allowed to arrest and detain any person for an indefinite period of time without any recourse to normal legal procedure. Finally, other violations of political rights and civil freedoms and trade union freedoms take place every day in the form of arbitrary arrests, cruel, degrading and inhuman treatment which are the daily lot of the militants of the ANC, the PAC, trade unionists, students, women and children who are struggling for freedom.

Moreover, stress should also be laid on Bantu education and on training which are matters within the competence of the ILO. Under this racist Act of 1953 which provides for inferior education to be given to Blacks, an attempt has been made to infringe this fundamental freedom and right to education.

The recent changes in the Constitution, which are merely a series of ruses and legal tricks to deceive world public opinion about the diabolical designs of those who support apartheid in the face of the economic crisis, and grave internal difficulties, deceive nobody. In this connection, the so-called constitutional proposals which are supposed to allow the persons of Asian and mixed origin to participate in political life cannot bring about a miraculous change in a regime which has turned racism into a dogma. Far from being a step in the right direction, these proposals are, in our opinion, by giving meagre powers to the representatives of part of the population while disdaining the vast Black majority, simply designed to step up the process of the denationalisa-



tion of the majority of the Black indigenous people whose national unity had been forged over history.

Despite the resolutions of the United Nations and the Security Council, despite our own resolutions which have declared that the so-called new Constitution is null and void because it is contrary to the principles of the Charter, and despite the reactions of the South African people and all of sectors of that people, and the protests of all peace-loving men all over the world, the South African leaders have not hesitated to impose their new Constitution. And in adopting this obstinate and arrogant attitude of disdain of the international community, the South African regime is thus running the risk of unleashing a further cycle of violence, thus worsening the situation in this part of the world.

The general strikes and bloody riots and uprisings of the people which are staking the Black suburbs and dormitory cities are evidence of the determination of the Black people of South Africa to resist the escalate for which the Pretoria regime bears the entire responsibility.

Furthermore, the champion of apartheid thought that the Blacks would not react because the vote did not apply to them. They did not realise the great protest movements which and demonstrate the mobilisation would result on the part of the Black South African people and their determination to fight for freedom and justice. The Africans of Sharpeville, Soweto, and other towns, as well as the vast majority of the mixed and Asiatic populations have rejected this deceptive attempt to impose a new Constitution by showing to the whole world that they will accept nothing less than government by the majority, in accordance with their rights as embodied in the United Nations Charter in the Universal Declaration of Human Rights and the Constitution of the ILO.

In truth, it is not the dozens of people who are dying everyday and the hundreds who are being injured, the thousands of arrests and the brutal attacks by the police and the army which give any hope of any redemption of the South African regime. But there is one fact which is worthy of our attention and which has burst forth on the scene as concerns the struggle against apartheid in Southern Africa and which has thrown a new light on the vast awakening of the consciences of the different peoples of South Africa. And that is the movement headed by several different churches which consider that apartheid is a heresy which goes against the gospel. This movement is fighting in favour of a union of democratic forces by resisting the constitutional proposals made by the Government.

I am thinking, of course, of the UDF which is already installed throughout the region and which enjoys the support of the Black reformed churches Moslems, trade unions, as well as sporting and cultural bodies, organisations of young people, students, teachers and women, the UDF has set itself the objective of constructing a South Africa which is reconciled with itself, democratic and united without any bantustans or areas set aside for one particular group of people. Of course, as was to be expected, this organisation is today the victim of savage repression. Still in connection with the peaceful campaign of the churchmen, I should mention another important fact, namely, the award of the Nobel Peace Prize in November 1984 to Bishop Tutu of the Anglican

Church, who was congratulated on this honour by the Director-General of the ILO. The bishop is an ardent champion of peaceful change through the struggle of the Black people against racist repression in South Africa. In the address he gave during the prize giving ceremony, Bishop Tutu reaffirmed his commitment to the crusade in favour of the respect for human rights and fundamental freedoms because, he said, justice and peace do not exist in southern Africa. The Church must proclaim that anybody who believes in apartheid and practices this policy should be excommunicated because, he added, one cannot call oneself a Christian if one practices apartheid.

Alongside the churchmen, stress should be laid on the heroic struggle of the Black women, whose influence is constantly growing, and the Black trade unions which are having to cope with the appalling persecution and repression to which they are subjected by the South African authorities.

With regard to the African trade unions and the question of employment, as several other speakers have stressed, the Code of Conduct of the European Economic Community may be praiseworthy as a principle but it seems so easy to get around it that one can well question effectiveness because of the lack of proper supervisory machinery. Perhaps a tripartite body should be set up to assess its usefulness and monitor its implementation. As for the Sullivan principles about which the Americans talk so much, they have come to the fore again as a result of demonstrations in Washington and certain other American cities calling on the United States Government to exert pressure and apply sanctions against South Africa.

As concerns Namibia, we must recall the atrocities committed by the special units of the police in the areas of Owambo and Kavango, and the degrading treatment and torture inflicted on trade unionists and freedom-fighters captured at Kassinga and held in the sinister camp of Hardap Dam. In addition, the South African Government has extended its racist practice of apartheid to Namibia, with its "homelands" and repressive legislation. We must bear in mind that, for 18 years, the United Nations has been entrusted by the international community with the task of ensuring peaceful transfer of sovereignty to the Namibian people.

But all these years have gone by without Security Council Resolution 435 providing for free elections under United Nations auspices being put into effect. The United Nations Council for Namibia has always urged that this resolution be implemented, but the application of the United Nations plan for Namibia has encountered obstacles because of the refusal of the South African Government to respect the principles of the plan. Instead, they are playing for time in order to impose an internal neo-colonial solution.

In conclusion, I should like to say that it is not the indignant resolutions adopted by overwhelming majorities in our assembly or negotiated by a paralysed Security Council or noble, even sincere talk of constructive engagement that will oblige the South African leaders to abide by law and justice. But the imposition of effective sanctions and the strict implementation of the arms embargo could bring the supporters of apartheid to their senses. Only by unanimous commitment of all nations in the international community to the cause of eliminating apartheid and bringing freedom to the Namibian and

South African people will enable them to exercise their legitimate rights.

We must do everything we can to change this anachronistic and barbarous system of apartheid by helping all South Africans to build a free and democratic society, which will be multiracial and pluralistic in which all peoples without distinction of race or colour can enjoy equal rights in peace and fraternity.

*Interpretation from German: Mr. NOACK (Government delegate, German Democratic Republic)*—Allow me, first of all, to express the gratitude of the German Democratic Republic to the Committee on Apartheid for its successful work.

The conclusions reached by the anti-apartheid Committee unambiguously endorse the anti-apartheid Declaration adopted by the ILO in 1981. More clearly than in preceding years, they demand a planned implementation of that Declaration, the purpose of which is to sweep away the outlawed apartheid regime. Hence, my delegation supports them.

In what sense are these conclusions significant? Firstly, they take as their starting point the fact that despite multiple manoeuvres by the apartheid regime to throw dust in the eyes of world public opinion, it has made no change at all in the terrorist activity which is an obstacle to peace. Hence, today more than ever before, we must give effect to the Declaration of 1981 to sweep away all obstacles to its application.

Secondly, these conclusions, more clearly than before, recognise that, in the interests of an effective campaign against apartheid, it is essential to break off all co-operation with the racist regime. This runs clearly counter to certain statements unhappily made again this year within the ILO to the effect that the apartheid regime can be, to some extent, softened through reinforced co-operation. But practice shows that this is not the case. Despite international decisions and appeals, there has been a marked increase in the number of firms which collaborate with the apartheid regime and an increase in their turnover in the last few years. This has not, however, led to any erosion of apartheid but, rather, lent greater efficiency to Pretoria's machinery for terror and aggression. In this respect, those countries and transnational monopolies which greatly profit from their co-operation with the regime have much to answer for. The ILO, we feel, should put pressure on these forces to yield to the demand of world opinion for the severing of all relations with South Africa, a task to which the ILO, in our view, must more vigorously devote itself.

Thirdly, we welcome the fact that these conclusions have finally shown the way towards a more detailed and more explicit reporting formula, as demanded by us for many years past. On the basis of the detailed questionnaire called for in paragraph 4, the ILO should be able to acquire a more exact picture of who is supporting, and to what degree, the campaign against apartheid, and who is merely paying lip-service to the cause. If the questionnaire is to meet the purposes for which it was designed, the ILO must of course receive information from the member States.

Therefore, we fully understand the requirement set forth in paragraph 4A(16) to the effect that all

countries should send in individual reports on the implementation of the Declaration concerning the Policy of Apartheid in South Africa.

With this more explicit reporting procedure, there should be nothing to prevent the ILO from analysing and summarising the reports and information received.

As we all know, a marked failing in the annual Director-General's Special Reports has been that so far they have never arrived at any overall conclusion.

Fourthly, we note with satisfaction that conclusions reached at previous sessions for reinforcing the campaign against apartheid, are taken up again or further developed. Here I am thinking of the requests made to the ILO to provide information on foreign investments and bank loans to South Africa, which have expanded significantly in recent years to take action to end its dealings with a major bank, which refuses to stop helping to finance this criminal regime; to compile a document on investment in the so called homelands, including a list of companies and their countries of origin, and to analyse the effects of such investment on the position of the Black workers.

Fifthly, we welcome the renewed call to ILO member countries to support the front-line States as well as other victims of the policy of terror and aggression practiced by the apartheid regime.

The German Democrat Republic displays energetic solidarity with the national liberation movement of the peoples of South Africa and Namibia, as led by the ANC and SWAPO, and with the front-line States.

Facts about this appear in the Director-General's Special Report. In the last ten years our people have supported the people's struggle and liberation movements in southern Africa with gifts of over 600 million Marks as a sign of their solidarity. An important element of the support given by my country is the training and advanced training given to skilled workers from the people who are so bravely fighting against apartheid.

But despite all this we cannot close our eyes to the fact that the conclusions proposed fall short of a number of demands voiced in the Committee on Apartheid. This applies first of all to the section addressed to Employers. As has been shown, the Codes of Conduct for firms operating in South Africa are not a suitable means of conducting the campaign against apartheid. These codes of Conduct and sanctions are mutually exclusive as was shown in the discussion within the Committee.

Finally, I can assure you all that my Government will not relax its efforts in the struggle against apartheid. In us, the International Labour Organisation will find a vigorous supporter whenever more effective action has to be taken to overcome this inhuman system of apartheid.

*Interpretation from French: Mr. GALLAND (Workers' delegate, France)*—I am not surprised to hear proposals to the effect that a fact-finding and conciliation mission should be sent by the ILO to South Africa to see on the spot what is happening in respect of matters within its competence, and to improve its activities. I observed at our 1984 Session that the answers of the majority of governments which had been criticised because of their contacts with Prime Minister Botha had mentioned the word

"dialogue". Had they wanted to legitimise the racist Government of South Africa they could not have done better.

In my opinion, we are all concerned by apartheid in one way or another and all our organisation is doing is to contribute to the isolation of South Africa, politically, economically, culturally and militarily. What country, what group can claim to be the champion of freedom and human dignity if, in one way or another, it supports apartheid?

It would be easy to establish close relations of co-operation with this country and refuse to apply the economic sanctions called for by the United Nations. There is no shortage of generous declarations of principle which have no effect on investment and the returns thereof.

One cannot ignore the fact that the iniquitous regime of Pretoria which is spreading its repression to Namibia, Angola and Mozambique, is hanging on to power thanks to the aid provided in many forms by Western countries, including France, and benefitting from its relations with large industrial and banking concerns.

The Bureau of Multinational Enterprises of the ILO has carried out interesting studies. This prompts me to suggest that it should devote special attention to the role of these multinationals in South Africa, not only as regards conditions governing the application of the Declaration of principle of our Organisation, but also in respect of all questions relating to basic human rights.

I consider moreover, that the collective reply of certain countries members of the European Economic Community is not only perfunctory but also disrespectful of the moral authority of our Committee on Apartheid. Does this way of eluding replies not throw light on the state of their relations with Pretoria?

According to the publications of the United Nations Commission my country is the fifth-ranking economic partner of South Africa. Our exports to that country have increased by more than 20 per cent in three years, and imports have progressed by more than 35 per cent. Several times our CGT Miners' Federation has taken concrete action, including the occupation of ore-carrying vessels with a view to condemning and prohibiting imports of cheap South African coal which is in fact paid for at the price of slavery, blood and shackles.

A French company, Péchiney-Ugine-Kuhlman, continues to participate in the mining of uranium in the Rossing mine, in violation of Decree No. 1 of the United Nations Commission on Namibia. In 1978 my trade union organisation succeeded in banning the transport by air of this ore, which incidentally was being dispatched towards certain West European countries; however, we did not succeed in stopping this traffic.

French private companies have participated in the construction of 13 oxygen production units necessary for the liquification of coal as part of an energy autonomy strategy devised by the Pretoria Government and we know that, despite the official termination of deliveries of arms, French technology is enabling South Africa to produce tanks and missiles.

I learn, furthermore, that yesterday, 19 June, Mr. Luca Mangope, the so-called President of a pseudo-State, the Bophuthatswana Bantustan, arrived in Paris, with the approval of the French authorities.

French industry is ready to provide him with planes and television sets. I solemnly appeal from this rostrum to the French Government to take steps to suspend and ban immediately all forms of collaboration with the apartheid regime and to grant an official status to the liberation movements, ANC and SWAPO, because they are the legitimate representatives of the populations of South Africa and Namibia.

We rejoice at the development of the Black trade union movement which, after long years of struggle and repression, is today standing firmly against the racist authorities and in enterprises.

But international solidarity must expand. Pretoria has embarked upon a campaign of misinformation by attempting to claim that 1985 is a year of reform when, in fact repression, murder and arrests are on the increase. A scandalous situation, according to Bishop Desmond Tutu, which has prompted the Reverend Aipam Boesak to say, "This is perhaps the biggest wave of repression that the country has seen during this century".

Those who, whatever the level or nature of their responsibility, co-operate in any way whatsoever, and South Africa cannot expect to have any credibility at all as defenders of human rights.

Before concluding, may I make a proposal. I propose that the International Labour Office should consider the possibility of issuing a series of postage stamps bearing the portraits of the trade unionists and anti-apartheid campaigners who were murdered by the racists. These stamps could, for a period, be used to the exclusion of all others by the services of the office and the proceeds earned by a possible postal surcharge could be used to help our brothers in the Black trade unions.

*Interpretation from Russian:* Mr. BOTVINOV (*Workers' adviser, USSR*)—Today, we are considering the results of a week of intense work by the Committee on Apartheid, now submitted for approval by the Conference. To our deep disappointment, these results are very discouraging and, on behalf of the delegation of the Workers of the USSR, I wholly support the comprehensive analysis of the outcome of the Committee's work made from this rostrum by Mrs. Carr, Chairman of the Workers' group.

In fact, a careful examination of the Director-General's Report on Apartheid prepared by the Office which, incidentally, as regards the facts it presents and the analysis it provides, is in happy contrast with its predecessors, and the numerous testimonies offered by participants in the discussion in the Committee have convincingly revealed the continuing intensification—despite the assertions made by the Pretoria regime for propaganda purposes—in South Africa and illegally occupied Namibia, of the odious system of apartheid, racial segregation and brutal repression of the African population. The "constitutional reform" which is so loudly proclaimed by the South African racists, has in actual fact only served to confirm the total lack of rights of the vast majority of the population of South Africa and to speed up the arbitrary resettlement of the African population in reservations referred to as "homelands" and "Bantustans" and has led to the shooting of thousands of Africans, while thousands have been wounded and thrown into prisons and police torture cells. Among the first victims of the

terror and violence thus unleashed have been the independent "Black" trade unions, their leaders and active members. The apartheid regime is continuing to step up its acts of armed banditry and subversion against the neighbouring front-line African States, and this constitutes a serious threat to peace and security in the south of the African continent and indeed throughout the world.

The tragic situation in southern Africa urgently calls for decisive and more active efforts on the part of the entire international community to counter the system of apartheid. Considerable responsibility here must be borne by the International Labour Organisation which has the necessary potential and documentation to provide guidance in the form of the ILO Declaration concerning the policy of Apartheid in South Africa and the Programme of action adopted in 1981. Alas, the years that have elapsed since the adoption of these basic documents have brought considerable disappointment and dissatisfaction. While the world trade union movement—essentially the socialist one—and many progressive and developing member States have taken vigorous action to give effect to the provisions of the Programme of action, prominent Western countries, transnational companies and the financial and banking institutions of these countries, which for many years have been the principal investors in and donors to the apartheid regime, continue and indeed each year broaden their co-operation with racist South Africa, thereby guaranteeing the vitality and impunity of the apartheid system. The representatives of these countries and entrepreneurial organisations are continuing to employ delaying tactics, offering empty assurances, making innumerable reservations, thus concealing their reluctance to fulfil their duty, a duty incumbent upon all of us under the 1981 ILO Declaration.

Unfortunately, the present session of the Conference has not proved to be an exception in this respect. We have encountered another collective cryptic statement by the ten EEC member countries. Once again the Employers are failing to give priority to ceasing their co-operation with racism, but refer instead to the notorious codes of behaviour and the Sullivan principles, which have demonstrated their other ineffectiveness, and the so-called "humane" activities of their companies in South Africa, and the Government of the United States quite openly votes against the collectively adopted conclusions of the Committee. We also consider that the question of the relationship between the ILO and the Swiss bank UBS is far from closed and we expect the ILO to look for other means to carry out its financial operations, so that the ILO's resources should not be used indirectly to finance co-operation with the Pretoria regime.

It is not by chance that the conclusions of the Committee on Apartheid submitted this year for approval by the Conference are essentially intended to improve the system whereby member States, Employers' and Workers' organisations are accountable for their actions, with a view to ensuring implementation of the 1981 ILO Declaration and Programme of action. We hope that this constructive approach adopted by the Committee and the conclusions reached by it will meet with the support they deserve on the part of the delegates at the Conference and that the flood of reservations may be reduced to a minimum.

Mr. KHURSHID AHMED (*Workers' delegate, Pakistan*)—It is a great privilege for me to speak on behalf of the Workers' delegation of Pakistan and to associate myself with other distinguished speakers who have preceded me from this rostrum in conveying our deep appreciation of the work of the Committee on Apartheid outlined in the report. I also particularly appreciate the work done by the Workers' group of this Committee, ably led by Mrs. Carr, and may I also take this opportunity to convey admiration for the work the Director-General put into the Special Report he has presented on the subject of Apartheid, which reflects the various forms of this inhuman crime being committed by the racist regime of Pretoria against the Black majority.

As we all know, apartheid is a legacy of the colonial era. It discriminates between one man and another on the basis of race and colour. It is a heinous crime against all mankind. All international organisations, including the International Labour Organisation, are committed to upholding the principle that all human beings, irrespective of race, colour or creed, have the equal right to pursue their material and spiritual development in an atmosphere of freedom, dignity and economic security. All relations in all areas, including Islam and Christianity, uphold the principle of the equality and fraternity among man. In Islam, our holy Prophet declared that no one is inferior to another on the basis of race or colour; only those who possess higher human qualities and show greater compassion to their fellow beings are superior, but not on the basis of race, colour or creed.

Pakistan, since its independence, is committed to support the struggles of all freedom-loving peoples, including the people of South Africa and Namibia. We believe that the legacy of the colonial era has been overcome by the heroic struggle of the people of Asia, Latin America and Africa. What is left in South Africa is bound to disappear and the shackles of the colonial era will be eliminated through the support of all freedom-loving peoples of the world.

One philosopher in the last century said that man is born free but he is everywhere bound with chains, and those were the days of the colonial era. Those chains have been broken but we still find them in South Africa and Namibia and we believe that with the support of all people their struggle is bound to succeed. We are sorry that the conclusions adopted by the Committee reveal that certain members of the Employers' and the Government groups expressed their reservations on disinvestment and the imposition of economic sanctions. We believe that the solution to this problem demands that all freedom-loving people should support the struggle in South Africa and Namibia and give it material support and, at the same time, strengthen the economic sanctions against this racist regime. Only by this method can the evil be eliminated. We appeal from this rostrum to the people of all those countries from which multinationals are operating to create a situation where disinvestment can take place, and for economic sanctions, as provided for in the United Nations Charter, to be imposed against South Africa. We welcome the struggle of the working class, from North or South, East and West, who stand by the people of South Africa and Namibia, and we believe their struggle and their moral and material support is a source of inspiration for them.

We in the trade union movement in Pakistan share the feelings and aspirations of these peoples. We have been and are supporting this cause, in the ways outlined at a previous international trade union conference against apartheid which drew up a very complete programme of action. We, in Pakistan, at May Day rallies, reiterated our support for the peoples of South Africa.

In conclusion, we assure our brothers in South Africa and Namibia that their struggle is a just one and despite all they have suffered in blood and sacrifices they are bound to succeed and bound to win the right to independence and self-determination with the full support of all freedom-loving people of the world. We ask for the adoption of this report.

*Interpretation from Spanish:* Mr. LECHUGA HEVIA (*Government delegate, Cuba*)—Mr. President, first of all we should like to congratulate you on your election. We are confident in your ability to lead the Conference to a successful conclusion.

I should like, on behalf of the delegation of Cuba, to support the report of the Committee. We consider that it is very comprehensive and contains important information on this subject.

We all know what the apartheid policy is and what it means. What does have to be stressed is what is happening in the country as a consequence of this policy, and how it is that the South African Government can continue pursuing this policy within and beyond its frontiers, and where the South African Government finds the support to continue its policy of aggression and persistent violation of all rights, including of course workers' rights.

I should like to begin by recalling two events which had their anniversary in the last few days and which are symbolic of South African repression. One of them is the massacre of Kassinga, about which of course nothing was said in the international press despite the fact that more than 900 Namibians died—old people, children, men and women—in a surprise attack by airborne troops following a savage air raid on a defenceless camp. The President of Cuba, Comandante Fidel Castro, recently commemorated this event during a ceremony in our country attended by the Secretary-General of the United Nations. He also recalled that on that day a number of Cubans died who belonged to a unit which had advanced heroically under enemy fire to support the Namibians and oblige the South Africans to withdraw hastily from Kassinga, thus avoiding the killing of even more Namibian women and children.

We also recall the anniversary of Soweto where many men and women of the suffering people of South Africa were struck down by the bullets of the forces of racist repression.

Both these mass murders were links in a long chain of atrocities that have been and are still being committed by the South African regime, in pursuance of its fascist policy of exploitation of its people, for the benefit of a sector which derives profit from power and from the huge sums accruing from their allies' investments in the country.

We must not forget that there are nearly 2,000 transnational companies operating in South Africa, a fifth of which—and the most powerful—are Americans. The investments of United States undertakings in South Africa amount to \$3,000 million and annual

trade between South Africa and the United States exceeds \$6,000 million. The interest of the capitalist Powers in South Africa stems from the fact that in the southern part of Africa are concentrated 90 per cent of the platinum reserves of the capitalist world, 80 per cent of the gold, 75 per cent of the uranium and manganese, 60 per cent of the diamonds and 60 to 80 per cent of the copper. Of 27 raw materials of strategic importance to the United States, for instance, 11 come from South Africa. In Namibia there are large deposits of uranium, silver, copper, diamonds and other metals used by the arms industry in the Western countries. At the start of the 1980s, 53 transnational companies were operating in Namibia, 15 of them being American. United States capital is concentrated mainly in the Tsumeb Corporation which mines copper, silver and germanium in Namibia, and Bethlehem Steel and Nord Mining which through subsidiary companies are mining wolfram, tin and uranium.

Kassinga and Soweto are not isolated incidents but manifestations of a strategy designed to maintain the vast majority of the South African people and the people of Namibia in a state of oppression and ensure optimum conditions for the exploitation of their wealth and cheap labour by White South African entrepreneurs and foreign transnational companies.

Furthermore, this policy cannot be dissociated from the attacks on other countries. Both these questions are closely linked.

One of the latest acts of villainy occurred on 19 May last when a South African commander landed in Cabinda with the intention of destroying the oil installations which are Angola's main source of income. In this connection, I should like to take the opportunity to ask for a corrigendum to paragraph 14 of the report of the Committee, which in reporting the statement of the Cuban delegate to the Committee on Apartheid erroneously stated that he had said that the South African unit had raided and destroyed an Angolan oil refinery whereas in fact, as I have said, the attack was frustrated by the heroic action of the Angolan army. The Government of Angola has recently issued statements pointing out that the constant undercover attacks from South Africa are a clear evidence that Pretoria is preparing a new attack on the country and warning international public opinion of a new military invasion.

There has been an increase in violations of airspace and concentration of military personnel and equipment on the frontiers with Namibia, while on the Angolan border South Africa has stationed four motorised brigades and 15 battalions of some 20,000 men, which at any moment can launch an operation with the support of 80 or 90 aeroplanes and helicopters.

On Saturday, 14 June, South African commandos attacked the capital of Botswana, killing 16 people, including a six-year old girl.

These are facts that have to be stressed about the policy of apartheid and about those who offer it their support, because it is obvious that without this support from the allies of Pretoria the regime could not maintain itself in power or continue committing atrocities with impunity in defiance of the international community. Without this support Pretoria could not have installed a puppet government in Namibia, giving the United States and world public opinion a slap in the face.

It is not the words but the deeds of the capitalist countries of the West which should be borne in mind when we talk about apartheid. It is not only the fact that the veto of the United States delegate prevented the Security Council from imposing sanctions on the international community. It is the fact that behind the actions of the Pretoria regime is the military, economic, political and diplomatic backing of Western Powers with economic and strategic interests in South Africa.

The diplomatic manoeuvres of South Africa and its main allies are what is preventing the independence of Namibia and the implementation of Security Council Resolution 435, whose objective is the withdrawal of the illegal administration of South Africa and the handing over of power to the people of Namibia with the assistance of the United Nations.

Today's session of the International Labour Conference is perpetuating a tradition which is assuming increasing importance, as shown by the facts to which I have just referred and the repressive action of the Pretoria regime in recent months, which has caused much suffering and bloodshed for the 24 million Black inhabitants of this country who are deprived of their rights by the White minority.

The struggle of the people of South Africa is gaining momentum. Every day adds strength to its challenge to the repressive regime of the Government oppressing it. Every day more citizens are joining in the rebellion against the odious system of apartheid. Every day adds meaning to international solidarity with this people which is suffering merciless exploitation and the greatest indignities.

The Cuban delegation has always been involved actively in the action taken on apartheid by the ILO, which we consider a forum of the utmost importance because it provides for full representation of all social forces to express their views on South Africa, apartheid and the international factors that make it possible for it to continue to exist.

But what is most important is to enable our solidarity to reach these peoples of southern Africa who now, more than ever, need the backing and sympathy of the greatest possible number of people in order to intensify their struggle against apartheid and against the policy of aggression which is a threat to peace.

*Interpretation from French:* Mr. KOŽÍK (*Workers' delegate, Czechoslovakia*)—In the last report submitted to the International Labour Organisation we stressed several times that the basis of the racist regime of apartheid has been preserved despite all the reforms proclaimed by Borha. The adoption of the policy of reform last autumn merely emphasised the unjust situation of the Africans and, the fact that the true intention of the Pretoria regime is to repress the liberation movement and to maintain apartheid in its new form.

The unprecedented extent and increase in the protests which have occurred bear witness to the approaching demise of the Pretoria regime and its incapacity to stop this historic process despite the bloody suppression of those who are protesting practically every day.

Even in this context and at a critical time for the people of South Africa and Namibia, we wonder what has happened to our unity of action which we

have demanded in various conferences of solidarity with the struggle of the South African and Namibian peoples. What are the concrete results of the resolutions adopted jointly and those set forth in other documents calling for the campaign against apartheid? What has been the reaction of the international trade union movements in response to the constructing appeals and initiatives of the World Federation of Labour for reinforcing the capacity of action of the trade union movement by joint specific action against the regime of racial discrimination and against the forces of world-wide reaction which have continually supported it?

We reiterate what we said last year, namely, that a joint effort by all the Members of the ILO to take concrete action would provide effective assistance to our brothers who are waging a battle for national liberation, for human dignity and for their fundamental rights. The Czechoslovak workers, along with all the progressive forces of the world, have in the last few days celebrated the 40th Anniversary of the victory over fascism. Condemning the capitalist and racist system of oppression practised by Pretoria with the direct political, economic and military support of the five most reactionary forces of world imperialism. We categorically denounce the arming of this regime, which is the last enclave of colonialism on the African continent, and which by its aggressive policies constitutes a dangerous irritant to international tension in that part of the world.

On behalf of the Central Council of Czechoslovak Trade Unions and all the Czechoslovak Trade Unions and all the Czechoslovak workers, I take this occasion to express here once more our full support and solidarity with the just struggle of the South African people and Namibian peoples under the banner of the sole legitimate representatives, the National African Congress, and the South West Africa People's Organisation and also our solidarity with the struggle of the other patriotic and democratic forces of Africa. Thank you.

Mr. KAZMI (*Government delegate, Pakistan*)—In view of the heavy agenda before the Conference today and after hearing the stimulating and learned speeches in support of the report of the Committee on Apartheid, I would not like to take too much of your valuable time and will content myself with placing on record the appreciation of my delegation for the hard work put in and the sense of co-operation displayed by the members of the Committee in producing this report.

Pakistan has consistently been supporting the just and rightful struggle of the majority population of South Africa and Namibia. I have a sense of pleasure and honour in informing this august house that my country has never recognised the unjust and immoral regime which has been pursuing the damnable system of apartheid. We have all along stood by our brethren, whom I salute for continuing their just struggle against the tyranny which is being perpetuated by the minority community of Pretoria.

The Government of South Africa has institutionalised Fascism and racial discrimination. The entire system of apartheid is based upon total violation of basic human rights, which is a challenge to the moral conscience of mankind all over the world.

Pakistan is an Islamic Republic. Our Holy Book, the Koran, and the Holy Prophet, peace be upon



him, have categorically condemned discrimination and racism in every form. In Islam, all human beings are equal irrespective of their caste, creed or colour. We are enjoined to support the oppressed and their just cause for freedom, so Pakistan, as before, will continue to support the just struggle of the peoples of South Africa and Namibia. My delegation, though not represented on this Committee, has always kept close contact with its members to remain in touch with the Committee proceedings. We have studied with keen interest the report of the Committee and wholeheartedly endorse all the conclusions and recommendations formulated in it and placed before the Conference this morning. I feel particularly happy and gratified that the report is unanimous, though with some reservations, and has the overall support of the three groups.

The measures proposed for implementation in this report have no air of impossibility about them; they are capable of easy implementation, given of course the requisite will to stand by the rights of the downtrodden majority in this area.

Amongst others, one measure which deserves wholehearted support is the cancellation of all arms deals with the Pretoria regime because it will serve the double purpose of giving an economic setback to the champions of conflict and war-mongering and also reduce the arms race. My delegation especially commends the measures suggested for implementation by the ILO. Pakistan stands firmly by the right of these countries to full independence and urges all freedom-loving peoples of the world to eliminate this heinous crime against mankind by extending all material support to the liberation movement and front-line States against the Pretoria regime. We urge sincere measures to ensure the success of the economic sanctions.

*Interpretation from French:* Mr. MEBAZAA (Government delegate, Tunisia)—I would first of all like to congratulate the Committee on Apartheid and its Chariman, Mr. Omojokun, Minister of Labour of Nigeria, on the work they have done and on the important conclusions they have submitted. I would like to express my appreciation to the Director-General for the excellent report that he has presented to us which shows once again that the situation in southern Africa is only getting worse. Most of the population in South Africa continue to be deprived of their fundamental civil and political rights and, by methods which keep being perfected, are being submitted to the most brutal and extreme forms of racial discrimination and exploitation. Faced with the persistence of such an odious system as apartheid and with the illegal maintenance of the South Africa administration in the territory of Namibia, something has to be done. Nobody imagines that the Pretoria regime will eventually reform and become more human and democratic as a result of dialogue. It is clear this year again that, on the contrary, the South African regime is becoming tougher and intensifying its repression of the Black populations and the acts of aggression against the neighbouring countries. The arrogance and behaviour of this regime show that it is completely erroneous to expect a positive change in the apartheid system.

The system does not need to be improved but destroyed and eliminated, because one cannot

negotiate non-negotiable principles such as dignity, equality, freedom and self-determination.

If we really want to eliminate this inhuman system, concerted and energetic action is required to ensure the independence of Namibia and to put an end to the apartheid system by the application of multiple sanctions against South Africa. Only sanctions can contribute to the fight against the racist regime and help the oppressed peoples of South Africa.

I therefore appeal to all those present here—governments, employers and workers—to take effective measures to implement the conclusions of the report before us.

We also feel that it is essential for the ILO, within its competence, to take concrete steps to contribute to the final elimination of apartheid. Our Organisation, proud of its ideals, must echo the profound emotion felt by all civilised peoples of the world at the practice of apartheid and all the violations of human rights it engenders.

Tunisia for its part continues to support wholeheartedly the national liberation movement and the States who are in the front line of aggression. Tunisia's actions in the struggle against apartheid has not been confined to diplomatic and political moves but has been more concrete. For example, Tunisia has substantially increased its aid to SWAPO, the ANC and PAC; it has also contributed to the United Nations Trust Fund for South Africa, United Nations Fund for Namibia and the Solidarity Fund for the Liberation of South Africa.

Regarding Tunisia's co-operation with the front-line countries, Tunisia's trade with these countries though modest, has tripled in recent years, special emphasis has been placed on technical co-operation activities with these countries by sending experts on agricultural and industrial affairs.

Thus Tunisia's action with regard to apartheid, in addition to conforming to the various resolutions and decisions on the subject, is inspired by the ideals that guided it in its struggle for liberation: peace, freedom and equality, without distinction based on race, sex, language or religion.

*Interpretation from Russian:* Mr. VINOKOUROV (Government delegate, Ukrainian SSR)—For many years southern Africa has been one of the most unsettled and explosive regions of the world. Not only is tension there not decreasing, but it is continuing to mount during to the increasingly harsh and inhuman apartheid policy of the Government—the last remaining bastion of racism and colonialism on the African continent.

The Pretoria regime is characterised by two main elements, namely the intensification of racial discrimination and the growing exploitation of the African people.

They form the essence of the Government's apartheid policy. Racial and social oppression, the denial of rights, poverty, the massive and brutal violation of trade union rights and unprecedented discrimination in employment are the lot of the people of South Africa. This is covered in detail in the report of the Committee on Apartheid.

In an attempt to justify its racist policy of apartheid and create an impression of "constitutional transformation" as regards the rule of the White minority, the Pretoria regime has in recent years embarked on a series of pseudo-reforms and political machina-

tions. Thus, in September 1984, it imposed a fictitious constitution on the people which only strengthened White rule.

As is well known, the United Nations has made an evaluation of principle of the so-called "Constitutional reform". The United Nations General Assembly and Security Council Resolutions have rejected the so-called "new Constitution" as contrary to the principles of the United Nations Charter and totally lacking in validity. These United Nations decisions also carried a warning to the effect that the illegal implementation of the ill-famed "new Constitution" would lead to the heightening of tension in southern Africa as a whole. This danger has materialized. The blood of the fighters for freedom and justice is flowing, the torture chambers are overcrowded, the policy of blackmail and threats against sovereign African States is continuing, and Namibia is still under unlawful occupation.

Regarding the decision of the Republic of South Africa to set up in Namibia a so-called "provisional government", the Ukrainian delegation feels compelled to state that the said decision disregards the Namibian people's demand for self-determination and genuine independence, and contradicts the relevant United Nations decisions and is therefore illegal and invalid.

During the discussion of this question at the current session of the Conference, Many delegates have rightfully stressed that the effectiveness of the campaign pursued by the ILO over the past two decades to expose and condemn the policy of apartheid, is being seriously weakened as a result of the repeated violation of the provisions of the Programme of Action against apartheid by Western States, companies and banks.

Under the pretext of reasoning in terms of "constructive co-operation" and "peaceful" dialogue with the Republic of South Africa, a number of Western States are trying to protect their economic and political interests in southern Africa and expand commercial, financial, military and diplomatic co-operation with South Africa. The Ukrainian SSR condemns the activities of transnational corporations and banks in southern Africa and Namibia. The time has obviously come for the Director-General's Report to contain a section on the activities of the Western monopolies in southern Africa which are strengthening of the ILO to break off relations with the banks that support the South African apartheid authorities.

The Ukrainian SSR demands the immediate cessation of all co-operation with the racist regime of South Africa, including the activities of the transnational corporations and banks in South Africa and Namibia. It has consistently implemented decisions to combat the apartheid policy by giving moral and material assistance to the national liberation movements of Southern Africa in their struggle against apartheid, racism and racial discrimination.

The Ukraine regularly contributes to the international defence and aid funds for southern Africa and offers fellowship to the victims of apartheid to study in educational establishments of the Ukraine.

The delegation of the Ukrainian SSR supports the conclusions adopted by the Committee on Apartheid at this session of the International Labour Conference and calls upon all members of the International Labour Organisation and on the International

Labour Office to renew their efforts to implement the ILO Declaration concerning the Policy of Apartheid in southern Africa in full.

*Interpretation from French:* Mr. FALCHI (*Government delegate, Italy*)—On behalf of the ten Member States of the European Community, I should like to express our views on the work and conclusions of the Conference Committee on Apartheid.

First of all, I would like to recall the position of the Ten on the general problem of apartheid and on certain events that have taken place since the last Conference.

The Ten reaffirm their total opposition to the policy of apartheid which constitutes a fundamental violation of human rights and which we condemn firmly and unambiguously. The Ten have again and again expressed their rejection of the homelands policy and all the other aspects of apartheid. In South Africa, the Black majority continues to suffer injustices and indignities as a result of apartheid and lack any prospects for any change in its political status.

The new South African Constitution does not take into account the aspirations of the Black South Africans to equal treatment or the appeals for justice made by the international community. The Black majority is totally excluded from the political process and only a minority of Coloured people and Indians agreed to take part in the recent elections. The alienation felt by the Black population manifested itself in the violence which accompanied these elections. There is an urgent need for swift action to bring about full and equal participation by all citizens in the political process if future conflicts and violence are to be avoided. The Ten will continue to work for the setting up of constitutional arrangements based on principles of equality and acceptable to all citizens of South Africa.

The Ten consider that the recent violence and demonstrations in the Black townships reflect, inter alia, the frustration of the Black South Africans in the face of their deliberate exclusion from political life in South Africa and their inability to express their dissatisfaction by adequate political means. The Ten will continue to urge the South African Government to bring to an end the system of apartheid and to make peaceful changes in South Africa before it is too late. The ten Member Countries of the European Community remain convinced moreover that the policy of promoting change by non-violent and peaceful means is the most appropriate. With this end in view they support the efforts made by multilateral organisations in their respective spheres of competence, such as the ILO, for instance.

It is in this context of solidarity and dialogue that we should place the support of the Community and its member States for the Southern African Development Co-ordination Conference and for its efforts to promote economic independence for the countries in the region and consequently, for more balanced arrangements for their economic integration.

Turning to the Director-General's Special Report, the Ten express their appreciation for the implementation of the Declaration concerning the Policy of Apartheid in South Africa. It is indeed a realistic and well-balanced Report which, inter alia, updates the information on the degree to which the international community has taken action to contribute towards the elimination of apartheid.



Regarding the conclusions of the Committee on Apartheid, the Ten wish to stress that some of them, as was also the case in 1984, exceed the sphere of competence of the ILO. As concerns these conclusions, the Member States of the European Community have some reservations, some of them serious. In this connection, it is important that the international organisations and in particular the United Nations and its specialised agencies should keep within their respective fields of competence irrespective of the action proposed elsewhere. The Ten would also prefer the adoption of better-balanced conclusions.

However, in order not to prevent the adoption of the Report by consensus, the Ten will confine themselves to making explicit reservations with respect to two specific paragraphs in the conclusions of the Committee on Apartheid.

Paragraph 4A(15): As concerns the possibility of replacing in one way or another the European Code of Conduct, the Ten point out first of all that the conclusions of the Committee on Apartheid disregard, *inter alia*, the different areas of competence of the Community's bodies on the one hand, and of its member States on the other, as concerns measures for supervising the application of the Code of Conduct. The Ten still believe that the Code has played and will go on playing a positive role. Many measures of the Code have been taken from ILO Conventions which deal, for instance, with freedom of association and the right to collective bargaining. This is also true of sections relating to the protection of and facilities to be provided for workers' representatives with regard to giving advice to employers so as to ensure that all their workers can freely choose and establish efficient organisations for themselves.

The Ten consider that the Code of Conduct continues to play an important role in the maintenance of pressure on employers in South Africa aimed at eliminating racial discrimination at the workplace and improving the living and working conditions of the Black workers.

As concerns paragraph 4A (16), we should like to point out that as concerns the replies to the ILO's annual questionnaires on an individual basis, we are obliged to point out, as is also stated in the Director-General's Report, that the Ten accord the same value and the same significance to their collective reply as though this were the reply of each one of them taken separately.

Lastly, May I make a procedural comment which also has substantial implications. The report of the Committee on Apartheid was published on the morning of 14 June; on the same morning the report was approved by the Committee despite the legitimate protests of certain countries which asked that the approval of the report be postponed until the afternoon so that they could obtain instructions from their respective capitals. The Ten regret any attitude based on the certainty of a ready-made majority. In the opinion of the European Community there should be no question in this sector of having preconstituted majorities but rather an attempt should be made to reach a consensus.

*Interpretation from Arabic:* Mr. AL SERARI (Representative of the International Confederation of Arab Trade Unions)—Year after year, we meet here to denounce the practices of the racist regime in South Africa and Namibia and its violations of the

rights of the native inhabitants of that part of the world. On each occasion we repeat our regret at seeing certain States and certain companies continuing their support for the racist regime and maintaining relations with it to enable it to emerge from its relative insulation, a state of affairs which is not likely to encourage it to change its attitude or modify its policy.

Year after year, the ILO pursues its activities and makes great efforts in this area. We can only pay tribute to it for all it has done, but we ask what are the results? What are the effects of these activities? The events of the past year prove that our words are not heard beyond the walls of this hall, because social injustice, torture and arrests remain a common denominator for the majority of the people in South Africa in their daily life, and the minority, which comes from outside the African continent, continues to submit Africans to the most hateful and oppressive methods of racial discrimination.

We, the Arab workers, will understand apartheid and feel the tragic injustices being suffered by the majority of the African people who are the legitimate inhabitants of South Africa and Namibia because tens of thousands of Arab workers are suffering from odious racism which is exactly the same as apartheid. They are expelled from their countries and imprisoned; they are deprived of their rights and freedoms, and their wealth is being despoiled; they are cruelly treated and exposed to massacre by the advocates of Zionism, the allies of apartheid, and hundreds of thousands of them are suffering from this hateful policy and these inhuman practices.

In the light of the Director-General's Special Report, the situation in South Africa remains grim and very worrying. States and transnational monopolies declare their antagonism to racism but in fact continue to maintain relations with the racist regime in various technical, economic and military fields to ensure that this regime remains strong and continues to threaten the African continent as a whole. These Western and capitalist countries are mistaken in adopting such a policy because the African countries fighting for their independence and the peace-loving forces throughout the world will not allow a racist minority to continue to threaten the stability and security of the world and of Africa.

The Arab workers will always support their African brothers in their battle for freedom, independence and dignity, and in their struggle to recover their rights. They stand with the African workers the same objectives and are united by the same sufferings because of the ferocity and despotism of their enemies. The massacres, occupation of land by force, threats, aggression against liberation movements, the manufacture of nuclear weapons, the violation of resolutions of the United Nations and other international organisations, the disdain for world opinion, these are characteristics that are common to the Zionist entity and the apartheid regime. Nobody could overlook them because they have been acknowledged by the supporters of racism and Zionism and the evidence is before us every day.

We denounce the flagrant breaches of resolutions of the world community which call for a boycott of the racist regime and we appeal to all countries and all organisations to respect their resolutions. Similarly, we support the resolutions of the United Nations, the recommendations of the Special Com-

mittee against Apartheid, and the resolutions and recommendations of various national and international committees in this respect. We affirm our full support for the final document of the International Trade Union conference that was held in June 1983 and particularly those parts of the document which concern the application of sanctions and the implementation of an international plan against apartheid. We demand that the terms of the ILO Declaration concerning the Policy of Apartheid in South Africa be respected. We affirm our support to the Vienna Conference on the alliance between South Africa and the Zionist entity and the recommendations which stigmatise the co-operation between Tel Aviv and Pretoria and such support the liberation movements of South Africa and Palestine.

We salute the struggle of oppressed peoples wherever they may be. We support those who are fighting and we denounce vigorously the increasing-racist tendency in some European countries directed against migrant workers; we denounce the sentiments of hatred expressed towards these workers and also denounce the laws and actions taken against their interest to deprive them of their rights and freedoms, as well as the cultural background. At the same time we appreciate the positive attitude taken by the European trade unions to defend the interests and rights of migrant workers.

*Interpretation from Farsi: Mr. MAHJOOB (Workers' adviser, Islamic Republic of Iran)*—In the Name of God, the Merciful, the Compassionate!

At the outset, I would like to extend my salutations and those of the workers of my country of the martyrs of the most recent savage attacks in South Africa. I also extend greetings to those struggling on the real war fronts in South Africa, within the borders of that country. For some time now I have been wondering how it is that a regime, despite all this propaganda and all the Conventions, Recommendations and declarations, and repeated condemnations in all international gatherings, instead of reducing its disgraceful and inhuman crimes, daily increases its savagery.

When we look at the methods of other despots in history such as the Pharaohs, Nero, Gengis Khan, etc., we see that they took the very same course of action in perpetuating their crimes.

Savagery, crimes, racism, a sense of superiority, plunder are all akin to chronic diseases—instead of improving each day they become more chronic and their disgraceful faces more clear.

It would appear that the disease of a sense of superiority together with insanity, which is a manifestation of racism and apartheid in South Africa, each day grows more acute. The psychosis of apartheid is obliged each day to commit new crimes and savagery in order to satisfy its insanity and ease the inflamed greed of this man-eating devil. It is because of this that whenever the racist regime of South Africa receives a new declaration condemning it, instead of attempting to ease the pain being suffered by human society, it redoubles its oppression and murder in order to bring peace to its sick self.

In truth, has South Africa committed all of these crimes itself? Can South Africa show such savagery without the full support of its collaborators? In truth, which persons have spent hours of time exchanging promises with it? Which persons con-

demned its crimes by directly meeting with it? What have we done in the face of all these acts?

The past year was an ominous one for the people and workers of South Africa; a year when Botha, after his visit, to heads of States of Western countries, increased his crimes with the warm support of his accomplices.

The Pretoria regime increased its pressure on Black society, in particular that of the noble workers who receive nothing but oppression and repression in return for their work.

The struggles, strikes and protests of the Blacks, in particular those of the workers, were put down in the most savage form by the fascist police of South Africa. Efforts to remove the Blacks from their real homelands have continued to increase and hopes for putting an end to the criminal regime of apartheid have turned into despair.

By passing resolutions and declarations, can one force official recognition of the rights of the abased people on the part of a regime which, if it were allowed, would by claim to even greater superiority and domination over human society? I wish to ask, for how long will the world and international organisations feel that they have done their duty in relation to all of these crimes by adopting a few declarations, recommendations and resolutions?

Let me also make the point that, unfortunately, some of the very governments, employers, and their representatives who are also present here and who give credibility to such gatherings, while condemning and calling for the destruction of apartheid on paper, secretly place all kinds of economic and technological aid at the disposal of the South African regime. In my opinion, such regimes must be condemned by these gatherings to an even greater extent than the South African regime. You have seen how the occupiers of Palestine and the Great Satan are at the head of the list of supporters of the racist regime of South Africa. If this were not so, the Great Satan, instead of making threats to the Islamic Republic of Iran and applying economic sanctions, would introduce economic sanctions against the South African regime. But because world imperialism is in cahoots with Pretoria, to expect such acts on the part of the Great Satan is futile. For today the world has heard that in the United Nations the United States opposed a resolution to impose economic sanctions on South Africa. Thus, stressing the suggestion we presented last year, which we once again repeat: as long as the United States and Israel are part of this discussion, any rightful steps are condemned beforehand. Refusal to admit them is the first practical step towards punishing the friends of South Africa and taking decisive action for putting an end to apartheid.

Unfortunately, the information presented in this gathering and similar ones in the form of resolutions and declarations represented no more than mere formalities for the abased people of South Africa. There is a proverb which says "actions speak louder than words", and such is the certain destiny of these kinds of gatherings so long as there is no action and merely words.

It is no secret to anyone that the apartheid regime will not be eliminated by resolutions and declarations. For the people who have been expelled from their homeland and who are no longer citizens of their own country, there is no way to gain release from this man-eating devil but to take up the

struggle, and armed struggle at that. As God tells us in the Holy Koran, "permission to fight is given to those upon whom war is made because they are oppressed and most surely God is well able to assist them and those who have been expelled from their homes without a just cause". (Sura 22, verses 39-40.)

We, the workers of the Islamic Republic of Iran, take this position presented in the Holy Koran because this is the only way to end the apartheid regime and attain the victory of truth over falsehood.

Mr. GANGULI (*representative of the World Federation of Trade Unions*)—On behalf of the World Federation of Trade Unions, representing 206 million workers from all over the world, I should like to express the support of our organisation for the conclusions of the Committee on Apartheid and make a promise that, true to our long-standing commitments, our Federation will contribute in every possible manner towards follow-up action.

The implementation of those conclusions will support the people in South Africa, particularly the Black workers who are in the fore-front of the struggle for human and trade union rights in South Africa.

Since its foundation nearly four decades ago, the World Federation of Trade Unions and its affiliated organisations, in co-operation with all other peace and freedom-loving peoples and their organisations, have made immense efforts in the struggle to eradicate apartheid.

The WFTU has at all times done its utmost to support morally and materially the struggle against racism and apartheid and has consistently implemented the relevant United Nations decisions and the conclusions of the ILO Committee on Apartheid.

Last week, on the occasion of the International Day of Solidarity with the Struggling People of South Africa, the WFTU took appropriate initiatives to intensify its solidarity actions for the just struggle of the workers and people in South Africa for their inalienable rights and freedoms.

The WFTU vehemently condemns the recent brutal armed invasion on the capital city of the neighbouring sovereign country, Botswana. This is not the first such invasion of neighbouring countries by the racist regime of South Africa. Similar invasions were conducted on Angola, Mozambique and other neighbouring countries by the South African regime. All this again shows the necessity of intensifying common actions of solidarity by the international community, especially the arms, oil and trade embargo against the racist South African regime which has very rightly been recommended in the conclusions for the approval of this Conference. The WFTU fully supports these recommendations and all initiatives in this regard.

The neo-colonial role of the large number of transnational corporations operating in South Africa has reached alarming dimensions. The struggle against the racist regime and the power of the transnational corporations has reached a new stage. The present situation has intensified political awareness among Black workers and there has been a popular upsurge of progressive forces. This new stage is characterised by an increase in united action

among organised workers, students, community organisations and trade unions.

The Black workers, who contribute over 70 per cent of the work force but who live in horrible conditions, are giving proof that they are capable of using their combined strength not only for the betterment of their economic position but also for their political emancipation. The situation has become more acute in recent times. There are continuous incidents of ruthless murder of Black South African trade union members and militants whenever they try to raise their voice and movement to defend the interests of Black African workers for better living and working conditions and social justice.

All peace- and freedom-loving people, including our Federation, express their solidarity with the heroic struggles conducted by South African freedom fighters, led by the ANC and SWAPO.

It is true that the racists are receiving one injection after another by transnational corporations to keep them alive and continue in their detestable crimes. But we denounce strongly the role of the transnational corporations collaborating with the racist regime in South Africa which is aimed at protecting the interests of the apartheid regime and preventing its total abolition. We also express our concern that a number of United Nations member States have failed to implement the United Nations Resolutions and decisions against South Africa through numerous violations of the embargo on the sale of arms and refusal to apply economic sanctions against South Africa despite continued trade union pressure.

Once again, we have to stress that the inhuman regime in South Africa can only persist in its peace-endangering policy thanks to the massive political, economic and military support being extended to them by the imperialist Powers and their transnational corporations which earn huge profits from exploitation of the working people.

Again, the WFTU would like to stress the necessity to strengthen the co-operation between the ILO and the United Nations Special Committee against Apartheid. Its subcommittee on preparations for the public hearing on the activities of transnational corporations in South Africa proposed, as one topic to be considered at the hearing, the employment practices of transnational corporation in South Africa and their socio-economic impact. This offers the ILO the opportunity to contribute to this proposed topic. The Pretoria regime's defiant attitude has shown the ineffectiveness of verbal condemnation and declarations of principle and the imperative need to apply the sanctions envisaged in Chapter VII of the Charter of the United Nations. Specific, decisive and responsible actions by the international community would produce tangible results in the Second Decade for Action to Combat Racism and Racial Discrimination and shorten the days of suffering of our brothers and sisters in South Africa.

In conclusion, I would assure all of you here in this plenary session that the 206 million workers who belong to the WFTU will take a very active part in any measures to eliminate apartheid. This, we feel, is our obligation and we are determined to execute such a noble duty at our earliest convenience.

In the name of humanity, social justice and freedom, let us all present here approve this report and conclusions and thereby contribute the establishment

of a free Namibia and a South Africa free of racism and apartheid.

*Interpretation from Russian:* Mr. KOUDRIAVTSEV (*Government adviser, USSR*)—Today's discussion reflects the profound concern of the people of the world about the apartheid policy of the Republic of South Africa. The effects of colonialism and imperialism, and the racial oppression and exploitation to which the South African and Namibian people are subjected, have been going on for many years. This is a crime against mankind which is giving rise to the anger of all people.

The Soviet Union condemns the apartheid policy pursued by the Government of the Republic of South Africa and calls for the isolation of that regime and the elimination of oppression and racial discrimination. The report that has been presented to our Committee on the implementation of the Declaration concerning the policy of apartheid in South Africa calls upon the Republic of South Africa to change its Constitution. But nothing concrete has been done. As shown in the report, the essence of apartheid has remained unchanged and, today, the RSA under the Pretoria regime, is continuing its racist activities. It alleges that it has introduced reforms but, in the suburbs and in African settlements, bloodshed is continuing. Since the beginning of this year over 300 people have died and it is not by chance that the General Assembly of the United Nations, representing 159 sovereign States, adopted a decision to condemn the pseudo-reformed Constitution of South Africa. The Pretoria regime is pursuing a policy of terror and oppression throughout the region, including aggression against sovereign neighbouring States, which is a serious threat to peace and security.

The unlawful, military occupation of Namibia and of part of Angola is continuing. The Government of the Republic of South Africa has ignored the resolution of the Security Council on Namibia by setting up a puppet régime there. The Soviet Union condemns the recent acts of sabotage committed against the Namibian people by the racist South African authorities and urges that, through the United Nations, the appropriate sanctions should be applied to ensure the implementation of the Resolutions of the Security Council regarding the independence of Namibia.

The Soviet Union is radically opposed to imperialism, racism, and colonialism, and it will support the just struggle of the Namibian people, by SWAPO and the people of Namibia. The struggle waged by the African States to achieve independence is a hard one. It is no secret that Southern Africa is a sphere of vital interest to the United States. The Soviet Union will continue to support the African people's liberation movements against imperialism, colonialism, racism and apartheid.

The international Labour Organisation has long ago condemned apartheid as a form of constitutional racism which is unlawfully applied. It deprives people of their basic rights. However, in spite of the large number of resolutions adopted by our Organisation, and in spite of the suffering and anger expressed by the representatives of African and other progressive States, the apartheid system has been maintained. It is not sufficient merely to support resolutions and vote on them. One must not only appeal to individual governments but also condemn the trans-national

companies and banks for their exploitation of the people of that Continent.

Solidarity must be accompanied by specific measures on everyone's part, including the government and the employers' and workers' organisations but not everybody is acting in this manner. And allow me, in this connection to refer to the report of the United Nations Special Committee against Apartheid which States that the committee deeply deplores the policies of Governments which share common interests with the Pretoria regime, and notably those of the United States, the United Kingdom and the regime of Israel.

Today we would like to insist that the ILO should request all member States, and particularly those which are continuing to co-operate with the RSA in the political, economic, military and nuclear spheres, to comply with the Declaration of the ILO and its Programme of Action. The delegation of the USSR supports the conclusions of the Committee and calls upon the Conference to implement them without reservations.

Mr. TEFFERI (*Workers' adviser, Ethiopia*)—Mr. President, on behalf of the Ethiopian trade unions I would like to congratulate you on your election as President of the 71st Session of the International Labour Conference. I would also like to commend the Chairman and the two Vice-Chairmen of the Committee on Apartheid on the job they have accomplished. My deep admiration goes to the determined and courageous lady, Mrs. Carr, the spokesman of the Workers' group in the Committee.

I feel highly honoured that I am given this opportunity to air the position of the Ethiopian workers regarding the policy of apartheid, which is a system based on racial discrimination, prejudice and the concept of the supremacy of one race over another. The system of apartheid is not just a racial problem that the leaders of Southern Africa can voluntarily abandon but is an embodiment of social, cultural, economic and political relations in which the White minority lives at the expense of the Black majority. It is a system which is a crime against humanity and a threat to world peace and security.

The supporters of the racist regime of Pretoria are fully aware that economic sanctions would cause, on the one hand, the loss of huge profits on sales of aircraft, submarines and helicopters and, on the other, the loss of strategic raw material imports such as uranium from South Africa. It is these beneficiary countries who are always against change in South Africa. It was the United Kingdom and the United States that abstained when the United Nations adopted a Resolution on South Africa's new Constitution qualifying the Constitution as null and void. The Constitution gives mixed races and Asian people a limited say in Government, and the majority of the African population not only remain disenfranchised but are turned into aliens in their own country or sent into forced exile to "Bantustans".

Pretoria's plan to pull its troops out of Angola is just a camouflage and a manoeuvre to mislead world public opinion, carefully designed politically and with sinister motives rather than as a gesture of good-will for a new peace initiative. This plan is aimed at perpetuating its influence in Namibia, for the regime intends to set up an interim government which

consists of a group of internal parties in Namibia, excluding SWAPO; but the Pretoria regime would retain control of the territories' defence and foreign relations. It is here that United Nations Resolution 435 of 1978 is being defied, and it is here that we need to stress that the United Nations call for the withdrawal of South African troops from Namibia and United Nations supervised elections should be carried out as per the Secretary-General's proposal. In this regard, my union has endorsed the position taken by the Revolutionary Government of Socialist Ethiopia which characterised the action taken by the Botha regime as yet another sordid example of callous and flagrant disregard of the decisions of the United Nations on the independence of Namibia.

The so-called interim administration envisaged by Pretoria is to be composed of representatives of internal puppet parties in Namibia while excluding any participation by the South West African People's Organisation (SWAPO).

No constitutional arrangement outside the framework of the United Nations plan for the independence of Namibia, as envisaged by the Security Council Resolution, could possibly be accepted.

I would like to take this opportunity to call upon all Workers' representatives to press their governments to grant full diplomatic status to the South West African People's Organisation.

South Africa remains the last seat of colonialism and racism. This can be represented by a simple example: today, Black miners' wages average about R300, while Whites earn about five times as much. Severe restrictions continue to be imposed on Black workers with regard to their registering in and joining trade unions of their choice. Black trade unionists continue to be the victims of the security apparatus of the State. Arrests, torture, surveillance and harassment of Black trade unionists continue to be frequent.

I raise this particular example because it is also one of the targets that require ILO's attention. However, it is only the eradication of apartheid and the establishment of a non-racial democratic society that could lead to a just and lasting solution in South Africa.

At this juncture, I would like to commend the Director-General for preparing this Special Report which contained information regarding the action taken by governments, employers' and workers' organisations in implementing the 1981 Conference Declaration on apartheid. My delegation has noted with interest the information provided in the Special Report regarding the action taken by the Director-General to contact the executive heads of certain Swiss banks, including the Union Bank of Switzerland. While my delegation appreciates the measures the Director-General has taken, I would like to register my delegation's dissatisfaction with the replies given by the executive heads of these banks.

The replies given constituted a recognition of the homelands system and perpetuate the policy of apartheid. Furthermore, a reply given by one bank to the effect that business relations do not constitute recognition of a political system indicates nothing but the bank's naivety.

It is very sad to note the recent action taken by the racist Pretoria regime. There is a growing militarisation in South Africa, with increased killings, arrests and torture of innocent people.

During the weeks prior to the Conference and one week after the Conference started, a number of people were killed and arrested.

It is the earnest hope of my delegation that the future reports of the Director-General will place emphasis on detailed replies from all concerned on actions taken to implement the 1981 Conference Declaration on apartheid.

Apartheid cannot be reformed but can only be eradicated. To eradicate the system of apartheid once and for all, an intensified and united effort should be made to implement the United Nations resolution and exercise every form of sanction on the system. We appreciate the steps being taken by trade unions of diverse orientations to boycott oil and other shipments to South Africa. We call upon all workers to continue to exert pressure on their governments and on employers operating in South Africa not only to ensure that independent Black unions are recognised and granted effective negotiating rights but also to render them every assistance that could enable them to gain full freedom.

Finally, on behalf of the Ethiopian workers, I would like to assure the Committee of our full support for Black freedom fighters in South Africa and reaffirm our solidarity with the ANC, PSE and SWAPO.

It is certain, provided Black South Africans are given due support, that they shall win. As mentioned by our Revolutionary Leader in his message on the 22nd anniversary of the Organisation of African Unity: "In Ethiopia we are ever more confident that, with progress in mankind on our side, Africa will inevitably triumph. We are likewise convinced that our brothers and sisters in Namibia and South Africa will break asunder their present shackles and will eventually emerge to the dawn of freedom".

*Interpretation from Chinese:* Mr. WANG JIACHONG (*Workers' delegate, China*)—We have read with great attention the report of the Committee on Apartheid. The Chinese workers' delegation is in favour of this report and suggests that the conclusions of the Committee be adopted by the Conference.

We note with great anxiety that the situation of racial discrimination and apartheid in South Africa is continuing to deteriorate. The Black people have been continuously deprived of their fundamental rights, and their working and living conditions are becoming even worse. The South African authorities have not only stepped up their persecution of the national liberation movements and trade union organisations, but also time and again have sent their troops and police to suppress in cold blood the masses participating in peaceful demonstrations against the brutalities of apartheid. While stepping up its policy of racial discrimination and apartheid with violence, the South African regime has continuously launched armed aggressions and provocations against its neighbouring countries and sabotaged their security. Indeed, apartheid is not only a crime against human rights, but also a threat to the peace of the whole world. People have noticed that the racist regime in South Africa is trying by all means to prolong its colonial rule in Namibia. Disregarding the United Nations Security Council Resolution No. 435 on the situation in Namibia, the South African regime recently declared the establishment of a so-called transitional Government in Namibia. This is a

new plot of the South African regime in a vain attempt to continue obstructing Namibia's independence and a flagrant challenge to the international community.

The Chinese workers strongly demand that the South African regime immediately terminate its illegal occupation of Namibia and unconditionally implement United Nations Security Council Resolution No. 435. We will resolutely support the people of Namibia in their just struggle for national independence.

We will, as always, resolutely support the South African people in their fight against apartheid and for their fundamental rights and racial equality. We will continue to make great efforts to implement all relevant ILO decisions on apartheid. We have high respect for the South African people, the Black workers and trade unionists in particular, for their dauntless spirit in carrying on the struggle at the risk of arrest, imprisonment, exile and execution and other cruel persecutions. We are deeply convinced that their just struggle will surely win the final victory.

We appreciate the efforts made by the International Labour Office in carrying out an in-depth analysis of the developments in South Africa and hope that the ILO will make further efforts to urge its member States and the relevant international organisations to make more forceful, practical action and perform their due obligations to ensure the total abolition of apartheid system. The ILO should review and promote the implementation of its updated Declaration concerning the Policy of Apartheid of South Africa and the Programme of Action. The ILO should in every field develop and strengthen resolute and active international action against apartheid, especially the diplomatic isolation of and all-round economic sanctions against the South African regime. In the light of the conclusions unanimously adopted by the ILO Tripartite Conference on Apartheid, held in Lusaka in May 1984, we should extend maximum assistance to all forces fighting against apartheid both inside and outside of Africa, especially the national liberation movements recognised by the Organisation of African Unity, as well as Black workers and their trade unions. At the same time, great assistance should also be given to the front-line States to strengthen their economic power so that they can further prevent the aggression and sabotage by the South African racist regime and render greater assistance to the victims of apartheid.

Mr. BEESLEY (*Government adviser, Canada*)—The Canadian position on apartheid is very well known. Successive Canadian Governments have condemned the abhorrent practices of apartheid as a fundamental violation of human rights, especially the rights of Black workers.

We are convinced that the ILO has a legitimate interest in such questions, particularly the appalling consequences of the application of apartheid to workers in which discrimination on the basis of race has become institutionalised. Who could deny that the disgusting policy of apartheid affects Black Africans in the South African workforce every day, in a variety of pernicious ways.

The 1985 Report of the Director-General gives a comprehensive and objective but none the less shocking picture of this intolerable situation. The

Canadian Government considers, of course, that we must at the same time protect the ILO by ensuring that it does not venture beyond its own legitimate mandate which I have already touched on. Thus, while we are in agreement with the broad thrust of the Report before us today, the Canadian Government delegation has reservations about some of the conclusions which raise questions which might more properly be addressed, for example, in the Security Council of the United Nations.

To illustrate this point, I would indicate that Canadian law includes the United Nations Act, which is an Act respecting Article 41 of the Charter of the United Nations. That Act provides that when, in pursuance of Article 41 of the Charter of the United Nations, the Security Council decides upon the measures to give effect to any of its decisions and calls upon Canada to apply such measures, the Canadian Government may make the necessary orders and regulations to implement such decisions. There is of course no similar legislation permitting such action on the basis of conclusions of the International Labour Conference. Nevertheless, we are increasingly concerned at the lack of progress in South Africa, concerning the flagrant breaches of the standards of civilised nations the world over, including in particular labour standards, due to the continued intransigence of the South African Government. As a consequence, the present Canadian Government has undertaken a complete review of its policy towards South Africa. That review is not yet complete.

I hope that this statement makes clear the position of the Canadian Government on the important questions raised by this Report.

MR. SATO (*Government Adviser, Japan*)—Mr. President, since I take the floor for the first time, allow me to express to you my warm congratulations on your election to the most important post of the 71st Session of the International Labour Conference.

My delegation would like to take this opportunity to explain briefly the position of the Government of Japan on the question of apartheid.

The most abhorrent form of racial discrimination exists in South Africa. The evil policy of apartheid, because of its institutionalised racial discrimination and because it regiments strictly every aspect of life of the majority of the population, is totally unacceptable and should be eradicated. The continuing unrest and violence in many Black townships in South Africa derive from the deeply felt frustration and anger of the Black majority towards this evil policy which is the most serious and systematic denial of freedom and equality anywhere in the world today.

It is indeed deplorable that many lives have been lost as a result of acts of violence against defenceless opponents of apartheid. We are seriously concerned that the rapid deterioration of the situation in South Africa makes it more difficult to search for a peaceful solution of the conflict.

Japan has repeatedly made clear its position on racism and racial discrimination. Japan's opposition to racial discrimination is based not on some abstract intellectual concept but rather on the bitter experiences which have made the Japanese people profoundly sensitive to this issue. It is for this reason that despite the geographical difference between Japan and the continent of Africa the Japanese people find



the policy of apartheid extremely abhorrent and strongly object to its violation of basic human rights. To express our solidarity with the oppressed people in southern Africa we have been participating in the international humanitarian and educational effort through various forums and programmes of the United Nations, in order to alleviate the suffering of the victims of apartheid and of the illegal occupation of Namibia.

My Government has also made every effort to induce South Africa to respond to the call of the international community to abandon its practice of apartheid.

There has been no change in Japan's policy of keeping its relations with South Africa to a minimum. Firstly, Japan has no diplomatic relations with South Africa. Secondly, Japan has refused to accord any recognition to the so-called "independent Bantustans". Thirdly, Japan confines its economic relations with South Africa within the framework of normal trade. In spite of its liberalised direct investment policy abroad, Japan does not permit such direct investments as the establishment of local corporations in South Africa by Japanese nationals or corporate bodies under its jurisdiction. Moreover, the Government of Japan has called upon Japanese foreign exchange banks and their subsidiaries abroad to refrain from extending any loans to that country. Fourthly, Japan has scrupulously observed Resolution 418 of the Security Council of the United Nations regarding the embargo against South Africa and therefore exports no arms to that country. There is absolutely no military co-operation between Japan and South Africa. Fifthly, Japan has never exported to South Africa nuclear reactors or any other related materials or technology conducive to the development of nuclear power in that country. Last but not least, the Government of Japan has restricted cultural, educational and sporting exchanges with the Government of South Africa. Japan has rigorously maintained these positions and will continue to do so. The Government and the people of Japan will stand firm on the current policy towards southern Africa in general and the apartheid problem in particular.

Having said this, the Japanese Government is very happy to support the conclusions adopted by the Committee on Apartheid.

Mr. FOTHERINGHAM (*Government delegate, Australia*)—Australia's abhorrence of and opposition to the policy of apartheid is well known and clearly on record. My Government acknowledges the important work accomplished by the ILO in the struggle against apartheid and encourages the Organisation to continue to work with the emerging Black trade unions in South Africa.

Australia's position concerning the conclusions adopted by the Committee on Apartheid however requires some clarification, particularly in so far as they relate to the imposition of sanctions against South Africa. Australia remains unconvinced that unco-ordinated voluntary measures or sanctions are likely to be an effective weapon against apartheid.

The question of mandatory sanctions in the United Nations system is of course one for the Security Council. This is implicitly recognised in the Appendix to the Declaration concerning the Policy of Apartheid in South Africa adopted by the International Labour Conference on 18 June 1981. Australia is

currently a member of the Security Council and as an expression of its abhorrence of apartheid Australia would support the proposal in the Council for the imposition of mandatory economic sanctions against South Africa and would hope that such a proposal would be adopted.

*Interpretation from French:* Mr. KRŠIKAPA (*Workers' adviser, Yugoslavia*)—Mr. President, I should like here to say how satisfied I am at the work carried out by the Committee on Apartheid and by its Officers. Of course, as a worker, I should like especially to associate myself with the congratulations expressed to the Workers' Vice-Chairman, Mrs. Carr, for her energetic contribution to the work of the Committee, the Workers' Group of the Committee and to the Committee itself. At the same time, I should like to support the statement she made here this morning.

The creation of this Committee five years ago and the work it has carried out since that time does great credit to the International Labour Organisation.

The Declaration on the Policy of Apartheid in South Africa is very clear as regards the specific action which each of our countries, each of our organisations and every one of us should undertake to combat the system of apartheid.

We are living in difficult times, when conflicts and clashes tend to take precedence over confidence and co-operation. I think that the way in which our Committee has worked deserves to be described as having been highly constructive and positive. Our documents, the Special Report by the Director-General, show, I think, the way the ILO should follow wherever there is work to do. Within the Committee, we have had very frank, useful and constructive discussions. At the same time, I should like to stress how important it is that the Workers' members of the Committee are united amongst themselves. Joined in our noble cause to eradicate the odious system of apartheid and ensure the independence of Namibia, we tend to overlook the differences which might exist amongst us as regards ideology, policy and international questions. Here, within the ILO, and specifically in the campaign against apartheid, the workers' organisations bear witness to the rich tradition of international solidarity which is most encouraging at a time when, all too often, we fail to reach agreement and show our solidarity as regards other matters of joint interest to the workers. Furthermore, as was said by the Workers' group and by the Workers' Vice-Chairman, Mrs. Carr, we are far from satisfied at the effect given to our resolutions and conclusions. The aim, as far as my organisation is concerned—the Yugoslav Confederation of Labour—can only be the complete eradication of this system. Despite all the so-called reforms undertaken in South Africa, this system is continuing to perpetrate acts of extreme brutality and to assassinate systematically Black citizens of South Africa and of Namibia. It makes a mockery of the principles adopted by the international community.

This regime makes violence an official policy, to be used against the people and workers, the trade unions and other organisations. Apart from this internal aggression against the majority of the South African people, we are witnessing, we have witnessed for many years now, constant foreign aggression

against the front-line States which are suffering a great deal from such attacks.

It is for this reason that I fully support all that can be done to force the racist regime of South Africa to listen to reason. The only way is to impose mandatory sanctions and take coercive measures against the racist regime and to isolate it completely. No excuse for failing to attain these objectives can be justified. We must translate our words into deeds, and give our full political, material and moral support to the freedom movement of South Africa and Namibia, ANC, PAC, SWAPO and the others. Effective action must be undertaken on these lines, as is clearly stated in our Declaration and in the Programme of Action and Conclusions of the Committee.

As far as my organisation is concerned, we shall continue to work to this end in full collaboration with the freedom forces of southern Africa and with all those who are supporting the just cause of the workers and people of southern Africa.

Mr. HILBURN (*Government adviser, United States*)—My delegation commends the Director-General's Report on apartheid, which we found to be accurate and straightforward. We have noted the views expressed in the Committee on Apartheid and in the plenary meeting today. We recognise that many of these statements represent the heartfelt reflections of those attempting to deal seriously with this tremendous and profound issue that we are confronting today. Others, however, represented self-indulgent name-calling or mere flights of fancy. With regard to the latter, I can mention the statements made this morning by the honourable gentleman who claimed to speak for the majority of the members of the Organisation of African Trade Union Unity who spoke of United States–South African collaboration in the military field and of the recent events in Botswana.

With regard to the first of these, I can say that my country has adopted regulations that go well beyond the United Nations arms embargo against South Africa. With regard to the second of these questions, I can say that the United States Government has deplored the raid into Botswana and in its aftermath has recalled our Ambassador to South Africa.

As we said in the Committee, in the United States never has the question of how to hasten the end of apartheid been under greater scrutiny and debate than it is today. As delegates are aware, significant legislation on the subject of United States economic relations with South Africa is nearing completion in the Congress. We had hoped that we might be able to concur with the Committee's conclusions this year. As delegates will see in paragraphs 17 and 63 of the report on the Committee's work, however, we were not able to concur with the conclusions in their entirety. We were prepared to support a wide range of conclusions deploring the repression of Black trade unions in South Africa, calling for an end to persecution of trade unionists and unimpeded freedom of association for all, and demanding the immediate release of trade unionists imprisoned for exercising their legitimate trade union rights, as well as for other matters related to the ILO's mandate. However, I must state my Government's disagreement with several of the conclusions of the report.

We are especially disappointed that the Committee rejected any use of already established ILO/

ECOSOC machinery to investigate infringements of trade union rights in South Africa. This machinery is described in paragraph 47 of the report and we believe it deserves to be considered as a potentially useful avenue for action by the ILO. A report of an ILO fact-finding and conciliation mission would carry, we believe, great moral weight.

In general terms, we believe that many of this year's conclusions far exceed the ILO's mandate. We consider some of them to be more inappropriate for our Organisation than last year's. Others also run counter to my Government's view that the diplomatic and economic isolation of South Africa does not constitute an effective approach to the solution of this problem.

Delegates will note that the United States Government is one of the growing number of Government and Employers' members that expressed reservations on several of the Committee's conclusions. We saw, unfortunately, no other course than to oppose them in committee and to express before this body our continuing reservations. As a result, we hope the Committee's work next year will be within the mandate of the ILO and will consist of practical measures by which this Organisation, within its field of competence, can combat the abominable evil of apartheid.

There is little I can add to the condemnation of apartheid that has been made by previous speakers. I want the record to be clear, however, that the United States Government stands for majority rule in South Africa and respect for the minority rights of all population groups. Not only is apartheid morally reprehensible but we believe that in the long term it is unsustainable. Our policy is aimed at achieving the peaceful eradication of the evil of apartheid in South Africa and the establishment of an independent Namibia.

*Interpretation from Japanese:* Mr. TANAKA (*Workers' adviser, Japan*)—Mr. President, first I wish to thank you very much for giving me this opportunity to address the Conference and I would also like to extend my heartfelt congratulations to you on your election. Furthermore, I would recall that in 1983 at the ILO African Regional Conference you, Mr. President, showed such capable leadership and ensured that the Conference was a great success.

As a leader of a Japanese labour union, I appreciate the strong leadership of Mrs. Carr who made it possible for such a fine report to be prepared and I offer my full support to this report.

The Japanese Confederation of Labour, in which I serve as Executive Secretary, has been tackling the problem of the inhuman racist policy of the South African Government for many years and we have on many occasions called upon the Japanese Government to take stringent measures following the adoption of resolutions by the United Nations and the ILO, so that economic sanctions may be effectively implemented. In addition, we have invited African labour leaders to Japan to participate in major seminars, meetings and demonstrations. We have sent telegrams and letters to the South African Government requesting it to put an end to its oppression of the labour unions and we have protested on many occasions to the Consulate of South Africa in Japan.



Despite the requests that we have made to the Japanese Government, a number of professional sportsmen have participated in sports exchanges. Furthermore, there has been a certain amount of indirect assistance provided which has had the effect, albeit indirectly, of promoting the interests of the inhuman Government of South Africa. We are very much concerned about these indirect actions and will do our best to ensure that they cease.

Murders of Black labour union leaders, violation and suppression of their basic human rights and the rights of the unions in South Africa are increasing day by day.

At a meeting of our union's Executive Council last May, we decided to set up an anti-apartheid movement in our country. Support was expressed for the resolutions adopted by ICFTU and here I would recall the words of Albert Thomas, the founding father of the ILO, who said that for peace to be achieved it is necessary to nurture and strengthen justice. We wish this ideal of the ILO to be realised and genuine social justice established in this world, and thus, together with all our comrades, we pledge to continue our anti-apartheid movement.

My statement has been a very straightforward one but it represents the strong voice raised in anger of the 2.5 million workers in our Confederation.

Mr. CHILEKU (*Government delegate, Nigeria*)—I should like to take this opportunity to congratulate you, Sir, on your election to the presidency of this session of the International Labour Conference. Your unanimous election is a clear reflection of our total confidence in your ability and wealth of experience in the fields of labour and social affairs. Your performance so far has been excellent and we have no doubt in our minds that you will steer the deliberations of this Conference to a successful conclusion.

My country, Nigeria, had the honour of chairing the Committee on Apartheid. On behalf of my Minister, Mr. Omojokun, I should like to thank all members of the Committee for the co-operation and support given to him. My special thanks go to the two Vice-Chairmen, Mr. Narayanan of the Employers' group and Mrs. Carr of the Workers' group, as well as to the Reporter, Mr. Harttila, Government member of Finland.

On behalf of my delegation, I wish to thank the Director-General for his comprehensive Special Report on apartheid.

Nigeria, like many Members of the ILO, shares the common goal of the Black people of South Africa, who are engaged in a struggle for human rights, human dignity, freedom and self-determination. Together with our brothers and sisters in South Africa we shall fight relentlessly against apartheid, which is the most heinous crime against humanity.

The South African Government has been reinforcing the apartheid system and increasing acts of occupation and terrorism against opponents of the system. It has become more and more intransigent and provocative. The African majority are continuously harassed and humiliated. They are compelled to carry the badge of slavery on their persons and forced to live away from their family in a manner that destroys the virtues of family life. They are denied the right to a good education and personal development. They are robbed of their land and driven into

barren areas. Their leaders, their women and children, though unarmed and harmless, are quite often murdered in cold blood. The record of recent atrocities perpetrated by the illegal regime in South Africa is alarming. A case in point is the commando raid of 22 May 1985 carried out by the South African defence forces with the aim of destroying oil installations in Cabinda, Angola, more than 2,500 kilometres away from South Africa's border. Similar raids have also been carried out by the apartheid regime in most of the front-line States. Every right-thinking person should condemn the apartheid regime which is endangering international security and world peace.

The numerous forms of assistance, both financial and moral, given to the regime by some developed countries is disturbing. The illegal regime is supplied from time to time with the latest weapons which facilitate mass destruction of innocent citizens. Such sales of weapons should be stopped immediately in the interest of humanity and social justice. Furthermore, those maintaining cultural and sporting links with South Africa should terminate such links forthwith. This is one way of registering protest in the strongest terms against apartheid and all it stands for. All progressing countries of the world should join in the fight against apartheid in view of its disregard of the basic norms of the United Nations Charter and the Universal Declaration of Human Rights.

The apartheid system presents a challenge to the international community as a whole. Already, international pressure and isolation appear to have prompted some changes in apartheid legislation. However, these changes are merely cosmetic and constitute attempts to consolidate the present system and to divide the people further. Such changes have therefore clearly and justifiably been rejected by the majority of the people. The Black South Africans are fighting a war of survival and the entire continent of Africa is prepared to join forces with them. We hope the entire world will not sit on the fence in this holy war against the evil system called apartheid. The Blacks of South Africa have definitely lost some battles, nevertheless history shows that they cannot lose the war. The Committee on Apartheid has come up with far-reaching recommendations which should be given serious consideration by this Conference. Special attention should be given to recommendations on the arms embargo, the oil embargo, stoppage of bank loans, termination of contracts for expanding nuclear energy, and composite disinvestment. I wholeheartedly commend the report of the Committee and all the recommendations to this Conference for adoption.

*Interpretation from French:* Mr. MPOLO (*Government delegate, Angola*)—Among the committees which honour our Organisation by their presence, the Committee on Apartheid has always been considered to be one of the most important because it tries to find the most effective means to eradicate a social, political and economic evil which the entire international community has defined as the most odious and the most inhuman of our time.

The struggle against apartheid decided upon by the ILO through the updated Declaration concerning the Policy of Apartheid in South Africa has made certain headway. The world is now fairly well informed on what apartheid is and international pressure con-

tinues to grow against this bastion of racism. We have good reason to believe that the result of our struggle will be positive. Nevertheless, we are far from concluding that the fight is over since apartheid, in its very essence, is continuing.

The small concessions made to Black workers and legislative changes introduced into the system are only diversionary tactics and propaganda manoeuvres. Moreover, considering the solidarity and massive support for the struggle against apartheid in Western Europe, the Government of the United States nevertheless persists in going against the historical current cynically collaborating with the South African regime under the pretext of constructive engagement.

The scope of the evil which we are determined to stamp out is such that we have no other alternative but to go on to the very end through concrete measures whether we be Governments, Employers or Workers.

At this very moment, when South Africa has become even more aggressive and more violent against the Black population, including the population of neighbouring countries, the verbal declarations of intent of the so-called Group of Ten and the United States Government are worthless considering the stakes involved.

The vote against the abstentions and the reservations in respect of reports such as the one before us or a Security Council Resolution condemning the South African regime can only be interpreted as being acts of complicity with, and encouragement to, the terrorist regime of South Africa. They are hence negative attitudes, which are tantamount to support.

Faced with a certain confusion which is skilfully maintained the better to cloak hypocrisy, we should ask ourselves what we mean when we talk about an action or measure against apartheid. Action by organisations or governments against apartheid should correspond to the degree of their economic commitment to the South African regime and their geopolitical and strategic situation. So if a social group or given country is committed to the struggle against apartheid it must combat the South African regime by all means available to it. We feel, therefore, that the criteria of an anti-apartheid action should be impact and effectiveness, with the aim being to undermine or weaken either politically or economically the racist South African regime. Without that, it will not be successful.

A clear, concrete definition of the concept of anti-apartheid action is necessary in order to make the whole international action against apartheid effective. And since we are speaking of effectiveness our delegation would like to repeat what it said to the Governing Body—and this is really a corollary to the question of defining the concept—namely, that in order to give a better orientation to anti-apartheid action, the Governing Body Committee on Discrimination should henceforth concentrate its analysis on a few measures deemed to be the most decisive, and to do this with the help of a small ad hoc tripartite working party. Thus, we could have at our disposal an in-depth study of the content of replies, which would enable us even better to determine appropriate national and international strategies to combat apartheid.

Before concluding, I should like to thank all the speakers who, on behalf of their countries and their

organisations, have expressed their solidarity with the front-line States, and particularly Angola, countries which have associated themselves with the struggle of the peoples of Azania and Namibia for their emancipation. I should also like to congratulate and encourage the Director-General on the efforts deployed towards a better contribution by the ILO to the struggle against apartheid, as well as the Minister of Labour of Nigeria, Chairman of the Committee, the Reporter and the Worker Vice-Chairman of the Committee for the good work done by them.

Finally, my delegation is in agreement with the conclusions proposed by the special Committee on Apartheid and invites this august assembly to approve them.

*Interpretation from French:* Mr. HUG (*Government delegate, Switzerland*)—The Swiss Government delegation wishes to recall once more that the Swiss authorities condemn apartheid as contrary both the traditions and ideals of Switzerland and to the principles recognised in the field of human rights by the international community.

The points that the Committee on Apartheid proposes this year to include in the future reports of the Director-General and of the International Labour Office mostly concern questions which are obviously not within the competence of the Organisation and prejudice the contents of these reports. In some ways in the opinion of the Swiss authorities, they are even contrary to the objective being sought, which is the abolition of apartheid. We do believe, generally speaking, in the usefulness of a dialogue with States whose conceptions are different from or opposed to ours. Switzerland, faithful to its traditional policy of universality in foreign affairs, does not believe in the effectiveness of the measures of isolation advocated in this connection. For this reason, several of the Committee's recommendations contained in paragraph 4 of the conclusions aroused very strong reservations on the part of the Swiss delegation.

In particular my delegation would like to recall that Switzerland, as early as 1974, independently adopted a restrictive policy by limiting to the normal flow the export of capital subject to authorisation intended for South Africa. The Swiss authorities have always made the banking institutions operating on Swiss territory respect these rules. Moreover, we object strongly both to the partial considerations of some members of the Committee regarding the activities of Swiss banks and to the selective and discriminatory presentation in paragraph 5 of the conclusions of the Committee which consists of questioning the activities of the banks of one country only out of the whole world community.

In general, my delegation wishes to conclude by reminding the meeting of the declaration made by the Swiss delegation in 1981 at the time of the adoption of the updated Declaration concerning the Policy of Apartheid in South Africa and which was based on our assumption that the measures taken in the implementation of this Declaration would be clearly within the sphere of the activity of the ILO.

We regret that the conclusions adopted this year by the Committee do not sufficiently take into account this concern.

*Interpretation from French:* Mr. MATHIAS (*Government delegate, Portugal*)—The Portuguese Gov-

ernment has on many occasions during this past three years, and in particular on the occasion of the adoption in 1981 of Declaration concerning the Policy of Apartheid in South Africa, reaffirmed the opposition of my country to all forms of racial discrimination.

Even more than a violation of the rights of peoples, apartheid is a violation of the moral conscience of humanity.

Furthermore, the apartheid system is also an injustice whose first victims are the workers in South Africa.

Portugal, therefore, feels that international pressure brought to bear on the Government of South Africa and with which, moreover, my country associates itself in the appropriate forums, will make a positive contribution towards improving the situation.

However, we do not feel that the isolation of South Africa can be the most appropriate solution because we believe in the value of dialogue and we are convinced that only dialogue can permit progress to be made which might result in a tolerant attitude of mind. That is why, without losing sight of the vast community of Portuguese working in South Africa, the situation in southern Africa is a matter of concern to us. Portugal, which has solid political, cultural and economic ties with other countries in that region, will always contribute to a search for a peaceful solution.

My delegation approves the report of the Committee on Apartheid and the conclusions contained in paragraph 65. However, we have reservations on a few points, particularly those contained in paragraph 4A in as far as some of the conclusions exceed the terms of reference of the ILO.

*Interpretation from Spanish:* Mr. de la SERNA y GUTIERREZ REPIDE (*Government delegate, Spain*)—Mr. President, since this is the first time I speak here under your presidency, I wish to congratulate you warmly on your election which is an honour for your distinguished person as a statesman and for your country, Tunisia, with which Spain has friendly relations and with which I have personal links, as you know.

Allow me briefly to present the feelings of the Spanish delegation on the contents of the report and conclusions of the Committee of Apartheid which we are examining.

Everyone knows the position of my country in relation to the policy of apartheid. There should not be the slightest doubt about this. My Government has constantly and tenaciously and unambiguously supported the condemnation of apartheid and undertakes to continue its co-operation for the total eradication of this practice by peaceful means based on dialogue and the understanding of all parties, since my Government does not think that violence and armed struggle are the most suitable means of attaining this objective.

My country would like the Pretoria Government to understand once and for all that it is absolutely necessary for it to make genuine changes which will permit the disappearance of apartheid.

Precisely, today, my Government has just published a communiqué in the light of a series of recent events in which it reiterates its strong position of condemning apartheid. It declares that it also condemns unambiguously and firmly the Cabinda inci-

dent which was a flagrant violation of the sovereignty of the People's Republic of Angola.

It rejects and condemns categorically the military raid of South Africa on Gaborone and offers its deepest solidarity and sympathy to the Government of Botswana. It considers as null and void the unilateral installation of a government in Namibia and urges the Government of the Republic of South Africa to renounce violence, fulfil the relevant resolutions of the United Nations and adopt immediately all necessary measures to restore the peaceful settlement of disputes as the only means of contributing to the solution of disputes.

Nevertheless, our firm condemnation and our abhorrence of this odious practice of apartheid do not prevent us from being consistent with the facts.

My delegation is sorry that it has to point out once again that some of the conclusions in the report of the Committee on Apartheid—a committee which has without doubt achieved a wonderful job, just as the Report of the Director-General has also been excellent—exceed in our opinion the sphere of competence of this Organisation.

We support—and we wish everyone to know this—the idea that the United Nations and the specialised agencies should confine their actions to their spheres of competence to make sure that there is no duplication of energies and resources and in order to facilitate the taking of concrete decisions by consensus.

As we have said on other occasions, we express our doubts as to the advantages that total isolation might have for the human rights of the population subject to apartheid and as to the usefulness of the approach adopted so far in the reports submitted on this subject.

For your information, I would like to point out that my country, as evidence of its profound solidarity with the peoples of Africa, has participated actively in all the activities of the Special Committee against Apartheid and the United Nations Council for Namibia. It has also contributed financially towards the programme on Namibia of this organisation.

Lastly, I wish to protest at the reference made in the report of the Committee on Apartheid to the alleged support by the Government of Spain of the establishment of undertakings investing in the homelands. This is not in accordance with the truth.

Mr. PITOYO (*Government delegate, Indonesia*)—I have listened with great attention to previous speakers before me, explaining how much the oppressed people in South Africa suffer from the policy of apartheid practised by the Pretoria regime.

The peoples in South Africa, Namibia and the front-line States are seeking peace, freedom and a harmonious life to raise their standard of living but are prevented from succeeding by the minority regime in South Africa. This is absolutely contrary to basic human rights and to the objectives of the ILO itself which we make every effort fulfil.

I need not repeat what has been said by the previous speakers who oppose the policy of apartheid in South Africa since my delegation has similar views in supporting the just cause of the people of South Africa.

My tripartite delegation to the 71st Session of the International Labour Conference would like to reaffirm its position that it is against the apartheid policy

in South Africa. The majority of people in that area should be given the opportunity to determine their future by themselves.

They have been so patient in facing difficulties and suffering in order to be free from apartheid policy. It is the belief of my delegation that only the abolishment of this policy will bring peace and freedom to South Africa and the surrounding areas.

My delegation therefore supports the conclusions of the Committee on Apartheid which are appended to its report.

*Interpretation from Chinese:* Mr. WANG JIAN-BANG (*Government adviser, China*)—First of all, I wish to thank the Director-General very warmly for submitting his Special Report on the policy of apartheid in South Africa. My delegation expresses its approval of the report.

My Government has always supported the just struggle of the people of South Africa against the policy of apartheid as applied by the South African authorities. We condemn this policy. The South African authorities have flouted international public opinion and cling to the reactionary policy of apartheid in order to obstruct the implementation of the relevant Security Council Resolutions. This is not only a challenge to mankind and human civilisation but is also a threat to peace throughout the world and in Africa particularly. This is unacceptable to the people of the world.

The Chinese Government feels that the Lusaka resolutions must be upheld and the international community should apply global mandatory sanctions against South Africa. Regardless of the tactics of the South African Government their basic aims remained unchanged. Therefore, they must be forced to put an end to this conduct which is contrary to the will of the South African people.

China does not maintain and will never maintain relations with the South African authorities. As in the past, China will always be on the side of the people of South Africa. The Government and the people of China firmly support the struggle of the people of South Africa and Namibia for their independence and freedom.

We condemn the illegal occupation of Namibia by South Africa and denounce the acts of aggression and repression committed by South Africa against its neighbours.

We admire the efforts of the front-line countries in assisting the South African people.

*Interpretation from French:* Mrs. SIMO (*Government adviser, Hungary*)—We have been discussing all day the Special Report of the Director-General on apartheid and the report of the Committee on Apartheid. More than 20 years have passed since the adoption of the first ILO Declaration on apartheid and we have had plenty of discussions on this question, because the fundamental causes of apartheid persist.

Since my country was not present at the Committee on Apartheid, I would like to take this opportunity to reaffirm very briefly the position of my country on the apartheid policy in South Africa.

In accordance with its fundamental foreign policy principles Hungary has no relations with the apartheid regime in South Africa. My country approves and applies strictly the resolutions against apartheid

adopted by the General Assembly of the United Nations, the Security Council, the ILO and other international organisations. This year's Special Report contains a detailed description and analysis of the situation in South Africa. We appreciate the fact that the number of replies to the ILO questionnaire has increased and that the information comes from a wider variety of sources.

At the same time, we regret that the Report does not properly define the root cause of apartheid and the economic context in which this system functions.

The racist regime of South Africa could not have survived so long without the co-operation and the direct aid of certain Western countries, international monopolies and groups of employers. They have a political, economic and military interest in maintaining the regime of South Africa.

The Report shows that, despite the efforts of the racist regime to apply the so-called constitutional and legislative reforms, the situation in South Africa has deteriorated.

The events of recent years, such as the so-called "homelands" policy, the enslavement of the great majority of the population simply because of the colour of their skin, the escalation in brutal violence, the pursuit of the illegal occupation of Namibia, the imposture of a puppet Government and the attacks against the front-line States all show clearly that it would be illusory to expect a fundamental change in the present policy of the racist regime in South Africa. We must abolish it.

In conclusion, I would like to say once again that my country and Government will always protest against the shameful policy of apartheid practised in South Africa in all international forums. We shall fight against this regime by all the means at our disposal and are in favour of the complete elimination of the policy of apartheid.

On behalf of the Hungarian delegation, I would like to support the report of the Committee on Apartheid and recommend its adoption and the adoption of its conclusions.

*Interpretation from German:* Mr. MARTINEK (*Government delegate, Austria*)—Austria has consistently condemned the policy of apartheid and it therefore joins the consensus of the Conference in accepting the conclusions of the Committee on Apartheid. However the Austrian Government believes that it is necessary to respect fully the different fields of competence of the various United Nations specialised agencies and bodies. The conclusions before us deal with certain issues which fall within the purview of other United Nations bodies and are not, therefore, in conformity with this position of principle regarding fields of competence adopted by my Government.

*Interpretation from Spanish:* Mr. MEZA SOZA (*Government delegate, Nicaragua*)—The Government delegation of Nicaragua has examined the report of the Committee on Apartheid, whose contents and conclusions we endorse wholeheartedly. Once again, Nicaragua associates itself with the total condemnation of this policy which is an affront to mankind. But the peoples of Africa subjected to this brutal treatment are asking for more than the repetition of earlier declarations. They are not satisfied with the

expressions of good will. The moral weight of the nations of the world must serve to demand from the States, financial institutions and enterprises which establish and develop economic links with the heinous regime of South Africa and which are responsible for the survival of that regime that they stop this practice. They are also, to a certain extent, guilty of the crimes, the murders, the repression that is the lot of these peoples. We cannot condemn apartheid in abstract terms and at the same time intensify economic relations with the regime. This conduct is a complete mockery of humanity. We have heard that the Pretoria regime announced for 1985 a period of reforms, but this is contradicted by the revival of criminal and repressive tactics against the people of Namibia. This is the reality. We do not want apartheid to be modified; we do not want it to be revised; we do not want it to be adjusted. We simply want it to be eliminated, to see it disappear, eradicated forever from the history of mankind. There is no possible compromise in this matter. Nicaragua expresses once again its total solidarity with the fight of the people of South Africa and Namibia led by the African National Congress and SWAPO.

We are sure that they and the people fighting beside them are heading for future victory.

Mr. HOSSAIN (*Government adviser, Bangladesh*)  
 —My delegation has read with great interest the Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa which highlights the various aspects of the widely condemned and evil practice of the system of apartheid pursued by the racist regime. We also endorse the report of the Committee on Apartheid in this regard. The policy of my Government with regard to the racist South African regime and its policy of apartheid is well known to the international community. Bangladesh does not have any relations or contact whatsoever with the racist South African regime, either in the diplomatic field or as regards culture, sports or commerce. Bangladesh views the practice of apartheid, racism and racial discrimination, particularly in its institutional forms, not only to be an evil, repugnant to the conscience of man, but also as a volatile issue of international peace and security. The relentless pursuit of the racist policy of the South African regime is an affront to the international community. The world community cannot afford to be a silent onlooker. It has already allowed the South African regime to continue its illegal occupation of Namibia for too long, and to plunder the resources of the territory which it holds by sheer military might. The Bangladesh delegation reiterates its support of the oppressed people of Namibia and its struggle for independence. Bangladesh is a member of the Council of Namibia, and in that capacity has been playing a significant role.

The delegation of Bangladesh commends the leaders of SWAPO and front-line States for showing courage, determination and patience against repeated armed provocations by South Africa, which has been trying to destabilise the neighbouring countries. The arrogant policies of the South African regime have been encouraged by the acts of certain countries and multinational corporations providing military and economic support. We strongly believe, and agree with those delegations, which suggested that the international community should oppose the racist regime through concerted effort and by giving greater assistance to the front-line States and imposing mandatory economic sanctions. A greater consciousness on the part of the economically developed countries and a more positive role by them would certainly contribute to the success of such international efforts.

Finally, I would like to reiterate that the Bangladesh delegation fully supports the conclusions of the Committee's report, on behalf of each of its three constituents, namely the Governments, Employers and Workers.

*Interpretation from French:* The PRESIDENT —We have completed our list of speakers on the subject of apartheid.

Forty-seven speakers since this morning have spoken on this report in the course of a debate which, though perhaps lengthy, has been rich and most interesting. Though there have been some differences of views and some reservations as to tactics and methods, the unanimous feeling has been one of condemnation and abhorrence of the apartheid regime and racial discrimination—a universal determination to confront this situation with all the moral strength of this Organisation which represents the world's social conscience.

The assembly has expressed its congratulations to the Committee on Apartheid, its Chairman, Vice-Chairmen and Reporter to the Committee secretariat—in other words the ILO—and to all those who have participated in preparing this report.

I would like to thank the members of the Committee for their excellent work and also the speakers who participated in the debate this morning and this afternoon and whose contributions have made the discussion so interesting.

The Committee's report includes a number of reservations, and those that have been expressed during the discussion have been recorded in the record of the meeting.

Notwithstanding these reservations and the various comments on the report, may I consider that the report of the Committee on Apartheid is adopted?

*(The report is adopted.)*

*(The Conference adjourned at 7.15 p.m.)*



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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twenty-fourth Sitting

Friday, 21 June 1985, 10 a.m.

*Presidents: Mr. Ennaceur, Mr. Smith*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The President—We shall begin with the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Portuguese:* Mr. DELLA MANNA (*Employers' delegate, Brazil*)—On behalf of the Brazilian employers, may I be allowed, Mr. President, to congratulate you on your election to the presidency of the 71st Session of the International Labour Conference.

We have examined carefully the substantial Report of the Director-General and we find that, with its usual perfection, it deals with various aspects of social organisation in the contemporary world, all of which are of particular interest to the Brazilian employers.

We would like to reaffirm our unshakeable belief in the free-enterprise market economy system and our firm conviction that the concept of free enterprise should be preserved, stimulated and strengthened in all nations, and particularly the developing nations. We believe, furthermore, that tripartism is a natural consequence of free enterprise since only autonomy between capital and labour and their equidistance from the public authority can ensure that mankind achieves harmonious progress and the social justice we all aspire to.

I think we should recall here the words of His Holiness Pope Paul VI when the ILO celebrated its 50th anniversary: "Tripartism is an original and organic instrument [which] is to bring together the three forces at work in the human dynamics of modern labour [and] to harmonise these three forces so that they do not oppose each other but combine in a courageous and fecund collaboration."

All the distortions in the balance between capital and labour that modern capitalism has undergone—be it state control, centralised planning or the welfare state which protects everybody or even co-management—eventually undermine the vitality of these virtually inherent forces of society that are labour and capital, even though in the short or medium term they may seem beneficial inasmuch as they correct possible abuses in the decisions taken by some of the social partners; and they thereby make it difficult for that same society, like any other living body, to find its own natural solutions to its problems.

Recent political experience in Brazil has convinced the employers that political freedom and economic freedom are two sides of the same coin and that one cannot survive without the other.

In my opinion, the changes in industrial relations during the last ten years referred to by the Director-General contain two incontrovertible truths. The first is that disputes between employers and workers cannot be solved simply by bilateral collective bargaining.

Many of the demands presented by workers depend not on concessions solely affecting the under-taking's economic situation but on government economic policy measures or the ability of the consumer—or, in other words, society as a whole—to absorb the increased costs.

The second truth derives from the first; namely, that before formulating their economic and social policy the public authorities must hold extensive consultations and discussions with the representative organisations of workers and employers, so that industrial relations cease to be a mere marginal, and usually repressive, aspect of government action and the employers and workers, through negotiations, can assume their social responsibilities.

Brazil today and the world of today can, I think, no longer accept the authoritarian intervention of the public authorities in labour relations.

On the other hand, they can no longer accept that negotiations should be conducted exclusively in the selfish interests of certain privileged groups of workers or certain companies, to the detriment of the community as a whole.

It is important that we employers should stop being obsessed with immediate results and accept the capital-labour conflict as a normal phenomenon in industrial relations and strengthen the bargaining machinery instead of seeking isolated solutions which sooner or later are to everybody's disadvantage.

We have noted with satisfaction that among the Brazilian workers new leaders are arising who, unlike certain minorities inspired by personal or party political interests, believe like us firmly in the validity of negotiations in which dialogue must always be maintained, even in times of crisis and in which, so long as there is a chance of a negotiated solution, none of the parties should resort to strikes and other forms of reprisal.

I am convinced that only the continuous and dynamic exercise of tripartism at the national and regional level, and not exclusively for labour matters but for all matters of general interest for which the public authorities are responsible, can enable the State to solve in an efficient, preventive and non-interventionist manner all industrial relations disputes while at the same time involving the trade union leaders and the employer and working classes in the exercise of collective bargaining geared—thanks to their con-



scious and voluntary participation—to the general interest.

It was therefore with some disappointment that we recently witnessed in Brazil the first steps of a Government which the entire nation was sure would guarantee the democratic participation of all classes in tracing the destiny of the country. Instead, a Bill concerning collective bargaining and the right to strike was submitted to the President by the Ministry of Labour without the employers' and workers' organisations having been consulted.

Not only in the labour field but also in the economic and financial fields the Brazilian Government is still adopting an autocratic attitude, taking decisions behind closed doors without consulting the classes concerned, contrary to the political commitments that very Government entered into vis-à-vis Brazilian society.

On the other hand, it is not possible sincerely to believe in the exercise of tripartism and negotiation if, before sitting down at the debating table, one of the groups—or the Government itself—unilaterally violates existing legal standards or allows them to be violated simply because it considers them to be obsolete.

Without a minimum of juridical order, respect for the law and the subjective rights recognised by it, it is not possible to discuss ways of improving the legislation.

This manifest disdain of the law and of the decisions of the labour courts is intolerable when it comes from trade unions leaders, but it is even more so when it comes from the government authorities concerned with industrial relations. This is precisely what is happening in Brazil, and it has to stop.

If the laws are not brought up to date, and on this we all agree, then let us change them; but so long as they are in force, we must all respect them—employers, workers, Government and, above all, the labour courts.

The persistent belief of many employers and workers that paternalistic laws and courts are going to give them everything they want, just for the asking, is completely outdated.

If there is a reform which is urgently needed in Brazil's labour law, it is to repeal all the surplus legislation, so that each group in this huge, heterogeneous country of ours has its own collective labour law, suitably adapted to the possibilities of the undertakings, the needs of the various categories of workers and the social and economic realities of the country. The Brazilian employers are not only ready and willing to negotiate with the workers on wages and working conditions but also keen to collaborate with the State in the search for solutions to the problems facing the country on which it is for the Government to take the appropriate decisions. This means that the Government must guarantee that all its ministries abide by the law and demonstrate its sincere intention of practising tripartism fully and of abstaining from taking biased and unilateral decisions that upset the balance which must exist between participants in any negotiation.

The Report of the Director-General rightly emphasises the exceptional value of the work of the 70th Session of the Conference in 1984, which adopted Recommendation No. 169 and the resolution concerning employment policy, as well as the resolution concerning the contribution of the ILO to

production and productivity improvement, with special reference to developing countries.

The account of the follow-up on those two resolutions, along with the document submitted to the Governing Body at its session last November, shows clearly that the ILO is taking the first steps to implement the programmes which will give concrete form to the decisions of the Conference in 1984 on employment and productivity.

As for the resolution concerning employment policy, we appeal to the Director-General to take steps to persuade the international financial bodies to give priority attention to the impact of economic reorganisation measures in debtor countries on the labour market.

If this is not done soon, countries will find it difficult to overcome the financial crisis without causing further social disruptions which the hypertrophy of the State as employer, which is notoriously inefficient, will not be able to cover up. And no better results will be achieved, either, by increasing the taxes and labour costs of private undertakings (security of employment, shorter working hours, a ban on overtime, unemployment insurance, increased taxation, etc), as this will make them less competitive and less capable of absorbing manpower.

With reference to the resolution on productivity, incentives are needed to improve the competitiveness of the products of developing countries and thus the conditions of work and employment for their workers.

The Report emphasises the aid given by the ILO to the employers' organisations of developing countries in order to strengthen the small undertaking and stresses the promising results obtained, which encourage the creation of new undertakings and new jobs.

We should like to express our full support for this type of activity in the ILO and the wish that constant efforts will be made to develop small undertakings, which is where the formal and informal sectors of the economy come together.

Strengthening small undertakings helps them to enter the formal sector and creates jobs that benefit from all legal guarantees.

The proliferation of small undertakings in turn breathes new life into the social body, which thus fulfils the second precondition of the right to work, namely freedom to choose one's work and one's employment.

Small enterprises are labour-intensive and particularly conducive to dialogue and an exchange of experience between employers and workers.

Small undertakings today were in most cases the employees of yesterday who, through this new cell, have given expression to their creativity and enterprise by assuming responsibility for their own work.

It seems indispensable that support for small undertakings should help to overcome the prejudice against employer activities in many countries because of the prospect of easy earnings on the financial markets, whereas in fact the seeds of these new undertakings with the new employment they afford help to form new entrepreneurs.

In conclusion, we believe that small undertakings are the most spontaneous and natural expression of free enterprise. That is why I wish, once again, to express my support for the ILO's activities and to express my wish that its valuable services may bear

fruit in Brazil, which has just approved a new set of regulations on small undertakings, thereby showing the importance of such companies for the future of our country, whose regional and sectoral imbalances are such that the ILO must approach it from two different angles: on the one hand, as a country which gives assistance to other, less advanced countries; and, on the other, as a country which is also among the less advanced, because it does not receive enough aid from others, because "poverty anywhere constitutes a danger to prosperity everywhere".

*Interpretation from Russian:* Mr. MARDONIEV (*Employers' delegate, USSR*)—Before our very eyes, the International Labour Organisation is undergoing a test as to its ability to remain true to its constitutional goals and its readiness to serve as an instrument of fair and constructive international co-operation. The question looms large—can all those who value peace and co-operation between peoples rely on the ILO? It would seem that the answer to such a question should not give rise to doubt, as the Organisation is one of the oldest institutions within the United Nations system. Nevertheless, practices in the Organisation fail to provide a clear and precise answer. The ILO is increasingly moving away from the goals of furthering international peace and security laid down in its Constitution and in the agreement with the United Nations, on the basis of which it enjoys the benefits that are in keeping with the status of a universal specialised agency.

It is particularly striking in this connection to note the Organisation's inability to make any notable contribution to the mobilisation of international public opinion for peace and disarmament and to implement the pertinent decisions of the United Nations and even the resolutions of its own supreme body, the International Labour Conference. Being unable to provide a solution to the problem of discrimination against the directors of socialist enterprises, which is one of the most pressing issues in the whole list of structural problems, the Organisation has placed in serious doubt its usefulness and capabilities as an instrument for settling disputes. The only means found by the so-called majority of the Employers' group to thwart the constructive, flexible and innovative position of the directors of socialist enterprises has been its numerical superiority.

Furthermore, the Organisation is clearly demonstrating its inadequacy in another important area of activity, concerning matters relating to the co-called supervisory machinery.

A matter of increasing urgency is the establishment of a truly balanced, representative and serious supervisory body which could, on the basis of the ILO Constitution, verify the fulfilment of commitments regarding non-discrimination, implementation of a policy of full employment, prohibition of forced labour and the statutory provision of the required level of occupational safety by those countries which refuse to ratify of the relevant Conventions. The existing supervisory bodies should remain open for participation by those States that have demonstrated their political responsibility to the international community through their ratification of ILO Conventions.

The representatives of the socialist directors thus do indeed have a contribution to make to the

discussion on standard-setting activities. We therefore criticise all the more the Working Group on International Labour Standards set up by the Governing Body, both the composition and mandate of which we find unsatisfactory.

A few words now regarding the Report of the Director-General. The theme of the Report concerning collective labour relations, structural changes in the economy and social progress is undoubtedly important. Even the extremely streamlined language used in the text fails to conceal the attack on social achievements that has been made on an unprecedented scale in the leading capitalist countries. The response of the workers to this attack should lie, in the opinion of the Director-General, in dialogue, in consultations. The philosophy of tripartite dialogue which permeates the Report suffers from an essential defect; the technical aspect of social relations has been elevated to the rank of a panacea that can cure the world of all its ills. It is quite clear, however, that the social climate in the world is determined mainly not by the eloquence of the partners in negotiations but by the question of who invests resources, and where.

If, as is happening in the West, the monopolies invest capital in the arms race on the earth, the ocean, and in outer space, in technology that eliminates employment, in destroying the trade union movement and in political, economic and social activities serving to undermine the socialist and progressive developing countries, the results will be those that can be seen from the current situation in the capitalist countries.

The alternative does exist, and it is presented by the external and internal policies of the fraternal socialist countries. Its merits are, in a rather limited way, recognised in the Report. But at the same time throughout this document one observes attempts to cast aspersions on our economic and social experience.

The transnational corporations, which are the embodiment of neo-colonialism, are regarded by the authors of the Report as a driving force behind the industrial development of the developing countries, almost the guarantors of the development of these countries. And the countries of the Third World themselves, as the Director-General contends, are losing faith in planned development. The Report creates a rather strange impression in places. It is regrettable that one of the main products of the annual activity of the International Labour Office, the Report of the Director-General, can only be utilised, if at all, with the greatest of caution.

It is clear to all that the crises in the ILO reflect the difficulties which exist in international relations. We are optimists and firmly believe that the world will return to the path of détente and equitable international co-operation.

This faith is inculcated in us by the work of the fraternal socialist countries in this direction, by the struggle of the popular masses in the developed capitalist countries for a peaceful future for our planet and by the constructive policy of the non-aligned countries. The United Nations has made its own contribution to this struggle in declaring 1985 to the Year of Peace. To think of peace, to work for peace is something that has been taught us by the lessons of the Great Patriotic War, the 40th anniversary

sary of whose victorious conclusion is being celebrated this year by all progressive humanity.

The victory of the USSR in the war was not only a victory of Soviet weapons, but also a victory of the socialist planned economy, a victory of the principles of co-operation between States with different social systems.

The modern Soviet national economy is that of a peace-loving State. Today tremendous transformations are taking place in the industry and the agriculture of the USSR; we are implementing a massive switchover to the path of intensive development on a qualitatively new technological level, and the entire economic policy is taking on a clear social orientation.

Turning to the activities of the Chamber of Commerce and Industry, which I represent, it should be noted that it devotes considerable attention to the development of co-operation with the Chambers of Commerce of socialist countries where one of the most important aspects of its activities is practical assistance to the development of socialist economic integration in accordance with the decisions of the Economic Conference of CMEA member States, at the highest level.

The Chamber of Commerce and Industry of the USSR assists in the development of equal and mutually beneficial commercial and economic relations with countries of Asia, Africa and Latin America. This finds its expression in numerous business-like contacts at the level of national Chambers of Commerce and branch associations of the employers of these countries. The Chamber of Commerce and Industry of the USSR has organised, together with UNCTAD, a number of seminars on the development of trade between the developing and socialist countries, in which representatives of 83 developing countries participated.

Despite attempts of certain circles in the West to complicate the trade and political relationship with the USSR, the USSR Chamber of Commerce and Industry's contacts with the Chambers of Commerce and employers' organisations of industrially developed capitalist countries have continued to strengthen. Contacts with our Chamber of Commerce and Industry provide representatives of the business circles of foreign countries with extensive possibilities for meeting representatives of Soviet Ministries, Departments, and foreign trade organisations. In one year alone such meetings were organised for 3,500 representatives of business circles from 76 countries, including 80 meetings for businessmen from Austria, 150 for Belgian businessmen and 400 for businessmen from the United Kingdom. Representatives and delegations of the Chamber of Commerce and Industry of the USSR also visited foreign Chambers of Commerce and employers' organisations.

Co-operation extends beyond the framework of foreign trade into new areas. In an agreement concluded by the Chamber of Commerce and Industry of the USSR with the General Confederation of Industry of Italy (CONFINDUSTRIA), provision is made for an exchange of views on participation by the parties in the activities of such international organisations as the ILO, the International Chamber of Commerce and others.

New organisational forms of co-operation are being sought. Thus, for instance, last year a Soviet-

Australian Committee to assist in the development of trade and an "Australia-USSR" Council of Businessmen were established.

The Chamber of Commerce and Industry of the USSR has signed a number of important agreements and other documents on co-operation with the Chambers of Commerce of a number of countries. Thus, in a joint resolution adopted in May of this year by the United States-Soviet Trade and Economic Council you will find a call to the business circles of the USSR and the United States to concentrate efforts on establishing a stable and favourable basis for the development and normalisation of trade relations between the two countries.

The principle of relations established in this area of economic contacts could have a favourable impact upon the situation within the Employers' group of the ILO which is what we seek.

#### ELEVENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—Before continuing the discussion of the Report of the Director-General, I should like to give the floor to Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to present the report of the Selection Committee.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua; Chairman of the Selection Committee*)—It is my honour to submit to the Conference the eleventh report of the Selection Committee, which contains only certain amendments in the composition of the Committees.

I recommend to the Conference the adoption of this report.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there is no objection, I take it that the eleventh report of the Selection Committee is adopted.

*(The report is adopted.)*

#### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—I now come back to the Reports of the Governing Body and the Director-General.

*Interpretation from Spanish:* Mr. VALDES SAENZ (*Employers' delegate, Chile*)—In this opportunity I have the lofty responsibility of representing for the third time the employer sector of my country, the Republic of Chile, in the annual International Labour Conference. On behalf of the organisations I represent, it is particularly a pleasure for me to express to you, Sir, and to the Vice-Presidents who share with you this lofty responsibility, our deep pleasure and satisfaction upon your well-deserved appointment and we wish you the greatest of success in the fulfilment of this important responsibility.

The Report of the Director-General examines the subject of tripartism and industrial relations. Tripartism is an extremely important subject of permanent

interest because of its proven historical effectiveness, from the birth of this Organisation, as an instrument to resolve problems resulting from industrial relations, which are today being further aggravated by the structural adjustments being made by many countries as a consequence of the severe economic crisis which has already lasted for a long time and technological and socio-cultural changes which require a realignment and readaptation of the activities of ILO in order to enable the growth and preservation of equitable, harmonious and free conditions which are essential to relations in the labour world.

The Chilean employers' sector is convinced, as has been stated in the Report of the Director-General, that in the efforts to make a reality of these aspirations it is essential for employers and workers to participate fully and freely not only in determining working conditions and the conditions of employment but in the wider fields of economic and social development. This has to be achieved through their participation in bodies and entities responsible for planning and development at the national and regional levels, and by allowing them full freedom to express their views in all matters concerning employment levels, working conditions, the economic general situation and other fields within their competence. When required they should provide advice to governments in order to achieve the development of harmonious social relations on the basis of concertation. Fortunately, in Chile in the last year we have established an important tripartite body called the Economic and Social Council which has advisory powers and which is made up of employers and workers. The objective is for it to serve as the starting point for an enriched, renewed and wider form of tripartite-type relationship to solve national problems.

For these reasons the Chilean employers' sector, which is basically represented by the Confederation of Production and Trade, an employers' body which has worked uninterruptedly for 50 years, fully adopts the specific aim of the Report to render tripartism a *main* element for solving the major imbalances of our era, because the creativity of interaction between the social sectors represented gives us every reason to believe that this system is capable of providing an effective solution to such imbalances.

Indeed tripartism enables us to enrich and complement bipartite relations which otherwise might be antagonistic and fail to meet the aspirations of any of the parties involved.

We are convinced that the tripartite relationship must be serious and well prepared. Our association collaborates specifically in this effort to transform this mechanism into a proper active instrument to solve social problems, including those which go beyond the work relationship in the strict sense of the term. Indeed, within the Confederation of Trade and Production we have established, as a fundamental pledge by employers to contribute to the solution of the most urgent problems resulting from the economic crisis, a Commission on Employment and a Commission on Labour Affairs, of which I have the honour to be a member, so that the employer sector can, through the work of these Commissions, propose to the workers and the Government measures and action which would lead to a more balanced and fairer society.

As a result of the efforts of the Commission on Employment, our organisation has proposed to the Government a series of intensive projects for the use of manpower and the creation of new jobs. These initiatives are being studied and analysed by the relevant authorities and we hope that they will be implemented very soon. For its part, through the activities of the Commission on Labour Affairs, our employers' organisation has had an opportunity to analyse various legislative projects on matters within its competence and proposed on the initiative of the Government, the labour leaders or the employers. We understand that these actions are concrete demonstrations of the sense of responsibility and commitment, with which our employers' organisation participates and co-operates in the efforts of the ILO in order to achieve an ever-growing harmony in labour relations and production.

I wish to reiterate on this occasion and recall once again the full support of the Chilean employers' sector in the system for supervising the application of the standards of the International Labour Organisation. We recognise and appreciate the positive influence of the latter in ensuring a satisfactory degree of observance and respect of international standards emanating from the ILO and the enriching and inspiring influence which they have had as a source and origin of relevant legislation in most of the member States.

I could not either fail to make a sincere appeal to all the countries and sectors represented in this Organisation to make every effort they can to ratify new international labour instruments which will enable them to bring their respective labour legislation even closer to the principles and objectives with which this Organisation is imbued.

The commitment of the Chilean private employers' sector to tripartism and the supervisory machinery of the Organisation to not new. In the past, the sector which I represent participated in the work of the Organisation from its foundation and today we continue to participate actively and enthusiastically and tomorrow we will aspire to increase even further the effective participation of the Chilean employers in the Organisation's activities. To this end we pledge ourselves responsibly and sincerely today.

Having clearly stated that we are committed to the aims and objectives of the Organisation I believe it appropriate to make two observations closely related to the goals of the ILO and the improvement of its operation.

Firstly, a brief comment on the role which in the view of the private employers' sector of Chile is incumbent upon the private sector in the national development effort of each country.

There is no doubt that the fundamental responsibility of the private employers' sector is to generate and market the services and consumer goods which are necessary or appropriate to the national community, in return for fair prices.

On the other hand the interests of the common good require that the economic benefits thus generated should be oriented to the rest of the community, in the form of investments for progress, capital for the State in the form of taxes and other community benefit programmes. This is the true role of the undertaking in society. In the same way, as an additional illustration of this effort, we in the Chilean private employers' sector have established social

development corporations for health and education, which provide services to the population without any profit-making objectives in mind.

But the undertaking can only fulfil its social tasks if the State creates the circumstances to ensure that there is economic freedom and healthy competition within which it can exercise its functions properly.

If each country is to seize its opportunities for development it is necessary for there to be complete freedom to invest, produce and particularly to consume the goods and services emanating from that freedom. This freedom, supported by healthy competition, free of monopolistic action and above all based on the law and justice, will be the strongest endorsement which the undertaking will have and will enable it to guarantee the fulfilment of its social tasks.

One of the essential and creature characteristics of the undertaking is that it renders possible the merging of personal goals and social interests.

This creativity is a response on one hand to the need for man himself to grow and to develop materially and spiritually and, on the other, to be able to anticipate events and forecast changes.

Certainly, the present undertaking is represented by a group of individuals who, through their initiative and creative capacity, are achieving the characteristics just mentioned. The undertaking of today is not merely the result of the individual activities of just one person but, on the contrary, the result of the work and creative effort of a harmonious group of persons with common ideas and principles which lead to the objectives which they themselves set.

Thus the driving force behind the undertaking is man himself who fuses his innate creative capacity and dynamism with the knowledge provided by science and technology.

With respect to technological changes I should like to add one little point. The task of the employer, as we have said, supposes the practice of a series of moral principles which should govern the conduct of those concerned and we believe that it is positive that the developing countries are fostering a personal and spiritual attitude to the development of employers' activities.

Any task undertaken by a company within this field of creativity and initiative requires prior preparation and a clear awareness of the objectives sought and the means to achieve these.

If this is not the case, and even though the State for its part may give optimal freedom for the development of employers' activities, there can be no real progress or real benefits because the employer cannot play the social role which we have outlined.

Thus, the employers' sector, society and the State form a trilogy which is of enormous importance. The company as a creative body is an instrument to put into practice the ideas and feelings which motivate a society; it is the creator and proponent of the deepest spiritual values which motivate man, and of the development and growth of science. All this should be set within the frame of the law and justice guaranteed by the State, which must safeguard the permanent values of the community. This trilogy is the most genuine expression of the search for the true and integral development of man in society.

I hope I have been explicit enough to mention that the employers' sector must to a great extent assume a

moral and material responsibility in the future consolidation of this very important process.

The task is neither more nor less than to renew, on a permanent basis, and with each of us making this contribution, the ideals of co-existence and development which have been those of each country represented here at every moment of its history.

This is the felicitous, inexhaustible and fascinating undertaking in which we are all partners.

For many years I have witnessed the sense of renewal which has always characterised the Chilean employers in their heart of hearts, and their creativeness, their determination and their striving for social harmony which continue to inspire them today.

A last thought which is important and must therefore be mentioned is the very serious situation of employment, labour relations and the level of consumption in our countries as a result of the unmanageable servicing of external debts which is facing some of the developing countries.

Several delegates who have spoken before me have referred to this subject. There is no doubt that the problem has seriously affected the possibility of growth and development in our countries. It is impossible to fail to draw the attention of the ILO to such an important matter, which affects the goals and objectives of the Organisation. Indeed, as has been pointed out, the process of adjustment has strongly affected the levels of employment in the developing countries, causing widespread unemployment and creating a serious social and political situation. Contrary to what has been said, the problem of the external debt is not being solved but it is growing worse day by day.

International law has taught us wisely, fairly and on the basis of experience that a change of circumstances, the so-called *rebus sic stantibus*, is a condition which permits the revision of the provisions established in an international treaty. In the case of the external debt of the developing countries, particularly those of Latin America, there has been a fundamental change in the circumstances which existed when the loans were granted. Indeed, the real rate of interest of the debt has practically doubled and the prices of the goods exported by our countries have significantly fallen, with the result that there has been a clear impoverishment in our countries reflected in the falling standard of living of our populations.

All this makes it necessary for us to act in a courageous and responsible manner by facing up to the problem rather than ignoring it, by means of imaginative and novel solutions which will overcome the dangerous social and economic imbalance resulting from such a problem. The situation is urgent and solutions will be ineffective if they are not rapidly applied. Thus we hope our Organisation will soon take all the necessary and relevant steps in order to resolve this anguishing problem from the tripartite point of view.

Finally, may I express my hope that we will together make the world in which we are living more human, beginning with our personal attitudes in such events as the present gathering. Indeed the dehumanisation of the modern world and the complex and technical matters under study in our meetings, as well as in the jumble of reports, documents and figures besieging us in our daily lives, often make us forget that behind each figure, annex or statement

in the document which we are analysing, there are human suffering, disillusionment and despair, and men and women who aspire to and demand a better future.'

Mr. GASHAN (*Workers' delegate, Somalia*)—Mr. President, it is a great honour and privilege for me, on behalf of the Workers' delegation of Somalia attending the 71st Session of the International Labour Conference, and on my own behalf, to offer you warm and brotherly congratulations on your unanimous and well-deserved election as the President of the 71st Session of the International Labour Conference. I should also like to extend similar congratulations to the three Vice-Presidents and other officers of the Conference on their election. I feel, Mr. President, that your election to this prestigious post represents a great honour not only for your country, Tunisia, but also for the African continent and all Arab countries. I am convinced and fully confident that under your dynamic guidance and with your wealth of experience in the world of labour, the deliberations of this Conference will be crowned with success and distinction.

Allow me also to congratulate the Director-General of the ILO, Mr. Francis Blanchard, for the excellent and very valuable Report which he has submitted to this session. The Report includes a comprehensive analysis of ILO activities during 1984 in a number of important fields such as the role of industrial relations and tripartism, structural change, dialogue and social progress.

As the Director-General has rightly pointed out in the introduction to his Report with reference to strong organisations, it is essential to promote constantly a real dialogue through strong organisations and effective bipartite and tripartite progress. The Director-General's Report also focuses on various problems and challenges facing workers in connection with employment, economic recession, technology, occupational safety and health, the role of the social partners in industrial relations, and the manner in which these matters can be tackled within each society in respect of the basic rights of the workers, namely freedom of association and collective bargaining and the progress of meaningful dialogue between the parties on the basis of equality with a view to promoting social justice and progress.

It may be of interest to this august assembly to know that industrial relations in Somalia are based on the principle of industrial democracy which enables the trade union organisations to have representatives in every workplace, in accordance with the provisions of Law No. 19 of 3 February 1977. Therefore, the trade unions have their own representatives on the management boards and in the Public Inquiry Commission. Here the representatives of the trade unions have a legal right to represent and defend the interests of the workers and negotiate freely with the employers on different issues concerning the improvement of terms of employment, living and working conditions of workers, formulation and implementation of training policies, occupational health and safety, protection of security of employment rules, labour-management relations, productivity and other measures for the welfare of the working class. No decision can be taken in the public or the private sector without first consulting and convincing the General Federation of Somali Trade

Unions, if it relates or gives effect to socio-economic matters. In this connection, I would like to express deep gratitude to the ILO and the Government of Norway for having organised a tripartite seminar on the promotion of collective bargaining and the protection of security of employment which was held in Mogadiscio in February this year.

This was the first seminar of this nature held in Somalia, and the topics dealt with were very attractive and stimulating to the participants, particularly the trade union representatives. I should like to recommend that the ILO endeavour to promote and continue this kind of seminar which are certainly beneficial to the three social partners in the developing countries. My delegation strongly supports the principles of tripartism and therefore recommends that workers' participation in policy formulation and decision-making bodies should be strengthened and effectively implemented at national and international level. The ILO should increase its efforts in this direction and play a positive role in order to ensure the achievement of this goal which is of serious concern to the working class throughout the world.

The question of employment equality for men and women and ILO activities to promote better working and living conditions for women workers are detailed in different parts of the Director-General's Report, especially in the sections dealing with the major programmes concerning international labour standards, employment and training. The ILO must continue to play an active role to safeguard the rights of women and to improve as widely as possible the terms and conditions of women workers. Since 1951 the ILO has drawn the attention of member States to discriminatory practices against women in employment and has adopted instruments to try to eliminate such discriminatory practices totally, or to reduce them to a tolerable level at least.

I should like to inform this gathering that the Revolutionary Somali Government has adopted measures to promote equality between men and women in the fields of employment, education and training, occupational health, remuneration, participation in trade unions and political activities. The Constitution of my country recognises that women constitute one of the main pillars of society; thus they occupy an outstanding place in the construction of the economic and social development of the country. The provisions of the Somali Labour Code and the Civil Service Act both prohibit categorically any sort of discrimination against women in employment and state clearly that access to public functions, jobs and employment is open to all citizens without any condition other than that of qualification and ability. This constitutional recognition of the role of the women in our country has tremendously raised the participation of women in various branches of political, social and economic activities at various levels of responsibility, such as members of the Central Committee of the Somali Revolutionary Socialist Party (SRSP), cabinet members, members of parliament and other key and prestigious posts.

The current international situation, with its tensions and growing nuclear threats, is further complicated by a serious economic crisis, by growing unemployment, underemployment and inflation and by indebtedness of developing countries. This situation, caused by serious economic crises, exacerbated by inflation and other natural disasters such as



drought, epidemic diseases, and malnutrition, besets many African countries, but in the case of Somalia it is compounded by the fact that the country contains the greatest number of refugees in Africa, where more than half of the refugees in the world are found. The number of refugees in Somalia continues to increase daily. This increase is creating serious new economic and social implications for the meagre resources of my country which is in the category of the least developed countries. In this connection, my delegation would urge once again the ILO, all other United Nations specialised agencies and the international community as a whole, to play an increased role in efforts to provide urgent assistance to the refugees in Somalia.

Turning now to another important issue, the implications of Israeli settlements in Palestine and other occupied Arab territories in connection with the Arab workers, it is to be noted with grave concern that Zionist oppression dooms to failure any attempts to ameliorate the situation of the workers in Palestine and other occupied Arab territories, since its subjects them to inhuman conditions of existence and deprives them of their basic rights. Recent investigations have clearly shown that the occupying Zionist forces persist in their aggressive attitude and continue to ignore the exhortations of the international community to apply minimum employment standards and to respect workers' and trade union rights. This Conference should adopt concrete measures to put an end to these inhuman and illegal practices of the Zionist regime. In examining the sad situation of Palestine workers and of workers in other occupied Arab territories, we should bear in mind the basic concept of social justice embodied in the Declaration of Philadelphia which states that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity and equal opportunity". We appreciate the efforts made by the Director-General of the ILO and the mission which visited the Arab occupied territories and we would ask the ILO to continue to monitor the situation and submit to the next session of the International Labour Conference a report on further developments in this critical matter. We have considered very carefully the Special Report of the Director-General and we congratulate the ILO on its contribution to the combat to eradicate the nefarious system of apartheid. The International Labour Conference has at previous sessions tackled the question extensively and considered the detrimental effects inherent in the unjust policies and illegal practices of the racist regime of South Africa that continues to perpetrate crimes against the African workers who are the victims of the most inhuman methods of exploitation. We must reiterate our condemnation of the apartheid system and sound the alert to the danger that such a system constitutes to peace and development.

The ILO has to sustain more resolutely and more vigorously the fight for the abolition of apartheid and racial discrimination in Southern Africa. This is a fight that must inevitably be won in the course of time.

It is painful to witness the war that has been going on, for some years now, between two Moslem neighbouring countries, Iraq and Iran. Its victims include thousands of old people, women and chil-

dren. As we know, the United Nations, the Islamic Conference, the Non-aligned Movement and all the peace-loving countries have requested the two countries to put an end to this war. We call upon the ILO to join these international efforts, to terminate this bloodshed and re-establish peace and order, so that all the energy and resources which are being wasted in destruction may be devoted to the progress and well-being of the people and the socio-economic advancement of these two countries.

I wish to strongly stress the importance that we attach to the restructuring of the ILO, a matter that has been dealt with by the Committee on Structure for some years. The Committee should now conclude its work. It is our firm conviction that the recommendations to be submitted by it will constitute the basis for fruitful conclusions by this august assembly, aiming at rectifying the imbalances that exist in the machinery of the Organisation, thus providing an equitable system of representation of the respective regions and groups participating in the activities of the ILO.

Before concluding my statement, allow me to express my regret that some Workers' delegates from Africa have brought the OATUU internal debate here. According to the standard practice of OATUU, African trade union problems are to be discussed and solved at home in Africa, and not at international fora like the ILO. In these circumstances, finally, I would like to make the following remarks: (1) The present executive council and secretariat were elected in the OATUU Third Congress held in 1980 in Mogadiscio, the capital of my own country, the Somali Democratic Republic, and they are still in office since no decision of any kind was taken in the Fourth Congress of January this year...

The PRESIDENT—You have to stick to the agenda, please. This is not a matter for discussion. I think you have finished.

Mr. GASHAN—Allow me to qualify some words. As concerns our organisation, we are affiliated to...

The PRESIDENT—I don't remember that anything has been said about your organisation here.

Mr. GASHAN—What has been said by some colleagues is not completely true and I disagree with what is published in the *Provisional Record* of our Conference. I was not going to condemn anyone, I am just qualifying some words, since the last congress was held in Mogadiscio, my own country....

The PRESIDENT—You have said that African questions must be discussed between Africans, and that is the message, I think.

Mr. GASHAN—I was saying that no decision of any kind was taken in the Fourth Congress in January this year in Lagos, which unfortunately was a complete failure. There are not more than three African trade union centres which have mandated anybody to speak on their behalf.

The PRESIDENT—The time is up.

Mr. MEHTA (*Workers' delegate, India*)—On behalf of the Workers' delegation of India and on my

own behalf, please permit me, Mr. President, to join the previous speakers in congratulating you on your election and to extend my felicitations to Mr. Grekov, Mr. Smith and Mrs. Carr on their election as Vice-Presidents. I am confident that under your able leadership the deliberation in this Conference will come to a successful conclusion.

It is in the fitness of things that the Director-General in his Report has chosen to invite discussion of developments and prospects in the field of industrial relations and tripartism. He has rightly pointed out that "the world-wide slowing of economic growth, the far-reaching changes in patterns of international trade in commodities, manufactures and services, the serious balance of payments problem, the debt crisis, the technological revolution, energy problems and high rates of inflation have all contributed in different ways to large-scale redundancies, unemployment, displacement of labour, declining incomes and real wages and deterioration in other conditions of employment". The Report endeavours to show how the institutions of industrial relations and tripartism are affected by these problems arising out of structural changes of various types and also how they can contribute to the solution of the problems stemming from such changes.

The report highlights the unprecedented challenges and problems that the world of work is faced with both in the economic and in the social progress. It rightly points out that a major challenge to the industrial relations system and tripartism in the years to come will lie in preserving a reasonable balance between the requirements of economic necessity on the one hand and social justice on the other and in redirecting the struggle between the respective forces involved so that the prospect of bitter and open conflict gives way to joint problem-solving efforts.

It must be understood, however, that such productive dialogue can succeed only if the goal is growth in equity in conditions of freedom; another essential condition for success is the full involvement of workers and employers not only in the determination of terms and conditions of employment but also in broader questions of economic and social development. Only then can a proper balance be struck between equality, freedom and other human considerations of economic progress.

It was as far back as 1918 that Mahatma Gandhi saw the need for productive dialogue between the social partners in the interest of rapid economic development with social justice. He discarded the theory of class confrontation and suggested that both capital and labour should work in the interest of the community. He felt that it would be in the interest of all concerned if the differences between the social partners were resolved through orderly channels and methods. He observed that it is only through strong organisations and effective bipartite and tripartite processes that real dialogue can be promoted and was of the view that the vitality of industrial relations system will increasingly reflect the extent to which the full potential of dialogue is continually expressed and exploited. He also believed that in the long run the institutions of constructive industrial relations and tripartism are better served when they are regarded as instruments of continuing joint problem-solving rather than as occasions of confrontation.

We in the Indian National Trade Union Congress have tried to follow Gandhi's concept of industrial

relations. We believe that developing economies cannot afford the luxury of strikes and lock-outs and therefore when collective bargaining fails, every effort should be made to find alternative methods of settling disputes and differences. We have therefore tried various peaceful methods of settling major industrial disputes and come to the conclusion that voluntary arbitration is the best method for this purpose. We therefore advocate strikes only as a last resort and only if more orderly and expeditious methods of settlement of disputes are not available.

Where the employers have been responsible to these methods in my country, there has been rapid social and economic progress with beneficial consequences not only to the workers concerned but also to the community as a whole. Unfortunately more publicity is given to strikes and strife and these cases of constructive industrial relations with great achievements to their credit are comparatively unknown. The ILO could render a great service by making a deeper study of these institutions and thus restore the balance.

The Report of the Director-General clearly brings out that even in developed economies there is a lot of rethinking about settling disputes through dialogue and methods other than strikes and confrontation. The Report mentions the recent agreements in Australia and Italy. We feel that developing countries, whose economic development depends a great deal on orderly progress, can learn a lot from these agreements as well as from Japan, where they try to resolve their industrial disputes in one particular month a year and settle down to serious work in the rest of the year. The ILO can disseminate such valuable information to all concerned.

The tragedy of Bhopal shows how timely was the discussion in the 1984 session of the Conference concerning the evaluation of the International Programme for the Improvement of Working Conditions and Environment (PIACT). It is a matter of shame that such tragedies are needed in order to rouse our conscience and activate us to provide a safe working environment. I hope the ILO will play a more active role not only in promoting safety at the workplace but also in providing a safe environment for those living in surrounding areas.

I am grateful to the Director-General for reaffirming that "trade unions regardless of the size, state or nature of the economy, are basic and key institutions of society". He has rightly stated that the trade unions are not only vehicles for participating in the determination of terms and conditions of employment but also a force for social justice, for human dignity, for progress and for making the voice of the working people heard in society. Without realisation and appreciation of this important role of trade unions, bipartism and tripartism cannot be effective.

The role of trade unions as instruments of social change imposes a heavy responsibility on them also. The trade union movement and the organised working class in developing countries will have to play a more effective role in the social transformation that has to take place if the problem of unemployment is to be tackled and poverty to be eradicated. It will have to play a more dynamic role to change our social structure and work for an exploitation-free society.

The organised working class in the developing countries has attained a standard of living that compares favourably with that prevailing in the



unorganised sector, especially in the rural sector. Most of them still have their links with the rural areas and are aware of the problems of unemployment and poverty. They have learnt the art of organisation and are aware of the material benefits that have accrued to them as a result thereof. They are thus eminently suited for organising the rural poor. They must realise that islands of prosperity cannot last long in an ocean of poverty. It is therefore in their own delighted self-interest that they play an active role in the organisation of landless labour, poor peasants, sweated labour, slum dwellers and other exploited sections of the population.

The trade unions in the developed countries will also have to realise that the problems of the world are becoming increasingly interdependent. They can ignore the growing disparities between nations at their own peril. For them it will not suffice to demand the application of international standards in the developing world; they will also have to help in creating conditions where can be made applicable. There are more than 800 million people in Asia, Africa and Latin America who are living in abject poverty and in conditions which fail to meet any justifiable definition of human dignity, and their number is increasing. The number of least developed countries is also increasing. If progress is to have any global meaning, all efforts must be directed towards the eradication of poverty and the creation of employment.

It should be a matter of concern that while resources are not available for development, the annual military expenditure has exceeded US\$800,000 million, i.e. more than \$1.5 million a minute. If the ILO and the international trade union movement are to be true to their ideals, they will have to see that the resources earmarked for engines of destruction are diverted towards the eradication of hunger and poverty.

The Director-General's Special Report on apartheid highlights the fact that in defiance of world opinion, South Africa is continuing its policy of apartheid and its occupation of Namibia. It is common knowledge that this has been made possible because of the direct and indirect support it has received from some of the developed countries. Economic sanctions, if properly applied, would have solved this problem in a peaceful manner. I hope the representatives of the workers, especially from those countries which have not applied sanctions, will play a more effective role in getting the decisions of the World Trade Union Conference on Mobilisation of Sanctions against South Africa implemented without delay.

While it is legitimate to expect the ILO to play a more effective, if not aggressive, role in the cause of peace, freedom and development, it is the organised strength of the workers that can prevent war and change the political and social structure both at the national and international levels. The workers should unite in their efforts to build a more stable and equitable international order and initiate action for peace, bread and freedom both within the ILO and outside.

*Interpretation from French:* Mr. MEBAZAA (Government delegate, Tunisia)—Mr. President, first of all I should like to congratulate you on your

brilliant election to the presidency of this 71st Session of the International Labour Conference.

In this connection, on behalf of the Tunisian delegation, I would like to repeat my warmest thanks to the delegates participating in the Conference for their unanimous support for your candidature.

This support is an honour to Tunisia, and a tribute to its social policy, which was initiated by President Bourguiba, and to its attachment to the noble ideals of our Organisation.

I would also like to congratulate the Vice-Presidents and to assure the Conference of the full co-operation of the Tunisian delegation with a view to the success of this session.

My congratulations are also addressed to the Director-General of the ILO for his excellent Report which is under discussion and devoted this year to the subject of tripartism and industrial relations.

This choice, we feel, is both judicious and timely.

Our Conference, having examined at its last session the standard-setting activities which are the very *raison d'être* of the ILO, is today looking into tripartism which constitutes its originality and pride.

This choice has been made at a time when the world is going through a lasting and global crisis whose amplitude and nature call for a careful consideration of the role of social dialogue with a view to attenuating the effects of the crisis and adapting industrial relations systems to the changes made necessary by its continuation.

This adjustment, which already now seems to be giving rise to difficulties in countries which have long traditions as regards industrial relations, will be even more difficult to effect in the developing countries where the crisis has exacerbated already precarious economic and social conditions and where industrial relations have not yet reached satisfactory maturity.

In this connection, the Report of the Director-General makes certain suggestions which could incite the social partners to ensure the continuity of the social dialogue that has been strained by these difficult circumstances for which it was perhaps insufficiently prepared.

The Director-General quite rightly considers that such continuity depends to a large extent on the objectivity and the permanence of the dialogue, on the primacy of general interest and the responsibility of each of the parties involved.

Tunisia has always believed in the virtues of dialogue, not only as a natural means of settling labour disputes but also, and above all, as an instrument of collective participation in development.

This participatory and responsible dialogue which we have adhered to since our independence has developed particularly rapidly during the past decade through the consolidation of freedom of negotiation in the setting of wages and the improvement of the living and working conditions of practically all workers.

The Tunisian Government which has contributed to the establishment of the present system of industrial relations has consistently endeavoured to maintain it and consolidate it.

However, although we are determined to preserve freedom of dialogue, we are also convinced that it is necessary to make this dialogue more realistic and objective.

The world recession which has lasted for some time already and whose technological, economic and social dimensions have been amply covered in the Report of the Director-General, has not spared my country which is confronted with difficulties that call for more clairvoyance in our choices, more prudence in our decisions, more realism in our approach and greater solidarity in the furtherance of the general interest.

Thus, within the VIth Economic and Social Development Plan which covers the years 1982-86, priority has clearly been given to the promotion of employment through the diversification of means of intervention and the structural rebalancing of investment for the benefit of the productive sectors. We have also given priority to the settlement of our foreign trade deficit, the guarantee of our economic independence, and tried to implement a package of reforms to ensure greater social justice.

In spite of our slackening economic growth and increasing budget deficit we have also maintained subsidies on staple foodstuffs and essential services so as to preserve the purchasing power of the most disadvantaged social categories.

The Workers' delegate of Tunisia, in his statement during the general debate last Tuesday, made a number of comments which lead me to reply to and correct certain unjustified statements. The setting of a minimum guaranteed wage in industry and agriculture in 1974 is one of the measures of which my Government is proud because it is a concrete manifestation of its political will to protect the purchasing power of the workers and in particular of those who are the most vulnerable, at the bottom of the wage scale.

The Workers' delegate knows very well that the social negotiations in which his organisation and that of the employers have regularly been invited to take part for more than ten years have made it possible, thanks to the Government's political will and its commitment to social progress, to raise substantially the wages and purchasing power of all workers.

Allow me, in this connection, to mention some figures from a report of the ILO which show, very clearly, the extent of the increase in the wages and purchasing power of workers in Tunisia. During the decade that followed the setting of the minimum wage and the beginning of real wage negotiations, the minimum, guaranteed wage increased by 340 per cent in nominal terms and more than doubled in real value, whereas the average wage increased by 228 per cent, entailing a net and effective increase in purchasing power of 52 per cent.

On the basis of these data and those regularly published by the ILO on wages in the world, we compared the recent evolution of the purchasing power of the minimum wage in Tunisia with that of the various Mediterranean countries, both industrialised and developing.

We can say that this comparison is quite clearly to the advantage of wages in Tunisia; and this is to the detriment of the competitiveness of certain of our products on the international market.

To claim that the basic wage is insufficient to cover basic needs reflects either an unfortunate lack of knowledge about objective facts, or a lack of objectivity.

A last word regarding wage policies in my country: the relationship that must be established between the

increase in wages and the increase in productivity, a principle which has been consecrated by international Conventions, is sufficiently well known to the members of this honourable assembly for me to say a few more words on this subject.

My Government has tried, to no avail so far and in spite of the contractual commitments of the social partners, to convince the trade unions that an increase in wages based solely on the criterion of price increases and not accompanied by an increase in productivity would have extremely negative economic and social consequences, particularly under difficult economic circumstances, and would certainly entail an increase in prices which would in turn reduce the purchasing power of the workers and jeopardise the stability of their jobs and income in some cases.

We will not lose the hope, however, that the representatives of the trade unions will recognise the need, that has been repeatedly expressed from this rostrum, to limit the negative effects of increases in wages on economic development and the maintenance of income levels by simultaneously improving productivity and reducing administrative costs in enterprises.

The Workers' delegate mentioned the exercise of trade union rights and considered requisitioning in the essential public services and the guarantee of freedom of work during strikes to be a violation of trade union rights.

My country ratified Conventions No. 87 and No. 98 immediately after independence and its admission to the ILO in 1956 and has embodied trade union rights in its Constitution. It remains committed to the principles of freedom of association not only because we are a member of the ILO but because we believe in them.

However, the duty of each government is to be responsible for the observance of the law and to ensure continuity in essential public services and public order. One therefore has to contain abuses of the right to strike when such strikes are contrary to the law in force and conflict with the vital interest of the population.

Furthermore, the law that guarantees trade union rights also guarantees the right to work and the Government is therefore determined to ensure that all the legal provisions are respected and will continue to do so each time laws are disregarded or abusively transgressed.

The International Labour Organisation, because of its ideals of peace and justice, will act as a rampart against arbitrariness, intolerance and reckless violence, and provide a refuge for victims of aggression and persecution.

In this respect, the Report of the Director-General on the situation of the Palestinian workers in Palestine and the occupied Arab territories provides evidence—if evidence is needed—of the continuation of the inhuman practices to which the Palestinian workers and people are subjected and to which the Organisation cannot remain insensitive.

The ILO, faithful to its mandate to ensure respect for the dignity of men wherever it is violated, must condemn these practices and acts with a view to enabling the Palestinian people to regain its freedom and maintain its dignity.

We must also support, with the same energy and firmness, the right of the fraternal Namibian people

to independence and freedom and the right of the Black majority in South Africa to eliminate apartheid which is another fundamental violation of human dignity.

*Interpretation from French:* Mr. PAPANAGIOTOU (*Government delegate, Greece*)—First, may I be allowed to address to you, sir, the warmest congratulations of the Government of Greece and also my personal congratulations upon your election which is so well deserved. May I also express the certainty that under your experienced leadership the 71st Session of the International Labour Conference will lead to the fruitful results which we all expect.

I should also like to address my warmest congratulations to the Vice-Presidents of this Conference on their election.

Before dealing with the main topic of the Report of the Director-General this year which deals with industrial relations and tripartism, I should like to tell the Conference about the achievements of the Greek Government in the course of the last four years following the recent renewal by the Greek people of the governmental mandate of the Pan-Hellenic Socialist Movement, and about the measures it has taken to amend its programme of action concerning the labour policy and concern certain fields of activity which are directly linked to the goals and work of the International Labour Organisation.

The democratisation of the trade union movement and guarantees of freedom of association improvement of labour standards and conditions of work, the participation of workers in the taking of decisions which concern them, the fight against unemployment and also an improvement in the quality of life have constituted the main goals of the last four years.

The Government, in adopting a law in 1982, has given historical proof of its concern, its interest and its responsibility with respect to the safeguarding of the democratic organisation of the machinery for the expression of freedom of association. The objective of this law is to develop a large-scale, politically conscious and independent trade union movement, a movement which was hitherto divided and disorganised, which was not truly representative of the workers' wishes, and which was barely, if at all, able to make its presence felt at the workplace.

The incomes policy pursued during the last four years has had a dual objective: to narrow the gap between the lowest and highest-paid workers, and to stabilise incomes.

These two goals have been met and the purchasing power of the workers has been increased considerably through adjustments made to rates of remuneration of the workers since 1982 and through the automatic revision of remuneration with reference to the cost-of-living index (which had been demanded by the workers) and a reduction in taxes.

In the field of conditions of work the Ministry of Labour has taken a remarkable series of institutional measures. These comprise the following: lengthening of annual leave from two to four weeks for all workers in the public and private sectors; reduction of the work week to 40 hours for all workers in the private sector; introduction of the five-day work week for most workers; introduction of parental leave.

I now come to employment and protection against unemployment. Employment and protection of

workers against unemployment are among the main objectives of the Government.

The Ministry of Labour is taking institutional and administrative measures to protect the right to work which provide the basis for a responsible approach to the problem.

These measures include the abolition of the obligation to make declarations on political convictions by the ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Employment Policy Convention, 1964 (No. 122)—in ratifying these Conventions, the Government has achieved its objectives with respect to the elimination of discrimination in employment, while fully respecting in practice the constitutional principle of equality of treatment of all Greeks, more stringent conditions for mass dismissals, and subsidies to companies for job creation and maintenance.

As regards protection against unemployment, the recent Act of Parliament respecting the national system of protection against unemployment provides for combined subsidies for employment and for the extension of unemployment benefits which hitherto had been available only to a small number of unemployed persons.

I now come to conditions of work, including occupational health and safety. The aim of a Bill which has already been submitted to the Greek Parliament is to introduce priority measures to improve health and safety in the working environment and to protect physical and mental health.

The primary purpose of these regulations is to prevent occupational risks and to protect the safety and health of the workers or health system of the workers, indirectly, they seek to improve industrial relations and the participation of workers in increased production and productivity.

These regulations also make provision for the following institutions: an occupational safety and health committee (participation of the workers in determining working conditions); industrial physicians; safety technicians; workers' safety and health councils; prefectural health and safety committees. Furthermore, the Ministry of Labour has intervened with reference to specific legislative texts in sectors where accident rates are high, e.g. technical work in the private sector, shipbuilding and ship repairing, and construction.

As for the participation of workers in the taking of decisions which concern them, the Ministry of Labour in a sincere attempt to implement the plan of action for the participation of workers in decisions which concern them, which is part of the Government's policy for the nation, has drafted and submitted to Parliament a Bill concerning works' councils and the ratification of the ILO's Workers' Representatives Convention, 1971 (No. 135), under which the workers are given greater responsibilities in the field of participation within the undertaking with respect to decisions which concern them. This Bill concerning works councils is not the only legislative text which reflects the Government's policy in the field of worker participation.

We should also mention such institutions as the health and safety committees, compulsory consultation of workers in the event of mass dismissals and also participation of workers, through their dele-

gates, in all the boards for the nationalised undertakings.

As regards equal rights for both sexes, the Ministry of Labour, apart from ratifying international labour Conventions Nos. 111 and 122 and thus setting up and guaranteeing through legislation the principle of equality for men and women, has done considerable and essential work in favour of women. This includes their protection in employment, vocational guidance and training; the right to equal working conditions and standards; the right of women to equal pay for work of equal value; the right to maternity leave, the total duration of which is 14 weeks, and nursing breaks.

At the same time, the Manpower and Employment Directorate has been organising vocational training programmes for occupations which were previously considered to be a male preserve.

Regarding international Conventions, as this Conference has already been informed, Greece during the last four years has ratified six international labour Conventions.

Moreover, a number of Bills concerning the ratification of four further international labour Conventions have been submitted to Parliament.

For his Report this year, the Director-General has chosen as the main topic industrial relations and tripartism.

The development and further promotion of tripartism is, we feel, the best way to improve industrial relations and consolidate social peace.

The economic recession and structural changes in the economy, as well as the introduction of new technologies, have all produced terrible upheavals in industrial relations and this in turn has a harmful influence on social and economic development. As was rightly pointed out in the Report, the key to social co-operation in the field of industrial relations and tripartism is to promote dialogue between the social partners themselves and between them and governments, an observation which makes me particularly happy because it accords with one of the main goals of the Greek Government.

The main thrust of the Greek Government's national policy in the field of labour relations is, on the one hand, to strengthen responsible dialogue on an equal footing between the two fundamental factors for economic and social development, namely the workers and the employers, and, on the other hand, to reduce the intensity of conflicts between the two and eliminate all social tension through government participation in the dialogue.

We feel that the workers and employers can manage their industrial relations on the basis of mutual interest, the consolidation of social peace and strengthening of the economy's productivity for the good of the whole community.

This is the spirit that imbues the national policy and actions of our Government. Proof of this lies in the regulations, whose promulgation by law is already, or shortly will be, under way, on the democratisation of the trade union movement, the naturalisation of undertakings whose functioning is of vital importance to the community as a whole, the setting up of supervisory councils for each branch of the economy, the control exercised over mass dismissals, the creation of works councils within undertakings and occupational health and safety committees,

as well as other administrative measures already adopted.

We have attempted through these laws—and we have succeeded to a great extent—to improve the structure of the trade union movement in our country, enabling it to be powerful and capable of responding to contemporary needs for a constructive and responsible dialogue with employers' organisations and the Government. Furthermore, in establishing works councils within the various enterprises, occupational health and safety committees and participation of workers in the administrative and executive bodies of the nationalised companies, we have brought about a real and much needed improvement in industrial relations by giving the workers the right to an equal say on matters connected with working conditions, and also to face the problems that arise in the field of industrial relations in a responsible manner.

In the field of protection of workers and the promotion and consolidation of social peace, the Ministry of Labour inaugurated in 1982 a policy of dialogue and tripartism with the social partners which has assumed considerable dimensions and which is implemented firstly by the local labour inspectorates and secondly by the central services of the Ministry.

At the same time the Government, fully conscious of the role it plays in the development of industrial relations through the institution of tripartism, is engaged in efforts at all levels to improve methods and procedures so as to enable a further development of dialogue between the social partners.

In conclusion, the amendment of the provisions governing the organisation of the Ministry of Labour's services, which is now in the final stages before becoming law, will enable an organic unit to be set up at top level, whose exclusive responsibility will be for tripartism even with respect to questions which are not regulated by collective agreements.

*(Mr. Smith takes the chair.)*

*Interpretation from French:* Mr. A. M. SOW (*Employers' delegate, Senegal*)—Mr. President, I have the great honour of addressing this august assembly as an employers' delegate from the Republic of Senegal. I should like as many others have done previously, to congratulate you on your outstanding election to the Presidency of this session and on the remarkable way in which you have conducted our business. This comes as no surprise in view of your profound knowledge of social affairs, your experience in ILO matters and your devotion to the cause of this Organisation.

It is for the first time that I, as an Employer delegate of my country, am addressing the social partners from this rostrum and all those who, beyond these walls, follow with interest the evolution of the work of the annual Conference of the International Labour Organisation: until recently, the employers' movement in Senegal was divided into several organisations, and it was thus unable to speak with a single voice. It is only over the past two years that a dynamic movement has begun which is leading to the integration of employer organisations. I should like to put forward a few reflections concerning industrial relations and relations among undertakings, referring particularly to Part I of the very pertinent Report of the Director-General.

I should like to begin by expressing my profound gratitude to the Director-General for having invited us to reflect, together with him, on the theme of industrial relations and tripartism: structural change, dialogue and social progress.

The importance of tripartism and the role that it plays in our constant efforts to promote welfare and social progress received appropriate emphasis in the Report and in your opening statement, Mr. President, as well as in the statements made by many previous speakers.

Consequently, instead of trying to break down open doors, I shall simply respond to the invitation made to delegates by the Director-General in his Report and briefly outline the experience of Senegal as regards consultation between the social partners.

The African countries, and Senegal in particular, are often represented as countries with an outstanding tradition of dialogue and consultation, virtues which in many respects form the basis of social, family or industrial relations. The African "palaver", which has sometimes been presented as having a pejorative connotation, is nothing more than a manifestation of the aptitude of our peoples, through patient consultation, to achieve consensus so as to resolve difficult problems. We have attempted in Senegal to bring these cultural traditions into play by organising and developing various types of machinery for consultation among the social partners in order to examine problems of common interest; the Government has set up various institutions in which employers and workers are represented: the Economic and Social Council, the Consultative Commission on Labour and Social Security, planning committees, etc.; ad hoc committees have been formed that meet whenever necessary; employers and workers participate in the management of certain social security institutions.

As an employer I am therefore in a position to affirm, as has been done by others here, that in Senegal dialogue, consultation and tripartism are a reality. Indeed, a vibrant and dynamic reality.

This can be seen from two recent innovations which will certainly serve to foster relations between the social partners.

The permanent nature of consultation has been reinforced through a two-fold organisation: technical questions are examined in the course of periodic bipartite meetings between employers and representatives of ministerial departments and between employers and workers' organisations; substantive questions and general issues are the subject of an annual tripartite meeting presided over by the Head of State.

It is to the merit of men of enterprise that such consultation was originally proposed; it is to the merit of the Government and the social partners that the principle was accepted and applied.

This action has enabled us to establish a permanent dialogue whereby problems are discussed as they arise and, furthermore, to take stock of the situation periodically and determine general trends.

The second innovation regarding consultation has been the particular emphasis placed on the undertaking. The undertaking constituted the central theme of the tripartite meeting held in 1985. The introductory memorandum prepared for this meeting stressed "the role of the undertaking as a driving force in national production, financing the state budget and

the creation and distribution of resources and income—in a word, in development".

Given the current economic situation in Senegal (which in addition to the present difficulties resulting from the international crisis is confronted with serious drought, some of whose effects have been fully portrayed by certain of the mass media), it is to be welcomed that a consensus is emerging regarding the special role of the undertaking in the society that is developing in our country.

The experience of 25 years of independence in our countries has shown—and this should convince the sceptics—that the undertaking remains the best vector of development. It is therefore important to provide a setting and conditions in which the undertaking can flourish.

Internally, the undertaking can be organised in order to improve production in both qualitative and quantitative terms, to make a greater contribution to protecting and promoting employment, and to restore the balance among major forces within the nation, etc.

In its external relations, the undertaking may engage in certain forms of bi- or multilateral co-operation, enabling all types of resources to be better mobilised and integrated in the development process: resources which traditionally moved exclusively through state structures and which, as many (if not all) would now agree, could be better and more effectively utilised within the undertaking.

I should like to put forward certain considerations in this connection for the benefit of African heads of undertakings, and workers, government representatives and employers from the rest of the world. The undertaking, as everyone knows, cannot be reduced to the employer component only.

This truth is particularly evident in the African countries, in view of the socio-cultural context which exists there and which has encouraged a humanistic approach to problems.

For this reason, the antagonisms between employers and workers are often less marked in our countries than in others, even if divergent interests, which almost always mask a wrong approach to a particular problem, appear to indicate that the positions of the social partners cannot be reconciled.

It has even been realised that since independence we have no longer encountered the serious situations of conflict which often occurred during the colonial period, and which arose out of attempts by the trade unions to emancipate the African population.

A change has thus taken place in the approach to economic and social problems, a change which affects all the social partners in the developing countries. The social partners, aside from the common destiny which binds the various elements in the undertaking, must become fully aware of the need for a firmer commitment to development, and consequently to the undertaking.

The responsibility of trade union leaders in particular and of workers in general is important in this respect. They must fully appreciate that their welfare is inevitably bound up with the health and development of the undertaking.

In other words, employers and workers must adopt a new approach to the problems of the undertaking; the employers and the workers must promote a new type of undertaking that is more conscious of our

objectives on the economic, social and cultural planes and in a better position to attain them.

The responsibility of managers is also important with regard to fostering the ability of the undertaking to promote development in our countries. It is with this in mind that we should call for strong and united employer organisations that can ensure that undertakings gain an awareness of their place and role in the society that is being developed around them.

Beyond the national employer organisations, it is important that African heads of undertakings attempt to establish and develop structures for consultation and co-operation in order to speed up the sub-regional integration of our economies, an endeavour in which our governments have been engaged for several years, with only limited success on the whole.

In this effort we must rely above all on our own resources. The heads of undertakings must realise that the aid and assistance they traditionally receive from certain partners do not dispense them from making efforts for self-reliance, which alone will ensure that our undertakings fulfil their proper role at both the national and international levels. This provides me with an opportunity to address those who have shared responsibility with our countries for international co-operation.

Economic co-operation, which has been pursued since our countries became sovereign States, has demonstrated its limits. Some people think that the undertaking, which has often been kept aside from such co-operation, will now be able to endow it with new substance—give it a new breath of life. It is proposed that the undertaking should supplement, or even take over purely and simply, the action of the Government in production matters.

The legal and institutional framework is being adjusted to ensure greater integration of those responsible for undertakings. They must not allow this historic moment to pass them by, at this time when all is being organised to enable the undertaking to play a leading role in the development of a new society.

It is for men of enterprise to devise the best means and to use their creative faculties to ensure that co-operation among undertakings becomes the backbone of economic co-operation.

With regard to our relations with the Government, already referred to at the beginning of my statement, I should note the constructive setting and climate in which we are working. However, we expect more from our governmental partner as regards increasing the responsibilities of undertakings, simplifying work procedures and reducing the burden of rules and regulations. It is our hope that state representatives will adopt this new attitude towards the undertaking which will thus be given greater scope in its daily activities. This is a requirement for the new undertaking which we seek to promote, free from all unnecessary constraints, so that it may more resolutely pursue its major objectives, the creation of wealth and a contribution to development.

We should like to thank the Director-General of the ILO and his colleagues for the interest that they have shown towards the social partners in Senegal, and the employers in particular. We highly appreciate all the direct and indirect assistance that he has been able to provide to us and express the hope that the ILO, within the meaning of co-operation as we

have attempted to define it, will increase its support to the employers and undertakings in our country.

*Interpretation from German:* Mr. LINDNER (*Employers' delegate, Federal Republic of Germany*)—First of all, on behalf of the employers of the Federal Republic of Germany, I should like to associate myself with the many congratulations addressed to the President of the Conference and the Vice-Presidents on their election.

The Director-General, in his Report to the International Labour Conference this year, deals among other questions, with the subject of how employers and workers have reacted in actual practice to the changed economic situation, in particular to structural changes. This is a subject which is of great interest to all three groups in the Organisation because employer-worker relations and the collaboration of the social partners with the government have always been at the centre of discussions in the International Labour Organisation. In this year's discussion it is mainly a question of seeing whether employers, trade unions and governments have adopted the right stance so as to meet effectively the challenge of structural change.

Have instruments of economic and social policy been selected that are capable of tackling the causes or have we just been trying to do something about the symptoms? What did we do wrong, where did we make the wrong start, and where is it appeared that we are on the right road? These are questions which come up every day, because we do not consider our labour market problems to be a question of fate but, at any rate to a large extent, as the results of decisions that can be corrected.

In the Federal Republic of Germany, following the very rapid growth of the economy in the fifties and sixties, which could be coped with only through the help of many foreign workers, we have been faced since the middle of the seventies with a whole series of problems. Besides the effects of the world-wide recession, we have had to undertake structural changes caused by drastically altered energy prices, stronger competition from newly industrialised countries, the change in demand and the increasing introduction of new technologies. In addition, the demand for jobs because of the very high birth rate up to about 1965, and because of the growing number of working women, has increased quite considerably. The Report of the Director-General clearly shows how the number of women in employment in our country has risen.

The situation is beginning to ease in that the number of young people who are seeking an apprenticeship or first job is dropping now that the birth rate is lower. Economic developments have also taken a turn for the better. After slumps associated with the shrinking of overall economic production in the years 1981 and 1982 there is once again a clear upward trend. Not only investment but also private consumption are increasing. In 1984 we had a growth rate of 2.6 per cent and this year the situation should not be worse. There are other components also which have developed in a favourable way: inflation, at around 2.5 per cent, is satisfactorily low; the public debt is continuing to grow, however, but much more slowly than in the past; the low entrepreneurial profits have recovered but are still below the level of 1970; the



low rise in consumer prices makes it possible to conclude wage agreements, which means that labour costs are no longer exerting the same pressure as before. New regulations which provide for a separation of individual hours of work and the opening and closing times of the undertaking promise not only to have a positive effect on productivity but also increase the freedom of movement of the workers. However, wages and auxiliary costs have continued to rise, a development which is forcing the undertakings to carefully weigh the high labour costs and to see whether they can afford to employ new persons.

The wish for more employment on the one hand, and expensive labour on the other one, run against the other; therefore, it is necessary that the social partners in their collective agreements should constantly consider the competitiveness of the undertaking and especially of the labour factor. There are signs that this view is being accepted more and more.

On the whole we can therefore say the basic conditions for the economy are fundamentally more favourable than was the case only a short time ago. However, the labour market still gives us concern because it is only reacting very hesitantly to the more favourable general situation.

The solution of employment problems is a serious challenge for us. In order to meet it, it is necessary first of all to re-establish the competitiveness of undertakings and to make it easier for them to adapt to changes in the markets and in technology. In the past, this indispensable mobility of the undertakings was too greatly restricted in many areas. Other countries, such as the United States and Japan, have shown much more flexibility, with correspondingly positive effects on employment. No one can avoid recognising the fact that only profitably operating undertakings can provide the economic basis for a high standard of living and stable, well-paid jobs, as well as favourable working conditions. I know that the concept of flexibility very often has a rather negative connotation for the trade unions; however, mobility and adaptability and flexible reactions cannot be expected only from management, the workers, too, must be flexible.

It is naturally not easy to accept the idea that the once customary increases in income belong to the past and that the sometimes excessive social protection under present circumstances will have to be reviewed. Whoever is competent to draw up regulations in this sector has to undertake the necessary changes and adjustments—either the social partners within the framework of their autonomy in regulating conditions of work, or the Government. It is a question of opening up the wall between the employed and the unemployed.

In the long run it is impossible that in a society there should be two groups, of which one, comprising those who have jobs, is fighting for further increases in wages and a reduction of hours of work, while the other, as a result of rising labour costs, is losing employment opportunities.

In the Federal Republic of Germany the establishment of a balance between the interests of the employers and the workers is left to the collective bargaining partners because we feel that the alternative, i.e. the State having to set the proper wages, is inappropriate.

This system, however, can only work if both partners are more or less equally strong and if

bargaining conditions are not distorted. The State had to ensure equality before the law and to make certain that both parties will have equal opportunities and that the rules will not be changed at the expense of one party. We have to ensure furthermore that the necessary adjustments to changes in the markets can be undertaken in such a way that the transition will be as smooth as possible. This is one of the most important tasks in industrial relations in our time.

I should like to take up another subject which is also of interest to the Conference this year. I should like to recall first of all that the Constitution of our Organisation specifies the obligation of member States to pay the travel and subsistence expenses of their delegates and advisers who take part in the International Labour Conference.

Seeing that there have been certain indications that these obligations, which are laid down in article 13, paragraph 2(a), of the Constitution, have not been respected in a number of cases, the secretariat of the Employers' group undertook a survey among the Employer delegates to the Conference, through a questionnaire.

Of the 126 officially registered Employer delegations, 94—that is three-quarters—replied to the questions put. The results showed that 12 Employer delegates did not receive any travel expenses or per diem from their governments. Some of our colleagues have asked me to be discreet, but I can give you the list of the following Governments that do not comply with these obligations, namely: Bahrain, Bolivia, Brazil, Lebanon, Liberia, Madagascar, Peru, Yemen and four others. In five additional cases the delegates stated that they had their costs refunded, but only in part.

As regards the advisers, the situation is even more serious. Fifty-eight Employer delegations have advisers: for 16 of these, the costs were only partially borne and among these we do not have only poor countries—unless you count Austria, Belgium, Spain, Italy, Japan and Norway to be in that category. Nicaragua has come up with something quite special: the advisers, who belong to the national representative employer organisation, COSEP, which is a member of the International Organisation of Employers, do not receive anything.

Finally, we concerned ourselves with the question of equal treatment of employers and workers by Governments. In 25 cases the Governments paid for the presence of more workers than employers and in six cases it was the contrary. I felt I had to point this out.

I have taken up this subject because I would like to appeal to the Governments to take their constitutional obligations more seriously than they have so far done. We have already contacted the Credentials Committee and we will continue to observe future developments in connection with the refunding of costs to Employer representatives, and we will keep the Conference informed. I suggest that the Director-General should contact the Governments concerned and should take this opportunity once again to record the obligation of sending full tripartite delegations.

At this Conference, six members are again represented by Government delegates alone. I continue to hold the opinion that these States should not have the right to vote and that article 4 of the Constitution should be amended.

Mr. O'HANLON (*Employers' adviser, United States*)—Before I begin, I should like to congratulate the President and the Vice-Presidents on their unanimous election, and to wish them every success in guiding the Conference deliberations to a successful conclusion.

The United States Employers' group also wishes to congratulate the Director-General upon his choice of a subject for this year's discussion, as well as for the very complete manner in which his Report deals not only with tripartism in general, but also with the need for the social partners to contribute to the solution of economic and social problems which lie outside the field of industrial relations. It is to this latter subject that I intend to address myself today, and I would refer you to the Director-General's remarks in the introduction to his Report as the basis for my own comments.

In the United States, employers have historically been involved in discussions which must inevitably take place before public policy can be formulated. Business, worker and government points of view must all be considered in structuring any logical approach to the problem of developing growth. As the Director-General points out—and I quote—"So there is scope and need for involving these parties also in the elaboration and evaluation of such policies, extending tripartism beyond purely industrial relations to these broader fields of common concern. If this is not done—and in my view it is not done enough—economic policies risk being lopsided and decisions ill-informed."

Today, I should like to go into some detail on the United States business community's point of view toward developing logical means for economic growth. We feel that our own experience over the past 15 years provides a useful commentary on the free enterprise, entrepreneurial approach to creating jobs and to stimulating the growth of the United States economy. For instance, since 1970, some 200 million new jobs have been created. As the Secretary of Labour, Mr. William E. Brock, pointed out a few days ago from this same rostrum, in each of the last 30 months the average rate of job creation has exceeded 300,000 jobs per month. I would hasten to point out as he did that almost none of these new jobs was created by large companies—that is those companies with more than 500 employees. All of this growth has come from small-and medium-sized enterprises. As a matter of fact, roughly half of these new jobs have been created in the classic, entrepreneurial manner, that is by finding new businesses. Over the same 30-month period, these new businesses were established at the rate of more than 50,000 each calendar month.

Now, what role does the United States business community play in helping to foster this astounding rate of growth? United States business believes that free enterprise plays a key role within society, and that this role is to provide the engine for growth for the national economy. Without such growth provided by the private sector, the other institutions of society will not have the resources for function effectively. Without growth, there can be no equity, and government cannot effectively create wealth. Government can only spend it, and hopefully for the benefits of its citizens. Without growth there can be no wealth for government to tax to perform other functions. In addition, United States business believes that its key

activity in exercising the role is to identify how it can most effectively contribute to the public debate on issue of importance to fostering economic growth. There are five basic areas where business does this: in the media, in the schools, in the courts, with the Government and in politics.

The business community considers it most important that the various media give business a fair hearing. Therefore, business must develop credible views on a great variety of national issues, and those views must be made available in the interplay of ideas within society. It almost goes without saying that the media constitutes the best vehicle for doing this.

On the other hand, employers are not so naive as to take it for granted that the media will cover business and economic views satisfactorily, so they have established their own media operations. Among other things, there are monthly newspapers, monthly news magazines, radio programmes and a television network. One of these television programmes, called "It's your business", is an effort to create a public debate on issues that are of importance to business but with equal time devoted to opposing views. This programme is broadcast throughout the country on both regular television and on cable television, with the purpose of making it clear that there is a business view on a given issue and that the business view can compete equally with, and be seen as a valid alternative to, the views of others.

Another area of concern is the image of business that is being taught in the various school systems. In the United States, education is a function of the individual states and in many of these it is a function of the local community. The business community, therefore, has a programme to help local business groups get textbooks on economics included in school curricula. Members of the business community also participate in programmes which serve to bring managers into the local educational process. One example of such a programme is known as "Junior Achievement", in which business professionals actually teach students for a limited time on a variety of business-related subjects.

The business community also sponsors litigation centres, the purpose of which is to assure that the position of business is heard in important cases that need to be tested in the courts. It is not at all rare for employers to bring suit against the Government, because the ultimate arena for testing laws and behaviours is in the courts.

In respect of the business community's contacts with the executive branch and with the legislative branch of the Federal Government, they are aimed at keeping both branches informed of its interests in various pieces of legislation as well as in the many non-legislative policies of the Government. This effort is carried out both in Washington and throughout the country in its "grass-roots" programme which involves local businessmen in the activity of letting their elected representatives to Congress know of their views on pending legislation.

One of the business community's most active programmes is its programme in the political arena. First of all, it identifies business positions on issues facing political leaders. It then uses these positions to measure the pro-growth sentiments of these political leaders. Then, once having measured them, pro-growth candidates for election to the Congress of the United States are identified. The business community



does this in the full knowledge that its activities are controversial, but in the sincere belief that there are candidates who favour logical means for economic development. It endeavours not to be partisan—it favours no single party over any other, but the sole criterion, I think, is a simple one: the candidate should be clearly “pro-growth”.

All of these areas of activity demand that there exist strong and independent organisations in the business community, particularly trade organisations and local and regional business organisations. A key tool that has been developed in this regard is an annual training programme called “Institutes for Organisation Management”. Developed in co-operation with major universities, this programme has been designed specifically to meet the needs of local business association managers, and the programme has been in existence for more than 60 years.

To revert to what the Director-General says in his Report, the question remains in our minds: What are we to do to encourage the strengthening of the structures and the activities of employers’ organisations in other parts of the world? There are several answers to this question, but I would like to focus simply on our latest efforts in this regard.

We all recognise that there are business organisations throughout the world striving to achieve growth through a genuinely free-enterprise system. The United States Employers’ group, in an effort to respond to the need of many of these organisations, many of which are in developing countries, founded the Centre for International Private Enterprise, known as CIPE, in 1983. Its goal is to work with other countries’ free-enterprise systems for their mutual advancement.

The Centre for International Private Enterprise was created in recognition of the need for the United States business community to be much more active in strengthening business institutions throughout the world. Labour organisations have conducted intensive international programmes for years. CIPE’s intention was to provide an organisation that would offer business the same opportunity to make its resources available to a broad audience.

Its perspectives are not restricted to any single group. CIPE’s programmes will involve independent, voluntary business organisations such as chambers of commerce, trade associations, employers’ federations, business-oriented research groups and other representatives of private enterprise.

United States employers believe that a free-market system offers the peoples of the world the prospect of a better and richer life than any of the other competing systems. We believe that, in the long run, the secret to economic development lies in achieving the greater involvement and more productive activity of more people—not of their institutions, not of their leaders, not of their governments, but rather of the people themselves. The number one challenge to the public sector is to devise policies that will free up the creativity of the private sector. Clearly, the business communities in many countries have an important role to play by becoming advocates of free enterprise and democracy. We are excited about the prospects for real progress that can be achieved through the long-term programmes that CIPE is undertaking.

*(Mr. Ennaceur takes the chair.)*

*Interpretation from French:* Mr. KPENOU (*Employers’ delegate, Benin*)—Mr. President, I would like to join the distinguished delegates who preceded me in addressing to you our warm congratulations on the occasion of your brilliant election to the Presidency of the 71st Session of the International Labour Conference.

I should like to speak about the work of the ILO for the employers. Not so long ago, the impression of certain employers of the developing countries attending the International Labour Conference was that we were the poor relations of the Organisation. The impression which we had within this huge family was that the almost exclusive preoccupation of the ILO was with the protection of the workers and the increase in their standards of living. This is a very praiseworthy attitude and of course we can only rejoice at it.

But today we have noted that particular attention seems to be more and more directed towards the employers in general and the employers of the developing countries in particular, and we are extremely satisfied with this situation.

However,, if we applaud this increase in the interest of the ILO in the employers of the developing countries, we should like to stress that efforts must increase tenfold. Our needs for aid are huge and we would ask the Organisation and all the bodies which help it in its immense task to provide support which is proportional to our needs, for if not, the effort will have been in vain.

In the People’s Republic of Benin we benefited, in February 1984, from joint assistance from the ILO and DANIDA to organise a seminar on the theme: “The role of the chambers of commerce and occupational association on behalf of their own members”. This led to the establishment of the National Organisation of Employers of Benin which I have the honour of representing here. We should like to state from this rostrum that our organisation includes in its fold State companies, mixed-economy undertakings and private undertakings belonging to Benin nationals or to foreigners.

Between 1 and 5 July 1985 a second national seminar will be held in our country, with assistance from the ILO, on the subject of the social and economic role of employers in the nation.

These are positive contributions of the ILO in our country and which we welcome.

But in these times of economic world crisis, when our small and medium-sized companies are experiencing serious difficulties or even the threat of closure, it is for a particular effort by the ILO and the employers’ organisations of the developed countries that we appeal, and in particular, for co-operation within a framework of “joint venture” undertakings. Because of the difference in technology, there is still the opportunity for certain employers of the developed countries to associate themselves with the employers of developing countries and prevent collective disappearance of their small and medium-scale companies. While praising the solidarity which we have seen from the rich countries which have dispatched food and medical supplies to the African countries affected by natural disasters such as drought and desertification, we believe that rather than the specific and generous provision of food and medical supplies, what is really needed is effective

help in reactivating the economies of these countries and in raising the standard of living of their peoples.

I should like to say before concluding that we are very glad to have been able to grant all the women of our Republic the constitutional right to equality with men in all fields, with no discrimination whatsoever. Access to employment, in particular in the tertiary sector, is determined exclusively on the basis of competence without distinction as to sex. We should also like to stress the great emulation which exists today between men and women because they know that now in that country, the criterion of selection in the field of employment is based upon competence and not upon sex. We must, however, refrain from any hasty self-satisfaction in this respect because we have still many obstacles to overcome and which are related to our traditions.

But the solution of these obstacles is a matter of time, will and perseverance.

*Interpretation from Spanish:* Mr. FRANCIS de los REYES (*Employers' delegate, Cuba*)—In addressing this 71st Session, we would like to join those who have congratulated the President upon his election. We trust that the outcome of our deliberations will be very satisfactory, thanks to his skilled leadership.

As usual, we have examined the Report of the Director-General, Mr. Francis Blanchard, summarising the activities deployed by the ILO since the last session of the Conference as they relate inter alia to full employment, improvement of conditions of work and the working environment of work, international labour standards, the acute balance-of-payments problems, the external debt crisis and other essential matters pertaining to the world of work.

Our country, Cuba, an integral part of the world community and a developing country, has since its Revolution been implementing economic and social plans that have enabled us to make significant achievements despite the constant obstacles inflicted upon us by the "turbulent and brutal North which despises us"—as our national hero, José Martí, fighter for independence, anti-colonialist and anti-imperialist, describe it—in the form of military action, sabotage and the imposition of a brutal economic blockade for the past 25 years. The Cuban economy has maintained constant growth. In the last five-year period, the growth rate of the gross domestic product has reached as high as 12 per cent, averaging between 7 and 5 per cent. Manufacturing, agriculture, transport, education, health, sports and recreation have all developed in a planned manner, thereby satisfying the growing needs of the population.

To pursue our necessary economic development, we have given priority to such aspects as the integration of agro-industrial complexes in specific sectors (sugar, tobacco, rice, citrus fruits). The biggest investment in the country has been to increase the production of nickel; tourism has expanded and improved; we have drilled more wells so as to extract the oil which had been deliberately concealed by the transnational companies which exploited us in the past; our fishing fleet has increased its catch; exports are expanding our foreign trade with all countries and enabling us to maintain our investments in close collaboration with the socialist countries with which we have fair economic relations and affording us the possibility of increasing our trade with the industrialised market economy countries. At the same

time great strides have been made in the organisation of labour and the drawing up of lists of labour standards which will help to rise productivity, a vital factor in economic and social growth.

In the social field the results are also promising. The figures speak for themselves: 240,000 students in the universities as opposed to 22,000 during the capitalist era, over 258,000 teachers, more than 20,000 doctors (one per every 450 inhabitants), a life expectancy of 73 years which puts us on a par with the most highly industrialised countries and a mortality of not more than 17 per thousand live births. These achievements of socialist Cuba are due to the nationalisation of the fundamental sectors of the economy; manufacturing, mining, railways, banks, ports, foreign trade all are now publicly owned. We have established socialist relations of production and no longer have any transnational companies. We have a new society dedicated to satisfying the growing needs of the people. At the crossroads at which the Third World countries find themselves, this seems the only option.

In the introductory part of his Report, Mr. Francis Blanchard addressed himself to the burning problem of the external debt, a vital issue for the developing countries because, if appropriate steps are not taken, the situation will become utterly disastrous, with debts running at \$800,000 million plus interest which they cannot possibly pay without compromising their economic and social development and provoking a general disruption and inevitable socio-political conflicts.

In an interview given to the Mexican newspaper *Excelsior*, our President, Comandante Fidel Castro Ruz, referring to the external debt of the Latin American countries, said that in the thirties there was practically no external debt in Latin America. Today we have a major crisis, with incomparably greater accumulated social problems and a debt of \$360,000 million. A mathematical analysis of the situation shows that this debt cannot be paid, whether one looks at the situation as a whole or each country individually. In some cases the situation is very serious; in all cases it is serious.

This is the situation facing the Latin American people: unequal terms of trade, protectionism, shameless exploitation of their natural resources by the transnational companies. If they are to achieve any economic and social development, the debt will have to be written off or a moratorium agreed to until the twenty-first century to guarantee economic and social development, and concrete action must be taken to promote a new international economic order.

Whenever one of the developing countries faced with this tragic situation chooses the road of liberation and the elimination of neo-colonialism, such as the heroic people of Nicaragua, the imperial eagle shows its claws and resorts to subversion, finances attempts to sow desolation and death and imposes a brutal economic blockade, as it did 25 years ago with Cuba. They simply do not want our countries to enjoy full employment, economic development and favourable socio-economic conditions and to satisfy growing needs. They want to continue to exploit, plunder and beset our people with hunger and inequality.

We do not want to end without referring to the question of structure. As you know, this problem has

been debated within the ILO for years. When the ILO was created in 1919, the prevailing economic and social conditions were quite different from those of today. Political and social developments, such as the emergence of the socialist States and the dismemberment of colonialism which has given rise to infra- and superstructures in the Third World countries have wrought major changes throughout the world.

As the circumstances change, the ILO has to adapt its structure. After lengthy debate, many agreements have been reached by consensus. Three questions remain: the distribution of seats in the American region, the creation of a special region for States not included in any other region, and the Employers' group. Generally speaking the debates are beginning to point to possible solutions but as far as the Employers are concerned the situation is not promising, because the majority of the group are stubbornly refusing to recognise the socialist employers and state employers in developing countries such as Angola, Ethiopia, Mozambique, etc.

Discrimination is applied against the socialist employers by not allowing them to have more than two permanent members on the Conference committees, which in itself is a violation of the Constitution of the Organisation. On grounds of "majority criterion" and "group autonomy", the socialist employers and state employers of the developing countries have been denied election to the Governing Body, thereby disregarding a basic principle of the ILO: universality.

Given the attitude of the majority of the employers, it may be necessary to convene a constitutional Conference with the participation of all three groups. The socialist employers and state employers of the developing countries are therefore planning to set up an international organisation of our own in which to promote collaboration, trade and rapprochement.

*Interpretation from Spanish:* Mr. REDONDO URBIETA (*Workers' delegate, Spain*)—Mr. President, I am happy to congratulate you upon your election to the chair of this Conference for two main reasons: the historical and culture links which unite our two countries, and the brotherly solidarity with which the UGT of Tunisia and my organisation are bound.

The Report of the Director-General is very important for us the workers, mainly because its message underlines the need for strong and representative trade unions, at a time such as ours, which is beset by crisis and conflicts in society.

Referring to the economic and social situation of my country, it is necessary for us to refer to the policy of concertation which has been considered as the proper instrument with which to confront the economic crisis in a spirit of solidarity, to modernise our labour relations system and give impetus to employers' and workers' organisations as the indispensable actors in all matters affecting the interests of their representatives.

Dialogue with trade unions is not new in our country but dates back to 1979, at which time we subscribed to the basic inter-confederal agreement which lays down some fundamental principles for the legal framework in which the working world should act in conformity with the Constitution and the recently recovered democracy.

Since then in Spain we have signed many inter-confederal agreements—each year, except for 1984—as well as pacts and agreements of other sorts which have given us a labour panorama in which negotiation has been predominant.

This social dialogue has led to a positive balance which has strongly contributed to rendering the economy healthy, decreasing inflation, reducing the number of labour disputes and establishing an institutional framework which fosters the recruitment of workers.

At the end of 1984, an economic and social agreement for 1985-87 was signed between the Confederation of Employers, the General Union of Workers and the Government the main feature of which was that it was not merely limited to the establishment of principles which will govern collective bargaining, but also included many aspects pertaining to economic and budgetary policy of the Government itself.

The economic and social agreement, which was not signed by other representative trade unions—has enabled us to negotiate, inter alia, matters relating to public investments, agreements between the Government and bodies and undertakings to promote employment, the creation of a solidarity fund of 62,000 million pesetas, the reform of social security and labour legislation, vocational training, trade union assets and the institutional participation of trade unions.

A first assessment of the operation of this economic and social agreement must mention the collective bargaining which took place more easily in 1985, than in the previous year. Up to the middle of June of the present year, we have had more than 4.3 million workers covered by collective agreements.

Furthermore, a significant development was the approval in the Spanish Parliament of the organic law respecting freedom of association which is designed to fill a vacuum in our legal system.

It must be said that the Bill approved by Parliament has been taken by opposition groups to the Constitutional Court, which is expected to issue a decision very shortly.

We would like to refer once again in this lofty forum to the matter of the trade union assets which has drawn the attention of the International Labour Organisation in past meetings. This is not simply something of an historical nature, that is the property of the workers' organisations which had existed during the Second Republic and which was expropriated by the Franco Government after the Civil War, but concerns also the cumulative loss resulting from the application of the check-off system applied to workers and employers during several decades.

As far back as 1978 the General Union of Workers lodged a complaint with the Committee on Freedom of Association which stressed that it was absolutely necessary to resolve this problem.

The present Government has faced it in a more resolute manner, especially since the establishment in the economic and social agreement that it is compulsory to do so within a given period of time.

Finally, we must express the absolute need for the Spanish workers' movement to solve the problem of trade union assets as quickly as possible.

As to the economic and social situation of the working class in Spain, I must say that generally speaking it is affected, like that of many other

countries, by the combination of a profound economic crisis with policies fostering austerity, and a situation which no doubt damages those who are most needy. It is obvious that the crisis is of an international nature. However, this crisis has particularly hit my country where the industrial structure is not yet strong enough to resist the growing challenge of new technologies.

With respect to the second point, we have noted that there is a certain mimetism in governments' proposals which has led the trade unions to formulate their criticisms in a homogeneous manner. That the problems are common to all and the positions of governments are very similar was clearly shown, amongst other places in the recent Congress of the European Confederation of Trade Unions which was held in Milan recently.

The fact remains that we are faced with crudely neo-liberal positions obsessed with reducing public expenditure without bearing in mind the social consequences, and which mount strong attacks against the social protection systems which are accused of being the cause of all evils. Furthermore, the principle of economic freedom is being consecrated in terms which can only lead to the freedom of the strongest, that is to economic and social Darwinism. We must express our profound concern with and strong opposition to this situation in our country, which in point of fact is a significant regression in time and social awareness.

Faced with all these attitudes which have claimed that social security systems are the cause of all evils in the economy and that the protective laws safeguarding the rights of workers are the obstacles to modernisation and progress we must firmly say that the crisis has not been produced by the Welfare State—a State which in Spain, if it ever existed, has only taken its most minimal form—but by the application of economic policies lacking solidarity which give an impetus to wild liberalism and boundless competition as the driving force of economic development.

The response to this grave challenge should consist of policies based on solidarity, in each country and at the international level, between those who have more and those who have less, those who are weak and those who are strong, those who are rich and those who are poor.

The monetarist solutions and the aim to contain the public deficit and inflation at all costs can only lead, as it is doing, to greater inequality, poverty and even misery for hundreds of thousands of people.

It is therefore essential for us to appeal for reflection on the consequences of certain attitudes where the concept of justice seems to have been forgotten. We must say, in any event, that we are convinced that economic savings are valid only if they are of a social nature, that is, based on justice and solidarity and on the clear principle that the beneficiaries are men and women, and not machines.

As has been pointed out, the Spanish Government has submitted a social security reform Bill to Parliament; this has been unanimously rejected by the trade unions which consider it backward and contrary to the interests of the workers since it is based on the purely economic aims of reducing expenditure as the only way of containing the public deficit.

The workers' organisations believe that this Bill to cut benefits will very seriously affect the most needy sectors of the population and will have a very high

toll on a country which is already severely affected by the ravages of the crisis, a crisis which in Spain has pushed unemployment up to alarming heights.

As regards this grave problem, which is one of the most serious facing Spanish society, we might demand that all those who can contribute to the solution of the problems should comply with their responsibility. To this end, I should like to emphasise the fact that the Spanish working class has already made considerable efforts which have led to a significant increase in productivity, the holding down of wages and a smaller number of labour disputes. Furthermore, recruitment procedures have been liberalised and very significant incentives have been created for recruitment, from tax exemptions and fiscal and social security relief to direct aid and subsidies. However, these measures have not met with the desired results and thus we must make an observation addressed in the first place to the employers, who have the moral obligation to invest, and secondly, to the Government, which should set in motion all the necessary mechanisms available to it to reactivate the economy and create jobs.

On 12 June last, something occurred which has historical connotations: by the signing of the Treaties of Adherence, the entry of Spain and Portugal into the European Economic Community was formally ratified. The Spanish workers support this step which finally puts an end to a long period of political isolation and integrates us within a community of nations which have turned democracy and freedom into essential values.

For us, this extension of the EEC will be beneficial to Spain, Europe and obviously to Latin America as well.

The international situation requires policies which will lead to the establishment of peace as a fundamental value of human relations and relations between States. Unfortunately, situations of war exist at the present time—in the Middle East and in other areas—which must be regretted because they only lead to more suffering in the populations and aggravate problems of all types which are besetting us at present.

But even when there are no openly declared wars, it cannot always be said that there is peace in the true meaning of the word, because peace does not mean only an absence of armed conflict but the existence of conditions enabling the life of the citizens to develop in conditions of justice, dignity and freedom. The conditions which prevail in some countries of Africa, Asia and Latin America require concerted alternative action, which will allow a universal effort to be organised in the name of development and justice, that is in the name of peace.

Trade unions have always been especially aware of this problem and the need to try to find solutions and alternatives. A recent proof of this, amongst others, can be seen in the conclusions of the Conference on new ways of facing the economic crisis in Latin America and the Caribbean held in Cuernavaca, Mexico, in August 1984 and the Declaration on Hunger, 1984, of the International Confederation of Free Trade Unions.

As regards this international situation, we must also refer to the circumstances facing Latin America and with which we feel closely linked for reasons of history, language and culture. We are happy that freedom has once again been restored in Argentina,

Uruguay and Brazil. The international community must give maximum support to these countries so that they can consolidate their democratic regimes which have been violated by those who have left behind them a heritage of death, destruction and economic degradation.

The freedom of these countries is not exempt from risks, however, arising out of the serious economic situation facing countries with external debts which totally exceed their possibilities of payment and the latent danger posed by certain retrograde tendencies which exist in small but powerful segments of their societies.

The international community must give its firm, resolute and solidary support to the consolidation of democracy in these countries.

Central America today is one of the regions of conflict in the world and a serious threat to peace. A fair solution in our view is that proposed by the Contadora Group, based on negotiation and not force. Its essential premise is based on the respect of the right of each people to determine its own destiny and it sets aside war as a solution for conflicts. No nation has the right to establish the principles which should regulate relations between States.

Adding our voice to the ritual which—alas—has become inescapable every year, we must once again express our deep concern over the violation of human rights in many countries of the world. It is obvious that those who trample underfoot the most fundamental principles which should govern the lives of mankind cannot be said to belong to any one ideology because similarities occur over and above differences in ideology and because these violations occur in all geographical areas and in countries with very different political systems, such as those of Turkey, Poland, Chile, Paraguay and Haiti.

Special mention should be made of South Africa, where the scourge of apartheid and legalised discrimination constitutes a veritable disgrace to mankind. Racial discrimination, persecution, torture and death of persons because of the colour of their skin have never had any justification and can have even less as the twentieth century draws to a close.

The working class observes with consternation the vast sums being spent in numerous countries on the manufacture and purchase of arms which will only bring more destruction and misery. The arguments used to defend such expenditure—that the arms industry “creates jobs” or “encourages technological development”—must be rejected, not only because of their cynical nature, but because it is obvious that jobs are created for some through the death and destruction of many others; moreover, we do not want a “technology” which is based on the study of ways to destroy cities, countries or humanity as a whole.

If the cause of peace based on social justice and the fight against poverty (“poverty anywhere constitutes a danger to prosperity everywhere”, as the ILO proclaims) make headway in this Conference, then that alone will have justified the presence of us all here today.

*Interpretation from Farsi: Mr. YAZDLI (Workers' delegate, Islamic Republic of Iran)—In the Name of God, the Merciful, the Compassionate!*

I should like to take advantage of this opportunity to express my opinion about tripartism and other issues under discussion at this Conference.

The divine precepts of Islam call on Moslems to consult and co-operate in society's affairs and to collaborate in solving problems by comparing various opinions and different solutions and choosing the best of approaches; according to the Holy Koran, “so give thou good tidings to My servants who give ear to the Word and follow the fairest of it. Those are they whom God has guided; those—they are men possessed of minds.” (Sura 39, 17-18)

Thus, on the basis of our belief, action taken through genuine participation and co-operation between various groups can be useful and effective. According to the Constitution of the Islamic Republic of Iran, in addition to recognition of trade unions with a view to ensuring Islamic justice and equity and co-operating in preparing plans and co-ordinating the progress of affairs in manufacturing, industrial and agricultural units, Islamic councils should be formed so that workers actively and directly participate in determining their own destiny. In this way, an end may be put to the coercive and unilateral rule of capital over people.

Naturally, all of us, as responsible human beings, are duty-bound to raise issues and problems that today severely exercise humanity. Taking a look at the unjust relations prevailing in the world, this question arises: Have the workers, employers and governments been truly social “partners” as stated in the Report of the Director-General? We do not believe so, because tripartite participation has been founded upon the dictum “everything for the employer and nothing for the worker.” The tangible reality is that workers, employers and governments have always sat and still sit around the table, apparently as members of one family, but on one side of the table sit the governments and employers, side by side, and on the other, the workers suffering from oppression by the other side.

On one side are welfare and wealth, power and arms: and on the other, the worker with his abasement, hunger and unemployment, poverty and a cell in jail. This is what has been experienced by the deprived of the world under the savage whips of the profiteers.

Today the cries of protest of the oppressed are simply suffocated in their throats; the struggling workers' representatives simply die in a car accident or are killed by the agents of World Arrogance, or in the course of a mine accident they quietly die under the rubble. Or, to put it more plainly, they are simply executed.

The oppressed workers who leave their homeland in search of employment in industry or agriculture in certain countries, are expelled after their properties, gained through years of struggle, are confiscated by those countries or else they are simply sent to prison and severely tortured by security forces.

In this regard, last year we placed some evidence at the disposal of the ILO but unfortunately no positive action has yet been taken by this Organisation.

All of what has been said earlier is indicative of the consequences of the domination of capital under which human dignity is sacrificed for profiteering purposes.

As long as this situation prevails in the world, there is no hope that existing societal tensions can be

eliminated by tripartism, because World Arrogance accepts tripartism only in so far as its own interests are preserved. In such conditions, the call for the promotion of bipartism and tripartism leads to an invitation which is only more security for and further domination of capital. Essentially, recognition of economic prosperity as an objective – which we believe to be only a means – is nothing other than to call for more respect for the domination of capital and more indignity for the labour force. The maltreatment of the labour force throughout the world essentially stems from the promotion of economy with labour as the means to this end.

Noting that governments in some countries are brought to power by the major industrialists, feudalists, cartels and trusts who, in fact, form the political organisation of the capitalists; noting that armies and police and particularly the security forces are at the disposal of governments as tools to undermine the resistance of the deprived nations, one can see that as long as the system ruling the world remains unchanged, tripartism can do nothing other than to direct the struggling workers seeking their rights to submission and sheer surrender before capitalists. Can a government, brought to power by capitalists, recognise the vote of the worker as equal to his own? Do the workers not stand before courts which have determined their condemnation beforehand? Do there exist equal votes within tripartism under present conditions? Does the breaking of the miners' strike in a European country be the oldest colonialist power and the repression of its workers not depict the future perspective of the situation of the workers and the process of negotiations with the so-called social partners? Can the examination of economic issues in isolation – without noting human spirituality and defence of the rights of human beings and using terms such as growth, equality and freedom, succeed in ensuring the realisation and restoration of the suppressed rights and dignity of the deprived?

Industrial relations and tripartism have been mentioned as being at the heart of the ILO's work. Reviewing the activities of this Organisation, one may see to what extent tripartism can be effective in solving socio-economic problems. Despite more than 65 years of activity of the Organisation and the fact that through all these long years, tripartite negotiations between government, employers' and workers' representatives have aimed at the improvement of working and living conditions, one clearly sees that not only have poverty and hunger not decreased, but they have also increased in many countries of the world. Africa, that land of God-given wealth, as a result of the plunder of its national resources by colonialists, still lives in hunger and poverty. Millions

of human beings are being threatened with death because of hunger and poverty and in this situation, the racist regime of South Africa with the support of world imperialism, in spite of its condemnation by many member States, contributes to the bloodshed of the deprived people in the region, and to plunder their natural resources.

In the Middle East, the occupying regime of Palestine still has prisons overflowing with the oppressed. The oppressed workers of the occupied lands are exploited under the worst of conditions. This indicates the fact that the excessive influence of World Arrogance in international organisations prevents the real duties of such organisations from being carried out.

From its own experience, the Islamic Republic of Iran can testify how, at a time when all social groups, by a supreme effort of will, overthrew the regime which was the direct agent of imperialism and started to build up a new society based on Islamic justice, world imperialism, deeply concerned at having lost its domination in our country, attempted to force us to our knees by attacking us only because we want independence and justice. The Great Satan declared economic sanctions against us, attempted a direct military attack in Tabas, instigated a *coup d'Etat* which failed and then, through one of its agents in the region, imposed a war which began 57 months ago. This is a tragedy which may well be repeated wherever the cries of independence and freedom are heard.

More surprising is the indifference of international organisations to these politics and the imposed war and in some instances their support for the aggressor. The world bears witness to how our hospitals and schools were destroyed, our factories and residential areas demolished, and workers and their families martyred at the hands of the aggressor. Should the bombardment of residential areas and the killing of the workers and their families by the aggressor not be condemned by the ILO? Are these brutal acts not themselves proof of the anti-human nature of this aggressive regime, agent of the Great Satan?

Under the present conditions, can any kind of peace negotiations with this aggressor who is bound by none of the ethical, human and international principles result in permanent peace in the region? Experience has shown us that a peace without punishing the aggressor is neither practical nor possible for as the Holy Koran says: "But if they break their oaths after their covenant and thrust at your religion, they fight the leaders of unbelief; they have no sacred oaths; happily they will give over."

*(The Conference adjourned at 1.30 p.m.)*

## Corrigendum

*Provisional Record*, No. 13

On page 13/27, right-hand column, fourth and fifth paragraphs, instead of:

The PRESIDENT (Mr. SMITH)—Mr. Ben Seddik, I give the floor to Workers' delegate, Morocco, on a point of order.

*Interpretation from Arabic:* Mr. BEN SEDDIK (*Workers' delegate, Morocco*)—In accordance with..."

read "The PRESIDENT (Mr. SMITH)—I give the floor to Mr. Noubir El Amaoui, Workers' adviser, Morocco, on a point of order.

*"Interpretation from Arabic:* Mr. NOUBIR EL AMAOUI (*Workers' adviser, Morocco*)—In accordance with..."

The attribution of the intervention in question to Mr. Ben Seddik, Workers' delegate, Morocco, was due to an error, since the speaker had not been authorised to speak by Mr. Ben Seddik and had not made himself known to the Secretariat.

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Fourth Item on the Agenda: Occupational Health Services

### Report of the Committee on Occupational Health Services

1. The Committee on Occupational Health Services was set up by the International Labour Conference at its third sitting on 8 June 1985. It was originally composed of 153 members (68 Government members, 34 Employers' members and 51 Workers' members). In order to ensure equality of voting strength, three votes were allocated to each Government member, six votes to each Employers' member and four votes to each Workers' member. The composition of the Committee was modified seven times during the session and the number of votes allotted accordingly.<sup>1</sup>

2. The Committee elected its Officers as follows:

*Chairman and Reporter:* Mr. J. Rantanen (Government member, Finland);

*Vice-Chairmen:* Mr. B. D. Dinman (Employers' member, United States) and Mrs. C. Serrano-Acedo (Workers' member, Spain).

3. The Committee appointed a Drafting Committee composed of Dr. S. Wood (Government member, Ireland), Mr. S. G. Paquin (Employers' member, Canada), Mr. H. Schmitz (Workers' member, Netherlands); and the Chairman and Reporter of the Committee.

4. The Committee had before it Reports IV(1) and IV(2) prepared by the Office for a second discussion by the Conference of the fourth item on the agenda: "Occupational health services". The Committee based its discussion on the draft Convention and draft Recommendation presented in Report IV(2).

5. The Committee held 14 sittings.

### General discussion

6. After a brief presentation of the reports before the Committee by the representative of the Secretary-General, the discussion was opened by the spokesman for the Employers' members, who raised the question of the scope of occupational health services. He felt that the question could be answered in the context of the profound socio-economic changes which were taking place today. Such phenomena as rural out-migration, rapid urbanisation, changes in parent-child relations, the break-up of the extended family and the housing crisis were elements that were altering family and community structures. On the other hand, the industrial aspirations of the developing countries and the advent of new technologies in the industrialised countries entailed changes in the content, organisation and significance of work, as well as increased mobility of the workforce and more frequent changes in the longevity of work. All these stresses and strains inevitably affected the psycho-social health and well-being of all-workers and employers alike.

7. Turning to the question of the scope and role of the occupational health services, the spokesman for the Employers' members believed, in respect of traditional concerns regarding physical, chemical and biological hazards in workplaces, that the measures necessary to protect the health of all workers were fully covered by Article 5 of the draft Convention. In respect of concerns regarding psycho-social stress factors, such as those arising from personal relations in the workplace and from disruptions in families and communities, the speaker questioned whether these problems should fall within the scope of the occupational health services.

8. If such were the case, the occupational health services would have to draw up extensive programmes requiring a large multidisciplinary staff; it would have to intrude, with varying degrees of employer involvement, in family life and attempt to solve, with the few means at its disposal, the considerable psycho-social-economic disturbances originating in the community. Community-based problems were more properly resolved by the co-operation of the entire community, through agencies developed and supported by the community itself through its consensual mechanisms, i.e. taxation.

9. Consequently, occupational health services should concentrate their efforts primarily on the prevention of work-related health hazards; secondly, they should focus their attention (at the primary, secondary and tertiary levels) on the prevention of

<sup>1</sup> The modifications were as follows:

- (a) 10 June: 155 members (68 Government members with 53 votes each, 34 Employers' members with 106 votes each and 53 Workers' members with 68 votes each);
- (b) 11 June: 159 members (69 Government members with 952 votes each, 34 employers' members with 1,932 votes each and 56 Workers' members with 1,173 votes each);
- (c) 12 June: 158 members (70 Government members with 33 votes each, 33 employers' members with 70 votes each and 55 Workers' members with 42 votes each);
- (d) 13 June: 159 members (71 Government members with 165 votes each, 33 Employers' members with 355 votes each and 55 Workers' members with 213 votes each);
- (e) 14 June: 148 members (71 Government members with 132 votes each, 33 Employers' members with 284 votes each and 44 Workers' members with 213 votes each);
- (f) 18 June: 144 members (71 Government members with 1,320 votes each, 33 Employers' members with 2,840 votes each and 40 Workers' members with 2,343 votes each);
- (g) 20 June: 145 members (72 Government members with 55 votes each, 33 Employers' members with 120 votes each and 40 Workers' members with 99 votes each).



general health decrements by assisting workers and their medical-care providers; thirdly, they should provide information and education to enable workers to protect their health in the workplace and off the premises; fourthly, they should provide appropriate treatment of work-related health decrements.

10. This did not mean that employers should ignore the mental health of workers; that would not be in the interests of the enterprise. Employers should assist workers who suffer from psycho-social problems to gain access to appropriate community mental health and social service facilities, and should protect them against disciplinary actions which might arise—especially during the course of treatment. Assistance required respect for the confidentiality of the relationship between the worker and the employee assistance officer. Occupational health services thus represented facilitators, acting as employee advocates in relations between workers and employers or between workers and agencies. They should not attempt to provide protracted or definitive treatment of mental health disturbances.

11. However, it was evident that such community infrastructures did not exist everywhere. In a world of inadequately distributed resources, each nation must set its own priorities and allocate its resources towards its most pressing problems. The admirable flexibility of the instrument formulated by the Committee in its first discussion should thus be maintained. The instrument should enunciate the goals of occupational health services rather than specify prolix details of organisation and administration.

12. However, flexibility had its limits. It was regrettable that in striving for flexibility the Committee had removed all reference to who would provide surveillance of workers' health in relation to work, as provided in Article 5, subparagraph (c). The roles of the occupational physician and nurse should be more clearly recognised in the instrument.

13. The spokesman for the Employers' members then drew attention to the change made by the Office in the draft Convention and Recommendation—contrary to the decision of the Committee in its first discussion—particularly with respect to the French and Spanish equivalents of the expression "occupational health services". Whereas after long debate and a vote, the French expression "services de médecine du travail" had been adopted, and the Spanish expression "servicios de salud de los trabajadores" had been agreed upon, the Office had used the expressions "services de santé au travail" and "servicios de salud en el trabajo" in the draft instruments. The speaker regretted this unilateral decision, which was, in his opinion, contrary to the spirit of tripartism which inspired the ILO. He expressed his concern over this action.

14. He concluded with an affirmation of the desire of the Employers to collaborate constructively in the elaboration of an instrument that, while allowing for the diversity of existing conditions, would permit the social partners to move forward towards the achievement of a more perfect system of health protection and promotion. While there were some differences that must be resolved by negotiation, questions of worker health and safety could not be resolved by an adversarial approach or by bargaining; there could

be no difference of opinion about the need to attain these objectives. However, both employers and workers should be determined to differentiate between problems that fell within the scope of safety and health and those that did not, and should work together to achieve a solution to the real problems with due regard for the dignity of each social partner. Governments could be expected to be servants of all; servants and not masters, because the destinies of workers and employers should, as far as possible, remain their responsibility.

15. The spokesman for the Workers' members expressed her satisfaction at the excellent work accomplished by the Committee last year, stating that a series of agreements had been reached, by consensus or by voting, that would serve as a useful basis for the continuation of the work. She stressed that Report IV(2) prepared by the Office faithfully reflected the debates; however, there were still a certain number of points that should be improved on during the discussion. She recalled certain concepts and principles which had been expressed during the first discussion, in particular the need to elaborate a Convention that was sufficiently flexible to be acceptable to all parties and that might serve as a frame of reference for the formulation of national policies on health protection for workers. The protection of workers' health and of the working environment was essential in every country, whatever their level of development; the problem was not only a medical one since it is necessary to remove the causes of health hazards. Consequently, the occupational health service should be organised on a multi-disciplinary basis, principally preventive in nature, and it should be designated identically in all the texts, including the titles. It should have clearly defined functions and the role to be played by the workers and their representatives, both in the undertaking and at the national level, should be clearly set forth in the text.

16. A major cause of concern for the Workers was the problem of family health since a worker exposed to contaminating agents at the workplace could contaminate his own family. To protect the worker was also to protect his family. New technologies provided they did not alienate create excessive stress for the workers, were welcomed by the workers since they afforded them better opportunities for self-fulfilment. Three principles had to be stressed: the workplace must be safe, the working environment must be healthy and the work must be so organised as to ensure that it was subordinated to the individual. The speaker ended by recalling that, in the field of occupational safety, those who created the problems were primarily responsible for their solution.

17. The Government members were unanimous in calling for the adoption of instruments to serve as models for the establishment of occupational health services, but with sufficient flexibility to take account of different national circumstances and practices, especially with regard to the Convention so that it could be ratified and fully applied by the great majority of countries.

18. Several Government members spoke on the question of the title "Services de santé au travail". The Government member of Cameroon was in favour of returning to the former title "Services de

médecine du travail" since the new terminology would imply creating specialised and multidisciplinary services, which would be difficult to do in the developing countries, where occupational health was as yet undeveloped. the Government member of the Niger, while recognising that a multidisciplinary approach to questions concerning the health of workers should be taken by occupational health and should be developed during the course of industrialisation, was of the opinion that the title "Services de santé au travail" would make ratification of the Convention difficult. Similarly, the Government member of France believed that the former title was preferable, unless a new version could be found, since the formulation "Services de santé au travail", in her opinion, went beyond the scope of preventive activities. The Government member of Switzerland, while agreeing with the need to ensure multidisciplinary services, also believed that "Services de médecine du travail" was the preferable formulation. However, the Government member of the Ivory Coast supported the version "Services de santé au travail" since it implied that various specialists belonging not only to the medical profession, but to all fields connected with the prevention of occupational hazards, would be called upon to collaborate.

19. The multidisciplinary nature of the occupational health service was emphasised by the Government members of Bulgaria, Canada, Finland, the German Democratic Republic, the Ivory Coast, Mexico, Sweden and the USSR; the Government member of Sweden stated that the principle of a multidisciplinary approach should be applied with flexibility, according to the circumstances and needs of the undertaking. The Government members of the member States of the European Community stressed the importance of identifying and evaluating health hazards at workplaces, since different undertakings could give rise to different hazards, and stated that steps to that end had already been provided for in the Community's directives.

20. The Government member of Finland hoped that occupational health services would not confine themselves to a passive application of measures dictated by regulations, but would make use of their multidisciplinary capacity to take initiatives to improve the working environment and promote the health of workers.

21. There was unanimity about the preventive role of occupational health service activities, while the Government members of certain developing countries, Cameroon, the Ivory Coast, the Niger and Rwanda, were of the opinion that these services should not be limited to preventive action but should also, where possible and necessary, provide curative services. For his part, the Government member of Spain believed that a distinction should be made between the services provided by the occupational health service, which were essentially preventive, and the curative services concerned with protecting the health of the general population.

22. The Government members of Finland, Mexico and Sweden pointed out that, if they were to carry out fully their preventive role, occupational health services should intervene at the stage of planning (or modifying) equipment, methods, procedures, workplaces, work organisation, purchasing, etc.

23. The Government members of Botswana and Finland stressed the need to extend the coverage of occupational health service activities to all workers. The Government member of Bulgaria hoped that members of production co-operatives would also be covered. The Government members of Mexico and Rwanda believed that the activities of the occupational health services should also extend beyond the working environment.

24. The Government member of Switzerland pointed out that it was not necessary to create such services where no particular hazard arose from the activities of the undertaking.

25. The Government member of Switzerland pointed out that it was not necessary to create such services where no particular hazard arose from the activities of the undertaking.

26. The shortage of suitably trained staff was underlined by the Government member of the Ivory Coast. The Government member of Botswana suggested that inter-country or subregional training should be organised to allow the exchange of experiences between neighbouring countries. The need to train specialists in all fields of occupational health was also stressed by the Government members of the member States of the European Community.

27. The Government member of the USSR stated that greater emphasis should be placed in the instruments of the role of the workers. The Government members of the member States of the European Community believed that employer and worker participation was indispensable and that the workers should receive all the necessary information regarding the hazards to which they were exposed during work.

28. The Government member of Argentina drew attention to the relationship between occupational health and family health. He mentioned the risk of cancer for the families of workers exposed to asbestos fibres as well as alterations in the reproductive function of workers exposed to lead and the learning capacity of their children. He stated that the health problems of workers could not be solved by medicine alone. In Latin America shortages in housing and sanitary facilities and malnutrition were important factors in the main causes of mortality. Such problems would not be solved by the simple intervention of a doctor. The same held true for the working environment. He therefore agreed that a multidisciplinary approach was needed to questions concerning occupational health. Having no faith in either scientific "illuminism" or demagoguery, he supported the participation of employers and workers in the design and management of occupational health services. He concluded by stressing that the instrument should take account of the North-South dichotomy, since it would not be easy to implement in agricultural areas occupational health services designed to meet the requirements of the manufacturing industries characteristic of the countries of the North.

29. In the opinion of the Government member of Egypt, economic policies should allocate sufficient funds to cover safety and health protection; undertakings should be established in sites specially selected to ensure the safety and health of workers and environmental protection; special attention

should be paid to the design of buildings, machines and tools; workers should be given pre-employment health examinations and periodic check-ups; vocational training should include training in accident prevention which should be given to the workers before they took up their job; workplaces should be inspected daily by hygienists and occupational physicians; those working in the occupational health services should hold the necessary qualifications, or should at least have received special training, and they should be adequately remunerated.

30. A certain number of Government members explained the legislation and practice existing in their countries. The Government member of Bulgaria stated that his country had introduced a health system which included a nation-wide network of medical services, specialised labour inspectorates for each sector that dealt with labour protection and specialised sanitary services that dealt with health questions.

31. The Government member of China described the various measures which his country had taken to improve conditions in the working environment as new technology was introduced. Workers exposed to health hazards benefited from regular medical check-ups carried out during working hours. Workers found to have a health problem were transferred to other suitable jobs without loss of pay. Special institutions had been established at the national and local level which operated as occupational health services for each undertaking and employed a large number of specialists. Occupational disease prevention centres and research institutes had also been established. Many hospitals ran services for the prevention and treatment of occupational diseases. The specialised personnel of the occupational health services were trained in higher educational establishments.

32. The Government member of Japan cited the Japanese system as an example of a possible occupational health services system; he referred to the Industrial Safety and Health Law, which required employers to establish an occupational health management system, including the appointment of health supervisors and industrial physicians, the monitoring of the working environment and medical examinations for workers; certain functions could be carried out by agencies outside the undertaking. He also stated that medical care was provided under a system governed by national medical laws, and the system could fulfil the requirements related to medical care stipulated in the draft Recommendation.

33. The Government member of the Niger stated that undertakings in his country that were unable to establish their own services owing to a shortage of personnel were obliged to conclude a health care agreement with the Ministry of Public Health and Social Affairs, or a medical service agreement with a private health or medical body.

34. The Government member of Uganda stressed the primary health care approach taken by his country and the Government's wish to see an occupational health component introduced into all primary health care programmes, so that in all workplaces without fully trained health personnel—the vast majority—occupational health services are based on

primary health care. He stated that the adoption of the 1985 Occupational Health Services Convention and Recommendation would constitute an advance towards the achievement of the goal of "Health for all by the year 2000."

35. The Government member of Sweden cited a bill recently submitted to the Swedish Parliament concerning occupational health services, which provided in particular for the assistance of impartial experts in ensuring the optimal adaptation of the working environment to human aptitudes, the preventive and multidisciplinary character of their activities and the need to take individual workplaces into consideration.

36. A Workers' member of India recalled that during the period between the two sessions of the present Committee, a tragedy which would be remembered the world over had taken place: the Bhopal disaster. This had been caused by the escape, over a two-hour period, of 40 tonnes of methyl isocyanate from a storage tank, in the Union Carbide pesticide factory. The gas spread into the air of the surrounding township, killing 2,500 persons and disabling 200,000. A profound change in the attitudes of all concerned—governments, employers and workers alike—was visible after the Bhopal disaster. It was now realised that health hazards occupational diseases were not the inevitable consequence of economic and industrial growth. Among the lessons that could be drawn from this tragedy was the fact that the health problems of workers at workplaces could not be dealt with in isolation, but were directly linked to environmental pollution problems. All national occupational health policies should be closely linked to public health policies. Co-ordination should be established between the occupational health services and government policy concerning the location of industry, as well as local authority policy in respect of town planning. The Bhopal disaster added a new dimension to medical science and practice. Reports concerning the toxic effect of the gas on pregnant women and young children illustrated the need for a multidisciplinary approach in medical studies, with toxicology and biochemistry playing a primary role. Furthermore, the mechanical and technical failure of the control system and security devices was not unrelated to the failure of the undertaking's socio-economic system. In effect, a modern undertaking, containing modern technology, had been co-existing with traditional and outmoded practices in respect of employment, manpower productivity, etc. In closing, the speaker expressed the hope that the terrible lesson of Bhopal would not remain misunderstood, but would add weight to the argument for comprehensive and integrated occupational health services, with a view to ensuring their better operation.

37. The Government member of Italy, speaking on behalf of the member States of the European Community, considered that the proposed texts reflected to a large extent the policies followed within the Community and was pleased to note their flexibility. He believed it was important to stress the preventive role of occupational health services, the full participation of employers and workers, the training of specialists in all fields of occupational health, full information for workers and the need to

adapt the services to the specific problems of each undertaking. The Government member of the United Kingdom expressed reservations about the possibility of adoption and implementing a Convention whose provisions would imply strict obligations: the accent should be placed on practical aspects and on flexibility. The Government member of France stressed the essentially preventive character of the occupational health service and the importance of close co-operation between the social partners.

38. The representative of the Commission of European Communities indicated that the question of occupational health services had been a subject of concern for the Commission since 1978, when it had adopted the First Action Programme on safety and health at work. Three Commission directives clearly defined the functions of these services. In undertakings where workers were exposed to physical, chemical and biological agents, according to the specific circumstances, the principal functions of the services could be listed as follows: preventive measures, including work planning; monitoring of the working environment; and worker participation. The EEC was glad to note that all functions, to which it attached great importance, were covered by the ILO draft instruments. The need to ensure specialised training for the personnel of the services, at least in the medical field, had led to the establishment within the Community of minimum curricula and the mutual recognition of diplomas with a view to the free movement of doctors within the Community.

39. In reply to the question which had been raised at the outset of the general discussion by the spokesman of the Employers' members, concerning the changes made by the Office to the French version of the title of the instruments, in relation to the wording adopted by the Committee in its proposed Conclusions, the representative of the Secretary-General recalled that between the first and second discussions, the Office had been responsible for preparing the "Proposed texts" on the basis of the Conclusions adopted at the first discussion. During the drafting of the texts Conclusions adopted during the Committee's first discussion, but also of the government replies, while exercising its own judgement, for which it assumed full responsibility. In respect of the titles, the conclusion reached by the Office was based on an examination of the concordance of the titles and the technical contents of the instruments, as well as on the correspondence between the English, French and Spanish titles, due account being taken of the comments of the governments. Finally, it was to be noted that the text submitted by the Office constituted only a basis for discussion and that it was for the Committee to choose the formulation if wished to adopt.

#### **Consideration of the proposed Convention contained in Report IV (2)**

#### **TITLE**

40. The first amendment discussed concerned the French title. For reasons already outlined above, the Government member of Switzerland, supported by the Employers' members, proposed returning to the formulation "services de médecine du travail". The Workers' members declared their support for the

Office's text. Put to the vote, the amendment was rejected first by a show of hands, by 77,084 votes in favour to 80,920 against, with 22,876 abstentions, then by a record vote, by 72,324 votes in favour to 84,728 against, with 20,972 abstentions. The Employers' spokesman raised a question about the voting procedures, explaining that, while he was not challenging the result, the question had been put to him by certain Government representatives who were not present in the Committee at the beginning of the voting procedure.

41. In the light of this decision, the Employers' members withdrew the amendment they had presented concerning the Spanish version.

42. The title was adopted without change.

#### **PREAMBLE**

43. The Government member of Rwanda pointed out that the Constitution of the ILO established the ILO's competence to deal with diseases that were not simply occupational, but general. As the notion of general disease did not, in his opinion, feature in the English text, he submitted an amendment proposing its deletion from the French text, in the belief that the ILO should eventually undertake the revision of this official text. The Government member of the Ivory Coast supported this amendment; the more so, because the quotation was made in the context of occupational health services and these latter were not responsible for general diseases, which were treated by the public health services. A sub-amendment submitted by the Government member of Argentina to read "occupational diseases and/or work-related diseases" was not accepted. Several speakers, and particularly the spokesman for the Workers' members, indicated that the Committee was not authorised to modify a quotation from the ILO Constitution. The amendment was put to the vote. The result was as follows: 3,808 votes in favour to 23,800 against, with 133,167 abstentions. The quorum of 78,826 was not reached and thus the amendment was rejected.

44. An amendment was submitted by the Government members of the member States of the European Community to insert, among the ILO Conventions listed in the Preamble, the Workers' Representatives Convention, 1971 (No. 135). This amendment was adopted without discussion.

45. The Preamble, as amended, was adopted.

#### **PART I. PRINCIPLES OF NATIONAL POLICY**

##### *Article 1*

46. The Government members of Denmark, Finland, Norway and Sweden submitted a two-part amendment concerning the definition of the term "occupational health services". The first part consisted in replacing subparagraph (i) by subparagraph (iii), with the latter being amended so as to follow as closely as possible the text which had been adopted during the first discussion; the concept of safety and health in the working environment which appeared in the 1984 text was added to subparagraph (iii) which

read as follows; "the requirements for establishing and maintaining a safe and healthy working environment which will facilitate..." The second part of the amendment concerned subparagraph (ii); it implied that work should not only be adapted to the capabilities, but also to the "needs" of each worker and called for the deletion of the expression "in the light of their state of physical and mental health", a concept which appeared superfluous in the context of their capabilities.

47. The Government members of the member States of the European Community submitted an amendment which, in their opinion, was similar to the preceding amendment, but differed in that it introduced the concept of "working practices", since a certain number of diseases could arise from the way in which work was carried out. They were therefore unable to subscribe to the deletion of the expression "in the light of their state of physical and mental health".

48. After a brief consultation, the Government members of the member States of the European Community withdrew their amendment in favour of that submitted by the Nordic Government members, sub-amended as follows:

- (i) the requirements for establishing and maintaining a safe and healthy working environment, which will facilitate optimal physical and mental health in relation to work;
- (ii) [Office text unchanged.]

The Workers' members supported this formulation, as did the Employers' members, though with the additional proposal to delete the word "individual" in subparagraph (ii); this latter proposal was accepted. A sub-amendment to delete the word "safe" so as to remove a concern felt by the Employers' members was not upheld. The amendment submitted by the Nordic Government members, as sub-amended, was adopted unanimously.

49. As a result of this adoption, three other amendments concerning Article 1 were rendered redundant.

50. Article 1, as amended, was adopted.

## *Article 2*

51. Article 2 was adopted without change.

## *Article 3*

52. Five amendments relating to paragraph 1 of this Article were put before the Committee.

53. The Government member of Switzerland had stated, during the general discussion, that occupational health services should be installed only in undertakings which presented occupational hazards related to their activities. In this connection, he submitted an amendment which, in his opinion, was both realistic and likely to facilitate ratification. He stressed that it was the responsibility of the competent authority to decide, after appropriate consultations with employers and workers, the precise cases in which occupational health services should be established. This amendment was supported by the Government member of Kenya, as well as by the Employers' members, who withdrew an amendment in its favour they themselves had made to the same end. However, the Government members of Argen-

tina, Australia, Egypt, the Ivory Coast, Spain, Sweden, Uganda and the USSR were against the amendment. The Government member of Egypt favoured specifying the number of workers above which an occupational health service should be established. The amendment of the Government member of Switzerland was rejected by 2,343 votes in favour to 3,420 votes against, with 264 abstentions.

54. The Government members of the member States of the European Community to render this provision more flexible by stating that it should be adequate and appropriate to the specific circumstances of the undertaking. The suggestion that occupational health services should be oriented towards the specific needs of various undertakings had been repeated often during the discussion. The spokesman for the Workers' members stated that this amendment was acceptable if its authors agreed to replace the word "circumstances" by "risks". The amendment, as sub-amended, was adopted.

55. The Government members of Bulgaria and the German Democratic Republic believed that a gap in Article 3 should be filled by including the members of production co-operatives among those workers needing to be progressively covered by the occupational health services. These were not workers in the legal sense of the term, since they were not bound to an employer by an employment contract. The amendment was adopted.

56. Also in the hope of providing the widest possible coverage of persons and situations, the Government members of Bulgaria and the German Democratic Republic wished to see included alongside the undertakings, occupational training and retraining establishments which, as a result of the machinery and other equipment they used, could present the same hazards as certain workplaces. The amendment was supported by the Workers' members and the Government member of the Niger, but the Employers' members considered the words "all undertakings" to be sufficient; the Government members of Argentina, Cameroon, Swaziland and Uganda supported for the Office text. The amendment was rejected by 2,406 votes in favour to 2,937 votes against, with 273 abstentions.

57. The Government member of Canada submitted an amendment intended to introduce some flexibility in the achievement of the functions contained in Article 5, considering that occupational health services could introduce these functions progressively, but perhaps not from the moment of their creation. This amendment was supported by the Employers' members and the Government member of Uganda, while the Workers' members were of the opinion that the word "progressively" in paragraph 1 of Article 3 provided the necessary flexibility. The Government members of Argentina, Brazil, the Ivory Coast and Mexico supported the Office text. The amendment was withdrawn.

58. In respect of paragraph 2, the Employers members submitted an amendment aimed at removing the need to elaborate plans to create occupational health services in cases where such services could not be established immediately. The amendment provided that all Members should, in consultation with the most representative employers' and workers' organ-

isations, where they existed, elaborate plans with a view to the establishment of services and added the phrase "in conformity with national custom and practice". The spokesman for the Workers' members pointed out that there was already such a clause in Article 7, which introduced sufficient flexibility. The Government member of Mexico believed that the working of Article 2 was itself sufficiently flexible. The amendment was rejected by 2,310 votes in favour to 3,228 votes against, with 264 abstentions.

59. The Government members of Bulgaria and the German Democratic Republic proposed the insertion, between paragraphs 2 and 3, of a new paragraph providing, in conformity with national conditions and practice, that the functions of the occupational health services could be delegated to any other existing medical service, labour protection or scientific institution. The aim of this was to achieve flexibility, to enable countries suffering from a lack of qualified personnel, in particular developing countries, to make use of agencies already in place. The idea behind the amendment seemed interesting both to Worker's members and to Employers' members, though the amendment appeared to them to be more appropriate to Article 7. Two Government members of developing countries, the Ivory Coast and the Niger, stated, however, that the Office text provided sufficient flexibility and that there was no need to add more. The amendment was rejected by 132 votes in favour to 3,399 votes against, with 2,331 abstentions.

#### Article 4

60. Article 4 was adopted without change.

### PART II. FUNCTIONS

#### Article 5

61. The Workers' members suggested an amendment to the Preamble replacing the expression "the obligation of the workers to co-operate with their employer on", with "the necessity for the workers to participate in", because the term "obligation" involved some risk that the provision might work against the workers. The Government member of Brazil pointed out that the legislation of his country contained a provision similar to the proposal which had not proved to be positive and which neither workers nor employers made use of. Workers' participation should be spontaneous and in no way obligatory. He was therefore in favour of the amendment, as were the Government members of Bulgaria, the Ivory Coast, Mexico, Spain and the USSR. The Government member of Swaziland stressed that once the consultations with the workers' representatives—as provided for in Articles 2 to 4—had taken place, the workers were obliged to co-operate. The spokesman for the Employers' members recalled that this Article was the result of the amalgamation of several amendments presented during the first discussion; this amalgamation had, in the words of the report of the Committee, been adopted "immediately". If all the new amendments submitted on this Article were to be adopted, the text would be completely different and consequently ratification might be difficult. The spokesman for the Workers' members, for her part, believed that a second discus-

sion was justified wherever it was necessary to improve a draft. The amendment was adopted by 17,655 votes in favour to 13,695 votes against, with 1,320 abstentions in a show of hands, then by a record vote, by 18,150 votes in favour to 13,695 against, with 1,320 abstentions.

62. In order to give greater flexibility to this provision, the Government member of Canada, in the belief that newly established occupational health services need not immediately cover all the functions but could achieve them progressively, proposed that the functions should be divided into two groups: those which it was essential to accomplish immediately and those which could be added progressively. This amendment gave rise to a long discussion. The Workers' members and several Government members believed that the concept of flexibility was already covered by Article 3; furthermore, it did not appear to them to be appropriate to determine priorities since all the functions described had to be accomplished in response to the hazards presented by the undertaking; thus, the choice should be left to the various countries or to the undertakings themselves.

63. The representative of the Secretary-General, in reply to a question whether the concept of progressiveness, as understood by the Office, contained in Article 3, also covered the functions listed in Article 5, stated that the text proposed by the Office dealt with two quite distinct subjects: the creation of services in Article 3 and their functions in Article 5. While the concept of progressiveness was included explicitly in the Office text of Article 3 by the word "progressively", the list of functions appearing in the Office's Article 5 could be considered neither as an order of priority nor as allowing *a priori* the exclusion of certain functions. As to whether the text of Article 3 as amended by the Committee could affect Article 5, it was not for the Office to determine this: it was for the Committee to interpret the text. The representative of the Secretary-General noted that several members had stated that in their view the amendment to Article 3 gave sufficient flexibility in connection with functions. The Government member of the Federal Republic of Germany stressed that a clear distinction should be made between the establishment of the occupational health services and the content of their action, which would depend of the needs of individual undertakings. The Government of the USSR suggested that a reference to Article 3 should be introduced in Article 5.

64. The Government members of Swaziland and Uganda wished to return to an amendment by the Employers' members, which had been withdrawn by the Employers in favour of the Canadian amendment: it consisted in the insertion of the words "ultimately" to express the concept of "progressiveness". The Workers' members opposed this amendment, believing that sufficient flexibility was ensured by Article 3 and that clearly the occupational health service could not be obliged to perform useless tasks. Put to the vote the amendment was rejected by 14,165 votes in favour to 14,610 votes against, with 495 abstentions.

65. The Committee then proceeded to a consideration of 19 amendments concerning the seven subparagraphs of Article 5. These amendments were



submitted by the Government members of Austria; of Bulgaria and the German Democratic Republic; of the Ivory Coast; of Denmark, Finland, Sweden and Norway; of the member States of the European Community; of Rwanda; of the USSR; and also by the Employers' and Workers' members. With a view to facilitating the discussion, the Government members of Denmark, Finland, Norway and Sweden drew up a new text amalgamating most of the amendments presented on Article 5, worded as follows:

- (a) surveillance of the factors in the working environment and working conditions which may affect workers' health, including sanitary installations, canteens and housing;
- (b) advice on planning and organisation of work, including the design of workplaces, and the choice, maintenance and (good) condition of machinery and other equipment and of products;
- (c) advice on occupational health and safety, hygiene and ergonomics and individual and collective protective equipment;
- (d) [former (c)];
- (e) [former (d)];
- (f) [former (e)];
- (g) collaboration in providing information, training and education in the field of occupational health and hygiene and ergonomics;
- (h) [former (g)];
- (i) [new] participation in analysis of occupational accidents and occupational diseases;
- (j) [new] participation in the development of programmes of the improvement of working conditions as well as testing and evaluation of new equipment.

66. The Government members of the member States of the European Community stated that they had also produced a synthesis text. Their text was presented as a sub-amendment of the text of the Nordic Government members, differing from the latter on the following five points: (1) the addition, at the head of the list of functions of a new subparagraph as follows: "identification and assessment of the risks from hazards to health in the workplace"—since it was important to understand risks in order to be able to take preventive measures; (2) in subparagraph (a), the replacement of the expression "working conditions" by "working practices"—since working conditions implied such questions as leave, wages, etc., which had nothing to do with occupational safety and health; (3) in subparagraph (b), the replacement of the word "products" by "substances"—since products were the final result of the work process, while it was the substances used during production that were covered here; (4) in subparagraph (j), the replacement of the words "working conditions" by "working environment"—for the reasons stated above; (5) the addition of a new paragraph to introduce into Article 5 the flexibility of Article 3, as follows: "occupational health services shall have such of the above functions as are adequate and appropriate to the risks of the undertaking". The Chairman suggested three other sub-amendments: in respect of evaluating new equipment, he suggested amending the wording to "the evaluation of health aspects of new equipment" (in subparagraph (j) of the original synthesis); in respect of risks of the undertaking, he suggested specifying "occupational health risks" (in the new subparagraph from the sub-amendment by the Government members of the member States of the European Community); and in respect of "substances", he suggested adding "used in work". The Government member of Australia pointed out that

this expression could not cover every situation. The question was referred to the Drafting Committee.

67. The Workers' members supported this amendment as sub-amended and withdrew in its favour the three amendments they had submitted. The Government member of the Ivory Coast also supported this amendment as modified; he stated that some of his own amendments which had been taken into consideration, but regarding health surveillance, he had requested the deletion of the words "in relation to work" and as a subamendment to this amendment, had suggested the words "monitor and protect workers' health against work-related harmful effects"; in subparagraph (i) of the Government members' of the Nordic countries' amendment, he would have preferred the wording "participation in the prevention of and in inquiries into occupational accidents and diseases". The Government member of Cyprus pointed out that subparagraph (c) was very similar to Article 1; the introduction of safety was not desirable in his opinion, because this text was not intended to define the functions of the occupational safety and health services; he also felt that the last phrase of the text should be clarified. The Government member of Burma noted a similarity between Articles 1 and 5, although they were differently worded; he also thought that the aim and the practical meaning of these provisions should be spelled out. The Government member of Bulgaria believed that the last sentence of the subamendment of the Government members of the member States of the European Community seemed, as a result of its flexibility, to exclude all that went before it. An observation by the Government member of India regarding the need to qualify the term "risks" in this last sentence was passed to the Drafting Committee. The Government member of Pakistan expressed concern over the question of surveillance of housing, which obliged the occupational health services to inspect workers' homes; he wished to specify that only the facilities provided for workers by employers were covered here. The spokesman for the Employers' members recalled in this connection the formulation which had been used in the same case in 1984, namely: "sanitary installations and other facilities for the workers ... when provided by the employer". The question was referred to the Drafting Committee. Subject to such drafting modifications as might be necessary, the synthesis amendment submitted by the Government members of the Nordic countries and sub-amended by the Government members of the member States of the European Community was adopted by acclamation.

68. Article 5, as amended, was adopted.

### PART III. ORGANISATION

#### Article 6

69. The Workers' members and the Government member of Sweden requested that a provision adopted during the first discussion should be retained; it provided for the establishment of occupational health services:

- (a) by laws or regulations, or
- (b) by collective agreements or by any other sort of agreement between the employers and workers concerned, or

(c) in any other manner approved by the competent authority after consultation with the representative organisations of employers and workers concerned.

This formulation seemed to cover all existing possibilities better than the Office text; the question of the correspondence of the terms used in the different parts of the text to designated employers' and workers organisations was raised in respect of subparagraph (c) and referred to the Drafting Committee. The amendment was accepted.

70. Article 6, as amended, was adopted.

#### *Article 7*

71. The Government members of the member States of the European Community suggested that the possibility should be provided for small undertakings to group together to organise a joint occupational health service. The Government member of Cyprus pointed out that this amendment could duplicate paragraph 1 of Article 7. In the absence of other observations, the amendment was accepted.

72. The Government member of Austria wished a new subparagraph to be introduced to allow occupational health services to be organised by "the creation of occupational safety and health centres authorised by the competent authority". This amendment was withdrawn, as it was noted that the word "organ" (in the German version) in subparagraph (d), should not be interpreted in the legal sense but in the sense of "any service authorised by the competent authority to carry out functions".

73. The Government members of the member States of the European Community proposed an amendment involving the replacement in subparagraph (e) of the word "methods" by the words "any of the above". The amendment was accepted and referred to the Drafting Committee for wording in French.

74. Article 7, as amended, was adopted.

#### *Article 8*

75. An amendment by the Employers' members brought out a difference between the French version of Article 8 of the proposed text and the text of Article 20 of the Occupational Safety and Health Convention, 1981 (No. 155). They stressed the need for these two texts to be identical in all the languages.

76. The Workers' members submitted an amendment to replace the concept of "co-operation" between the employer, the workers and their representatives by that of "equal participation". In support of this amendment, the spokesman for the Workers' members noted that co-operation should take place between equals; employers and workers should have the opportunity of expressing their opinions in conditions of equality. The spokesman for the Employers' members understood this proposal to be a means of introducing the concepts of co-determination and co-management, two concepts which belonged to the field of industrial relations and appeared in no other ILO Convention or instrument. He stated that the social partners must be equal, but that this equality must also extend to obligations; one party should not hold all the obligations while the other possessed all the rights: a more equitable

balance between duties and rights was required. The spokesman for the Workers' members stated that the intention of the amendment was not to raise the issue of co-management but to establish clearly that a genuine and effective protection of workers' health necessitated close co-operation between employers and workers which must be carried out on an equal footing.

77. The Government member of Mexico, supported by the Government member of Argentina and the Workers' members, suggested retaining the two terms "co-operation and participation" and proposed the following sub-amendment: "Co-operation and participation between the employer, the workers and their representatives shall be 'equal' since they are essential elements in organisational and other measures relating to occupational health services" the Spanish word "equitativas" used by the author of the sub-amendment having been translated as "equal". A discussion followed on the content of the expression "shall be equal". The Government member of Liberia noted that the expression "equal participation" could have financial implications. The Government member of the Niger was of the same opinion and added that, in legal terms, participation could not be equal because it was the employer who was responsible for safety and health measures. The Government member of Cyprus suggested "co-operation and participation between the social partners". The Workers' members stated that they viewed the concept of equality from a qualitative rather than a quantitative point of view, and the social partners must be placed on an equal footing. Finally, after consultation, it appeared that the word "equitable" was the most appropriate and the members of the Committee agreed on the following sub-amendment: "The employer, the workers and/or their representatives shall provide co-operation and participation in the implementation of the organisational and other measures relating to occupational health services on an equitable basis."

78. As a result of this decision, the amendment by the Employers' members was withdrawn, and the task of ensuring correspondence between the languages was referred to the Drafting Committee.

79. The principle of two identical amendments submitted by the Government members of Canada and India, to add, after the words "and their representatives", the words "wherever they exist", was adopted, to be applied in the text approved above.

80. Article 8, as amended, was adopted.

### **PART IV. CONDITIONS OF OPERATION**

#### *Article 9*

81. The value of multi-disciplinarity was stressed many times and the Government members of Denmark, Finland, Norway and Sweden proposed the addition, in this Article, of a new paragraph 1, so as to include in the Convention the necessity, already provided for in the draft Recommendation, of having multi-disciplinary teams. The Workers' members supported the amendment, as did the Government members of Egypt and Mexico. The Employers'



members stressed that such a provision should not be obligatory and was better placed in the Recommendation. The Government members of Canada, India, Kenya and Pakistan were against the amendment. The Government members of Cyprus and the Federal Republic of Germany believed that the provision should be tempered by a phrase introducing flexibility, such as "as much as possible", since it would be very difficult for small undertakings to organise such services. The Government member of Mexico pointed out that the flexible phrase was already there, in the words: "in accordance with national law and practice". The Government member of Kenya suggested using the words "multi-disciplinary approaches" rather than "multi-disciplinary teams", which would enable countries lacking specialised personnel to make use of other qualified persons such as nurses to perform some of these functions. The Committee finally agreed on a sub-amendment proposed by the Government member of Ireland worded as follows: "In accordance with national law and practice, occupational health services will need to be multi-disciplinary. The personnel shall be determined by the nature of the duties to be performed." The question whether this new provision should be inserted in Part II, Functions, or Part III, Organisation, was referred to the Drafting Committee.

82. Paragraph 1 of Article 9 of the Office text was the subject of an amendment by the Government member of India; this involved the addition of "as far as possible" to the idea of collaboration between the occupational health services and other services in the undertaking. The Employers' members saw no objection to this, while the Workers' members were astonished that such a proposal should come from the Government member of India, whose country had recently been so badly hit by the Bhopal disaster: it was conceivable that this tragedy might have been avoided had there been collaboration between the occupational health service and, for example, the maintenance service. The amendment was rejected by 1,208 votes in favour to 13,596 votes against, with 9,596 abstentions.

83. Four amendments were submitted to paragraph 2 of Article 9. With the aim of bringing it into line with paragraph 1, the Government member of Japan proposed replacing the word "co-ordination" by the word "co-operation". The Workers' members suggested a subamendment retaining both terms. The Government member of Japan was opposed to this subamendment, and preferred to refer his proposal to the Drafting Committee. Various arguments were advanced for or against the amendment and its subamendment. A further subamendment, supported by the Employers' members, was proposed by the Government member of Ireland: the use of the word "liaison". The two subamendments were therefore put to the vote against each other; the subamendment by the Workers' members to retain the two terms was adopted by 11,484 votes in favour to 10,124 against, with 2,528 abstentions. The Committee then voted on the subamendment itself: the subamendment was adopted by 11,352 votes in favour to 1,716 against, with 10,652 abstentions. Finally, the amendment, as thus subamended, was adopted by 11,616 votes in favour to 11,048 against, with 924 abstentions.

84. An amendment by the Government member of Canada was submitted to temper the provision by including the phrase "to the extent possible and in accordance with available resources". He stated that such co-ordination, no matter how desirable it was, would certainly be difficult to achieve in federal States. The Workers' members recalled that there was already an earlier flexible phrase—"in accordance with national law and practice"—and they were opposed to the amendment, as were the Government members of Argentina, Brazil and Bulgaria. The Employers' members supported the amendment and it was put to the vote. It was rejected by 10,692 votes in favour to 13,596 against, with 924 abstentions.

85. Two other amendments included the concept of co-ordination with public health services. Considering that this was going too far, the Government member of Switzerland proposed limiting this co-ordination to services concerned with occupational health. The Government members of the member States of the European Community, though from a different standpoint and with a view to extending the co-ordination to services also concerned with diagnosis and treatment, had suggested replacing the words "services in the field of occupational health and public health" with "bodies concerned with health provision". After consultation, the authors merged these two amendments into a single sub-amendment which was accepted by the Committee as follows: "...co-ordination and co-operation between health services and, as appropriate, other bodies concerned with health provision".

86. Article 9, as subamended, was adopted.

#### *Article 10*

87. The Employers' members proposed that Article 10 should be replaced by a provision contained in Article 9 of the first draft Convention, based on the first discussion, as follows: "Occupational health services shall act as professionally independent advisory services to the employer, the workers and their representatives." In their opinion, this independence was related to the professional mandate of members of occupational health services, and it might not be extended to other areas such as employment. It was not a question of complete independence. In noting that other members of the Committee had expressed the same concern, they suggested that a subamendment should be adopted which would take into account amendments proposed by the Government members of Canada, Rwanda and the member States of the European Community, as follows: "The personnel providing occupational health services shall enjoy full professional independence on health matters from the employer, the workers and their representatives." The Government member of Rwanda asked whether questions related to health included administrative acts. Other formulas in place of "in questions related to health" were proposed. The Government member of Argentina suggested in this connection "in their specific tasks", the Government member of Bulgaria suggested "within their professional competence", and the Government member of Burma suggested "within their professional competence". Finally, the Committee agreed a formulation arrived at by the Employers' and Workers' members on the basis of a further suggestion by

the Government member of Bulgaria: "The personnel providing occupational health services shall enjoy full professional independence in relation to the functions stated in Article 5, from the employers, workers and their representatives."

88. In the light of this decision, the Workers' members withdrew an amendment which consisted in the insertion of a new paragraph providing for workers' participation on an equal footing in decisions concerning the employment of personnel and the planning of the services programmes.

89. Article 10, as amended, was adopted.

#### *Article 11*

90. The Government members of the member States of the European Community proposed the replacement of the word "establish" in the English text of this provision by the word "determine", since the expression "establish the qualifications" implied the granting of degrees and titles, which did not fall within the province of the competent authorities, and furthermore was not what was required here. The competent authorities were responsible for determining what qualifications were required for the personnel. The amendment was adopted.

91. The Government member of the Ivory Coast proposed an amendment to the French text, to replace the word "fixer" by the word "définir", so that the phrase would read: "L'autorité compétente devra définir les qualifications requises." The amendment was referred to the Drafting Committee.

92. The Government members of Kenya, Swaziland and Uganda proposed that required qualifications should be determined "after consultation with the relevant professional bodies where they exist". They withdrew this amendment in favour of the amendment proposed by the Employers' members to add the phrase "in accordance with national law and practice", which was flexible enough to encompass their proposal. The amendment proposed by the Employers' members was adopted.

93. The Workers' members proposed the addition of a new paragraph which would emphasise the importance of specific training and experience for occupational health personnel. In view of the importance of the functions performed by such personnel, it was essential for them to be well trained and to improve their knowledge continually. The Government member of Kenya considered that this proposal had already been covered in the draft Convention. The Government member of Pakistan stated that, in his opinion, the qualifications established by competent authority would constitute a sufficient guarantee in this regard. In view of the new drafting of this Article, the amendment was withdrawn.

94. Article 11, as amended, was adopted.

#### *Article 12*

95. The Employers' members proposed that this Article should be clarified by specifying that workers should not be subject to loss of earnings when they absented themselves from work for the purpose of undergoing medical examinations. Otherwise absence from work might be interpreted as referring

not only to medical examinations but also to workers' participation in monitoring the working environment. The workers' members felt that the Office text was broader in scope. They opposed the amendment and were joined in this by the Government members of Argentina, Australia, Brazil, Bulgaria, France, the Ivory Coast and Mexico. The amendment was withdrawn.

96. Article 12 was adopted without change.

#### *New Article between Articles 12 and 13*

97. The Government members of the member States of the European Community proposed the inclusion in the Convention of a provision from the Recommendation, which they considered to be particularly important, on the necessity to inform all workers of the hazards involved in their work. The amendment was adopted.

98. A new Article to be inserted between Articles 12 and 13 was adopted as proposed.

#### *Article 13*

99. The Government member of New Zealand proposed that this paragraph should be redrafted to include the provision to occupational health services of two types of information: when first established, the occupational health services should be informed of any known factors in the working environment which might affect health; and subsequently they should be informed on new factors liable to have such an effect. Both the Workers' members and the Employers' members were opposed to this, on the grounds that the idea was already implicit in the text, and the amendment was withdrawn.

100. The Government members of Kenya, Swaziland and Uganda submitted an amendment in two parts, the first of which provided that occupational health services should be supplied with information on factors known to be injurious to health as well as on factors suspected of being so. The second part of the amendment provided that preventive measures should be taken once such injurious effects had been identified and evaluated. The first part of the amendment was adopted. The second part was withdrawn by its authors, after it had been pointed out that this idea was included in the functions of the occupational health services.

101. Article 13, as amended, was adopted.

#### *Article 14*

102. The Employers' members and the Government members of the member States of the European Community proposed that the text of this Article should be replaced by a text reflecting the idea contained in Article 15 of the draft Convention elaborated during the first discussion. They emphasised that it was essential for occupational health services to know whether a worker was ill, as well as to know the nature of his ailment. The changes noted in the health of workers were a basis for determining the relationship between health and the working environment, so that preventive measures might be taken. They also emphasised that the positive aspects of this provision should not be overlooked. The amendment proposed by the Employers' members

was withdrawn in favour of the amendment of the member States of the European Community, with the latter being subamended by the insertion in its last sentence of the words "by the employer". (Personnel providing occupational ... shall not be required by the employer to verify the reasons ...). However, the Government member of Austria noted that this amendment might interfere with the observance of professional secrecy.

103. Article 14, as amended, was adopted.

## PART V. GENERAL PROVISIONS

### Article 15

104. The only amendment to this Article was proposed by the Government member of Canada. Its purpose was to specify that the functions of surveillance and advice with regard to occupational health services could be performed either by the same competent authority or by different competent authorities designated by national law. The amendment was adopted in principle and referred to the Drafting Committee.

105. Article 15, as amended, was adopted.

### Consideration of the proposed Recommendation contained in Report IV(2)

#### PREAMBLE

106. Although no amendment to the Preamble was submitted, the Government member of the Federal Republic of Germany recalled that the Committee had accepted the addition in the Preamble of the Convention of a reference to the Workers' Representatives Convention, 1971 (No. 135). He felt that the same insertion should be made in the Preamble of the Recommendation. It was so decided.

107. The Preamble, as amended, was adopted.

## I. PRINCIPLES OF NATIONAL POLICY

### Paragraph 1

108. One amendment to this Paragraph was submitted. In order to make the instrument more flexible, the Employers' members proposed an amendment to provide that the member States could be made responsible for determining the functions of the occupational health services. The amendment was adopted.

109. Paragraph 1, as amended, was adopted.

### Paragraph 2

110. The Government members of Bulgaria and the German Democratic Republic presented an amendment to subparagraph (1) which was identical to the amendment they had proposed for the Convention and which had been adopted; it specified that occupational health services should also cover the members of production co-operatives. The amendment was adopted.

111. As they had also done in respect of the Convention, the Government members of the member States of the European Community suggested tempering this provision by stipulating that it should be adequate and appropriate to the specific risks of the undertakings. The amendment was adopted.

112. Paragraph 2, as amended, was adopted.

## II. FUNCTIONS

### Paragraph 3

113. The Government member of Rwanda proposed an amendment providing that the role of occupational health services should be not only preventive, but also, where appropriate, curative; this was the case in his country of the health services of undertakings far from medical centres. The spokesman for the Workers' members stressed that this problem was completely covered by Paragraph 26, which went still further than the amendment. In the light of this information, the amendment was withdrawn.

114. Paragraph 3 was adopted without change.

### Paragraph 4

115. The Workers' members believed that it was tautological to speak of "occupational hazards in the working environment" and they proposed the deletion of the word "occupational". The spokesman for the Employers' members stated that no harm was done by the repetition, but that he did not object to the amendment. The Workers' members did not insist on maintaining the amendment and withdrew it.

116. Paragraph 4 was adopted without change.

## A. SURVEILLANCE OF THE WORKING ENVIRONMENT

### Paragraph 5

117. Three connected amendments were proposed by the Government members of the member States of the European Community. The first consisted in replacing the words "the environmental factors" by "risk factors in the work environment" to provide a better formulation. The Government member of Norway expressed her support for the Office text, as did the Workers' members, and the amendment was withdrawn.

118. The second amendment by the Government members of the member States of the European Community also aimed at clarifying the wording of clause (b) by replacing the words "conditions of hygiene", whose acceptability could vary according to country, by a more precise expression: "working practices which may give rise to a risk to the health of the workers". Recalling the terminology used by the ILO in the International Programme for the Improvement of Working Conditions and Environment (PIACT), the Government member of Argentina proposed replacing the words "conditions of hygiene" by "working conditions". The Government member of the United Kingdom pointed out that an identical problem had been resolved in

respect of Article 5 of the Convention, where the words "working practices" had been adopted in place of the term "working conditions". The Government member of the USSR supported the Office text, while the Government member of Burma was in favour of the amendment proposed by the Government members of the member States of the European Community. The Government member of Norway suggested, in order to take the European amendment into account, "the evaluation of conditions of occupational hygiene and the organisation of work". Various other subamendments were put forward. In particular, the Government member of the member States of the European Community and the Government members of the Nordic countries agreed on the following wording: "(b) assessment of conditions of occupational hygiene and factors in work organisation which may give rise to risks for the health of workers". The Employers' members, for their part, proposed: "assessment of conditions of occupational hygiene and risk factors which may give rise to deleterious impact on the health of workers". The two subamendments were put to the vote against each other. The combined subamendment of the member States of the European Community and of the Nordic countries was chosen first by 13,596 votes in favour to 9,372 against, with 1,980 abstentions. It was then adopted by 13,200 votes in favour to 9,372 against, with 2,904 abstentions. Finally, the amendment, as subamended, was adopted by 12,804 votes in favour to 11,748 against, with 660 abstentions.

119. The third amendment by the Government members of the member States of the European Community consisted in adding two clauses to complete the contents of surveillance of the working environment. In presenting the first clause, the Government member of the United Kingdom proposed that it be subamended as follows: "(d) assessment of exposure of workers to hazardous agents by suitable monitoring methods where appropriate;". The second clause was worded as follows: "(e) evaluation of control systems designed to eliminate or reduce exposure". The spokesman for the Employers' members accepted the first clause, but suggested replacing, in the second, the word "evaluation" by "assessment". The spokesman for the Workers' members pointed out that, in all events, "evaluation" and "assessment" were translated by the same word in Spanish (*evaluación*) and accepted the amendment on the understanding that the Drafting Committee would deal with the translation problem. The amendment was adopted.

120. Paragraph 5, as amended, was adopted.

#### *Paragraph 6*

121. An amendment by the Government member of Rwanda was proposed to subparagraph (2), consisting in deleting the word "confidential" regarding the way in which data from the surveillance of the working environment should be used. As the provision stipulated that the data should be made available to the employer, the workers and their representatives, safety and health committees and the competent authority, he did not see how they could remain confidential. The discussion brought out that not all data were of the same nature: those collected on occupational health were certainly confidential, but

those arising from the assessment of the working environment were not necessarily so. The Workers' members cited the example of an undertaking which presented an asbestos problem, with excessive levels of concentration: it would be normal for trade unions and public opinion to be informed of this. The Government member of Norway stressed the need to protect production secrets and supported the Office text, as did the Government members of Cameroon and Egypt. The Government member of Liberia believed that confidentiality was well covered in subparagraph (2). The Government member of Peru believed it would be sufficient to say that "data should be used with respect for their confidential nature". The Government member of Austria pointed out that in no case were the competent authorities authorised to divulge data in their knowledge to third parties not belonging to the undertaking or not taking part in preventive activities. The Government member of Ireland stated that data were considered confidential within the occupational health services but, for example, in the above-cited case of asbestos the competent authority would be responsible for publishing the results of concentration measurements. In the light of this discussion, the author withdrew his amendment.

122. In subparagraph (3), the Government member of Canada requested the addition of "by the occupational health service" after the words "they may only be communicated to others". The amendment was adopted.

123. An amendment submitted by the Government member of India to replace the word "agreement" by the word "consultation" was not supported by the Committee. It was withdrawn.

124. An amendment to subparagraph (3) was submitted by the Employers' members to replace, on the one hand, the wording that data should not be communicated to others without the agreement of the employer, the workers "and" their representatives by the wording "the employer, the workers or their representatives" and, on the other hand, to replace the words "where one exists" by "where they exist". This amendment was accepted.

125. Paragraph 6, as amended, was adopted.

#### *Paragraph 7*

126. The Employers' members believed that it would be useful to speak of "qualified personnel" in respect of the personnel of the health services responsible for surveillance of the working environment. Several Government members and also the Workers' members expressed their support for the Office text, considering that if the persons had been recruited it was because their qualifications answered the needs of the undertaking. The Chairman recalled that the question of the qualifications required for personnel had been dealt with in Article 11 of the Convention. The spokesman for the Employers' members withdrew the amendment, on the understanding that the personnel mentioned in Paragraph 7 were the same as those covered in Article 11 of the Convention.

127. Paragraph 7 was adopted without change.

### *Paragraph 8*

128. The Workers' members did not wish the functions set forth in clause (a) to be limited to "personal monitoring" of workers' exposure. A second part to their amendment—the deletion of the word "occupational" when speaking of risks—was withdrawn. The amendment was adopted.

129. The Government members of the member States of the European community had suggested replacing clause (a) with a provision broader than the Office text, as follows: "carry out the assessments and evaluation required by Paragraph 5(1) above". Since clause (a) had been adopted, they withdrew their amendment.

130. Clause (c) provided that occupational health services should advise on the use of technologies and their possible impacts on health. The Employers' members would have preferred the expression "advise on the possible impact on the workers' health of the use of technologies". Their amendment was supported by the Government members of Canada, Ireland, Swaziland, the United Kingdom and the USSR, while the Government member of France noted that it was a question of advising not only on the use of technologies but also on their choice. The Government member of Australia, also considering the Office text to be broader in scope, proposed a subamendment which was not supported by the Employers' and Workers' members and which was withdrawn. Put to the vote, the Employers' members' amendment was adopted by a show of hands by 11,880 votes in favour to 10,347 against, with 924 abstentions; then by a record vote, by 12,672 votes in favour to 10,002 against, with 924 abstentions.

131. The Government members of Bulgaria and the German Democratic Republic recalled that during the discussion of Article 5 of the Convention it had been decided to insert the concept of participation in the analysis of occupational accidents and occupational diseases in the Recommendation as well. The amendment which they submitted in this connection to clause (f) was adopted.

132. Paragraph 8, as amended, was adopted.

### *Paragraph 9*

133. The Employers' members presented an amendment regarding the access of the occupational health service personnel to workplaces and installations. They proposed adding the words "by arrangement with the employers", stressing that immediate access to certain premises was not possible without, for example, obtaining individual protective equipment or ensuring that the work process would not be disturbed. The Workers' members expressed a preference for the Office text since the amendment went against the principle of independence which had already been accepted. The Government member of Ireland, understanding the idea behind the amendment, suggested the formulation "after informing the employer". The Workers' members suggested including the workers and their representatives. The Government member of Argentina was astonished that an internal service should be obliged to inform the employer of its regular and compulsory activities. This should only be the case for occupational health

services outside the undertaking. The Employers' members then proposed that their text should be subamended as follows: "after informing the employers, the workers and their representatives, where appropriate." The proposal was accepted.

134. The Employers' members believed that the information referred to in clause (b) should be protected by a provision guaranteeing respect for commercial secrets. The provision was considered appropriate, even though the notion was already covered by Paragraph 6(2), and the amendment was adopted.

135. Paragraph 9, as amended, was adopted.

### *Paragraph 10*

136. The Workers' members had proposed an amendment to introduce consultation with occupational health services at the stage of planning of modifying methods and conditions of work. In view of the discussions which had taken place regarding Article 5 of the Convention, they withdrew the amendment.

137. Paragraph 10 was adopted without change.

## **B. SURVEILLANCE OF THE WORKERS' HEALTH**

### *Paragraph 11*

138. Four connected amendments were submitted by the Government members of the member States of the European Community. The first was a suggestion which applied to all the clauses of the Paragraph and aimed at replacing the notion of "health examination", considered too restrictive, by that of "health assessment". This latter expression was widely used and had a clearer meaning. The amendments also involved in clause (a) the deletion of the words "newly engaged" since workers already engaged could have need of such an assessment before being assigned to a new job; in clause (b) a new and better formulated text; in clause (c) an addition covering job suitability, resettlement and rehabilitation since the proposed text did not contain specific provisions for workers resuming work after a long absence.

139. The Employers' members also proposed an amendment to replace the four clauses by a single, general formulation at the end of the first phrase of the Paragraph, reading: "all examinations necessary to assess and protect the health of the workers". In submitting the amendment, the spokesman for the employers' members said that he agreed to the replacement of "examinations" by "assessments". The Government members of the member States of the European Community preferred maintaining the clauses and the Committee finally agreed on the following formulation:

Surveillance of the workers' health should include, in the cases and under the conditions specified by the competent authority, all assessments necessary to protect the health of the workers, which may include:

- (a) health assessment of workers before their assignment to specific tasks which may involve a danger to their health or that of others;
- (b) health assessments, at periodic intervals during employment which involves exposure to particular hazards to health;

- (c) health assessment on resumption of work after a prolonged absence for health reasons for the purpose of determining its possible occupational causes and of recommending appropriate action to protect the workers and to determine job suitability, resettlement and rehabilitation needs;
- (d) [unamended, apart from the replacement of the word "examinations" by "assessment"].

140. Paragraph 11, as amended, was adopted.

#### *Paragraph 12*

141. The Workers' members submitted an amendment to subparagraph (2) to replace the notion of "an accepted method of biological monitoring" by that of a "a valid method". The notion of "an accepted method" was vague if the reason why it was accepted was not specified. The important idea was that it should be a valid method, from a scientific point of view. The Employers' members agreed to this change. The second part of the amendment was to add, still speaking of the method of biological monitoring, the words "acceptable to the workers or their representatives", in view of the worker's right to undergo only those examinations for which consent was given. Several Government members supported this amendment. The Government member of Ireland said that no doctor would wish to practise an invasive examination technique on a worker without his consent. The Government member of Norway stressed that the method also had to be acceptable to a group, since group attitudes could determine individual attitudes. The spokesman for the Employers' members considered that this involved an individual right and not a group right. He stressed the importance of individual consent, any violation of which constituted a violation of the Helsinki Declaration. The Government member of Argentina pointed out that the choice of method should derive from two criteria: on the one hand, the specificity and sensitiveness of the method and on the other, its acceptability to the persons concerned. The Government member of France believed that consent should be individual. The Government member of Austria proposed a subamendment which consisted in adding "when this examination involves particular hazards". Other subamendments were proposed. The Government member of Canada proposed adding "and which is generally acceptable to most the workers". The Government member of Liberia suggested "subject to the individual worker's consent". The following subamendment was agreed on: "when a valid and generally accepted method of biological monitoring (...) exists, it may be used to identify workers who need a detailed medical examination, subject to the individual worker's consent".

142. Paragraph 12, as amended, was adopted.

#### *Paragraph 13*

143. The Government members of the member States of the European Community, believing that occupational health services should be informed of any absence for health reasons, whether these were prolonged or not, submitted an amendment deleting the word "prolonged". However, the Government member of Sweden drew the Committee's attention to Article 14 of the Convention as it had been adopted and suggested that the same text might be inserted in the Recommendation. It was so decided.

144. Paragraph 13, as amended, was adopted.

#### *Paragraph 14*

145. The Employers' members proposed an amendment to subparagraph (2), with a view to reducing the use of data relating to workers' health outside the health services. In the opinion of the Government member of Sweden, this amendment was based on the assumption that such data were exclusively medical. However, the files contained all sorts of information. The spirit of the Office's text was such that, in a multidisciplinary team, each person could have access to the information pertaining to his sphere of competence. She suggested replacing, in the two subparagraphs, the words "personal health files" by "confidential files". The Government member of Uganda proposed "medical records". The Employers' members established a distinction between personal confidential data and data covered by medical confidentiality. The degree of confidentiality was different. A two-tier filing system was a possibility. The data covered by subparagraph (2) were of a more confidential nature than the other data. The Government member of the United Kingdom proposed a subamendment which met with the approval of the Committee: to add, after the text of subparagraph (2) "where the files contain personal information of medical confidentiality, this access should be restricted to medical personnel".

146. Paragraph 14, as amended, was adopted.

#### *Paragraph 15*

147. The Employers' members wished this provision to end with the words "or in accordance with national practice, governed by recognised ethical guidelines". They stressed that the methods of managing personal files could be stipulated in other ways than by legislation or by the competent authority, for example through professional associations. Their amendment was adopted.

148. Paragraph 15, as amended, was adopted.

#### *Paragraph 16*

149. Considering that the fitness of workers should be assessed not only with a view to a particular assignment, but at fixed intervals, the Employers' members proposed the deletion of the words "for a particular assignment". The Government member of the Ivory Coast suggested the word "workstation" instead of "assignment". The Government member of the United Kingdom proposed the following subamendment: "Fitness for work involving exposure to a particular hazard". The amendment, as subamended, was adopted.

150. Paragraph 16, as amended, was adopted.

#### *Paragraph 17*

151. The Government member of India submitted an amendment consisting in a new formulation of this paragraph. The Committee was in favour of the Office text and the amendment was withdrawn.

152. Paragraph 17 was adopted without change.

### *Paragraph 18*

153. This Paragraph provided for the need for the competent authority to be notified of detected occupational diseases. The Workers' members proposed the addition "and to the representatives of the workers", considering that it was necessary that such information should be communicated to them. When an occupational disease was diagnosed in a worker, all other workers exposed to the same hazard should be informed. The Employers' members believed that employers should also be informed. This information should be given in an anonymous form. The Government member of the United Kingdom believed that it was implicit that notification of an occupational disease should be brought to the notice of employers and workers. He questioned whether it was really the notification itself which should be made public or the disease. The Committee agreed on the following wording: "Where an occupational disease has been detected through the surveillance of the workers' health, it should be notified to the competent authority in accordance with national law and practice. The employer and worker representatives should be informed that this notification was done."

154. Paragraph 18, as amended, was adopted.

### *C. INFORMATION, EDUCATION, TRAINING, ADVICE*

### *Paragraph 19*

155. The Government member of Canada proposed the inclusion of the word "training"—programmes of information, education and training—to bring this Paragraph into line with the formulation adopted in the functions listed in Article 5. The amendment was adopted.

156. Paragraph 19, as amended, was adopted.

### *Paragraph 20*

157. The Government members of the member States of the European Community, Portugal and Spain suggested the addition, to the notion of progressive and continuous training of first-aid personnel, of the idea of regular retraining. The amendment was adopted.

158. The Employers' members suggested the use of the words "continuing" in English and "continuada" in Spanish as equivalents of the expression "formation continue". The amendment was adopted.

159. Paragraph 20, as amended, was adopted.

### *Paragraph 21*

160. This Paragraph provided that occupational health services should act as advisers to the employer, the workers and their representatives and to the safety and health committee, where one existed, or should collaborate with bodies already operating as advisers in this field. The Workers' members proposed replacing the word "or" by "and". The amendment was adopted.

161. Paragraph 21, as amended, was adopted.

### *Paragraph 22*

162. An amendment was submitted by the Workers' members to add a new concept, that of the right of the worker to correct data which were erroneous or might lead to error. The spokesman for the Employers' members questioned whether the worker himself was actually able to do this. A subamendment was proposed by the Government member of Ireland: each worker should have the right "to contest" data which he considered erroneous. The Government member of Peru and the Employers' members submitted the same formulation: each worker should have the right to request the correction of erroneous data. A wording proposed by the Government member of the United Kingdom was finally adopted: "(3) Each worker shall have the right to have corrected any data which are erroneous or which might lead to error."

163. Paragraph 22, as amended, was adopted.

### *Paragraph 23*

164. Paragraph 23 was adopted without change.

### *Paragraph 24*

165. The Employers' members proposed the replacement, in this paragraph, of the expression "occupational health services might" by "the qualified personnel of the occupational health services might". Several suggestions were made in an attempt to find a term other than "qualified". The Government member of Liberia recalled that the same discussion had arisen during consideration of Article 11 of the Convention and of Paragraph 7 of the Recommendation. The spokesman for the Employers' members, in the light of the same arguments as those which had been mentioned before, withdrew the amendment, on the understanding that the personnel referred to here were the same as those covered by Article 11.

166. Paragraph 24 was adopted without change.

### *Paragraph 25*

167. The Government member of India proposed the insertion after "own doctor" of the words "wherever applicable" for the simple reason that many persons in developing countries did not have their own doctor. The Government member of Finland suggested a subamendment to add, after "wherever applicable", the words "as well as other health care services".

168. Paragraph 25, as amended, was adopted.

### *Paragraphs 26, 27 and 28*

169. Paragraphs 26, 27 and 28 were adopted without change.

### *Paragraph 29*

170. The Workers' members wanted to introduce here the necessity for occupational health services to plan their activities. It was not sufficient for them to make reports on their past activities; their plans for future action should be known. The amendment was adopted.

171. Paragraph 29, as amended, was adopted.



### *Paragraph 30*

172. Since the list of resources given here, through which the occupational health services should contribute to research, was not exhaustive, the Workers' members proposed preceding it by the words "for example". The amendment was adopted.

173. The Workers' members also requested the addition of the idea that occupational health services should contribute to research "in consultation with the employers' and workers' representatives". The amendment was adopted.

174. Paragraph 30, as amended, was adopted.

### *Paragraphs 31 and 32*

175. Paragraphs 31 and 32 were adopted without change.

### *Paragraph 33*

176. The Workers' members had submitted the same amendment to subparagraph (1) as they had submitted to Article 8 of the Convention. In view of the decision which had been taken at that time, they proposed a subamendment which consisted in using the same text as that adopted for Article 8. The amendment was adopted.

177. In the light of this decision, the Employers' members withdrew an amendment they had submitted to the same subparagraph.

178. A long discussion took place concerning three other subamendments to subparagraph (2), of which one was submitted by the Employers' members and the two others by the Workers' members, on the question of participation and co-operation. One of the amendments submitted by the Workers' members consisted in deleting the flexibility clause "in conformity with national conditions and practice" which regulated the idea of worker participation in decisions relating to the organisation and operation of occupational health services, including the employment of personnel and the planning of programmes; the other was to insert, after the word "participate", the words "on an equal basis". They stated that they were ready to withdraw these amendments if the Employers' members would agree to withdraw their own amendment. Regarding the second amendment by the Workers' members, the Employers' members recalled that, during the discussion on Article 10 of the Convention, the Workers' members had withdrawn an amendment aimed at the same end. The Workers' members stated that this did not mean they had to withdraw it from the Recommendation, which could very well contain broader and more flexible provisions than the Convention. The Employers' members then wished their amendment to be subamended as follows: the addition, after the word "participate", of the word "equitably" and the deletion from the Office text of the words "including those relating to the employment of personnel and the planning of the services programmes". The spokesman for the Workers' members believed that this proposal was not receivable as a subamendment, since an amendment in this sense—involving the deletion of a phrase—had been

submitted within the time-limits stipulated; in her opinion, this should be a new amendment. The spokesman for the Employers' members recalled that the Committee had already discussed the question of co-determination and co-management in relation with Article 8 of the Convention and had rejected the principle. It should therefore not appear in the Recommendation: they were separate instruments, they were not independent. The proposed text affected the right of the employer to control his undertaking; it touched on the employment of personnel, which was clearly a management function. He spoke strongly against the inclusion in the Recommendation of a question proper to the field of industrial relations, going considerably beyond the mandate of the Committee, which was to deal with occupational health services. The subamendment was put to the vote; it was adopted by 112,200 votes in favour to 110,880 against, with 29,040 abstentions. The amendment, as subamended, was then rejected by 102,960 votes in favour to 141,240 against, with 11,800 abstentions.

179. Paragraph 33, as amended, was adopted.

### *Paragraph 34*

180. The Government members of the member States of the European Community, Portugal and Spain submitted an amendment to subparagraph (3) to replace "existing medical services" by "appropriate existing services" with a view to broadening services which could temporarily supply occupational health services in the absence of specific services. To bring the text into line with Article 7 of the Convention, they subamended the amendment by proposing that the concept of groups of undertakings should be introduced in clause (a) and the form of clause (e) should be modified in the same way as in Article 7. The Workers' members approved the amendment, as did the Government members of Brazil, Canada and Mexico. The Employers' members were unable to support it since the wish to ensure cohesion between the Recommendation and Convention they themselves had raised earlier had not been considered useful by the Committee. The amendment was adopted by 162,360 votes in favour to 0, with 93,720 abstentions.

181. Paragraph 34, as amended, was adopted.

### *Paragraph 35*

182. Two amendments by the Government members of the member States of the European Community, Portugal and Spain aimed, on the one hand, to replace the words "local medical service" by "appropriate local service" in order to remove all reference to the strictly medical aspect of the services and, on the other hand, to replace the term "examination" by "assessment" as had been decided earlier. The Government member of Norway opposed these amendments, arguing that, to her knowledge, all compulsory health examinations were carried out by medical personnel. The Government members of Burma, Cyprus, and Swaziland expressed their support for the Office text. The amendments were withdrawn.

183. Paragraph 35, as amended, was adopted.



*Paragraph 36*

184. Paragraph 36 was adopted without change.

*Paragraph 37*

185. Two amendments were submitted to subparagraph (1), one by the Government member of India, and the other by the Government members of the member States of the European Community, Portugal and Spain, with the aim of strengthening the guarantees of the professional independence of the personnel providing occupational health services. The first was withdrawn in favour of the second. The Government members of the member States of the European Community, Portugal and Spain indicated that the Office text suggested that consultation was the only means of ensuring the professional independence of the personnel of the occupational health services. To take account of differing national situations, they presented their amendment in the form of a subamendment worded as follows:

37(1) The professional independence of the personnel providing occupational health services should be safeguarded. In accordance with national law and practice, this could be through laws, regulations and appropriate consultations between the employer, the workers and their representatives and the safety and health committees, where they exist.

The Employers' members supported the Office text which seemed clearer to them. The amendment was adopted by 154,400 votes in favour to 95,040 against, with 2,640 abstentions.

186. Several amendments dealt with subparagraph (2). Two of them, one by the Government members of Denmark, Finland, Norway and Sweden, and the other by the Government members of Botswana, Swaziland, the United Republic of Tanzania and Uganda, were withdrawn in favour of an amendment by the Employers' members, which consisted in tempering the provision by the insertion of the phrase "in accordance with national law and practice". This amendment was adopted.

187. A further amendment by the Employers' members proposed deleting the reference to the possible need for the agreement of the representatives of the workers or of the safety and health committee when determining the conditions for the engagement and termination of employment of the personnel of occupational health services. They considered that this subparagraph constituted an excessive extension of the responsibility of the Committee and repeated their opposition to the introduction of the principle of co-determination in a text where it was not appropriate. The Government members of Brazil, Egypt and the Ivory Coast expressed their support for the Office text. The Government member of Pakistan proposed a subamendment which was adopted, worded as follows:

(2) The competent authority should, where appropriate and in accordance with national law and practice, specify the conditions for the engagement and termination of employment of the personnel of occupational health services, in consultation with the workers, their representatives, the employers and the safety and health committee, where one exists.

188. Paragraph 37, as amended, was adopted.

*Paragraph 38*

189. Paragraph 38 was adopted without change.

*Paragraph 39*

190. The intention of the Government members of the member States of the European Community, Portugal and Spain, in submitting an amendment to this Paragraph, was to guarantee the access of occupational health services to services applying good laboratory practices. Several Government members considered that this amendment was essentially relevant to industrialised countries. The Government member of Cyprus suggested a simple qualification of the word "facilities" by adding the word "appropriate", and this subamendment was adopted.

191. Paragraph 39, as amended, was adopted.

*Paragraph 40*

192. Two amendments submitted by the Government members of Botswana, Kenya, Malawi, Swaziland, the United Republic of Tanzania and Uganda dealt with subparagraph (1). The first suggested, in clause (b)—dealing with preventive programmes of the various units of an undertaking with which the occupational health service had to collaborate—speaking of "relevant preventive programmes" rather than "programmes of prevention adapted to the occupational hazards existing in these units or departments". The amendment was adopted.

193. The other amendment by the Government members of Botswana, Kenya, Malawi, Swaziland, the United Republic of Tanzania and Uganda was to replace, in clause (d), the word "delegates" by the word "representatives". The Government member of France and the spokesman for the Workers' members pointed out that the terms "délégués à la sécurité" and "delegados de seguridad" were established terms in French and in Spanish. The question was referred to the Drafting Committee.

194. Subparagraph (2) provided that occupational health services and safety services might, where appropriate, be organised jointly. The Workers' members suggested replacing the word "might" by the word "should". The Employers' members considered that this amendment introduced too great a rigidity. The Government members were of broadly differing opinions, according to whether their countries had opted for a separate development or a joint organisation of the two services. The amendment was rejected by 121,440 votes in favour to 128,040 against, with 2,640 abstentions.

195. Paragraph 40, as amended, was adopted.

*Paragraph 41*

196. Paragraph 41 was adopted without change.

*Paragraph 42*

197. The Employers' members proposed that the Paragraph should provide that the person responsible for an occupational health service should be able to consult the competent authority on an occupational safety and health problem, "with the agreement of" the employer and the representatives of the workers, instead of "after informing" the employer and the representatives of the workers, as stipulated in the Office text. The Workers' members were against this amendment, which called in question the independ-

ence of the occupational health services. These services should be able to proceed from the agreement of the social partners to consult the competent authorities. The Government members of Bulgaria, Burma, Egypt and Switzerland were in favour of the Office text. The amendment was withdrawn.

198. The Employers proposed a second amendment to this Paragraph to the effect that the occupational health services should be able to consult the competent authorities "in accordance with the provisions of paragraph 38". It appeared necessary to them to stress the confidential nature of certain data which came to the knowledge of the personnel of health services during the course of their duties. The amendment was adopted.

199. Paragraph 42, as amended, was adopted.

#### *Paragraph 43*

200. Two identical amendments were submitted by the Government member of India and the Workers' members, calling for the deletion from this Paragraph of a notion which did not figure in the proposed Conclusions drawn up by the Committee at its first discussion, namely that the services supplied by the occupational health services of a multinational enterprise should be based on the highest standards, "subject to any adaptations which may be necessary in the light of local conditions". This last phrase seemed to them to lay the Paragraph open to dangerous interpretations. Equal protection should be given to all workers, of the highest standard possible.

201. The Government member of the United States proposed replacing the existing paragraph by paragraph 37 of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office. He felt that this text was perfectly in line with the object of the present Paragraph.

202. The Employers' members proposed replacing the Office text with a provision referring to paragraphs 36 to 39 of the Tripartite Declaration.

203. Numerous Government members intervened in the discussion. The Government members of Argentina, Brazil, Cameroon, the Central African Republic, China, Colombia, Egypt, the German Democratic Republic, the Federal Republic of Germany, the Ivory Coast, Mexico, the Netherlands, the Niger, Peru, the United Republic of Tanzania and Uganda expressed their support for the Office text as amended by the Workers' members and the Government member of India. The Government member of Argentina pointed out that the role played by multinational enterprises in development was clear, but also entailed negative aspects. It was, therefore, necessary to establish rules, directly or indirectly, concerning their responsibilities and this was why it was right to seek equality of treatment in respect of health for all workers. The Government member of Colombia considered that the Tripartite Declaration was a praiseworthy first step towards protecting the health of workers in multinational enterprises. The Bhopal tragedy made it essential to go further. The Tripartite Declaration was a text adopted by the

Governing Body and if the whole text or part of it were included here, it would become a Conference instrument, which the Governing Body would be unable to revise when this was considered necessary. The Government member of the United Kingdom expressed concern at the length of time given over to a discussion of multinationals in developing countries, while certain multinationals had been established in industrialised countries where the standards might be higher than those applied in the country of origin of the undertaking. The Government member of the United States wondered what happened in practice when multinational enterprises from different countries of origin were established in the same country. The Government member of Mexico mentioned the efforts made in the 1970s to adopt a code of conduct for multinational enterprises. While the Tripartite Declaration remained a valuable document, it should be noted that it was not applied in a satisfactory manner. The Government member of Norway had suggested a combination of the amendment by the Government member of the United States and the Office text; in the light of the discussion, she withdrew it. The Government member of Sweden proposed the replacement of the term "equal services" by "equal occupational health services". On behalf of the Government members of the member States of the European Community, Portugal and Spain, the Government member of the United Kingdom also proposed an alternative wording: the replacement of "equal services" by "equal standards of services" and the replacement of the last sentence by "these standards should be in conformity with the law, regulations and national administrative practices and based on the highest standards applied within the undertaking". An Employers' member, who was a member of the Governing Body of the ILO, expressed his surprise at certain of the interventions. He stressed that the Governing Body as a whole attached great importance to the Tripartite Declaration, which was the result of collaboration between the social partners. If different recommendations were made on the same subject, they would weaken each other. The Government member of Italy stated that the experience of Seveso had convinced the member States of the European Community of the need to apply equal standards in all establishments belonging to one multinational. The experience of Bhopal pointed to the importance of high standards, regardless of the country where the establishments were located. He proposed a merger of the subamendment by the European Community members and the Office text. The Government member of the Federal Republic of Germany believed that the Tripartite Declaration dealt essentially with technology while the proposed text dealt rather with the problems of organisation. The Government member of the United Kingdom, speaking on behalf of the Government members of the member States of the European Community, Portugal and Spain, offered support for the Tripartite Declaration and suggested that the Committee should reach a compromise by merging the points made in the various amendments. The spokesman for the Workers' members, while reaffirming the support of the Workers for the Tripartite Declaration, pointed out that the Declaration had been adopted several years ago and that it contained no specific reference to occupational health services. She was

against including in an instrument which would not be modified texts from a document that might still be further developed. Furthermore, she drew the Committee's attention to article 19(8) of the ILO Constitution which stipulated that.

In no case shall the adoption of any Convention or Recommendation by the Conference, or the ratification of any Convention by any Member, be deemed to affect any law ... or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention or Recommendation.

204. At the end of this discussion, a compromise was found which the Committee endorsed. It consisted in mentioning the Tripartite Declaration of Principles in the fourth paragraph of the Preamble of the Recommendation, following the international instruments, and in replacing the text of paragraph 43 by the following:

The occupational health services of a national or multinational enterprise with more than one establishment should provide the highest standard of services, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

205. Paragraph 43, as amended, was adopted.

## PART V. GENERAL PROVISIONS

### *New paragraph*

206. The Workers' members requested the addition of a new Paragraph which appeared as point 44 of the proposed Conclusions elaborated during the first discussion.

207. The new Paragraph was adopted as proposed.

### *Paragraphs 44, 45 and 46*

208. Paragraphs 44, 45 and 46 were adopted without change.

### *Paragraph 47*

209. The Employers' members proposed an amendment whereby the present Recommendation would supplement the Occupational Health Services Convention, 1985, and the Occupational Health Services Recommendation, 1959 (No. 112). They stated that the Preamble did not show that the 1959 Recommendation had been replaced. The spokesman for the Workers' members opposed this amendment. In reply to a question addressed to him, the representative of the Secretary-General stated that a Recommendation preceding a new Recommendation on the same subject could either be replaced or maintained. Both instruments could coexist, for a particular reason—for example, if a new instrument was considered very advanced, while the earlier instrument established guide-lines which were still considered useful. Both possibilities existed, it was the Committee's responsibility to decide. The Government members of Brazil, Bulgaria, Canada, Mexico, Norway, Peru and Sweden noted that the services referred to in Recommendation No. 112 had developed considerably since 1959 and thought that the earlier texts should be modified. It was not appropriate that the two instruments should coexist. The amendment was withdrawn.

210. Paragraph 47 was adopted without change.

## Adoption of the Report, the Proposed Convention and the Proposed Recommendation

211. At its fourteenth sitting, the Committee proceeded to examine paragraphs 1 to 210 of its draft report.

212. During the consideration of paragraph 127, the Employers' members requested a clarification about the scope of the reference made therein to Article 11 of the Convention. The Chairman stated that his remark should be interpreted in relation to the moment at which it had been made; it did not imply that there was a particular relationship between Article 11 of the Convention and Paragraph 7 of the Recommendation. The question of the qualifications of personnel was covered, in respect of the Recommendation, in Paragraph 36(2) of the proposed text.

213. The consideration of paragraph 203 gave rise to various interventions. The Government member of Ireland requested a clarification about the scope of the different texts and the possible inter-relation between the new instruments and other ILO instruments. The Legal Adviser stated that the texts in question were a proposed Convention and a proposed Recommendation, on the one hand, and a Declaration adopted by the Governing Body on the other. She stated that she was neither authorised nor qualified to provide an interpretation regarding the draft instruments drawn up by the Committee. She could only advise on the relationship likely to exist between these documents of different character. The Tripartite Declaration had been adopted by the Governing Body and constitutes a communication to governments. Conventions and Recommendations were, however, instruments adopted under Constitution of the ILO. Their standard-setting function differed: Conventions obliged notifying States to implement them, while Recommendations essentially established guide-lines. The obligations of a member State which ratified a Convention derived from the provisions of that Convention and were not affected by the provisions of a supplementary Recommendation.

214. Recalling an earlier statement by another member that the Tripartite Declaration had been adopted by the Governing Body and not by the Conference, the spokesman for the Employers' members pointed out that the Conference had adopted a resolution in which it had referred to the Tripartite Declaration.

215. Concerning the instruments, the Chairman and Reporter gave an account of the Drafting Committee's understanding of its task; it had considered the legal aspects of the texts, with the aid of the Legal Adviser; it had removed obscure elements and solved linguistic problems, ensured the cohesion of the documents and, finally, had carried out the specific tasks which the Committee had referred to it on certain points. He stated that the Drafting Committee had dealt solely with the form of the texts.

216. The Government members of the Ivory Coast, the Niger and Rwanda, made an observation regarding Article 5, clause (d), of the Convention. In their opinion, instead of the term "pratiques de travail", it would be more appropriate to use the

expression already established by the International Programme for the Improvement of Working Conditions and Environment (PIACT) and in other instruments: "condition de travail". They believed the term "pratiques de travail" had no legal meaning.

217. The Convention was adopted paragraph by paragraph and then as a whole.

219. The Committee proceeded to examine the proposed Recommendation submitted by the Drafting Committee.

219. The spokesman for the Employers' members stated they would accept the text only as a true record of the decisions of the Committee but would reserve their position as to its substance.

220. The spokesman for the Workers' members stated that the compromise reached on Paragraph 43 corresponded to a proposal formulated by representatives of the Employers' members in the presence of the Chairman of the Committee and members of the

secretariat and accepted by herself. The compromise had then been submitted to the Tripartite Committee, which had adopted it with the support of the Government members. This agreement had been made without any reservation having been expressed about the text at any time.

221. The Committee adopted the proposed Recommendation Paragraph by Paragraph, the Employers' members expressing a reservation about Paragraph 43. The proposed Recommendation as a whole was then adopted, with the Employers' members abstaining.

222. The present Report and proposed Convention and Recommendation are submitted to the Conference for its consideration.

Geneva, 21 June 1985

(Signed) J. RANTANEN,  
Chairman and Reporter

### **Proposed Convention Concerning Occupational Health Services**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Noting that the protection of the worker against sickness, disease and injury arising out of his employment is one of the tasks assigned to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and Recommendations, and in particular the Protection of Workers' Health Recommendation, 1953, the Occupational Health Services Recommendation, 1959, the Workers' Representatives Convention, 1971, and the Occupational Safety and Health Convention and Recommendation, 1981, which establish the principles of national policy and action at the national level,

Having decided upon the adoption of certain proposals with regard to occupational health services, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

Adopts this                                      day of June of the year one thousand nine hundred and eighty-five the following Convention, which may be cited as the Occupational Health Services Convention, 1985:

#### **PART I. PRINCIPLES OF NATIONAL POLICY**

##### *Article 1*

For the purpose of this Convention:

- (a) the term "occupational health services" means services entrusted with essentially preventive functions and responsible for advising the employer, the workers and their representatives in the undertaking on—
  - (i) the requirements for establishing and maintaining a safe and healthy working environment which will facilitate optimal physical and mental health in relation to work;
  - (ii) the adaptation of work to the capabilities of workers in the light of their state of physical and mental health;
- (b) the term "workers' representatives in the undertaking" means persons who are recognised as such under national law or practice.

## *Article 2*

In the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, each Member shall formulate, implement and periodically review a coherent national policy on occupational health services.

## *Article 3*

1. Each Member undertakes to develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific risks of the undertakings.

2. If occupational health services cannot be immediately established for all undertakings, each Member concerned shall draw up plans for the establishment of such services in consultation with the most representative organisations of employers and workers, where they exist.

3. Each Member concerned shall indicate, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the plans drawn up pursuant to paragraph 2 of this Article, and indicate in subsequent reports any progress in their application.

## *Article 4*

The competent authority shall consult the most representative organisations of employers and workers, where they exist, on the measures to be taken to give effect to the provisions of this Convention.

# PART II. FUNCTIONS

## *Article 5*

Without prejudice to the responsibility of each employer for the health and safety of the workers in his employment, and with due regard to the necessity for the workers to participate in matters of occupational health and safety, occupational health services shall have such of the following functions as are adequate and appropriate to the occupational risks of the undertaking—

- (a) identification and assessment of the risks from hazards to health in the workplace;
- (b) surveillance of the factors in the working environment and working practices which may affect workers' health, including sanitary installations, canteens and housing where these facilities are provided by the employer;
- (c) advice on planning and organisation of work, including the design of workplaces, and the choice, maintenance and condition of machinery and other equipment and of substances used in work;
- (d) participation in the development of programmes for the improvement of working practices as well as testing and evaluation of health aspects of new equipment;
- (e) advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment;
- (f) surveillance of workers' health in relation to work;
- (g) promoting the adaptation of work to the worker;
- (h) contribution to measures of vocational rehabilitation;
- (i) collaboration in providing information, training and education in the field of occupational health and hygiene and ergonomics;
- (j) organising of first aid and emergency treatment;
- (k) participation in analysis of occupational accidents and occupational diseases.

# PART III. ORGANISATION

## *Article 6*

Provision shall be made for the establishment of occupational health services—

- (a) by laws or regulations; or
- (b) by collective agreements or as otherwise agreed upon by the employers and workers concerned; or

- (c) in any other manner approved by the competent authority after consultation with the representative organisations of employers and workers concerned.

#### *Article 7*

1. Occupational health services may be organised as a service for a single undertaking or as a service common to a number of undertakings, as appropriate.

2. In accordance with national conditions and practice, occupational health services may be organised by—

- (a) the undertakings or groups of undertakings concerned;
- (b) public authorities or official services;
- (c) social security institutions;
- (d) any other bodies authorised by the competent authority;
- (e) a combination of any of the above.

#### *Article 8*

The employer, the workers and their representatives, where they exist, shall co-operate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.

### **PART IV. CONDITIONS OF OPERATION**

#### *Article 9*

1. In accordance with national law and practice, occupational health services should be multidisciplinary. The composition of the personnel shall be determined by the nature of the duties to be performed.

2. Occupational health services shall carry out their functions in co-operation with the other services in the undertaking.

3. Measures shall be taken, in accordance with national law and practice, to ensure adequate co-operation and co-ordination between occupational health services and, as appropriate, other bodies concerned with the provision of health services.

#### *Article 10*

The personnel providing occupational health services shall enjoy full professional independence from employers, workers, and their representatives, where they exist, in relation to the functions listed in Article 5.

#### *Article 11*

The competent authority shall determine the qualifications required for the personnel providing occupational health services, according to the nature of the duties to be performed and in accordance with national law and practice.

#### *Article 12*

The surveillance of workers' health in relation to work shall involve no loss of earnings for them, shall be free of charge and shall take place as far as possible during working hours.

#### *Article 13*

All workers shall be informed of health hazards involved in their work.

#### *Article 14*

Occupational health services shall be informed by the employer and workers of any known factors and any suspected factors in the working environment which may affect the workers' health.

#### *Article 15*

Occupational health services shall be informed of occurrences of ill health amongst workers and absence from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services shall not be required by the employer to verify the reasons for absence from work.

## PART V. GENERAL PROVISIONS

### Article 16

National laws or regulations shall designate the authority or authorities responsible both for supervising the operation of and for advising occupational health services once they have been established.

### **Proposed Recommendation concerning Occupational Health Services**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventy-first Session on 7 June 1985,  
and

Noting that the protection of the worker against sickness, disease and injury arising out of his employment is one of the tasks assigned to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and Recommendations, and in particular the Protection of Workers' Health Recommendation, 1953, the Occupational Health Services Recommendation, 1959, the Workers' Representatives Convention, 1971, and the Occupational Safety and Health Convention and Recommendation, 1981, which establish the principles of national policy and action at the national level, and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office,

Having decided upon the adoption of certain proposals with regard to occupational health services, which is the fourth item on the agenda of the session, and

Having determined that proposals shall take the form of a Recommendation supplementing the Occupational Health Services Convention, 1985:

Adopts this                                      day of June of the year one thousand nine hundred and eighty-five the following Recommendation, which may be cited as the Occupational Health Services Recommendation, 1985:

#### I. PRINCIPLES OF NATIONAL POLICY

1. Each Member should, in the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, formulate, implement and periodically review a coherent national policy on occupational health services, which should include general principles governing their functions, organisation and operation.

2. (1) Each Member should develop progressively occupational health services for all workers, including those in the public sector and those working in production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific health risks of the undertakings.

(2) Provision should also be made for such measures as may be necessary and reasonably practicable to make available to self-employed persons protection analogous to that provided for in the Occupational Health Services Convention, 1985, and in this Recommendation.

#### II. FUNCTIONS

3. The role of occupational health services should be essentially preventive.

4. Occupational health services should establish a programme of activity adapted to the undertaking or undertakings they serve, taking into account in particular the occupational hazards in the working environment as well as the problems specific to the branches of economic activity concerned.

#### A. SURVEILLANCE OF THE WORKING ENVIRONMENT

5. (1) The surveillance of the working environment should include—
- (a) identification and evaluation of the environmental factors which may affect the workers' health;
  - (b) assessment of conditions of occupational hygiene and factors in the organisation of work which may give rise to risks for the health of workers;
  - (c) assessment of collective and personal protective equipment;
  - (d) assessment where appropriate of exposure of workers to hazardous agents by valid and generally accepted monitoring methods;
  - (e) assessment of control systems designed to eliminate or reduce exposure.
- (2) Such surveillance should be carried out in liaison with the other technical services of the undertaking and in co-operation with the workers concerned and their representatives in the undertaking or the safety and health committee, where they exist.
6. (1) In accordance with national law and practice, data resulting from the surveillance of the working environment should be recorded in an appropriate manner and be available to the employer, the workers and their representatives in the undertaking concerned or the safety and health committee, where they exist.
- (2) These data should be used on a confidential basis and solely to provide guidance and advice on measures to improve the working environment and the health and safety of workers.
- (3) The competent authority should have access to these data. They may only be communicated by the occupational health service to others with the agreement of the employer and the workers or their representatives in the undertaking or the safety and health committee, where they exist.
7. The surveillance of the working environment should entail such visits by the personnel providing occupational health services as may be necessary to examine the factors in the working environment which may affect the workers' health, the environmental health conditions at the workplace and the working conditions.
8. Occupational health services should—
- (a) carry out monitoring of workers' exposure to special health hazards, when necessary;
  - (b) supervise sanitary installations and other facilities for the workers, such as drinking water, canteens and living accommodation, when provided by the employer;
  - (c) advise on the possible impact on the workers' health of the use of technologies;
  - (d) participate in and advise on the selection of the equipment necessary for the personal protection of the workers against occupational hazards;
  - (e) collaborate in job analysis and in the study of organisation and methods of work with a view to securing a better adaptation of work to the workers;
  - (f) participate in the analysis of occupational accidents and occupational diseases and in accident prevention programmes.
9. Personnel providing occupational health services should, after informing the employer, workers and their representatives where appropriate—
- (a) have free access to all workplaces and to the installations the undertaking provides for the workers;
  - (b) have access to information concerning the processes, performance standards, products, materials and substances used or whose use is envisaged, subject to their preserving the confidentiality of any secret information they may learn which does not affect the health of workers;
  - (c) be able to take for the purpose of analysis samples of products, materials and substances used or handled.
10. Occupational health services should be consulted concerning proposed modifications in the work processes or in the conditions of work liable to have an effect on the health or safety of workers.

#### B. SURVEILLANCE OF THE WORKERS' HEALTH

11. (1) Surveillance of the workers' health should include, in the cases and under the conditions specified by the competent authority, all assessments necessary to protect the health of the workers, which may include—



- (a) health assessment of workers before their assignment to specific tasks which may involve a danger to their health or that of others;
- (b) health assessment at periodic intervals during employment which involves exposure to a particular hazard to health;
- (c) health assessment on resumption of work after a prolonged absence for health reasons for the purpose of determining its possible occupational causes and of recommending appropriate action to protect the workers and to determine the worker's suitability for the job and needs for reassignment and rehabilitation;
- (d) health assessment on and after the termination of assignments involving hazards which might cause or contribute to future health impairment.

(2) Provisions should be adopted to protect the privacy of the workers and to ensure that health surveillance is not used for discriminatory purposes or in any other manner prejudicial to their interests.

12. (1) In the case of exposure of workers to specific occupational hazards, in addition to the health assessments provided for in Paragraph 11 of this Recommendation, the surveillance of the workers' health should include, where appropriate, any examinations and investigations which may be necessary to detect exposure levels and early biological effects and responses.

(2) When a valid and generally accepted method of biological monitoring of the workers' health for the early detection of the effects on health of exposure to specific occupational hazards exists, it may be used to identify workers who need a detailed medical examination, subject to the individual worker's consent.

13. Occupational health services shall be informed of occurrences of ill health amongst workers and absences from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services should not be required by the employer to verify the reasons for absence from work.

14. (1) Occupational health services should record data on workers' health in personal confidential health files. These files should also contain information on jobs held by the workers, on exposure to occupational hazards involved in their work, and on the results of any assessments of workers' exposure to these hazards.

(2) The personnel providing occupational health services should have access to personal health files only to the extent that the information contained in the files is relevant to the performance of their duties. Where the files contain personal information covered by medical confidentiality this access should be restricted to medical personnel.

(3) Personal data relating to health assessments may be communicated to others only with the informed consent of the worker concerned.

15. The conditions under which, and time during which, personal health files should be kept, the conditions under which they may be communicated or transferred and the measures necessary to keep them confidential, in particular when the information they contain is placed on computer, should be prescribed by national laws or regulations or by the competent authority or, in accordance with national practice, governed by recognised ethical guide-lines.

16. (1) On completing a prescribed medical examination for the purpose of determining fitness for work involving exposure to a particular hazard, the physician who has carried out the examination should communicate his conclusions in writing to both the worker and the employer.

(2) These conclusions should contain no information of a medical nature; they might, as appropriate, indicate fitness for the proposed assignment or specify the kinds of jobs and the conditions of work which are medically contra-indicated, either temporarily or permanently.

17. Where the continued employment of a worker in a particular job is contra-indicated for health reasons, the occupational health service should collaborate in efforts to find alternative employment for him in the undertaking, or another appropriate solution.

18. Where an occupational disease has been detected through the surveillance of the worker's health, it should be notified to the competent authority in accordance with national law and practice. The employer, workers and workers' representatives should be informed that this notification has been carried out.

#### C. INFORMATION, EDUCATION, TRAINING, ADVICE

19. Occupational health services should participate in designing and implementing programmes of information, education and training on health and hygiene in relation to work for the personnel of the undertaking.

20. Occupational health services should participate in the training and regular retraining of first-aid personnel and in the progressive and continuing training of all workers in the undertaking who contribute to occupational safety and health.

21. With a view to promoting the adaptation of work to the workers and the improvement of the working conditions and environment, occupational health services should act as advisers on occupational health and hygiene and ergonomics to the employer, the workers and their representatives in the undertaking and the safety and health committee, where they exist, and should collaborate with bodies already operating as advisers in this field.

22. (1) Each worker should be informed in an adequate and appropriate manner of the health hazards involved in his work, of the results of the health examinations he has undergone and of the assessment of his health.

(2) Each worker should have the right to have corrected any data which are erroneous or which might lead to error.

(3) In addition, occupational health services should provide workers with personal advice concerning their health in relation to their work.

#### D. FIRST AID, TREATMENT AND HEALTH PROGRAMMES

23. Taking into account national law and practice, occupational health services in undertakings should provide first-aid and emergency treatment in cases of accident or indisposition of workers at the workplace and should collaborate in the organisation of first aid.

24. Taking into account the organisation of preventive medicine at the national level, occupational health services might, where possible and appropriate –

- (a) carry out immunisations in respect of biological hazards in the working environment;
- (b) take part in campaigns for the protection of health;
- (c) collaborate with the health authorities within the framework of public health programmes.

25. Taking into account national law and practice and after consultation with the most representative organisations of employers and workers, where they exist, the competent authority should, where necessary, authorise occupational health services, in agreement with all concerned, including the worker and his own doctor or a primary health care service, where applicable, to undertake or to participate in one or more of the following functions –

- (a) treatment of workers who have not stopped work or who have resumed work after an absence;
- (b) treatment of the victims of occupational accidents;
- (c) treatment of occupational diseases and of health impairment aggravated by work;
- (d) medical aspects of vocational re-education and rehabilitation.

26. Taking into account national law and practice concerning the organisation of health care, and distance from clinics, occupational health services might engage in other health activities, including curative medical care for workers and their families, as authorised by the competent authority in consultation with the most representative organisations of employers and workers, where they exist.

27. Occupational health services should co-operate with the other services concerned in the establishment of emergency plans for action in the case of major accidents.

#### E. OTHER FUNCTIONS

28. Occupational health services should analyse the results of the surveillance of the workers' health and of the working environment, as well as the results of biological monitoring and of personal monitoring of workers' exposure to occupational hazards, where they exist, with a view to assessing possible connections between exposure to occupational hazards and health impairment and to proposing measures for improving the working conditions and environment.

29. Occupational health services should draw up plans and reports at appropriate intervals concerning their activities and health conditions in the undertaking. These plans and reports should be made available to the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, and be available to the competent authority.

30. (1) Occupational health services, in consultation with the employers' and the workers' representatives, should contribute to research, within the limits of their resources, by participating in studies or inquiries in the undertaking or in the relevant branch of economic activity, for example with a view to collecting data for epidemiological purposes and orienting their activities.

(2) The results of the measurements carried out in the working environment and of the assessments of the workers' health may be used for research purposes, subject to the provisions of Paragraphs 6(3), 11(2) and 14(3) of this Recommendation.

31. Occupational health services should participate with other services in the undertaking, as appropriate, in measures to prevent its activities from having an adverse effect on the general environment.

### III. ORGANISATION

32. Occupational health services should, as far as possible, be located within or near the place of employment, or should be organised in such a way as to ensure that their functions are carried out at the place of employment.

33. (1) The employer, the workers and their representatives, where they exist, should co-operate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.

(2) In conformity with national conditions and practice, employers and workers or their representatives in the undertaking or the safety and health committee, where they exist, should participate in decisions affecting the organisation and operation of these services, including those relating to the employment of personnel and the planning of the service's programmes.

34. (1) Occupational health services may be organised as a service within a single undertaking or as a service common to a number of undertakings, as appropriate.

(2) In accordance with national conditions and practice, occupational health services may be organised by—

- (a) the undertakings or groups of undertakings concerned;
- (b) the public authorities or official services;
- (c) social security institutions;
- (d) any other bodies authorised by the competent authority;
- (e) a combination of any of the above.

(3) The competent authority should determine the circumstances in which, in the absence of an occupational health service, appropriate existing services may, as an interim measure, be recognised as authorised bodies in accordance with subparagraph 2(d) of this Paragraph.

35. In situations where the competent authority, after consulting the representative organisations of employers and workers concerned, where they exist, has determined that the establishment of an occupational health service, or access to such a service, is impracticable, undertakings should, as an interim measure, make arrangements, after consulting the workers' representatives in the undertaking or the safety and health committees where they exist, with a local medical service for carrying out the health examinations prescribed by national laws or regulations, providing surveillance of the environmental health conditions in the undertaking and ensuring that first-aid and emergency treatment are properly organised.

### IV. CONDITIONS OF OPERATION

36. (1) In accordance with national law and practice, occupational health services should be made up of multidisciplinary teams whose composition should be determined by the nature of the duties to be performed.

(2) Occupational health services should have sufficient technical personnel with specialised training and experience in such fields as occupational medicine, occupational hygiene, occupational health nursing and other relevant fields. They should, as far as possible, keep themselves up to date with progress in the scientific and technical knowledge necessary to perform their duties and should be given the opportunity to do so without loss of earnings.

(3) The occupational health services should, in addition, have the necessary administrative personnel for their operation.

37. (1) The professional independence of the personnel providing occupational health services should be safeguarded. In accordance with national law and practice, this could be done through laws, regulations and appropriate consultations between the employer, the workers, and their representatives and the safety and health committees, where they exist.

(2) The competent authority should, where appropriate and in accordance with national law and practice, specify the conditions for the engagement and termination of employment of the personnel of occupational health services in consultation with the representative organisations of employers and workers concerned.

38. Each person who works in an occupational health service should be required to observe professional secrecy as regards both medical and technical information which may come to his knowledge in connection with his functions and the activities of the service, subject to such exceptions as may be provided for by national laws or regulations.

39. (1) The competent authority may prescribe standards for the premises and equipment necessary for occupational health services to exercise their functions.

(2) Occupational health services should have access to appropriate facilities for carrying out the analyses and tests necessary for surveillance of the workers' health and of the working environment.

40. (1) Within the framework of a multidisciplinary approach, occupational health services should collaborate with—

- (a) those services which are concerned with the safety of workers in the undertaking;
- (b) the various production units, or departments, in order to help them in formulating and implementing relevant preventive programmes;
- (c) the personnel department and other departments concerned;
- (d) the workers' representatives in the undertaking, workers' safety representatives and the safety and health committee, where they exist.

(2) Occupational health services and occupational safety services might be organised together, where appropriate.

41. Occupational health services should also, where necessary, have contacts with external services and bodies dealing with questions of health, hygiene, safety, vocational rehabilitation, retraining and reassignment, working conditions and the welfare of workers, as well as with inspection services and with the national body which has been designated to take part in the International Occupational Safety and Health Hazard Alert System set up within the framework of the International Labour Organisation.

42. The person in charge of an occupational health service should be able, in accordance with the provisions of Paragraph 38, to consult the competent authority, after informing the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, on the implementation of occupational safety and health standards in the undertaking.

43. The occupational health services of a national or multinational enterprise with more than one establishment should provide the highest standard of services, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

## V. GENERAL PROVISIONS

44. (1) Within the framework of their responsibility for their employees' health and safety, employers should take all necessary measures to facilitate the execution of the duties of occupational health services.

(2) Workers and their organisations should provide support to the occupational health services in the execution of their duties.

45. The occupational health-related facilities provided by the occupational health services should not involve any expense for the worker.

46. In cases where occupational health services are established and their functions specified by national laws or regulations, the manner of financing these services should also be so determined.

47. For the purpose of this Recommendation the term “workers’ representatives in the undertaking” means persons who are recognised as such under national law or practice.

48. This Recommendation, which supplements the Occupational Health Services Convention, 1985, supersedes the Occupational Health Services Recommendation, 1959.



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# **Provisional Record**

Seventy-first Session, Geneva, 1985

## **Twenty-fifth Sitting**

Friday, 21 June 1985, 3.45 p.m.

*Presidents: Mr. Ennaceur, Mr. Grekov*

### REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

*Interpretation from French:* The PRESIDENT—We now resume the discussion of the Reports of the Governing Body and the Director-General.

*Interpretation from Russian:* Mr. VOROBYOV (*Employers' delegate, Byelorussian SSR*)—Mr. President, I take pleasure in joining in the congratulations which have been addressed to you here on the occasion of your election and those of the Vice-Presidents at this 71st Session of the International Labour Conference.

In world history there are landmarks from which time is calculated, at which results are assessed and plans made for the future. One such landmark in modern history is the 40th Anniversary of the Victory over fascism, the 40th Anniversary of the United Nations and the Tenth Anniversary of the signing of the Final Act of the Conference on Security and Co-operation in Europe. At the present time it must be emphasised again and again that it was the Soviet Union which played a decisive role in the destruction of Hitlerite fascism and that the Soviet people bore on its shoulders the main burden of the war. Remembering the truly gigantic price paid by the Soviet people and other nations in the anti-Hitler coalition, returning in our thoughts again and again to the tragedy that overtook mankind, we acutely sense and realise the present need for combined efforts on the part of all nations to avert a repetition of such a catastrophe, particularly a nuclear one.

The international situation is today a matter of legitimate concern to nations as regards the fate of the whole planet Earth. The unprecedented arms race and the allocation of vast resources for military purposes is leading to inflation and unemployment, curtailment of government social programmes, reduced expenditure on health, education and vocational training, and a slowing down or reversal of economic and social development. Under these circumstances, it is a duty and obligation for the ILO to be a party to international measures to promote peace and to carry out wider-ranging research into the social and economic consequences of disarmament.

The discussion on the Report of the Director-General shows how acute the problems of unemployment and maintaining employment are for many countries of the world. The expansionist policy

adopted by the capitalist monopolies of the Western countries is producing a particularly negative effect on the economy of the developing countries through their system of commercial and economic relations, which bears many of the features of the colonial past. It is for this reason that action is so necessary to eliminate discrimination and all artificial barriers in international barriers in international trade and to do away with all manifestations of inequality and dictating terms in international economic relations. Such action would promote the development of international economic co-operation and would alleviate the problem of employment in the world. In the developing countries this would create favourable conditions for establishing and developing national industry, thereby resolving employment problems.

The solution of employment problems in the socialist countries represents exemplary international experience. Industrialisation and the radical restructuring of agriculture in our country made it possible to eliminate unemployment completely as early as 1930.

During the past two decades, industrial production in Byelorussia has doubled every eight years. Particular dynamism has been shown in those sectors which make use of the most advanced science and technology and which determine the scientific and technical potential of the entire national economy. These are the engineering, metal processing, instrument-making, electronics and radio, chemical and petroleum industries. Engineering and metal-processing account for 33 per cent of all industrial production in Byelorussia. Approximately 100 countries eagerly purchase such Byelorussian products as the "Byelorussia" tractor, goods vehicles with a capacity of 8 to 180 tons, metal-cutting lathes, refrigerators, clocks, radios and many other goods. As a result of scientific and technical progress, labour productivity is continually increasing: in the industrial sector it increased by 15.3 per cent between 1981 and 1984, and in 1984 alone it rose by 4.8 per cent. Higher productivity of social labour accounted for an increase in national income of 96 per cent in 1984.

Alongside the general modernisation and reconstruction of industry, large numbers of workers are being retrained and trained in new professions. The measures required for the attainment of these objectives are worked out directly in undertakings, with the participation of management, trade unions and all workers.

At the undertaking of which I am a director, in 1984 alone one-third of all workers were retrained or trained in a new profession. Under the law, training is provided free of charge and the trainee incurs no



expenditure whatsoever. Particular attention is given to the vocational training of young people.

In accordance with the decision taken by the United Nations, 1985 has been proclaimed International Youth Year, with three inter-related objectives: participation, development and peace. Unfortunately, in many countries the objectives of International Youth Year have not been attained. Serious problems prevent the active participation of young people in social life and the development process and chief among them is the high level of unemployment among young people in developed capitalist and developing countries. The lack of opportunity to make use of their strength and abilities and uncertainty about the future lead to pessimism and spiritual depression among young people and poverty. One of the priority tasks of the ILO and its member States should be the elimination of youth unemployment. It is quite clear that the youth problems have to be resolved first and foremost at the national level and that questions of participation of young people in the life of society should be part and parcel of national development plans. Constant attention to problems of young people, their lives and activities, their participation in the management of the State and in the creative work of the nation, and their inculcation with the spirit of internationalism and friendship between nations and high moral and esthetic ideals constitutes a vital part of the activities of the socialist society.

Our young people do not know what unemployment is. The Constitution of the Byelorussian SSR guarantees their right to choose their trade or profession, type of job and work in accordance with their vocational training and education, inclinations and abilities. Ninety per cent of those employed in the national economy of the Republic who are under 30 years of age have complete or incomplete higher, secondary specialised or general secondary education. The extent to which young people are involved in state and social affairs is shown by the fact that among the members of the local Councils of People's Deputies of Byelorussia 34 per cent are under 30, in the Supreme Soviet of the Byelorussian SSR every fifth deputy is under 30, and more than 70,000 young people are working in trade unions and other social organisations.

The representatives of the directors of socialist undertakings have always spoken in favour of making full use of the possibilities of the ILO to develop international co-operation with a view to solving labour problems which are of international interest. At the same time, in order to ensure that the activities of the ILO duly correspond to the objectives of the Constitution, it is necessary to resolve the problems of the Organisation as rapidly as possible; namely through the implementation of the proposals of the socialist countries regarding the improvement of the supervisory machinery and standard-setting and also the orientation of the ILO's programme of work towards really acute social and labour problems.

The Declaration of the socialist countries on the situation in the ILO gives great attention to the question of the democratisation of the ILO's structure and the methods of work of its organs. The raising of this problem was a logical consequence of the unfavourable situation in the Organisation caused by systematic non-observance of the princi-

ples of equal rights for the representatives of the socialist countries as regards access to elective posts and when establishing the composition of the working bodies of the ILO. The Employers' group has arbitrarily set a limit to the number of directors of socialist undertakings allowed to take part in the committees of the General Conference as full and equal members. The Employers' delegates of the socialist countries are not allowed seats on the ILO Governing Body. These are just a few facts which we cite as unprecedented examples of political conservatism. Such situations are abnormal for international co-operation and are due to the efforts of delegations of Western countries to lord it in the ILO as if they were in their own private domain and to use this Organisation for purposes far removed from the objectives and principles of its Constitution.

In the ILO the spirit of international co-operation should be observed and the participation in its activities of all States and parties representing different social and economic systems should be ensured under equal conditions. We are in favour of creating such conditions and bringing about positive improvements in the activities of the ILO.

*Interpretation from Spanish:* Mr. VILLALOBOS (Employers' delegate, Venezuela)—Mr. President, I am particularly happy to congratulate you upon your well-deserved and unanimous election to preside the discussions of this lofty assembly. I am happy to extend these congratulations to your three vice-presidents who are indispensable for you to be able to fulfil your task.

Labour relations and tripartism are the focal theme of the excellent Report of the Director-General and have enabled this distinguished civil servant to give a far-sighted and enlightened description of the complex changes the world is undergoing and whose causes or symptoms are unemployment, inflation, declining stagnating or negative economic growth rates in all countries, the excessive external debt of the developing countries—partly brought about by irresponsible or corrupt lenders and greedy bankers who forget the golden rules of prudence and caution in investing the savings of the public—the technological evolution or rather revolution striding ahead in leaps and bounds, the changes in the composition, nature and volume of the labour force and the growing interdependence of countries.

This anguishing vision of the world and the realisation that conflict must give way to collaboration between capital and labour and that poor handling of collective bargaining can compromise the economic, monetary and fiscal policies of States, which in turn can result in the abandonment or suspension of some of the benefits of collective bargaining, all argue in favour of the considerable strengthening and expansion of tripartism and bipartism.

In Venezuela, for decades we have had many examples of structural tripartism: the Central Bank, the Venezuelan Institute for Social Security and its Investments Committee, the National Institute of Educational Co-operation responsible for vocational training, the Committee on Costs, Prices and Wages, the Consultative Council of the Exchange Control and Private External Debt Registration Office.

The so-called Social Pact proposed by the President of our country, Dr. Jaime Lusinchi, which the Minister of Labour, Simón Antoni Paván and the

delegate of the Venezuelan workers, Juan José Delpino also referred to from this rostrum, is part of our functional tripartism and is even more important today than tomorrow because, as the Minister said, it is a profound and broad commitment between workers and employers (bipartism) and between them and the Government (tripartism) not only to overcome the crisis but also to take properly into account the emergency situation facing our country and so, through concerted action, move towards a balanced and fair society in which the ever more equitable distribution of income would guarantee stability and social harmony.

As for bipartism, apart from active collective bargaining in the public and private sectors ever since 1936, we should also recall, because of its special nature and importance, the 1959 worker-employer agreement to defend and support the incipient one-year-old democratic regime, which was signed by the Unified Trade Union Committee and the Venezuelan Federation of Chambers and Associations of Commerce and Industry.

Thanks largely to this historical agreement, which is still in force because we will never end our commitment to democracy, President Betancourt was able to crush completely the subversive extremist movements which assailed the constitutional period of his government.

The major employers' organisation of Venezuela have therefore quite rightly included among their fundamental permanent goals the promotion of understanding between workers and employers, without in any way detracting from the rights and interests of the two main social partners which, although they differ, are mutually conducive to general well-being and the national interest.

For some time, the central employers' organisations has been proposing to the Confederation of Workers of Venezuela, which is the most representative of the four existing workers' organisations and reflects the whole ideological spectrum of Venezuela, a national agreement to solve absenteeism, increase productivity and distribute fairly the result thereof, reorient collective bargaining so that, without overlooking its original function of increasing base wages, salaries of full employment, it can be used to solve basic problems of workers and their families such as housing, health education, and the effective and rational use of their leave and to secure for them a larger share of the undertakings' profits instead of the usual fixed annual wage, settle disputes over dismissals through arbitration committees composed of workers, managers and a neutral judge, and together devise the means and policies for reactivating the economy, increasing employment and improve working conditions, for submission to the Government for its consideration and adoption.

The second part of the Director-General's Report is a brief summary of the huge range of the activities (other than standard-setting activities) carried out by the Governing Body and the various departments of the ILO. Particularly, we have to mention the programme on human rights and international labour standards (even though this may not be to the taste of a minority of governments), the activities on behalf of workers and employers, the PIACT, the World Employment Programme which is so urgently needed today in the face of the tidal wave of unemployment and underemployment engulfing all countries, the

training programme and the International Centre for Advanced Technical and Vocational Training in Turin which has just celebrated 20 fruitful years of multidisciplinary training of educators, the maintenance of various regional training centres, the oldest of which is the Inter-American Vocational Training, Research and Documentation Centre (CINTERFOR) and which has also been operating for 20 years, decades of existence, ILO co-operation and technical assistance and the programme of operational activities in Africa, the Americas, Asia and the Pacific, the Arab States and Europe.

By the vast range and multiplicity of this Organisation's tasks and responsibilities, it resembles a huge anthill instinctively dedicated on a full-time basis in all directions and at every level to the social and economic aspects of development, to the defence and protection of workers and to justice and industrial peace.

And it is along these lines that the ILO, more efficiently than any other international body, is working for peace and disarmament in the silence, dedication and efficiency of an ant, uprooting injustice and differences between men and slowly but surely doing away with oppression, arrogance, abuse, exploitation and the trampling underfoot of men and peoples.

This is the interminable, thorny and tiring road to peace which, as was pointed out two weeks ago in Caracas at the International Symposium of Education for Peace, means not only the absence of war but a readiness to develop participatory, pluralistic democracy and defend it against every type of dictatorship and authoritarianism of any type, to further the victory of civilisation over barbarity and social justice over arbitrary actions and inequality. This could well be food for thought for those peace-loving people who have expressed their dissatisfaction with the structure and functioning of this Organisation.

The criticisms about the ineffectiveness of the ILO in such fields as employment and nuclear warfare, about the structure and composition of the employers' group and about the criteria and procedures of its supervisory bodies have become louder and have gone beyond the natural sphere in which they can and should be expressed. They have been voiced in the mass media, including the mass media of countries guilty of non-compliance with labour standards which, ignoring all the rules of fair play, have resorted to diatribes and personal attacks and have thereby succeeded only in drawing attention to the conclusive reasons for rejecting their original proposal.

As regards disarmament and war, we have already seen that this Organisation, ever since it was set up, has been working untiringly for universal and permanent peace which can be based only upon social justice, as stated in the Preamble to its Constitution and reaffirmed in the Declaration of Philadelphia.

With respect to the struggle against unemployment and underemployment, no other organisation has done as much as ILO, which has done everything it possibly can in this field.

As to those who, to guarantee the right to work, would like the Organisation to do the only thing it has not done—resort to the forbidden and impossible use of coercion—they would do well to remember what was said here from this rostrum and in this

Conference by Lucia Sasso-Mazzufferi, delegate of the Italian Employers, and Juan José Delpino, Workers' delegate of my country, namely, that jobs cannot be created by decree and that full productive employment freely chosen and the right to employment depend on programming, and programming is, strictly speaking, a purely economic exercise.

The Fundamental Charter of our country, as of other countries, provides for the right to work, and so far no one has appealed to the courts to demand that the State of Venezuela be ordered to provide him with a job, despite our high rate of unemployment.

It is revealing to note how disinclined the ILO is to use its own funds to help employers' organisations, on the archaic grounds that it would inevitably harm the workers' organisations. We say that this is revealing because it shows a disregard for tripartism; it shows that in certain countries tripartism does not exist, any more than employers' organisations exist, or even employers as participants in the independent economic activities of the State.

In these circumstances, it is anti-democratic and a violation of tripartism and all it stands for, namely the autonomy of the groups, to demand—even though it is supposed to be an election, that certain employers be guaranteed a predetermined number of seats in the Governing Body. As Eduardo Giménez Chornet wrote in his introduction to a book on international labour Conventions and Recommendations published by the Ministry of Labour and Social Security of Spain, "tripartism is a fundamental principle whose application requires the independent selection of representatives of workers and employers, who must be completely free to represent their constituents and to express themselves and vote freely without government control".

It would be vain and wrong—not to say a Herculean task—to try to transform the structure of the ILO merely to "adapt" it to the political, social and economic realities of today, because the Organisation, without any need for structural change, is constantly updating its methods and procedures in order better to comply with its commitments and responsibilities. As for certain situations which today do not "fit in", time will certainly see to it that they mature and evolve, as is already happening, until they eventually fit in properly and neatly within the ILO, with the considerable and firm support of the Organisation itself.

It is only right that I congratulate Mr. Francis Blanchard, Director-General of the Office, for the extraordinary work he has done, for his keen understanding of the situation and for the objective and impartial way in which he has been running the Office.

*Interpretation from Russian:* Mr. TESAŘ (Employers' delegate, Czechoslovakia)—Mr. President, allow me to present our sincere congratulations to you and to the Vice-Presidents on your election. I should like at the same time to wish you personally all possible success in chairing this Conference. Your role is not a simple one, as the problems that we have to discuss here are of extreme importance and the general atmosphere of our debates is bound to be affected by the tense international political situation.

The continuously increasing expenditures on armaments constitute at the present time not only a serious threat to peace, but also a barrier to the

development of mutually beneficial trade relations between States with different social systems. Disarmament would assist the normalisation of international economic and trade relations and this is of interest both to employers and to workers. Disarmament would make available to the peoples of the world considerable resources and production capacities which could be used to create new jobs, improve the skills of the workers and raise the living standards of wide sections of the population of all countries.

In this connection, it would have been desirable for our Conference in this year of the 40th anniversary of the victory over fascism, to contribute actively to the establishment of a climate of mutual understanding and trust and also to implement proposals directed at disarmament, which is to say the strengthening of peace.

The questions of tripartism and industrial relations, that the Director-General has proposed for discussion by the Conference, reflect the wide political, economic and ideological problems of the world of today. We are speaking of a very complicated set of problems which are of enormous significance for the further development of the International Labour Organisation and also for the economic and social development of its member States.

The Report defends and expounds a simplified thesis according to which labour relations and the determination of conditions of employment are based on discussions between independent organisations of workers and of employers with the assistance of governments. This assumes that the entire world of labour is divided according to this tripartite mould and that the individual components on a world-wide scale have similar interests. In accordance with this simplified theory, rules were drawn up for our negotiations here at the Conference and tripartism of this type permeates the entire activity of the Organisation. This simplified conception might be acceptable, although with serious reservations, for establishing the rules of play in an international organisation. However, it is inadmissible that such a one-sided model, which actually corresponds to the conditions of the developed capitalist countries and the interest of international capital, should be considered as the absolute model and that the Organisation should indirectly set itself the goal of exporting it to the member countries.

The true situation in the world is much more complicated. There are many various forms and systems of industrial relations, and their development is influenced by many other factors. The existence of various models and types of industrial relations, of various types of tripartism, and often multilateralism, as well as of different national conditions, are simply a reflection of the great-power structures of society and of the social regime. Industrial relations reflect, in addition, the national differences and customs and not least the corresponding models and possible solutions. All the peoples in the world have an inalienable right to select their own social system and internal arrangements. It is to be regretted that there are very powerful trends in the ILO whose purpose is to present to the member States the above-mentioned model as the only correct one.

Tripartism, in the form in which it is implemented within the ILO, has other defects as well. My job is to direct an enterprise and I must watch over the

effectiveness of the economic activity of the enterprise. For this reason, I cannot ignore or bypass glaring shortcomings, ineffectiveness or non-economic expenditure of the organisation's means which does take place where there is a mechanical implementation of tripartism. I refer to the composition of various working organs, of expert groups, of delegations attending various meetings and so on and so forth. Extremely substantial sums of money are spent simply for the maintenance of a formal equilibrium and the participation at various meetings is expanded excessively, which leads to a reduction in work efficiency and an increase in expenditure.

Another side of the tripartite system to which I want to refer is the changing content of negotiation and a different series of goals pursued by the participants in tripartite negotiations. The Report that we are examining is based upon the thesis of group interests and the identity or resemblance of these interests in different conditions and in different countries. The organisations of workers and employers do not only follow the interests of the group but they often pursue wider goals, for instance, the development of society as a whole. And in the market economy countries, it has already been established that from the point of view of social justice it would be desirable to combine collective negotiations in such a way that they would cover the conditions of employment of the largest possible number of workers. It is certainly undesirable for society that developments in wages should fully depend upon the strength of the negotiating partners at a particular moment. It is important to bear in mind the fact that in socialist countries and in many developing countries negotiations between trade unions and management are motivated not only by the necessity of protecting a particular interest, for instance wage increases or the need for effective management, but also by a desire to achieve the agreed goals of national development. The achievement of such national development goals in turn provides for all a basis for a general improvement in living standards. The trade union movement is becoming a major factor in national development, as are the representatives of enterprises. In these circumstances, the role of the third partner, the government, is naturally increasing since as regards many aspects of labour relations it is necessary to find the broadest possible consensus and establish the corresponding rules.

This is reflected in practice in wage negotiations which, in a market economy, are traditionally the main subject of collective agreements.

In the socialist countries basic wage systems have gradually been established, the purpose of which is to provide for an objective evaluation of labour activities within the framework of the entire economy. Trade unions and individual workers consider that such systems represent an advance as they reflect socially recognised aspects of services provided and social justice. The co-operation of trade unions and employers with Governments in setting up such systems in no way restricts their independence. To provide the worker with sufficient incentives the different elements making up his wages vary, depending on output and overall economic results. This system has assured a consistent and just distribution of national income and has produced results which could never have been achieved by means of conventional collective bargaining.

It should be mentioned in this connection that an increasing number of developing countries are showing interest in such systems. I refer to this example in connection with the Report of the Director-General, since the report clearly dismisses the positive experience of these member countries and incorrectly describes the models of industrial relations that are being developed in these countries.

The way of tripartism is currently understood in the ILO is having an unfavourable effect in all areas of its activities. This view of tripartism is reflected in the majority of programmes, in which it can be observed that there is a desire to foster propaganda for the capitalist social system. It is for this reason that profound contradictions arise in discussions concerning the programme and budget and it is for this reason that the proposed programme is encountering disagreement on matters of principle by the socialist countries.

The favourable effects in the field of structure have been referred to on several occasions.

The current situation in the ILO is in contradiction with logic and common sense. The members of our employers' organisation in Czechoslovakia cannot possibly understand that here in Geneva I am expected to defend the views of the majority, and not the views which we agreed on earlier in Czechoslovakia, and that the majority in the Employers' group decides on the basis of the positions that I adopt at the Conference whether I am worthy of their trust and whether or not I should be elected to the Governing Body. Nor can they understand the fact that it is this majority that decides in which of the Committees of the Conference I may or may not participate and vote.

It is necessary to call a spade a spade. Current understanding of tripartism in the ILO leads to discrimination against all those who in some way appear to differ from the accepted model. This is a situation that is becoming unacceptable. A solution must therefore be found as rapidly as possible. A possible course of action might be a discussion concerning the compatibility of tripartism and the universality of the Organisation, a discussion which already occurred many years ago.

We are dealing with complex problems which cannot be solved in the course of a single session of the International Labour Conference. However, much is at stake. Either it will be possible to achieve a situation, as regards standard-setting activities and other programmes, as well as the structure of the Organisation, in which all Members of the Organisation will be assured that their interests are being taken into account, that they are receiving fair treatment and that they are fairly represented—in which case universality will be maintained; or attempts to use tripartite representation exclusively for purposes of propaganda for the capitalist social system will prevail, in which case, the Organisation will gradually lose the support of a part of its membership.

It is clear that we must attempt to overcome the existing problems and move towards constructive dialogue and co-operation. This is the only way to strengthen peace and assure social justice throughout the world.

Mr. MORTON (*Workers' delegate, United Kingdom*)—On behalf of the Trades Union Congress I

should like to thank the Director-General for this stimulating report which is helpful and timely. It does all our countries a service by patiently and lucidly setting out a clear case for tackling the major employment and economic issues through tripartite discussion. The need for that is greater than ever. This year working people in my country and several others have suffered a further increase in unemployment; in all of our countries the rate of technological change has continued to accelerate. The recession and the pace of change have brought with them distrust, division and fear: distrust because the change seems out of control and neither its short nor its long-term consequences can be adequately forecast; division because of widening inequality, especially between those in work and the unemployed; fear because of the increasing unemployment and social unrest which is spreading in many countries.

The Director-General does us a service by setting out many examples of ways in which the consequences of recession and rapid change can be tackled. There are solutions if only we strive to find them and try them, and we would stand a better chance of finding them if the three parties with the responsibilities were able to pool their energies and ideas. But such co-operation depends not merely on administrative machinery, but also on mutual respect, and this, I believe, is not adequately being demonstrated in some cases.

The main point is surely that there is no feasible alternative to real tripartism. The problems often seem intractable, the conflicts are real and dangerous, and what else is there to offer the future except to encourage mutual trust and understanding through tripartite discussions? An approach based on a readiness to consult, to inform, and to discuss is more likely to overcome the distrust, to heal the divisions and to assuage the fears than any other. Consultation with representatives of working people is not an impediment to change; even in purely economic terms the best advantage will be derived from industrial change if its consequences have been fully discussed. Consultation is, however, more than talking. Essentially, it implies listening and being prepared to change policies and actions as a result of dialogue. As an earlier speaker has said, tripartism is the sharing of power—not the exercise of power.

This point is of particular relevance to governments. The three parties to which the discussion is directed are not equal partners; they are intrinsically and necessarily unequal. Employers have economic power, increasingly exercised on an international scale. Governments have legislative power over both the other parties, but in some countries are mainly concerned to exercise it to determine or limit the power of trade unions. Trade unions only have such power as is given to them and, in my country, freely given over a century-and-a-half of development—given to them by their members. They exist to solve problems. They are generally well disposed to discussions and consultations aimed constructively at finding solutions. And the tripartite forum is obviously a crucial one for us. As trade unionists, we are always interested in the policies and decisions of governments and employers about investment and economic growth since they have a key influence on our members' jobs and living standards.

But it is essential too to remember the essential purpose of trade union organisations in tripartite or

any other discussions: they represent their members. I represent the TUC—and that means 10 million British working people—directly. If you count the husbands and wives of members, their children, and retired members, we represent about half the population. We are responsible to that wide constituency and we are responsive to it. We must be able to show to our members that they benefit or that there is a good chance of them benefiting from tripartite bodies. That means that there is not much future for arrangements in which governments seek to dominate the agenda.

The Director-General rightly points out that trade union and employer representatives must know the facts and forecasts on which the government bases its policies; they must also know what alternative courses are open to the government. Obviously, the usefulness of any tripartite discussion is narrowly limited when the government says that there is no alternative.

The unique value of this discussion which exemplifies true tripartism is that it enables us to take a broad overview of the subject. We are not talking about a vague philosophy but about practical arrangements. The test of these arrangements is how they are perceived by the participants and what results they achieve. The Conference enables us to discuss and compare different perspectives.

This is well illustrated in the case of my own country, the United Kingdom. I listened with great interest—even on occasion with surprise—to Mr. Peter Bottomley, the United Kingdom Under-Secretary of State for Employment. It was rather like reading a description of your own house in an advertisement placed by an enthusiastic real estate agent.

Can this veritable place, this jewel of a residence, be the rather uncomfortable, draughty place that you are anxious to exchange for something better?—you ask yourself. It is true that we do, as Mr. Bottomley said, have a National Economic Development Council in the United Kingdom. But the workers have perceived little evidence that the Government's economic policies are at all influenced by the deliberations that take place there. Those policies, those economic policies which, as the Conference will see, have singularly failed to impress both the Committee of Experts and the Committee on the Application of Standards, have simply been proclaimed as the only possible course of action. The United Kingdom Government's battle cry "There is no alternative" has become a slogan, and slogans are not a useful method of communication in effective tripartism.

Similarly, just as the over-enthusiastic estate agent may overlook remarking upon the termites or rodents attacking the structure of your residence, so the honourable Minister of the United Kingdom Government omitted to mention the Government's continued hostility to British trade unionism. This hostility towards one of the world's oldest and most highly developed free trade union movements demonstrates a lack of the respect which I believe to be essential for effective tripartism. Some subtle indication of the attitude to which I am referring may be gleaned from a close study of Mr. Bottomley's speech, where he talks about free negotiations taking place between "employers, trade unions and especially trade union members". The distinction is interesting. It is used to justify continued interference in trade union affairs. He cannot be unaware of the

fact that the capacity of individual members to negotiate effectively depends upon them doing it collectively, through their trade unions. Attacks on trade union organisation are not made more respectable or acceptable merely because they are described as reforms. Indeed, the United Kingdom Government's claim to be "giving the union back to their members" compares rather oddly with the case of Cheltenham GCHQ, a case considered again by the Committee on the Applications of Standards this week, where the Government stands accused of taking trade unions away from the workers employed there.

One is bound to ask what sort of confidence can be placed in a government which emphatically proclaims its attachment to the rule of law, yet seeks refuge in some technicality to avoid condemnation for an utterly inexcusable and unwarranted attack on a key ratified Convention. One is bound to ask, is it possible to have effective tripartism with a government which renounces legal obligations as fast as it can and not only accepts a risk of encouraging exploitation of the weak and vulnerable, but appears to rely on this exploitation for its economic strategy?

If many governments treated their commitments to the ILO on this way, there would be little point in the Organisation. This is now how British trade unionists see the ILO. It stands as a bastion of tripartism and has consistently and impartially defended and proclaimed the basic human right of freedom of association, exercise of which is at the root of tripartism. This must be the prime contribution of the ILO to tripartism and, through that, to tackling the increasingly grave economic and employment problems and conflicts facing nearly all our countries. The ILO cannot prescribe any system of industrial relations or tripartite arrangements because the form which these take is determined by national and sectoral traditions and institutions. But underlying any effective tripartite system must be the independence of the participants and their ability to disagree with the government, together with respect by the government for the traditions and functions of the workers' organisations.

My country has made an outstanding, positive contribution to the ILO, not just the TUC but, in the past, the British Government and employers too.

On behalf of the workers in the United Kingdom, may I express the hope that the Director-General's Report and this lengthy and valuable discussion on it will help to bring about those changes essential for the deployment of effective tripartism, through which the goal of greater social justice can be pursued.

*Interpretation from Afghan: Mr. KAWESH (Government delegate, Afghanistan)*—Mr. President, first and foremost on this auspicious occasion, I would like on behalf of the delegation of the DRA, to express my warmest felicitations on your election to the presidency of the 71st Session of the International Labour Conference. I am confident that your guidance will contribute significantly to the success of the Conference and take this opportunity to assure you of the full co-operation of the delegation of the DRA in this respect.

The 71st Session of the Conference is being held at a time when the world public has only recently celebrated the 40th anniversary of the victory over fascism and, once again, condemned the dreadful and

bitter incidents of the Second World War. This review of the horrible memories of the war drew attention, first of all to the significance of life in a peaceful atmosphere and international co-operation and, secondly, to the dangers entailed by war and the arms race.

The results of the activities of the ILO in the past year, as described in the Reports of the Governing Body and the Director-General, indicate that, within the framework of the Organisation, useful work is being done on certain specific social and labour questions. The items on the agenda of the present Conference, which have been worked out on the basis of existing global problems and issues, deserve special attention.

After the victory of the national democratic revolution in our country and particularly the success of its new, evolutionary phase, specific and constructive steps have been taken towards the improvement of the living conditions of our people, as a result of which considerable, positive changes have taken place in the socio-economic and political spheres.

The 1983-84 socio-economic development plan has not only been fulfilled but, in some cases, its achievements have surpassed what had been envisaged. The gross domestic product and national income have increased by 2.1 and 1.7 per cent respectively, as compared with the previous year.

The draft five-year plan for socio-economic development for 1986-90, which is aimed at increasing the welfare of the country and improving the living standards of the working people has been formulated and will be implemented as of next year.

The implementation of democratic land reforms and the just distribution of water are proceeding successfully and 1,333 agricultural co-operatives have been set up, which play a significant role in improving the living standards of the peasants and agricultural workers. With the intensification of the nation-wide movement for elimination of illiteracy, the number of literacy courses in 1984 rose by 76 per cent, and the number of those attending them rose by 62 per cent, as compared with the previous year.

The free health services of the country have expanded and the numbers of beds and physicians per hospital have increased by 80 per cent and 40 per cent respectively, as compared with the years before the revolution.

Last year, 60 new socio-economic projects were either completed or stated; with the introduction of scientific systems of socio-economic planning, proper conditions of work have been created for the working people.

In connection with wages and working hours, we can point out that the need for the adjustment and improvement of the existing system of salaries and wages, and its development into a unified and progressive system, taking into account the grading of the main categories of work and the form of their payment, have come to the forefront. On the basis of the directives of the Party and State authorities, a plan has been drafted and urgent measures taken to put it into effect. Within the framework of the draft plan, the necessary research was carried out last year. The continuation of this research and the implementation of the new system will provide the basis for improving the living standards of the workers and, improving production both quantitatively and qualitatively. As a result social justice will be ensured.



In this regard it is worthwhile mentioning that during the last year, the wages of workers and employers were raised. The maximum increase was 34 per cent and the overall average was 18 per cent.

Similarly, the system of establishing wages and salaries according to work performed was formulated and implemented.

The necessary measures have been taken to prevent a rise in prices and to ensure the distribution of primary commodities and privileges through agricultural and industrial co-operatives.

It should be noted that our achievements would have been much greater if the foreign intervention in the undeclared war of imperialism and reaction had not been launched against the DRA. The damage resulting from the subversive activities of the internal and external counterrevolutionary forces has inflicted a loss of tens of billions of Afghan currency upon the economy of the country. However, major steps have been taken to improve the living conditions of the working people. It should be mentioned that our Party and State attach special importance to the evolution of the worker's movement in the country under the guidance of the Central Council of Trade Unions of Afghanistan. This movement has profoundly affected the improvement of the living conditions of workers in the State, mixed and private sectors, and increased the role of workers in the overall construction of a new society in the DRA. Our Party and State take all necessary measures to ensure the organisation and consolidation of trade unions, the expansion of the system of vocational training and the improvement of the conditions of work and life of the workers.

The trade unions of Afghanistan, which were directed to correct the path after the new and evolutionary phase of the revolution, have begun their organised activity and constitute one of the basic pillars of the National Fatherland Front and have achieved spectacular victories.

The trade unions have now organised more than 210,000 working people of the country in their primary organisations and this mass power plays a valuable role in the defence of the revolution and the construction of a new society.

The trade unions of Afghanistan endeavour to provide better working conditions for the workers in the industrial sphere, the campaign against illiteracy and the promotion of the knowledge of the working people are among the basic goals of the trade unions.

In accordance with the fundamental principles of the DRA and the Programme of Action of the People's Democratic Party of Afghanistan, special attention has been paid to the better organisation of work and the improvement of working conditions with a view to protecting the interests of the working people, an objective which was not taken into account in the past.

We have formulated progressive labour legislation which will shortly be promulgated and which guarantees workers rights in conformity with international norms and industrial safety rules, which are among the most important standards formulated by the ILO.

On the basis of the fundamental principles of the DRA and the Programme of Action of the People's Democratic Party of Afghanistan, which provide for the equality of all peoples in Afghanistan in the socio-economic and political spheres, significant

achievements have been attained as regards equality of men and women in the field of employment. The significance of these achievements can be underlined by taking into account the fact that our country prior to the April Revolution of 1978 was an underdeveloped and traditional society in which a great number of problems hindered the realisation of equality between men and women in all spheres. Fortunately, with the triumph of the April Revolution, particularly its new and evolutionary phase, the ground was paved for the achievement of these victories.

The United Nations Decade for Women was marked by favourable developments in our country and the Afghan delegation will participate actively in the work of the Nairobi Conference to be held in July 1985. We will thus once again reiterate our approval of the attempts carried out at the international level for the maintenance of the principle of equality between men and women on our planet as well as in all economic and social spheres.

In the DRA the Party and the revolutionary Government have opened wide vistas for the employment of women. The Women's Democratic Organisation of Afghanistan, under the guidance of the Party and State, have undertaken concrete steps towards the implementation of the tasks and development plans of the country for the effective and democratic participation of women, on an equal basis, in the sphere of production and social services.

New crèches, kindergartens, as well as health centres, child and mother-care centres, have been set up in residential and work areas to provide services to working women and those who have other family responsibilities. The number of kindergartens and creches, including those established in residential working areas, increased by 55 per cent and the number of their participants by 74 per cent in 1984, as compared with 1983. All the necessary steps have been taken to ensure the proper upbringing of the children of low-income families and those who have lost their parents as a result of the banditry of hostile internal and external elements and counter-revolutionaries. The setting-up of nurseries in the capital, as well as in the provinces, under the supervision of the administration of the Watan nursery, can be cited as positive and useful steps towards the rendering of valuable services in this sphere. An increase of 40 per cent has been recorded in the construction and activities of such centres in the years 1984-85 over the preceding years.

The realisation of the humanitarian activities of the ILO and, particularly, the proclamation of 1985 as the International Youth Year, which in reality is a homage to the future generations of mankind are supported by the DRA and necessary preparations for its celebration in the country and participation in festivals and international gatherings are under way.

The Democratic Youth Organisation of Afghanistan, which has an important place in the socio-political system of our country and its society, is a social organisation which has organised in its ranks vanguard revolutionary youth from among the workers, peasants, students, intellectuals, military workers and other sectors of society. The Democratic Youth Organisation, with its 150,000 members has accomplished useful work in the interests of our revolutionary country.

In our country the Loya Jurgah, which is the Grand Assembly, is a great and significant event and the highest authority of the will of the Afghan people. It was convened from 23 to 25 April 1985 with the participation of 1,792 elected and representatives with full rights of all nationalities, tribes, ethnic groups, classes and sectors of our society; 11.6 per cent were workers, 3 per cent tradesmen, 26 per cent peasants, 23 per cent intellectuals, 11 per cent scholars and clergy and 25.4 per cent heads of tribes and ethnic groups and social personalities of our country.

The Loya Jurgah, in a spirit of truthfulness, frankness and national responsibility, considered and discussed all the fundamental and decisive questions of the homeland, namely the maintenance of peace and security in the country, the defence of the homeland against the aggressions and interventions of the enemies, the consolidation of freedom, the preservation of the territorial integrity of our country and the internal and foreign policy of the DRA in a free and democratic atmosphere based upon Afghan and Islamic principles of fraternity and it passed a resolution in this respect.

The internal and foreign policy of the DRA was drawn up after the victory of the April Revolution; its new and evolution orientation is reflected in the basic lines of the revolutionary duties of the DRA, the Programme of Action of the PDPA, the Fundamental Principles of the DRA, the decrees of the Revolutionary Council, and the political solution of the issues concerning Afghanistan on the basis of the proposals of 14 May 1980, and 24 August 1981 of the Government.

Since the socialist and progressive countries of the world attach great significance to international co-operation and the problems discussed in the ILO, and also take into consideration the special proposals made by them concerning the achievement of the objectives and programmes contained in the statutes of the ILO, which is the guarantor of the consolidation and strengthening of peace and the protection of the vital rights of the workers, the DRA declares its support of the Memorandum of the socialist countries previously submitted to the International Labour Conference. The DRA also declares its firm support of the Declaration of the socialist countries on the situation in the ILO which was sent to the Director-General in March 1985 which emphasised the introduction of further changes in the activities of the Organisation. The DRA hereby proclaims its full readiness to plan an active part in improving the activities of the ILO and to intensify its co-operation in achieving the lofty and legitimate objective of the International Labour Organisation.

The DRA supports the just cause of the Palestinian people and their right to self-determination and the establishment of an independent Palestinian State in Palestinian territory. We once again strongly condemn the apartheid policy in South Africa.

In conclusion it should be noted that the DRA is loyal to all its international commitments in general and specifically accepts its responsibilities towards the ILO.

We hope that resolute steps will be taken by the ILO to eliminate world chronic unemployment and poverty. It is our desire that the work of this Conference will be successful in the interests of the welfare of all mankind.

Mr. von HOLTEN (*Employers' delegate, Sweden*)—Mr. President, Allow me, first of all, to extend to you, on behalf of the Employer delegations of Denmark, Finland, Iceland, Norway and Sweden, our sincere congratulations on your unanimous election to the chair, which we certainly know by now to have been well deserved indeed.

The Director-General's Report to this year's session of the Conference is concerned with industrial relations and tripartism. Most, if not all, countries—those of the Third World in particular—continue to experience serious difficulties in the economic field: Despite governments' efforts to overcome these difficulties, the situation appears to be just as grave as ever before. The Director-General draws our attention to the inter-relationship between these problems and structural changes and he asks us to consider the possible contributions that can be made towards their solution by institutions of industrial relations. The debate over the last two weeks has amply demonstrated the validity of this approach and we are grateful to the Director-General for revitalising thinking in this crucial area.

In all Nordic countries, employers and workers have by tradition relied much on their own voluntary organisations for the development of industrial relations. Labour issues, wages and other terms of employment have been settled through collective bargaining. Economy-wide framework agreements became the rule after the Second World War, greatly strengthening the role of the central confederations of employers and workers. During the 1950s and 1960s very few people questioned this system but since then, with economic growth stagnating, the need for greater flexibility has become increasingly felt.

This is, of course, not only a question of whether the agreement negotiations should be decentralised and, if so, to what extent, but it refers even more to action by the State in terms of labour legislation and administration. In the 1960s and 1970s, when earnings rose rapidly in the Western world, the pace of such action accelerated with the result of subjecting the labour market to numerous new constraints. Governments, in our countries in particular, have tended to treat private enterprise as part of the public sector, imposing on everybody bureaucratic rules which impede the necessary flexibility regarding the cost and mobility of labour in the private sector. If the labour market is to cope with the rapid structural changes of present times, the constraints resulting from the excessive regulation in the 1960s and 1970s have to be eliminated.

Evidently, the responsibility here does not lie with the State only. Similar constraints follow from many collective agreements, and the attitudes of the social partners themselves are thus at least equally important in this context.

At the level of the undertaking there seems to be a growing understanding on both sides that the development and improvement of the enterprise is a matter of common interest to the parties. Such a feeling of an interest shared facilitates structural adjustments at the level of the undertaking. The same effect can be obtained at the national level if there is a sufficiently wide recognition of the significance of efficiency, profitability and competitiveness.

Over the last years we have seen examples in some Nordic countries of direct or indirect government



intervention in wage fixing prompted by the desire to forestall inflationary increases. Thus, in Denmark, a couple of months ago, when ordinary negotiations between the parties broke down, a general framework for the agreements was imposed by law. In Sweden, a percentage figure was arrived at through tripartite consultation. The Norwegian Government, for some time now, has been in the habit of guiding wage negotiations by indicating in the budget the annual increases which, in its opinion, are possible without endangering the competitiveness of Norwegian products. The parties have normally respected the Government's opinion in negotiating modest increases—sometimes supplemented by tax reductions—by which the workers have been able at least to maintain their purchasing power. In Finland, a wage-fixing system based on voluntary tripartite consensus has been applied since the end of the 1960s.

Of course, these examples do not permit of any general conclusions. Even if government intervention has now and then proved successful, we see in every instance of such intervention a failure on the part of those directly concerned, i.e. the employers and workers and their organisations. We firmly believe in free bargaining for the private sector as a matter of principle. Our organisations are under an obligation to society as well as to the members to try and settle outstanding issues between themselves in a manner which does not endanger social peace and which does not cause the authorities in charge of economic policy to impose solutions on the parties.

Employment relations in the public sector give rise to problems of some gravity. All our countries have recently experienced conflicts in that sector. The public services do not operate on a free market. There are no competitors and these services can draw on the taxpayer to finance any deficit. Conflicts in the public sector often cause great harm not only to the society in general but to business in particular, whose means of influencing the course of events are non-existent. We are therefore justified, we think, in beginning to talk in our countries about reviewing the consequences of the right to strike in the public sector. Another problem relates to the linking of public sector wages to the trends in the private sector. Because of such linking, a sensible agreement for the private sector may be blocked by the public sector. It is therefore desirable to establish a bargaining system for the public sector that cannot affect wage fixing in the part of the economy which is exposed to competition.

In his Report the Director-General—and that is quite natural—also touches upon the subject of reducing working time as a possible means of expanding employment. We for our part doubt very much that such action will have the intended effect even if wages are adjusted accordingly. Hours should in our view normally not be reduced except in times of significant economic growth.

There is of course much more that can be said with reference to the contents of this quite excellent Report. In order to avoid repeating those who have already spoken we shall limit ourselves to a few general observations regarding tripartism as a basic constitutional objective of the ILO and one to be promoted through all its activities.

Such tripartism is possible only where there are independent organisations of employers and workers who are able to negotiate freely with one another and

to take stands that may be different from those of governments. Although freedom of association is mentioned in the Preamble to the Constitution among the goals to be furthered by all member States, there are still many countries who do not at all live up to their obligations in this respect. This is something that we with our Nordic traditions particularly deplore. The absence of freedom of association in any country is also an obstacle to effective international labour standard-setting through the ILO itself.

Another point, trivial perhaps but still relevant here, relates to the frequent non-observance by member States of the constitutional provisions under which they are to appoint the employer and worker delegates to the Conference in agreement with the most representative organisations and send these delegates to Geneva at the Government's expense.

In the debate, frequent allusions have been made to the extremely important role which this Organisation can play in helping to develop the institutions by which social progress can be promoted through reform in a democratic manner. The participation of employers and workers as autonomous groups in ILO meetings is, in itself, an education to this end. Discussions of documents such as the present Report on a world-wide basis also have their value. But even more important in our view are the technical programmes particularly concerned, those of assistance to employers' and workers' organisations—with the former, of course, centred on the needs in developing countries—and the industrial relations programme which, apart from the development of good labour administration, is concerned directly with the promotion of dialogue, tripartite as well as bipartite. We would like to see more of the ILO's resources devoted to these three programmes which can be undertaken by no other universal agency. The courses of the International Institute for Labour Studies should not be forgotten either. They have proved successful in the past and might very well be expanded. These various programmes should inspire all the work of the ILO.

Mrs. WAGNIERE (*representative of the International Alliance of Women, Equal Rights, Equal Responsibilities*)—Allow me first to introduce briefly the International Alliance of Women. This organisation was founded in 1902 to answer the need for an international body that should stimulate and assist national women's organisations to obtain the franchise for women. Membership of the Alliance has grown from organisations in ten countries whose delegates attended the first congress, to include associations from 58 countries from all regions of the world. Although the original aim of the Alliance, franchise for women, has been achieved, the need is as great as ever for international non-governmental organisations to assist women at national level in their efforts to resolve the problems they face and to enhance their participation in the social, political, cultural and economic life of their countries.

The International Alliance of Women works for its members in many ways. International congresses give women from different countries the opportunity of sharing their concerns, experiences and working methods. Our permanent representatives at the United Nations and its specialised agencies regularly

forward to affiliates information on the work of these agencies. And within the scope of its limited means, the Alliance organises workshops and seminars both in industrialised and in developing countries.

Examples of this latter activity include: a workshop in Papua New Guinea in 1984 on "Handicrafts and Small Business Development", designed to assist women from most neighbouring islands in the production and marketing of local handicrafts; a workshop in Cyprus in 1983 on "The Impact of Technology on Women in Employment", which examined the reasons why women are being "left behind" in terms of their participation in technological progress and discussed ways to correct the imbalance; a seminar in Helsinki in 1982 on "Employment Patterns in the Eighties" to study future employment opportunities, since increasing automation, in the tertiary sector in particular affects jobs mostly held by women, and, as a final example, a seminar in Zambia in 1982 on "Equality of Educational Opportunity for Girls and Women".

We are encouraged in our activities by the efforts made by the ILO and other agencies on behalf of women, and are deeply appreciative of their work. Yet on the eve of the United Nations Decade for Women Conference in Nairobi we are aware that in spite of the progress which has already been made, conditions for working women still need to be considerably improved.

The Report of the Director-General underlines the economic, technological and social changes which affect the world of work. One of these changes is the substantial increase of women in the labour force. In spite of this quantitative increase in female employment there is a continuing qualitative underutilisation of the female labour force and underestimation of the capabilities of women. Working women still receive inequitable rewards for their labour, both within and outside the home. The range of employment activities which is open to them is still limited, due to inadequate training and education, to unequal opportunities for promotion and consequent lack of motivation, and to insufficient supportive measures for young working mothers with family responsibilities. Excessive protection laws which affect all women, on the other hand, can be a hindrance to equal pay and equal opportunities. As for rural women, they not only rarely benefit from technical development but often find their condition worsened by it.

Much has been done throughout the Decade for Women in terms of international instruments and national laws to promote equality for women workers, abolish sex discrimination, and develop in society as a whole the recognition of the worth and potential of the female labour force. The Decade for Women is now ending but the work must go on. Special measures must be taken to increase women's participation in training, both professional and psychological, for a wider range of occupations and for a higher level of skills and responsibility. Women in poorer and less industrialised countries need assistance in developing the income-earning skills which give them the means of subsistence. Rural women need to be made participants and beneficiaries in the planning and execution of development programmes.

We therefore urge governments, employers and trade unions to make ever more specific efforts to solve the problems of women workers and to pro-

mote attitudes more favourable to equality of opportunity between the sexes.

*Interpretation from Russian:* Mr. KOVIAZINE (*Workers' delegate, Ukrainian SSR*)—The essential purpose of each session of the General Conference is to provide a thorough, businesslike and detailed discussion of the results achieved in the work of the Organisation and of prospects for the future. This applies fully to the current session. Naturally, certain work has been carried out over the past year in such fields as vocational training, occupational safety and health, and as regards certain aspects of the struggle against the policy of apartheid. At the same time, the approach adopted with respect to a number of extremely important matters is one-sided and tendentious in nature, and this is a source of concern and alarm to us.

Let us consider such a crucial problem as that of assuring the right to work. In the preface to the recently published report of a Group of experts entitled "Employment and poverty in a troubled world", the Director-General refers to an unemployment crisis of almost unprecedented proportions and recognises that the goal of achieving full, productive and freely chosen employment is even further away than in the past.

In the developed capitalist countries unemployment has reached the highest levels and the number of unemployed in these countries exceeds 32 million while hundreds of millions are unemployed in the developing countries. The Report of the Director-General to this session also refers to a dramatic rise in unemployment. But what has been done—in practical, concrete, tangible terms—by the Organisation? Very, very little.

The World Employment Programme adopted several years ago has not had any substantial effect on solving of the problem of unemployment. It would obviously be desirable to review this programme and chart out new paths and means of action. This task could be performed by a world conference on employment and the fight against unemployment. There has for a long time been a need to convene such a conference.

To this day, however, ILO periodicals and publications have failed to describe fully the experience of a whole series of countries including Ukrainian SSR which have successfully solved the problem of ensuring full employment.

To this day, no ILO Convention has made provision for the worker's basic right, the right to work, which is proclaimed in a number of United Nations documents.

To this day, no texts have been prepared that guarantee protection of the workers and their representatives at the undertakings of transnational corporations, although the need for them is more than evident.

Combating the dangers resulting from the expansion of transnational companies is today one of the most important tasks. This was shown very convincingly by the Prime Minister of India, Mr. Rajiv Gandhi, speaking from this rostrum a few days ago, when he stressed that major problems regarding the social responsibility of transnational companies must be tackled at the national and international levels, and in such organisations as the ILO.

The list of current problems in whose solution the ILO should be actively participating but has unfortunately not participated thus far is a long one. Millions of people in the world who have lost their jobs or who have never found a first job, who are condemned to deprivations, who have lost their sense of usefulness or purpose in society, and lost the feeling of living a full, dignified life, these are the people who expect the ILO to face realities and the needs of today.

There is today a question of supreme importance, on which the future of all people—industrial, agricultural and non-manual workers, men and women, children and the elderly—depends. I refer to the question of maintaining peace. Our planet is living in a period of great complexity. At a time when the threat of a totally annihilating nuclear catastrophe hangs over mankind, broad sections of society, and first and foremost the workers and their trade unions, all agree that the most important and basic human right is the right to life. Clearly, the ILO must pay particular attention to the defence of this basic right since if it is not assured, the struggle for all other human rights loses its meaning.

The arms race is not only pushing humanity towards the edge of the abyss; it is already having the most baneful effects for working people and, more particularly, is leading to further growth in unemployment, as the resources used for 3 military purposes are capable of providing a considerably smaller number of jobs than they would in peaceful branches of industry.

Every minute more than \$1 million are spent for military purposes. At the same time hundreds of millions of people are suffering from hunger and malnutrition, 1,500 million people receive no medical attention, and more than 250 million children of under 14 years of age are unable to receive any education.

Halting the arms race and the transition to genuine disarmament—this would be an effective means of solving global problems in the area of food, raw materials, energy, ecology, poverty, illiteracy and disease.

Bearing in mind that workers throughout the world are vitally concerned in the solution of these problems, the ILO should adopt far-reaching and consistent measures to investigate the socio-economic consequences of the arms race and disarmament. Yet the practical contribution of the Organisation in this area has so far been imperceptible. Neither the resolution adopted by the General Conference in 1981 nor the decisions of the November 1982 Session of the Governing Body on these subjects have as yet been implemented.

We consider that the question of the link between disarmament and social policy should be discussed at one of the forthcoming sessions of the General Conference. It would undoubtedly be a useful step to convene, with the participation of the ILO, international meetings and symposia on the socio-economic aspects of disarmament. The ILO should intensify co-operation with other international organisations regarding this question, and thereby respond to United Nations General Assembly Resolutions 38/188J and 39/151E, which called on the specialised agencies and other bodies and programmes in the United Nations system to increase their contribution within their fields of competence to arms limita-

tion and disarmament. It is the duty of the Organisation to contribute to international co-operation in the field of peace and disarmament. The workers are awaiting real action from the ILO in this sphere.

In this connection we believe that the constructive proposals contained in the Declaration of the socialist countries for improving the ILO's activities should be implemented without delay.

Statements made by the delegates of many countries have rightly stressed the importance of issues concerning the right to work, consideration by the ILO of the socio-economic aspects of disarmament, improvement of the Organisation's standard-setting activities and its structure. It is in the solution of these questions on the basis of equal co-operation, and not in attempts to cast doubt on the social foundations and socio-economic systems of sovereign states, that we see the way to increasing the effectiveness and hence the authority of the Organisation.

In this connection, we fully dissociate ourselves from the telegram which was sent to the Government of the Polish People's Republic allegedly in the name of the entire Workers' group. I believe that such activities create serious harm for the normal activities of the Organisation.

Recently our people, like many other peoples of the world, celebrated the 40th anniversary of the victory over fascism. This victory was not easily won. Our country suffered incalculable disasters. In the Ukraine the fascists destroyed some 714 towns and villages, and more than 43,000 industrial enterprises and collective farms. Ten million persons were left homeless. In the 40 years since the war our people in the fraternal family of the peoples of the USSR have achieved a great feat: they have rebuilt towns and villages out of the ruins, and ashes, created a modern economy and generated a flourishing spiritual life.

Today the economy of the Ukraine is developing dynamically and the property of the people is steadily increasing. In 1984 350,000 comfortable apartments were constructed; new schools of general education were built to accommodate 148,000 children; 380,000 specialists and 450,000 skilled workers were trained and appointed to jobs in the national economy.

The trade unions, whose membership numbers 26 million, play a significant role in the social, economic, public and cultural life of the Ukrainian SSR. One of the most important aspects of the activity of the trade unions of the Republic lies in implementing the right of the workers to manage production, which is laid down in the Constitution of the Ukrainian SSR, the Labour Code and the recent Law on Work Collectives. Trade union organisations participate directly at all levels in the elaboration of production plans, the plans for the introduction of new technology and the social development plans. On behalf of the manual and non-manual workers the trade union committees conclude collective agreements with the management and exercise supervision over their implementation. They have the right to supervise the activities of management and to hear reports from the management and to adopt decisions with which management must comply. The trade unions of the Republic make wide use of such rights. The management of the undertakings must assist the activities of the trade union organisations. Moreover, the legislation provides for persons in positions of authority to be liable for actions that impede the trade unions

from fulfilling their immediate functions. It must also be stressed that the labour legislation of the Republic provides additional guarantees for elected trade union representatives: they cannot be transferred or subjected to disciplinary measures or fired without the agreement of the competent trade union body or the higher trade union organisation. It seems to us that questions relating to the implementation of the wide rights and possibilities enjoyed by the trade unions in our country could be of considerable interest to trade unions in other States Members of the ILO and we are always ready to share this experience with them.

In conclusion we should like to express once again the hope that the ILO, whose role is to serve the noble cause of lasting peace and social justice, will remain true to these high ideals proclaimed in its Constitution.

*(Mr. Grekov takes the chair.)*

*Interpretation from Portuguese:* Mr. JUDAS (*Workers' delegate, Portugal*)—Mr. President, I would like to ask you to accept my congratulate on the great responsibility with which he has been entrusted to you by our Conference.

Nearly all the speakers that have spoken before me have mentioned a serious and profound world crisis.

The Report of the Director-General, taking the same point of departure, has given us much food for thought, particularly with respect to the effects of these crises on labour relations.

It is true that the Report refers also with great competence to the major causes of the present world crisis, particularly as regards the structural changes in the economy, in technology, in the methods of production and in the nature and composition of the workforce.

We note that the Report cautiously avoids taking a stand on the most serious implications of the implementation of the liberal economic and social policies which are at the very centre of the present-day debate.

We understand the caution behind this approach. However, we believe that it has considerable drawbacks.

First of all, it will be very difficult for the ILO to suggest proper solutions to the social problems of our day without mentioning their causes.

Secondly, the crisis on one hand affords scandalous profits for a restricted number of countries and employers, particularly the transnational companies and, on the other, causes serious damage to the vital interests of the majority of countries and the world population. This caution can therefore be interpreted as being an alignment with the measures which derive from economic liberalism and the resulting arms-race policy.

The ILO, during the past few years, has approved important documents which offer guide-lines for a new type of economic co-operation relations among nations and for solving the serious social problems that affect the workers in particular, with special emphasis on active policies to promote productive employment.

We consider that these guide-lines are basically applicable but they are clearly contradictory with the theses of haphazard liberalism applied by certain developed countries which they wish to impose on

the poorer countries, either through political military pressure or through the economic and financial asphyxiation applied by the financial and monetary bodies on which they hold the dominant posts.

A dramatic symptom of this pressure, which we condemn, is the brutal external debt of the least developed nations, the huge unemployment, the veritable social catastrophes of hunger, disease and poverty, which the mass media bring into our homes every day.

Portugal is one of the countries which are suffering from the effects of the international crisis and of unfair financial, technological and commercial relations which resemble leonine contracts of plunder and exploitation of the weakest by the strongest.

It would be an oversimplification and something less than the truth to claim that the international situation alone is responsible for the profound economic, financial and political crisis affecting my country, the poorest country in Europe, whose external debt represents 88 percent of its GNP, inflation is 30 per cent, unemployment 12 per cent, fixed-term contracts 14 per cent, the minimum industrial salary equivalent of \$11 a month and where decisions of labour courts take three years on average to deal with a case.

The crisis in Portugal has profound internal and structural causes. Some stem from the 500 year colonial past, others are directly linked to the productive system inherited from the fascist regime which lasted for 50 years, and still others derive from contradictions in the profoundly democratic political process which led to the Revolution of 25 April 1974.

The complex situation faced by my country and the specific social characteristics of Portuguese society cast a very special light on the problems that are at the heart of the debate, and specifically in the Report of the Director-General, where it refers to collective bargaining, labour legislation and tripartism.

Of all these social phenomena to which I have referred, the most striking and worrying is the situation of workers who, though they work, are not paid regularly.

Since 1983, about 200,000 workers and their families in all fields of activities in the public and the private sector have suffered from this tragic situation. This unusual and serious problem has been the subject of a complaint by the CGTP-IN under article 24 of the ILO Constitution which is now before the Committee of Experts.

The delayed salaries perhaps initially occurred more or less spontaneously because of the economic and financial crisis but they fast became an indispensable policy instrument for the Government and the employers in so far as the climate of psychological instability, fear and insecurity enabled the Government to apply wage restraints in two years to reduce real wages by 15 per cent.

Furthermore, the employers have changed the balance of social forces in collective bargaining and violated Conventions already approved, essentially by encouraging so-called voluntary dismissals despite the legislation in force.

The CGTP-IN submitted to the Government several proposals concerning legislative, economic and administrative measures which were all rejected without any other solution to the problem having been found. Social dialogue no longer has any

meaning. Social dialogue and tripartism can only be genuine if all the partners accept human rights, including the right to a salary wage, as the minimum basis for their relations. When this basis does not exist, even with the best of intentions we risk being accomplices in the subversion of values that are universally recognised.

These are the fundamental reasons that have induced the CGTP-IN not to participate in the Permanent of Consultation Council, added to other reasons connected with its operation, structure and terms of reference.

Our persistent struggle against the innumerable violations by the Government of our right to participate and of tripartism have led to several complaints being presented to the ILO, a reflection of the CGTP-IN's dedication to true tripartism as a means of contributing in a concrete manner to the situation of the workers and the functioning of the economy.

The economic and social developments since the Second World War, particularly in Western European countries, are due inter alia to the recognition of the role of the trade unions as a factor of progress, the acceptance of their participation in social life, and tripartism.

During the last few years this trend has been bought by those who defend economic liberalism and who today hold important positions in all the developed market economy countries.

This is a one of the dangers which threatens the development of true tripartism.

Indeed, how is it possible to defend tripartism if trade unions are considered as an obstacle to development?

How is it possible to reconcile tripartism with the combined attacks of governments and employers on trade union rights and autonomy? What significance can tripartism have when governments systematically impose upon the workers the claims and solutions submitted by the employers?

In present circumstances, collective negotiations themselves, because they tend to deal solely with the claims of employers instead of constituting a factor of social progress, are going to become a source of social conflict.

Despite this, we believe that collective bargaining still has enormous potential and can play a decisive role in meeting development requirements and reducing conflicts and social tension.

Several times, without any response from the Government and employers, we have proposed new bases for collective bargaining.

Briefly the bases are the following: the broadening of negotiable issues beyond wage policies and living conditions to such matters as employment levels, productivity, reconversion and vocational training, etc. and, above all, the organisation of labour and the management of the production process; a firm guarantee of the right to information on economic, financial technological and commercial measures; and the restriction of the role of state legislation to the promotion of the maximum possible development of collective bargaining.

If this approach is adopted from the level of the undertaking up to that of the branch of activity, it is sufficiently flexible to be applied at different degrees of development and to various sizes of undertaking, and does not endanger the economic social rights of the workers.

It is also a solution which ensures greater technological development and hence increased productivity and profitability.

To sum up, this is a solution in line with Portuguese realities that served to counter a falsely liberal flexibility in industrial relations which only serves to jeopardise stability of employment and trade union rights, and to create equality through the application of minimum working conditions, safety for the benefit of the employers.

The crisis is necessarily, inevitably reflected in the ILO itself. A mere comparison of the topics being discussed at this Conference and some of the main concerns of the day (unemployment, industrial redeployment, Third World debt, arms race, etc.) fully confirms this assertion. It is suggested that we should discuss and take decisions on secondary matters, to the detriment of what is essential.

In man's long march through history crises have almost always preceded advent of renewal.

I have faith in the capacity and strength of all nations and men to achieve progress and I therefore have no doubt that the ILO will become even more dynamic in its practice of providing support and solidarity to all those who suffer from the effects of development, hunger, disease, tyranny and exploitation.

As a trade unionist, I am convinced that workers throughout the world will find in their present difficulties reasons to strengthen their co-operation and unity, thus seeing to it that the marvellous achievements of the contemporary scientific and technological revolution will be placed at the service of social progress, justice, freedom and peace.

Next year we will be commemorating the hundredth anniversary of 1st May, a date of deep and universal significance for mankind in general and for the workers in particular.

We urge the Governing Body and the Director-General to provide for ILO participation in this commemoration. If, as we hope, the ILO will be involved, the Organisation will be paying a deserved tribute to the irreplaceable role of the workers' fight for social progress and in the hearts of the workers will confirm the image of the organisation as being one in which they can rightly place their hopes.

*Interpretation from German:* Mr. MARX (*Employers' delegate, German Democratic Republic*)—I should like to congratulate Mr. Ennaceur most warmly on his election and would like to express the hope that the Conference will achieve results which will promote the interests of all workers.

A few weeks ago the 40th anniversary of the victory of the Soviet Union and its allies in the anti-Hitler coalition over Hitler's fascism was duly celebrated. Important consequences have been drawn from the main lesson of this historic event which is that one should fight war before it breaks out. They consist mainly in the development of dialogue so as to resolve critical problems. Some progress has been made along this path. If goodwill is at present on all sides, if dialogue is sought, there are justified prospects for the reactivation of détente. Political will and the readiness to engage in a dialogue to achieve concrete results are also necessary in the International Labour Organisation so as to overcome conservative positions and carry out the necessary adaptation to the present-day realities in the world.

This is the concern that lies behind the Declaration of the socialist countries on the situation in the International Labour Organisation. I am in full agreement with it. This also applies to the proposals in this document to promote measures to restrict the arms race and ensure disarmament, as well as the proposals regarding the need for energetic measures against unemployment so as to improve the working and living conditions of the workers and the elimination of discrimination in all sectors where it may exist.

You will certainly understand of as a representative of the directors of the socialist undertakings in the German Democratic Republic, I take up one question in particular, namely the effective participation on an equal footing of the directors of socialist countries.

The socialist directors have shown great patience in this connection so far. They had hoped that in the process of a search for a just solution, realistic positions would finally be adopted, and that fact would be looked at in the light of day, and that appropriate regulations would be adopted.

Another year has now passed again and in the attitude of the majority of the Employers' group there has been no positive change as regards the question of structure.

A seat and a vote for the directors of socialist undertakings in the Governing Body are indispensable in the interests of a better fulfilling of the tasks of the Organisation. The insistence on outdated and a thousand times refuted positions has already hampered the co-operation to the greatest extent. If no change are made, then the basis for co-operation can only be destroyed.

What are the arguments of those who are opposed to our participation on an equal footing?

Mr. Rowe, for instance, from this rostrum called us so-called employers. Of course we are not capitalist employers. In fact there are substantive differences as regards the attitude and actions of capitalist employers and socialist directors. These are due to the different production goals of capitalism and socialism. The action of capitalist employers is determined by the principle of maximum profits. The attitude of the socialist managers is characterised by a constant increase in labour productivity so as to ensure an increasingly greater satisfaction of the vital material and cultural needs.

If Mr. Rowe's comment was intended to denigrate our entrepreneurial abilities, then I would like to refer to the increase in production in my country which has been achieved in recent years. In 1984 national income increased by 5.5 per cent and labour productivity in the industrial sector increased on the basis of net production by 7.7 per cent.

Furthermore, it is well known that the combines of the GDR have extensive business relations with many Western undertakings. Since as we are valued partners in economic relations, I assume that the time is now ripe to give the representatives of capitalist undertakings the necessary instructions regarding co-operation in this Organisation also.

The argument that we are not true employers is no basis for true co-operation. I only hope that the Director-General was not trying to give support to those who work on the basis of this thesis when he raised with the Conference delegation on Structure the question of the definition of an employer.

As regards the reproach that we would not vote against our Governments, I have to say that our Governments are guided by the interests of the working people. We ourselves have no other interests. The voting behaviour therefore is an expression of the existing interests. We, at any rate, do not reproach the capitalist employers if they vote with their Governments and that happens often enough. We accept this and we expect that our voting behaviour will be respected in the same way.

Allow me to go into a few more aspects of the same basic problem, the attainment of participation on an equal footing by the socialist directors in the ILO.

Article 4 of the Constitution of the Organisation stipulates that every delegate shall be entitled to vote individually on all matters which are taken into consideration by the Conference. On this basis, in the Principles concerning the procedure to be followed for the Composition of Committees, adopted in 1959, the following is specifically stated: "The Conference has the duty to ensure equality of treatment for all Members attending the Conference. Specifically, this applies to the question of full participation in the work of the committees of the Conference."

As in earlier years at this Conference the majority of the Employers' group accepted only two socialist directors as members with the right to vote. I was refused participation as a titular member in the Committee on Structure. This is a clear violation of the provisions of the Constitution and the rules of procedure to which I have referred. And if one tries to justify this discriminatory practice by group autonomy, I can only say that the latter cannot invalidate the Constitution. I think this is quite clear from article 70 of the Standing Orders.

These clear provisions must be applied once and for all. We cannot have any further arbitrary actions.

A further aspect of discrimination consists in the fact that a socialist director has never held elective office. As far as we are concerned, we would carry out such a function correctly. We would not place the Organisation in such a situation as a certain Employer did who, because of open enmity against a country, withdrew the right to speak from the Minister of Labour of that country on a trivial pretext. What those present at the plenary thought about this was shown by the long ovation for the Minister.

As far as we are concerned, we will spare no effort to find real solutions for existing problems. We continue to be ready to talk. Discrimination, however, cannot be rewarded by our Governments' participating in the financing of Programme 225 of the Programme and Budget for 1986-87. I therefore agree with the joint Declaration made by the Governments of socialist countries on this point. Those who heard the Declaration will have noted that this situation will be different once the discrimination has been eliminated.

Mr. MATSEBULA (*Government delegate, Swaziland*)—Permit me to congratulate Mr. Ennaceur on his election to the presidency of this 71st Session of our Organisation. My delegation has no doubt that under his leadership this Conference will not fail to make a valuable contribution to the causes, aims and aspirations of the International Labour Organisation.

I wish at the same time to place on record my sincere gratitude and appreciation for the Director-



General's Report which is extremely informative, constructive and thought-provoking.

We have come to this international Conference at a crucial time for mankind, particularly in the developing world. In our part of the world the problem of unemployment has assumed an alarming dimension. It is a pity that the Report of the Director-General devoted all its energies to the principle of tripartism and collective bargaining, which concerns those of our people who are still in employment.

Swaziland has sent my delegation and me to this Conference at great cost; it was a sacrifice.

As I am standing here now, thousands and thousands of our Swazi people, both men and women, are going up and down the streets of urban centres and up and down the hills and valleys of industrial centres in search of jobs. These people have also to shoulder the responsibilities of bringing up their children as well as of feeding them, clothing them and sending them to schools. Indeed, Swaziland is not the only developing country in Africa which is in this predicament.

There are many firms which have closed down in Swaziland and others have pulled out to set up operations in the so-called Bantustans of the Republic of South Africa, leaving our people without jobs to live on. Even the rate of retrenchments is increasing tremendously. Over and above the mentioned number of unemployed and the retrenched, there is still an annually increasing number of school drop-outs, plus the school-leavers and graduates from training colleges and university. Under the circumstances, the Swazi people will not be impressed by or with voluminous resolutions and academic recommendations from this Conference; they will only be interested in strategies that will be easy to understand and to apply to the problem of unemployment.

Apart from unemployment, there is another most dangerous problem facing Swaziland and other countries, and that is the insufficiency of stable food production despite the availability of land and water. You must be aware that the Kingdom of Swaziland is one of the smallest countries on the continent of Africa but its problems are as big as of those that face big countries. My country does enjoy a relatively generous endowment of natural resources such as its soil, minerals, water and healthy sunshine, but Swaziland, all the same, does not produce enough food for her people. Even if a person is looking for a job, he must eat. This is another area we feel the Director-General should have commented upon. It is a well-known fact that a country which depends on imported food for consumption by its people is standing on unreliable foundations with regards to its independence because, as old people say, "He who feeds your stomach controls you". Hence, it is of paramount importance that we African countries should take the question of drawing up plans to produce enough food in our respective countries as a priority. Swaziland, however, has taken a decision to embark on a comprehensive programme to produce enough cereals, vegetables, fruits, eggs, milk and meat. This scheme embraces all parts of the country and we believe it may create a number of jobs for our growing population. Swaziland is asking for assistance of all forms in this regard.

It is the firm belief of my delegation that the International Labour Organisation was not instituted

to destroy existing institutions and traditions in member countries, especially those that are a foundation of for peace, unity and stability.

Regarding the agenda item on equal treatment between men and women, I wish to state that the principle of equal pay for equal work is applied to men and women in Swaziland. I may add here that the status of women in traditional Swazi society has been recognised from time immemorial. According to Swazi tradition, the head of any given family is a man. When he dies, his wife becomes the head of that family. The Swazi monarchy is made up of two offices, one is occupied by the King and the other is occupied by the Queen Mother, a woman who is the mother of the King. Upon the death of the King, the Queen Mother becomes Queen Regent as well, until the young King is enthroned. It is in this spirit that the relevant international labour Convention (No. 14) presents no difficulty in Swaziland and I must also mention that men and women are afforded equal opportunities in all sectors of employment.

Swaziland is consciously promoting industrial cooperation between the social partners within the provision of the Industrial Relations Act of 1980. We are also stimulating investment opportunities for foreign investors and for our Swazi entrepreneurs, and we are encouraging and promoting tourism. Furthermore, we are revising our training schemes with a view to producing well trained manpower for jobs available in the country. We believe the policy we pursue will lead to social, economic and political stability.

It is worth mentioning here that, because Swaziland does not have enough jobs to absorb the ever-growing population of jobseekers, some of our Swazi people migrate to sell their labour in the mines of the Republic of South Africa.

My delegation notes with interest the inclusion of the item in the agenda on safety in the use of asbestos. Although its unique properties of resistance to heat, acids and alkalis have played a great role in various industries, asbestos happens to be a noxious material, exposure to which has led to disabling diseases and even to the death of thousands of workers. Swaziland is one of the producers of chrysotile asbestos. Our asbestos mine employs over 2,000 people and it is the largest employer in the mining field in the country. We support the intention of adopting an international instrument on safety measures in the use of asbestos.

One other area which the Report of the Director-General did not touch on sufficiently, especially at this moment in time of unemployment and of retrenchment, is that of the businesses operating in developing countries which give employment to local people but are owned by foreign companies. Let me take my country as an example again. About 90 per cent of the firms that give employment to our people are foreign-owned. That is, they are in the country so long as business shows profits and the country remains peaceful and stable. They can leave the country at any time when they feel that business is insecure. Some firms moved out from Swaziland to set up operations in the Bantustans in the Republic of South Africa because Swaziland could not compete with the Republic of South Africa which offers massive incentives to business people to invest in the Bantustans. We would have liked the Conference to consider this matter and come up with a possible

solution that would be to the interest of the workers and to the benefit of the countries.

The following are some of the programmes Swaziland is undertaking with vigour and with immediate effect: the production of sufficient cereals, fruits, vegetables, eggs, milk and meat; the construction of adequate housing for workers in urban and rural areas; the construction, equipping and staffing of training institutions for Swazi employees; and the construction of more clinics in urban centres and in the rural areas to cater for the working Swazi population. We humbly request assistance of all forms to enable us to put these programmes through.

Mr. ESPOSITO (*Workers' delegate, Malta*)—On behalf of the workers of Malta, I take this opportunity to congratulate Mr. Ennaceur on his election to the presidency of the 71st Session of the International Labour Conference. I also congratulate the Vice-Presidents who have assisted and worked with him so that this Conference will produce positive results. At this late stage of the discussion on the Report of the Director-General, I can honestly state that we fully appreciate the good work he has performed and feel sure that he will carry on doing this good work up to the conclusion of this Conference. I also congratulate the Director-General for choosing industrial relations and tripartism as the subject-matter for discussion and for the Report that has been presented to this Conference.

The Director-General's review of tripartism has been made at a time when the world is facing difficult problems. It is essential to promote real dialogue through strong and effective organisations in order to get good results. The social partners refer matters to government only when there is disagreement. Employers and trade unions prefer to reach agreement through collective bargaining, but this is not always possible and, consequently, conciliation machinery has to be involved. Tripartism has been and will continue to be the essence of industrial relations in Malta in the private sector. We assure bipartism through the wages councils which cover all the different industries as well as through the National Employment Board and arbitration tribunals.

Tripartism has been very effective, especially during these times of economic recession. Many jobs have been saved through its implementation. We have made good progress in becoming involved in decision-making through collective bargaining and a number of workers have been appointed or elected to companies' or corporations' boards of directors.

We have also achieved self-management in our dockyard, which is the largest employer of labour apart from the Government. Its board of directors is elected every two years by the workers themselves. Our docks are also run in accordance with a tripartite system which has existed for the past 40 years. In a number of parastatal bodies, workers have been appointed to the boards of management. Consequently, today workers are much involved in decision-making. In order to prepare workers to be able to meet their new responsibilities, my union holds seminars on workers' participation.

The University of Malta is also involved in workers' participation studies and helps workers to train for responsible positions in the areas of self-manage-

ment and workers' participation. Groups of trade unionists from various countries in Europe come to my country to hold seminars on workers' participation and self-management in order to gain experience on the subject.

Unfortunately, my country, like other countries, is feeling the pinch of the economic recession. Since 1982, unemployment has gone up from 4 per cent to about 9 per cent at present. During the past 12 months we have succeeded in preventing unemployment from rising any further. The workers' movement believes in full employment. Therefore, I can state here that effective measures are being taken to create job opportunities in a number of local sectors in order to reduce the number of unemployed. We have realised that when the private sector is unable to invest, the public sector has to make up for this deficiency. Unemployed workers are already being recruited for infrastructure projects. We look forward to more jobs being created in the new harbour we are building and in the new shipbuilding yard.

The workers must, first of all, realise that they must use their united strength in the political field. We have done this since the birth of my union. We cannot forget that together with our political associates we have achieved not only improved living standards but also, and this is most important, we have gained independence in our country and freed ourselves from foreign military bases. We believe in a workers' movement, united politically and industrially, committed to work for the common good of the country and especially for the workers. We realise that this can only be achieved in a peaceful environment. We were not discouraged by getting rid of the foreign military bases even though this meant the loss of a substantial number of job opportunities. We not only support disarmament in word but also in deed, though we had to change completely our fortress economy into an economy based on peaceful servicing and industry.

We strongly support any measure taken by international bodies towards peace and disarmament. We strive towards achieving peace in the whole world.

We have also taken various initiatives aimed at turning the Mediterranean Basin into a peaceful zone. We have learnt the futility of war from our own experience during the Second World War.

I have just received welcome news from Malta about the opening of a new chapter of Malta's relationship with Europe and, in particular, with the European Economic Community. Following a resolution by the European Parliament, dated 13 June 1985, the Prime Minister of Malta, Dr. Mifsud Bonnici, made a statement in the House of Representatives in which he announced that Malta would now reconsider full participation in all the European organs of which it is a member. It is sincerely hoped that this new approach towards Europe will lead to a new agreement with the European Economic Community which would benefit Malta's trade relationship with Europe and in this way prove to be of benefit to the workers whom we here represent.

I conclude by once more reiterating the need to work for peace. Peace cannot be achieved unless there is disarmament and unless the nations of the developed North and developing South agree upon a new economic order which will enable all countries to



improve the standards of living of all people and achieve social justice.

*(Mr. Ennaceur takes the chair.)*

Mrs. KOLTHOFF (*representative of the Women's International League for Peace and Freedom*)—The Women's International League for Peace and Freedom has always taken much interest in the work of the International Labour Organisation and the Office. The ILO's goals to improve the working and living conditions of all workers and to promote peace based on economic progress and social justice are among those for which the Women's International League for Peace and Freedom has worked since its establishment in 1915. We are celebrating the League's 70th anniversary this year. In its work the League has always seen the struggle for economic and social justice and for disarmament and peace as one. As a women's organisation, we work primarily with women and pay particular attention to the situation of women.

This is a special year for women and their organisations. It marks the end of the United Nations Decade for Women, thus ten years of efforts toward attaining equality, development and peace. A world conference in July in Nairobi will assess the achievements of the Decade and the obstacles that have prevented the full realisation of the objectives put forward in 1975. The conference will, above all, define new strategies to help overcome these obstacles by the year 2000.

The International Labour Office has made an important contribution to the Decade for Women. Report No. VII on equal opportunities and equal treatment for men and women in employment assesses the ten years' work of the ILO in this area and recommends activities that would further advance the ILO's aims.

We thank the ILO and especially its Office for Women Workers' Questions for their efforts. We consider, however, that much more needs to be done to put an end to the discrimination against working women.

We wish to make a few observations and suggestions.

First, owing to real or disguised discrimination, women continue to be paid less than men in most countries and most jobs. We suggest that the ILO promote a vigorous information and education campaign to make the provisions of Conventions Nos. 100 and 111 known to the general public and particularly to women in or about to enter the workforce. We suggest also that the ILO assist in developing criteria for job evaluation and that it collect information on experience made in different countries in this field and make it available to others. The ILO should propose more efficient ways of breaking down the discrimination against women in the labour market and in access to job training.

Second, the ILO should enlist women's organisations in informing and educating women, particularly young women, about international standards and the provisions of international instruments dealing with working conditions and the rights of women workers. Such organisations will without doubt co-operate actively with the ILO in this field.

Women workers in developing countries, the majority of whom are in agricultural work, are in an

increasingly precarious situation. The ILO has undertaken a variety of projects in different countries in the Third World, mostly of an investigative nature, to improve the conditions of women. It has now evaluated a number of these projects and has drawn conclusions. We are confident that the ILO will undertake projects based on these findings. For example, the ILO should assist women to organise themselves and give support to their newly formed organisations until their existence is secured.

Women do not always benefit from national laws favourable to them because they are often unaware that these laws exist, or because there is a failure of state machinery to implement them. Again, the ILO should consider ways of disseminating information about legislation directly to women, particularly to rural women, highlighting the means to improve their conditions through the application of the legislation available.

Fewer women than men are members of trade unions and a large sector of women workers remains unorganised. We ask the ILO to consider ways by which it could receive and take action on complaints concerning violation of women workers' rights when submitted by women's organisations on the basis of documentation they receive from unorganised women workers, especially from unorganised rural women workers.

Women as agricultural day-labourers continue to suffer severe exploitation and difficult living conditions for themselves and their families. So do women in various kinds of home-based production. We fully support the observations and suggestions contained in the report on equal opportunities and equal treatment of men and women in employment that the special needs of these women must be given ongoing attention. They should also be assisted to free themselves from exploitation and to create conditions in which they can contribute to their full potential in meeting the economic and social needs of their communities and countries. We urge the ILO to increase its technical co-operation and fit it to the real needs of women. We fully agree that the women themselves need to be involved in this development. We also consider it urgent that the ILO propose concrete measures to ensure women equal access with men to land, education, training and credit and all other resources needed to improve their condition.

We agree with the ILO that "new opportunities for wage employment through expansion of export manufacturing, cash cropping or tourism ... do not necessarily bring women or men material security, healthy conditions of work or the dignity of respected labour". This corroborates information we have received about conditions of women working in multinational corporations in developing countries. We are therefore deeply concerned by the report on women workers in multinational enterprises in developing countries which the ILO and the United Nations Centre on Transnational Corporations have issued jointly as a contribution to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women which will be held in Nairobi in July. The report is made questionable by its limited data. We regret that this report does not present sufficiently thorough research and analysis to merit its presentation to such an important conference.

Third, the introduction of new technologies threatens the working conditions of women in their jobs. Occupations are likely to disappear. This is the case both for rural women in developing countries and for industrial women workers in developing and developed countries. In industrialised countries, a large sector of women is employed in service industries where computers are replacing them. We think it is an urgent task for the ILO to follow the development of new technological advances and their impact on the employment of women, and to be ready to propose effective measures to ease the transfer of women to new occupations and to train them in the use of new technologies, whether in agriculture, in the home, in the factory or in the office, in order to avoid an increase of unemployment among women.

The number of women in the workforce has increased immensely in the past ten years and the ILO foresees a still greater increase in coming years. Efforts need to be intensified to have the ILO Conventions ratified by member States.

We support recommendations that the ILO give its full and active support to women to organise themselves and to promote the participation of women in trade unions and their advance to decision-making levels in the unions so that the women's concerns and needs are given equal attention and their rights are defended. We also strongly support the suggestion that ILO actively assist the trade union federations in building trade unions in developing countries as well as strengthening existing ones in all countries.

Fourth, we strongly urge that the Office of Women Workers' Questions be given the means in terms of staff and budget allocations to carry out the many tasks needed to ensure that women workers are given the assistance and attention required in a rapidly changing world in which economic and social problems have reached a state of crisis. We request the ILO to consider the possibility of taking measures to ensure that all projects developed by the Organisation or in collaboration with other agencies take into account their impact on women and that women participate in their elaboration.

Fifth, women are particularly vulnerable in areas of armed conflict, under oppressive regimes such as in South Africa, under foreign occupation, and where they have the status of refugees and migrants. We make a plea to the ILO to give special attention to projects that will enable such women to catch up with lost schooling and have access to vocational training in order to assume their full responsibilities in economic and political life when they can again work freely in their countries. We plead that the ILO give increasing assistance to women suffering from the apartheid regime in South Africa and Namibia, many of whom have been forced into exile.

We recognise that the solution of many of these problems lies in reordering national objectives and in implementing the new international economic order declared more than ten years ago by the United Nations. We also recognise that peace and disarmament are essential prerequisites for improving economic and social conditions in the world, and that peace cannot be won without economic and social justice. We assure the ILO that the Women's International League for Peace and Freedom will continue its efforts to attain these goals.

*Interpretation from Arabic:* Mr. HUSSAIN (Employers' delegate, Iraq)—Mr. President, I am very pleased, on behalf of the Employers' delegation of Iraq, to be able to congratulate you on your election which gives the Arabs pride and is a particular tribute to Tunisia. Your experience and skill will ensure that the work of this Conference is conducted wisely and thanks to you this Conference is assured of a successful conclusion in the best interests of labour and the workers. I wish to take this opportunity to congratulate the Vice-Presidents on their election also.

The Report of the Director-General concerning labour relations and tripartite participation is very interesting. The analysis and interesting data which it contains make it well worth studying.

It examines industrial relations and the extent of progress achieved in that sphere. It reviews in detail all the economic, social and technological changes that have occurred in the developing and developed countries as well as their positive and negative consequences. The principle of tripartite discussion, which should provide the basis of any form of production, is of prime importance for it provides the best way of ensuring understanding and consensus.

The employers of Iraq have long since adopted the principle of dialogue and consultation for the settlement of problems between workers and employers in accordance with the legislation governing this dialogue. We have labour legislation which governs the various aspects of work and also hold bipartite and tripartite discussions on all matters relating to labour and social services.

I also studied with great attention the appendices to the Report of the Director-General, on the activities and projects of the International Labour Office. I wish to commend the efforts that have been made in this respect.

The private sector, like the public sector, is at the centre of the Government's interest, and in particular that of our President, Saddam Hussein, who has devoted particular attention to legislation on development and investment; under a new law, for example, land is provided free of charge for the establishment of factories. Imports of raw materials used in the production process are exempt from taxation. Soft loans are granted for production purposes, in addition to all the facilities already provided by the Government free of charge in the field of vocational training. The Government, of course, trains workers in vocational training centres free of charge.

Development in my country made considerable headway under the 1970-75 and 1976-80 development plans. Development has ensured social and economic well-being, for all classes of society. Employment opportunities have increased, and neighbouring countries which have a labour surplus export their surplus to us with a view to the full implementation of our development plans. Fraternal countries are helping us by sending us their manpower. The economic and social development that has been achieved in Iraq has encouraged our enemies to try to block us and hinder our development. This has encouraged reactionary countries to oppose all forms of progress in Iraq. Some of our neighbours are building up their armed forces along our borders. A war has been forced upon us. Our border towns are attacked on a daily basis. Our enemies have mounted the most violent attacks

against schools and hospitals; they have killed thousands of civilians, including children and elderly people. International organisations are fully aware of everything that is happening. The Red Cross is the best possible witness in this respect.

Our enemy has been using the most barbaric weapons to destroy villages and towns in my country, and despite all the efforts made by the Islamic Conference and all the other organisations the war is still going on. The enemy has not responded to the appeals that have been made and is bent on continuing a war that has already lasted for five years. The continuation of this war is a threat to international peace and security. We must, at all costs, reflect together on possible means of putting an end to this war.

Concerning the Report of the Director-General, on the situation of Arab workers in Palestine and other occupied Arab territories, which was prepared to follow up the situation pursuant to the ILO resolutions of 1974 and 1980, on the basis of the mission sent to the occupied territories, we have noted that there has been no progress with regard to the status of Arab workers in the occupied territories because the Zionist forces still refuse to observe the basic principles of international law and human rights. Their wages are minimal and cannot be compared to those of their Zionist counterparts.

The recruiting of Arab workers is conducted on an illegal basis. These Arab workers have no trade union rights, or rights as workers. The Zionist forces withhold a percentage of their wages and deny them the benefit of economic and social rights. Arab workers are thereby subjected to the worst type of exploitation imaginable.

The Zionist forces are continuing to establish new settlements, to the detriment of the Arab citizens and in violation of international law and principles, despite the harmful effects of these settlements on the Arab population. In the light of these facts we must take all measures to check the establishment of new settlements. Existing settlements must be dismantled in accordance with international resolutions. It is also absolutely necessary to stop Israel's participation in our Organisation, owing to its lack of respect for Arab citizens in the occupied territories.

Racial discrimination and long-standing disrespect for human rights are widespread in many countries of the world. This is unacceptable. Human rights are being violated a daily basis in South Africa, and we must therefore boycott this racist entity and sever all economic, political and cultural relations with South Africa. It is also necessary to expose the plots arranged between the Zionists and South Africa, because they pose a threat to international peace and security.

The agenda of this session is replete with very important subjects, including the reform of the structure of the Organisation, occupational health and equality between men and women in employment. The examination of all these subjects and the organisation of tripartite discussions with a view to studying these issues will no doubt help us to work out new forms of co-operation in order to draft the necessary agreements which will make it possible to make further headway in the field of industrial relations.

*(The Conference adjourned at 6.45 p.m.)*

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Mr. Matsebula, Mr. Esposito, Mrs. Kolthoff, Mr.  
Hussain.



**Provisional Record**  
Seventy-first Session, Geneva, 1985

**Third Item on the Agenda: Information and Reports on the Application of Conventions and Recommendations**

**Report of the Committee on the Application of Conventions and Recommendations**

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# Report of the Committee on the Application of Conventions and Recommendations

## PART ONE

### General Report

#### A. Introduction

1. In accordance with article 7 of its Standing Orders, the Conference set up a Committee to consider and report on item III of its agenda: "Information and reports on the application of Conventions and Recommendations". The Committee was composed of 208 members (105 Government members, 30 Employers' members and 73 Workers' members). It also included 10 Government deputy members, 35 Employers' deputy members and 62 Workers' deputy members.<sup>1</sup> In addition, 26 non-governmental international organisations were represented by observers.<sup>2</sup> The Committee elected its officers as follows:

*Chairman:* Mr. A. K. Tikriti, Government member (Iraq).

*Vice-Chairmen:* Mr. A. Wisskirchen, Employers' member (Federal Republic of Germany), and Mr. J. Houthuys, Workers' member (Belgium).

*Reporter:* Mr. K. Hagen, Government member (Netherlands).

The Committee held 21 sittings.

2. Pursuant to its terms of reference, the Committee considered the following questions: reports on the application of ratified Conventions, supplied under articles 22 and 35 of the Constitution; information on the submission to the competent authorities of Conventions and Recommendations adopted by the Conference, supplied under article 19 of the Constitution; and reports requested by the Governing Body under the same article on the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Labour Inspection Recommendation, 1947 (No. 81), the Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82) and the Labour Inspection (Agriculture) Recommendation, 1969 (No. 133).<sup>3</sup>

3. As usual, the Committee began its work with a general discussion of questions relating to the application of Conventions and Recommendations and the discharge by member States of their obligations under the ILO Constitution in regard to such instru-

ments. The Committee then considered the general survey made by the Committee of Experts on the Application of Conventions and Recommendations relating to instruments on labour inspection. Finally, it considered individual cases in respect of which the Committee of Experts had made observations in its report, concerning the application of ratified Conventions or compliance with the obligations to supply reports and to submit recently adopted Conventions and Recommendations to the competent national authorities. Owing to the limited time available to it, the Committee selected a number of such cases for discussion. Their examination was based, in particular, on the observations of the Committee of Experts, observations by the Conference Committee in previous years, the comments received from employers' and workers' organisations, and where appropriate, the reports of other ILO supervisory bodies. The governments concerned were called upon to supply written and oral explanations on the cases in question. A summary of the information supplied by governments, of the discussion in the Committee and of any conclusions reached by it is set out in Part Two of this report.

#### B. General questions relating to the implementation of standards

*Follow-up to the discussion of international labour standards at the 70th (1984) Session of the Conference*

4. The Committee was informed by the representative of the Secretary-General that the Office had made an analysis of the discussion on international labour standards which had taken place at the 70th Session of the Conference (1984). The Governing Body had examined a series of measures to be taken in this regard. In particular, it had decided to set up a tripartite working party with the following tasks:

- (a) to review the classification of existing Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979 and to submit a revised classification to the Governing Body for approval;
- (b) to consider and make recommendations to the Governing Body concerning future policy regarding the adoption of standards, including the pace of standard setting, the relative priorities to be given to the revision and consolidation of existing standards and to the formulation of standards on new topics, and priorities in deal-

<sup>1</sup> For changes in the composition of the Committee, see the reports of the Selection Committee, *Provisional Record*, Nos. 8 to 31.

<sup>2</sup> For the list of Organisations, see the report of the Selection Committee, *Provisional Record*, No. 8.

<sup>3</sup> Report III (Parts 1 to 3) to the International Labour Conference: *Summary of reports (articles 19, 22 and 35 of the Constitution)*; Report III (Part 4A); *Report of the Committee of Experts on the Application of Conventions and Recommendations*; Report III (Part 4B): *Labour Inspection*.

ing with the subjects listed in the revised classification for the possible adoption of new or revised standards;

- (c) to consider and make recommendations concerning subjects, among those suggested for the adoption of new or revised standards, which might be dealt with under the single-discussion procedure, preceded by a technical meeting;
- (d) to make recommendations to the Governing Body on any other aspects of the standard-setting work of the ILO which, in the view of the working party, it would be desirable to refer to it for consideration.

The working party was composed of 20 Government members (five for each of the four regions: Africa, America, Asia and the Pacific, Europe), ten Employers' members and ten Workers' members. It had held its first meeting on 29 May 1984 to elect its officers and to organise its work.

5. The Governing Body had also requested its Programme, Financial and Administrative Committee to resume discussion of the financing of delegations to the Conference. In addition, it had referred several questions to its Committee on Standing Orders and the Application of Conventions and Recommendations: the procedure for choice of subjects for the agenda of the Conference, the adoption procedure for Conventions and Recommendations, and the discontinuance of detailed reporting by governments on certain instruments. On this last point, the Governing Body had decided that detailed reports should no longer be requested on several Conventions which appeared to be out of date, subject to review if necessary.<sup>1</sup> The following safeguards had been provided in this regard. Thus if the situation developed in such a way that any of the Conventions concerned gained renewed importance, the Governing Body could again request detailed reports on their application. Similarly, employers' and workers' organisations would remain free to make comments on problems encountered in the fields covered by the Conventions concerned. On the basis of information provided in general reports or otherwise available (legislative texts, for example) the Committee of Experts would be free at any time to make comments and to request information on the application of the Conventions concerned, including the possibility of requesting a detailed report. Finally, the right to invoke the constitutional provisions concerning representations and complaints (articles 24 and 26) regarding the Conventions involved would remain unaffected.

6. For its part, the Office had already taken a number of steps, and others were envisaged. Thus, a study was under way on the interaction between ILO standards and technical co-operation; the Office was

also examining the feasibility of scheduling the meeting of the Committee of Experts on the Application of Conventions and Recommendations earlier; an analysis was being made of flexibility clauses in Conventions; another study would examine how ILO assistance to occupational organisations might be strengthened and improved in order to assist them in dealing with standards matters. The Office was also seeking, within the limits of budgetary constraints, to strengthen its promotional activities in the field of standards; special measures had been taken to encourage the implementation of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). The Office was likewise studying the possibility of simplifying the report forms.

7. Several questions related to the above-mentioned discussion on international labour standards are examined below.

### *Ratification of Conventions*

8. The report of the Committee of Experts showed that at 31 December 1984 the total number of ratifications had reached 5,167. In 1984, only 30 ratifications had been registered during the year, which was the lowest figure in the past ten years. The Committee was, however, informed that an appreciable number of ratifications had been registered since 1 January 1985.

9. A number of members of the Committee regretted the small number of ratifications registered in 1984. Some members considered that this constituted a negative reflection on the ILO's supervisory system. Other members considered that such conclusions could not be drawn from these figures and stressed, in particular, that the number of ratifications since the beginning of 1985 was already much higher than the total received in 1984. Some members also stressed the very large number of total ratifications of ILO Conventions. It was observed that it was not possible to draw precise conclusions from the experience of only one year, but that the economic difficulties facing many countries today were no doubt linked to this situation; in these circumstances, the reduction experienced in 1984 was perhaps an indication that, before ratifying a Convention, States took care to examine closely the commitments they would undertake. Some Government members (Cuba, France, Federal Republic of Germany, Switzerland) stressed that the Office should provide more assistance to States in this regard by explaining to them the precise nature of the commitments that they were considering undertaking.

10. In this connection, the Employers' members stressed the importance of the current review of the classification of international labour standards. This examination should be carried out with due regard to the present relevance of these standards and to the possibility of applying them in practice, because the aim of standard setting should be to draw up instruments capable of ratification by the largest number of States.

11. Various members recalled in this regard that, in preparing Conventions and Recommendations, it was necessary to take account of conditions reflecting

<sup>1</sup> Although a new examination of the matter is foreseen for the November 1985 Session of the Governing Body, this decision for the time being concerns the following Conventions: Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15), Inspection of Emigrants Convention, 1926 (No. 21), Recruiting of Indigenous Workers Convention, 1936 (No. 50), Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64), Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65), Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86), Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104), Protection against Accidents (Dockers) Convention, 1929 (No. 28), Sheet-Glass Works Convention, 1934 (No. 43) and Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49). The Governing Body has also decided that detailed reports concerning the application of the Right of Association (Non-Metropolitan Territory) Convention, 1947 (No. 84), should no longer be requested for non-metropolitan territories in respect of which declarations of application or acceptance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), have been registered.

different social, economic, political and legal systems, and to insert appropriate flexibility clauses in these instruments. The Employers' members recalled that the ILO Constitution, in article 19, paragraph 3, required particular conditions to be taken into account at the stage of formulating Conventions and Recommendations. Several members welcomed the initiative taken by the Office in undertaking an analysis of flexibility clauses in existing instruments. However, the Workers' members, as well as several Government members, stressed that flexibility should not mean laxity. It was observed, furthermore, that flexibility had no place in the fundamental field of human rights or at the stage of supervision. Although flexibility clauses might facilitate ratification, they should not be allowed to deprive an instrument of its substance.

12. The Government member of Czechoslovakia considered that in the sphere of human rights, broad principles had been identified which could be approached in different ways. Some room for flexibility was therefore conceivable. On the other hand, there should be little or no room for flexibility in the application of purely technical Conventions, especially where the health of workers was endangered.

13. The Government member of the German Democratic Republic wondered whether one might not consider the possibility of ratifying ILO Conventions with reservations, in accordance with the Vienna Convention on the Law of Treaties (1969). Another Government member (Belgium) opposed this suggestion and recalled that Conventions were adopted by a conference of tripartite composition; he also felt that reservations would be incompatible with the aims and purposes of Conventions.

14. Many members, and especially the Workers' members, stressed that governments should give priority to ratifying certain basic Conventions. They referred in particular to the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), the Collective Bargaining Convention, 1981 (No. 154), the Forced Labour Convention, 1930 (No. 29), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Several members also stressed the importance of ratifying the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

15. The Government member of Bulgaria and the Employers' and Workers' members of the USSR expressed concern about the failure by certain countries to ratify Conventions, particularly the most fundamental ones, despite the appeals that had been made. They considered that these countries were in an unjustly privileged position because they remained beyond the reach of the regular supervisory machinery. Other members of the Committee recalled that ratification was a voluntary and sovereign act and that the application of the Conventions was more important than ratification.

16. The Government member of China recalled that his Government had notified the Director-General that it confirmed the ratification of 14 Conventions which had been ratified before 1

October 1949. The Workers' members stated that they had noted this confirmation with satisfaction.

#### *Supervision of the application of Conventions and Recommendations*

17. A very large number of members of the Committee stressed the quality of the work of the Committee of Experts on the Application of Conventions and Recommendations. In particular, they noted the independence, objectivity and impartiality which it had shown in its work.

18. More generally, the Workers' and Employers' spokesmen, speaking on behalf of the majority of their members, as well as many Government members, expressed support for the ILO's supervisory system. One Government member (Uruguay) also expressed his appreciation to the ILO and its supervisory bodies for the role they had played in defending freedom of association and protecting the workers and their rights in his country. The Workers' spokesman added that workers needed the supervisory machinery and firmly wished to maintain it.

19. The Government members of Bulgaria, the Byelorussian SSR, Czechoslovakia, the German Democratic Republic, Hungary, the Ukrainian SSR and the USSR, the Employers' member of the USSR as well as the Workers' members of Bulgaria, the Byelorussian SSR, Czechoslovakia, the German Democratic Republic, Mongolia and the USSR, referred to the Declaration sent by their countries in March 1985 to the Director-General of the ILO concerning the situation existing within the ILO, and in particular to the criticisms made in it concerning the composition and functioning of the supervisory machinery; they considered that the supervisory bodies were being increasingly transformed into a tribunal in regard to a number of countries. While stressing that supervision was indispensable and therefore rejecting allegations that their aim was to dismantle the supervisory machinery, they considered that the proposals for restructuring this machinery made by their countries at the 1983 and 1984 Sessions of the Conference, if implemented, would help to strengthen co-operation within the ILO and would contribute to improving the system. This would avoid confrontations within the Organisation. They recalled that they had refrained from participating in the Governing Body Working Party on International Labour Standards precisely because it was not given the mandate to re-examine the supervisory procedures, and also because the composition of the working party did not ensure, within each of the three groups, an equitable representation of all social, economic and geographical groups within the ILO; a draft resolution aimed at correcting this situation had been submitted to the present session of the Conference. The Government member of Czechoslovakia stated that the majority decision taken by the Governing Body was not acceptable to the socialist countries; the problems of the ILO supervisory machinery were of such vital importance that they should be discussed and commonly agreed solutions sought. The Government member of Bulgaria and the USSR Workers' member stated that the socialist countries concerned wanted the Conference to adopt general rules and principles to guide the



work of the supervisory bodies with a view to taking account of the realities existing in the world today.

20. Several of these members added that the Committee of Experts, in examining the application of international labour Conventions, should take account of the concrete socio-economic conditions in the countries concerned. The Government member of Hungary pointed out that the Committee of Experts' conclusions did not depend only on the legal situation, but also on the factual situation, and consequently the necessity of heeding local conditions could not be denied. The Government member of the USSR stated that the Committee of Experts' General Report revealed a number of negative trends. He referred to the drop in the number of ratifications of Conventions, to the decrease in the number of reports sent by States on ratified Conventions, to the considerable number of comments by the Committee of Experts to which no reply had been given, to the constant decrease in government reports containing information and data on the practical application of Conventions, and finally to the drop in the number of reports received on unratified Conventions and on Recommendations under article 19 of the ILO Constitution. These factors were also mentioned by the Government members of Bulgaria, Cuba, Czechoslovakia, the German Democratic Republic and the Syrian Arab Republic, by the Employers' member of the USSR and by the Workers' member of Mongolia, as evidencing the need to re-examine the ILO's supervisory machinery.

21. The Government members of China, India, Saudi Arabia and the Syrian Arab Republic considered that the Committee of Experts and the other supervisory bodies of the ILO should be more flexible in their evaluation of observance of Conventions, and should take account of the particular problems faced by developing countries. The Government member of the Islamic Republic of Iran stressed that supervision should also be adapted to the different value systems.

22. The spokesmen of the Employers' and Workers' members, speaking on behalf of the majority of their members, as well as many Government members, considered that the criticisms of the supervisory machinery mentioned in the preceding paragraphs were unjustified. The Government members of Australia, Austria, Belgium, Canada, the Netherlands, Spain, Switzerland, the United States and Uruguay stated in particular that, while flexibility was justified at the stage of drawing up standards, there could be no place for it supervising the application of standards. The Government member of the Federal Republic of Germany indicated that the obligation to respect ILO Conventions was based on a freely chosen commitment; in assessing whether such a commitment was respected, account could not be taken of the economic and social conditions in the different countries, since that would involve double standards. The Government member of France recalled that the work of evaluating observance of Conventions was of a legal nature and one could not play about with precise texts. The spokesmen of the Workers' and Employers' members, speaking on behalf of the majority of their members, as well as the Government members of Austria, Belgium, Canada, France, the Federal Republic of Germany,

Spain and the United States recalled that the terms of reference of the Working Party on International Labour Standards had been laid down by the ILO Governing Body and considered that its decision should not be called into question.

23. The Government member of Portugal considered that several factors proved the vitality of the supervisory system. She referred particularly to the total number of cases of progress, the constant increase in ratifications, the increase in representations and complaints (under articles 24 and 26 of the ILO Constitution) and in complaints before the Committee on Freedom of Association, as well as the growing role of workers' and employers' organisations. The Government members of Australia, the Federal Republic of Germany, Switzerland, the United Kingdom and the United States, and the Workers' member of the Netherlands, also referred to the number of cases of progress noted over the years by the Committee of Experts and stressed the qualities of the present ILO supervisory system.

24. The Employers' and Workers' members recognised that failure to respect the obligation to supply reports gave the countries concerned an unjust advantage since in such cases one could not assess whether the Conventions were respected. Some Government members, however, stressed the administrative burdens that these reporting obligations represented even in countries which had an established administrative tradition. The difficulties facing young nations in assuming these constitutional obligations were clearly even greater. It was also pointed out that the countries named by the Committee of Experts (in paragraph 96 of its Report) as not having sent the reports or most of the reports requested were, with one exception, developing countries. The Employers' and Workers' members indicated that they appreciated these difficulties. This question is considered in greater detail later in this report.

25. Some Government members (German Democratic Republic, Mexico) questioned the competence of the Committee of Experts to interpret ILO Conventions. The Government member of Spain recalled that, under article 37, paragraph 1, of the ILO Constitution, the International Court of Justice was competent to decide questions or disputes relating to the interpretation of international labour Conventions. Reference was made to the indications given by the Committee of Experts in its Report of 1977, when it had last reviewed its principles and working methods. It had recognised that its terms of reference did not require it to give interpretations of Conventions and that the competence to do so was vested in the International Court of Justice. Nevertheless, in order to carry out its functions of evaluating the implementation of Conventions, the Committee had to consider and to express its views concerning the meaning of certain provisions of Conventions. It was also recalled that, in his Report to the Conference in 1984, the Director-General had indicated that a State could not be forced to accept the views of the Committee of Experts or of the Conference Committee or to act upon them; where major divergencies of interpretation arose, the ILO Constitution provided means to resolve them through commissions of inquiry or the reference of



certain questions to the International Court of Justice. An example of this was to be found in an observation made by the Committee of Experts this year.

26. Many members of the Committee recalled that the Committee of Experts and the other supervisory bodies were not tribunals; it was by dialogue that these bodies assisted States in overcoming difficulties encountered in the application of particular Conventions.

27. The Employers' spokesman as well as the Government members of Belgium, Denmark, Finland, the Federal Republic of Germany, Iceland, the Netherlands, Norway, Portugal and Sweden welcomed the decision of the Committee of Experts to undertake in 1986 a preliminary discussion of its principles and methods of work with a view to including an updated statement in its 1987 Report. The Government member of the Federal Republic of Germany stressed that the Committee of Experts must continue its work in complete objectivity, impartiality and independence. The Government and Workers' members of the USSR questioned, however, whether these principles and working methods were within the competence of the Committee of Experts, and whether they should not be determined by the ILO Constitution or by the Conference. The Government member of France recognised that the Committee of Experts was not provided for in the ILO Constitution because that instrument could not foresee everything; the Committee of Experts was also not provided for in the Standing Orders of the Conference because the Committee was not an organ of the Conference. He observed that the ILO had two sources of law: one written, the other customary, and it was this second source—of equal force—that provided the basis for the Committee of Experts. It was recalled that, in his reply to the discussion on international labour standards which had taken place in the Conference in 1984, the Director-General had stressed that one of the characteristics of the ILO supervisory system was that the bodies concerned had always enjoyed a large measure of autonomy within the framework of generally defined terms of reference, which had allowed them to determine their own working methods. This was true, for example, for the Committee of Experts and the Committee on Freedom of Association, whose terms of reference had been laid down by the ILO Governing Body in general terms; it was also true for the Conference Committee whose terms of reference were defined in general terms in article 7 of the Standing Orders of the Conference. The methods used by these bodies had developed progressively and pragmatically and, from time to time, these bodies had re-examined their principles and working methods. It was against this background that the Committee of Experts had decided to undertake such a review at its 1986 Session.

28. The Government member of the Syrian Arab Republic, the Employers' member of Iraq, as well as the spokesman of the Workers' members regretted that the Report of the Committee of Experts had been received late by members of the Committee. It was pointed out that this problem, which was not easy to solve, was being examined by the Office. Specialists in organisation and methods were study-

ing the feasibility of having the Committee of Experts' meeting earlier. They would take account of the exigencies of the various units of the Office concerned, but also, and above all, of the needs of member States, as well as the views of the members of the Committee of Experts.

#### *Constitutional procedures of representations and complaints*

29. The Report of the Committee of Experts contains indications concerning a number of cases in which use had been made of the constitutional procedures of representations and complaints (articles 24 and 26 of the Constitution). The Workers' members and the Government members of Portugal and Spain pointed to the increase in the number of such cases as evidence of confidence in the supervisory system. The Employers' members stated that these procedures permitted a form of communication and dialogue which the States concerned should accept. The spokesman of the Workers' members welcomed the acceptance by the Government of the Federal Republic of Germany to collaborate with the Commission of Inquiry which the Governing Body, at its 230th Session (June 1985), had decided to establish to examine the observance by that country of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

#### *Practical application of Conventions*

30. Several speakers stressed the importance of ensuring compliance with ratified Conventions not only in law, but also in practice and the need for the Committee of Experts to examine the application of instruments also from the latter point of view. The Employers' members regretted that only 39 per cent of the reports contained the information requested on the practical application of Conventions.

#### *ILO assistance in the implementation of international labour standards*

31. The Report of the Committee of Experts contained indications on visits to a number of countries by ILO representatives in the preceding 12 months. A direct contacts mission had visited Turkey and advisory missions had taken place in Argentina and Pakistan. In addition, the regional advisers on labour standards, whose task consisted essentially in assisting governments to fulfil their obligations under the ILO Constitution and ratified Conventions, had visited a large number of countries. Several regional, sub-regional or national seminars on international labour standards had taken place; others were planned. A number of national officials and a trade union leader had also spent training periods with the International Labour Standards Department of the ILO.

32. There was broad agreement that the various activities undertaken by the ILO with the aim of supplying advice, assistance and training in the standards-setting area had had very positive results. The Workers' members stressed once again the importance which they attached to these measures and expressed the hope that budgetary constraints would not limit these essential activities. The Workers' member of the United States particularly stressed this point. He mentioned the difficulties of develop-

ing countries in preparing reports and in implementing certain complex standards. The Employers' member of the United States supported this statement. The Government members of certain countries where direct contacts had recently taken place emphasised the value of this method in overcoming, in a spirit of dialogue, the difficulties encountered in the application of standards. The Employers' member of Iraq stressed the usefulness of seminars devoted to international labour standards in aiding States to surmount the administrative difficulties which they faced in this field.

33. The Workers' member of France stressed the importance of disseminating information on the ILO's standard-setting activities and of tripartite collaboration. He added that the texts of Conventions and Recommendations as well as the results of the ILO's work should be made known to workers, who often were unaware of them.

34. The Government members of Belgium and India considered that technical co-operation programmes should be developed with the view to implementing international labour standards. The former feared that in certain cases there might be a lack of co-ordination within the ILO between standard-setting and technical co-operation activities; that was why the study being undertaken on the interaction between these activities was particularly welcome.

#### *Role of employers' and workers' organisations*

35. The Employers' and Workers' members, as well as several Government members (Netherlands, Portugal, Syrian Arab Republic) observed that an important role should be played by employers' associations and trade unions in the implementation of international labour standards. Many members, and in particular the spokesman for the Workers' members, therefore welcomed the considerable increase in the number of comments transmitted by workers' and employers' organisations. One Government member (Netherlands) felt that the immediate submission of criticism to the ILO might sometimes represent an overhasty reaction and that it would be more useful to raise the matter in the first instance with the national authorities; his Government would, in future, contact employers' or workers' organisations which made comments.

36. It was noted that the Committee of Experts intended to examine in 1986 the experience of recent years as regards the presentation of comments by employers' and workers' organisations on matters concerning compliance with obligations relating to ILO standards and the manner in which consideration is given to such comments in the supervisory process.

#### *Collaboration with other international organisations*

37. Several members welcomed the collaboration by the ILO with other international organisations in the field of standards and hoped that it would develop even further. Reference was made in particular to co-operation between the ILO and the United Nations in the application of the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political

Rights, and with the Council of Europe in the implementation of the European Social Charter and the European Code of Social Security. The Workers' member of the Netherlands urged the ILO to have discussions with the European Communities to find solutions which would ensure the normal fulfilment of the requirements of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) by States which had ratified that Convention in respect of subjects for which the European Communities claimed exclusive competence.

38. The Government member of the Byelorussian SSR and the Employers' member of the USSR questioned the usefulness of the ILO establishing contacts with the International Monetary Fund and other financial institutions of this kind concerning the implementation of ILO Conventions, which did not refer to them. The Workers' members of Austria and Pakistan, on the other hand, welcomed the efforts made by the Director-General to ensure better collaboration between the ILO and international financial institutions such as the IMF. In their opinion, such co-operation was essential to ensure that due account was taken of ILO standards. It would likewise be helpful if, in future, the Committee of Experts' report would contain information on the results of the efforts made by the Director-General to improve relations between the ILO and the IMF. The Government member of Portugal welcomed the initiative taken by the Director-General to call a meeting of Ministers of Labour, Finance and Planning, leaders of workers' and employers' organisations and senior officials of international organisations to examine the impact of financial and monetary policies on employment and poverty; this meeting would allow a broadening of dialogue on a tripartite level with the international institutions concerned. It was also recalled that, in a case recently examined by the Committee on Freedom of Association in which recommendations made by the IMF had been questioned, that Committee had concluded generally that governments should fully respect the commitments entered into by ratification of ILO Conventions and that a State could not invoke other commitments or agreements to justify departure from ratified Conventions.

#### *Implementation of the Employment Policy Convention, 1964 (No. 122)*

39. In paragraphs 46 to 54 of its Report, the Committee of Experts had made general comments on the application of this Convention and drawn attention to the different types of policies and measures which, in its opinion, had had or could have positive effects on employment.

40. The spokesman for the Workers' members supported these comments. He recalled the great responsibility of governments and national parliaments as regards employment and stated that dialogue between employers, workers and the public authorities in this area was essential. In many countries, workers had been called upon to accept considerable sacrifices to improve the competitiveness of undertakings; it was therefore only fair that the latter should give something in return. Despite some improvements, the situation remained alarming in industrialised market economy countries; it was even

more so in developing countries. The problem of employment could not be resolved by one country: its solution required international co-operation. Several Government members (Denmark, Finland, Iceland, Norway, Portugal, Sweden) also emphasised the constructive examination of these problems by the Committee of Experts and expressed the hope that it would continue these efforts. The spokesman for the Employers' members recalled that the Committee of Experts had shown some optimism last year and again this year; nevertheless major and complex problems continued to affect the employment market throughout the world.

41. The Government members of Bulgaria, the Byelorussian SSR, Cuba, Czechoslovakia, the German Democratic Republic, the Ukrainian SSR and the USSR, the Employers' and Workers' members of the USSR, and the Workers' members of Bulgaria, the Byelorussian SSR, Czechoslovakia and Mongolia stated that they found it difficult to share the Committee of Experts' optimism, even though cautious, at signs of a halt in the increase, or even a slight fall, in the level of unemployment: the present state of employment in industrialised market economy countries did not justify any such optimism, when one remembered that unemployment particularly touched certain vulnerable groups of the population, such as young persons, women, and minorities, and if account was taken of the growing number of long-term unemployed. They suggested that the experience of socialist countries in implementing the right to work should be included in the report. Most of these speakers also regretted that, contrary to the situation in the United Nations, no ILO instrument established the right to work, although the socialist countries had been insisting for many years on the recognition of this right in a special Convention and had done so again in their Declaration of 29 March 1985. They added that they could not accept the view that Convention No. 122 proclaimed the right to work, in view of its vague terminology. Several of these speakers viewed positively the way in which the Committee of Experts had distinguished between industrialised market economy countries, developing countries and countries with a centrally planned economy, by reference to their economic and social characteristics, in relation to employment, as well as by the references it had made to interesting developments in this field in certain countries with planned economies, where the right to work was laid down in the constitution. They considered that the causes of unemployment in market economy countries required fuller analysis.

42. The spokesman for the Employers' members, speaking for the majority of these members, considered that the words "right to work" were not a miraculous remedy for inclusion in national legislation. In fact, the question was to know what exactly was the right to work. Under Article 1 of Convention No. 122, it was the right to full, productive and freely chosen employment, i.e. without forced labour. Governments, employers and workers should be called upon to bring about the economic conditions which would allow the exercise of the right thus defined. According to the above-mentioned Article, employment policy went together with economic growth and development. In this regard, the speaker had noted with interest the efforts made in countries with

planned economies to increase productivity. Convention No. 122 also covered underemployment, hidden unemployment, even if this form of unemployment did not appear in the statistics. The spokesman for the Workers' members, speaking for the majority of these members, indicated that in industrialised market economy countries the workers were very aware of the problems of unemployment and had themselves spoken of it. It should be remembered, however, that unemployed persons in those countries received substantial benefits. He considered that problems also existed in countries with planned economies, even if the workers in those countries did not discuss them. He then referred to unemployment in developing countries where the situation was particularly serious, and appealed for everyone's solidarity.

#### *Application of Conventions to offshore industrial installations and in export-processing zones*

43. The spokesmen for the Workers' and Employers' members stressed the value of study of these questions by the Committee of Experts and considered it necessary to continue the collection of information on these matters which were both important and complex, and where solutions varied considerably from one country to another. The Workers' members stated that they would like to have new standards adopted on these questions. The Workers' member of Norway stressed the lack of clarity as regards the legal position of workers on offshore installations and the urgent need for action by the ILO to contribute to the clarification of the situation. The Employers' members welcomed particularly the preparatory study on the application of Conventions and Recommendations to offshore industrial installations which had been included in the budget proposals for 1986-87 adopted by the Conference this year. During the discussion of certain individual cases, attention was drawn to the relationship between conditions of workers employed in export-processing zones and the policies and standards to be respected by multinational enterprises.

#### *Equality of treatment of men and women in social security*

44. In its Report, the Committee of Experts noted recent developments concerning equality of treatment for men and women in social security at the international level; it referred in particular to the Directive of the Council of the European Communities of 19 December 1978 on this matter. The Committee of Experts considered that it would be desirable to study the question of adopting universal standards on this subject. Several Government members (Denmark, Finland, Iceland, Norway, Sweden, United Kingdom, USSR) stated their support for this suggestion.

### **C. Reports requested under article 19 of the Constitution**

*Labour Inspection Convention (No. 81) and Recommendation (No. 81), 1947; Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82); Labour Inspection (Agriculture) Convention (No. 129) and Recommendation (No. 133), 1969*

45. The Committee held a discussion on the general survey made by the Committee of Experts, on the basis of reports requested under article 19 of the Constitution, concerning a number of instruments dealing with labour inspection: the Labour Inspection Convention (No. 81) and Recommendation (No. 81), 1947; the Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 133), 1969. In addition to the information supplied under article 19 of the Constitution, the survey took account of information supplied by ratifying States under article 22 of the Constitution on Conventions Nos. 81 and 129. Reports received from 132 States were thus examined. The survey also took account of comments received from 14 employers' or workers' organisations.

#### *General comments*

46. The entire Committee stressed the exceptional quality and the exhaustive, objective and impartial character of the general survey made by the Committee of Experts, which described fully the contents of the instruments on labour inspection and the experience amassed at the national level in applying them. The survey was a basic reference document which would be useful in tripartite missions, workshops and seminars dealing with labour inspection. It could also serve as a basis for consideration by governments and by employers' and workers' organisations on the situation of labour inspection in their own countries and the measures which might be taken to improve its effectiveness.

47. The Workers' member of India congratulated the Committee of Experts on its excellent survey, but would have liked the report to contain more references to the situation of inspection in the mining sector. The Government member of Saudi Arabia would have liked the general survey to examine in more detail the working methods of the inspection services in different countries, which would have been especially useful for developing countries.

48. The Committee stressed the fundamental role of labour inspection in the protection of workers and the improvement of their working conditions. The analysis of the reports showed that this role is recognised by all governments. Several members of the Committee agreed entirely with the Committee of Experts' statement that "however advanced it may be, a country's labour legislation is liable to remain a dead letter if there is no system of labour inspection to enforce it", and recalled that the ILO Director-General had stated to the 48th Session of the International Labour Conference (1964) that "labour legislation without inspection is an essay in ethics rather than a binding social discipline". Several members of the Committee stressed that the existence of efficient labour inspection services was indispensable for ensuring the implementation of national and international labour standards in everyday reality. The Government member of Belgium considered that labour inspection had an indispensable role in the formulation of a national labour policy, and was at the same time a way of extending ILO action on standards to the national level. The Government member of Switzerland and the Workers' member of Pakistan considered that the high rate of occupational accidents and diseases made the intervention

of the inspection services particularly important. The Employers' members pointed out that the improvement of working conditions was in the interests of the employers, the workers and the entire national community. The importance of labour inspection in developing countries was stressed by the Workers' member of Argentina. The Government member of the Ukrainian SSR and the Workers' members stated that need for supervision by the labour inspectorate made itself felt in particular in a time of economic recession in market economy countries. The Workers' member of Nigeria stated that it was difficult to talk of standards for workers and social protection when workers were threatened by unemployment, and this sense of insecurity undermined the work of the inspection services.

49. The Committee noted with satisfaction that Convention No. 81 had been ratified by an especially large number of countries (105). The Workers' members noted, however, that 18 countries had excluded from their ratification Part II, concerning labour inspection in commerce. They hoped that not only would those countries which had not yet ratified the Convention would do so, but also that the States which had not yet accepted Part II would study the possibility of extending their ratifications to the commercial sector, which had developed considerably in recent years. Convention No. 129 had so far been ratified by 23 countries. On account of the serious problems encountered in agriculture, which in many countries was the sector employing the largest number of workers, the Workers' members hoped that the Committee of Experts' survey and the discussion in the present Committee would contribute to improving the situation and would promote the ratification and application of this instrument.

#### *Scope and role of labour inspection*

50. Many members stressed that labour inspection should cover all sectors of the economy. In this connection it was noted that while Convention No. 81 applied to industry and commerce, a whole series of activities were not covered by the notion of commerce in many countries, such as laboratories, and postal and communications services. Members regretted the gap thus shown by the Committee of Experts' survey and stated that supplementary measures should be considered to extend Convention No. 81 to these activities.

51. Although the instruments covered by the general survey of the Committee of Experts did not deal with the maritime sector, the Workers' member of Argentina welcomed the ILO's efforts in this connection, in particular the adoption of Convention No. 147, by instituting the right of States to control the application of minimum standards to be observed on ships calling in their ports.

52. It was also considered that the competence of the inspection services should be extended to all workers whatever the status of the undertaking for which they worked: private, public, semi-public or co-operative undertakings as well as multinationals. The Workers' members pointed out that the supervision of public establishments encountered certain difficulties in practice and that the legislation was not always respected. Measures to reinforce the efficacy

of inspection services in this sector should be examined.

53. A Workers' member of Belgium stated that the supervision carried out by the labour inspectorate should cover not only the workers employed by the undertaking being inspected, but also those in the same workplace who were working for other employers, such as temporary workers or those working for subcontractors. In his opinion labour inspection should cover both the undertaking and the environment, because the new technologies being used in the workplace could create risks for the entire population. The question of the protection of independent agricultural workers was also raised by the Workers' member of Mali.

54. A number of members considered that labour inspection should be responsible for supervising the application of labour legislation in general (including, in the opinion of some members of the Committee, the legislation covering social security and collective agreements), for advising employers and workers, and for informing the competent national authorities of gaps in the legislation. The Employers' members thought that widening the scope of labour inspection beyond the fields of safety, health and the working environment could lead to a reduction in its effectiveness in these essential fields. The importance of the advice and information furnished by labour inspectors was emphasised by several members of the Committee. The Employers' members pointed out the necessity of instructing workers on safety and health, and of convincing them of the need to take measures in this connection. The Government member of Switzerland stated that the function of providing advice and information was complementary to the supervisory function, and that the basic objective of inspection was the prevention of occupational hazards. A Workers' member of Belgium noted that the advisory function of the inspection service should not replace the supervisory function, however important it might be.

55. Some members of the Committee pointed out the difficulties caused by the over-burdening of inspection services, referring in particular to the considerable development and increasing complexity of labour legislation, particularly in relation to safety and health. The Employers' members and the Government member of Bulgaria stressed the importance of avoiding a multiplication of the inspection services' activities to the detriment of their principal responsibility, which was to supervise the application of standards on occupational safety and health and working conditions.

56. The participation of inspection services in activities connected with employee relations gave rise to differing opinions. The Workers' members of Mali and of Senegal stressed the role of the labour inspectorate in the resolution of labour conflicts and in collective bargaining. The former stated, however, that the labour inspectorate was in great demand because of the economic crisis. On the other hand, the Employers' members expressed their doubts in this connection, and the Workers' member of India considered that labour inspection should have nothing to do with conciliation and arbitration.

57. The discussions in the Committee brought out the importance of the preventative responsibilities of the labour inspection services. The Government member of Finland, speaking on behalf of the five Nordic countries attending the Conference (Denmark, Finland, Iceland, Norway and Sweden) stressed that preventative guidance and approval at the planning stage could be more effective than inspection visits which, however, remained a fundamental element of supervision. The Workers' member of India also stressed that preventative information and supervision was essential. Technical problems were increasing, in particular because of the creation of new chemical substances and the increasing use of radioactive substances. Machinery and chemical products were created in one country and then used in another, but the necessary technical information was not transferred with them. He added that there were no provisions applicable to multinational undertakings, and no international co-operation on safety and supervisory measures, and that it was necessary to correct this.

#### *Institutional framework*

58. Several questions concerning the organisation of inspection services were discussed. The Government member of Finland, speaking on behalf of five Nordic countries, stated that, as had been indicated in the general survey of the Committee of Experts, the trend towards more unified labour inspection systems should be encouraged. In the opinion of the Employers' members, if specialisation of the inspection services in relation to an increasingly complex body of regulations was carried too far, there was a danger that different inspection services would intervene in one and the same undertaking, and a sensible balance should be struck in this connection. The need for co-ordinating the activities of the inspection services and of other authorities or institutions with responsibilities for the prevention of occupational risks was pointed out by a Workers' member of Belgium.

59. Several members of the Committee stated that labour inspectors should enjoy a status and conditions of service—in particular wages—which assured them stability of employment and made them independent of changes of government and of improper external influences, as provided for in Article 6 of Convention No. 81. In this connection, the Government members of Bulgaria and of Switzerland recalled that the basic principle embodied in this Article was the independence and stability which labour inspectors enjoy, which could be ensured in other ways than by their being public officials. They pointed out the position taken by the Committee of Experts concerning Article 6 of Convention No. 81, account of which had been taken when Convention No. 129 was adopted. Article 8 of the latter Convention provided for the possibility of including in labour inspection systems agents or representatives of occupational organisations, as was the case in a number of socialist countries.

60. As concerned the training of labour inspectors, the Committee of Experts had pointed out that the growing complexity of the tasks of inspection services due to technological change made the systematic training of inspectors more indispensable than

ever, and that this training should be supplemented at periodic intervals to allow them to keep abreast of technological developments. Several members of the Committee agreed with these remarks. The Workers' member of Pakistan stated that labour inspectors working in the agricultural sector should receive appropriate training in order to help workers to avoid the dangers arising from the use of new techniques and substances in agriculture.

61. As concerned the powers of labour inspectors, the Workers' member of Senegal stated that it should be possible to carry out inspection visits by night as well as by day, as for example in the baking industry or work in posts in continuous operation. The Employers' members, however, considered that it was difficult to determine to what degree it was necessary to carry out inspections at night when no one was working in the undertaking. In their opinion, it was important that inspectors should always exercise their supervisory and injunctive powers in a responsible way because labour inspectors could only carry out their activities effectively in a climate of confidence.

#### *Means of action available to the inspection services*

62. The Committee expressed its concern over the fact brought out by the Committee of Experts that in many countries, including industrialised countries, the means put at the disposal of the labour inspection services were not sufficient to allow them to carry out their responsibilities fully. The lack of qualified and well-paid staff, and the absence of material means and in particular means of transport, characterised many inspection systems. It was therefore urgent that governments give the necessary attention to this problem. The Government member of Spain referred to measures that had been taken or were being considered in his country to increase the staff of the labour inspectorate. The Government member of Finland, speaking on behalf of five Nordic countries, stressed that traditional inspection methods no longer adequately ensured the safety of workers.

63. In addition, the effectiveness of inspection services presupposed that they had available to them appropriate sanctions in case of infractions. The Workers' members and the Government member of Belgium recalled that, as the Committee of Experts had stated, public prosecutors' offices often decided to shelve recommendations for penalties made by inspectors and had also pointed out that sanctions imposed were far too light. The importance of an effective system of sanctions was also reaffirmed by the Government member of Iraq, and the Government member of Argentina stated that the sanctions available should include the power to close the undertaking when necessary. The Workers' member of the United States stressed that the hesitation and timidity of courts in imposing fines weakened the effectiveness of inspection.

64. The difficulties encountered by governments made the technical assistance given by the International Labour Office particularly useful and necessary in order to reinforce the means of action available for labour inspection. In this connection, the Employers' members welcomed the positive results which had been achieved in developing countries in training labour inspectors, thanks to interna-

tional co-operation. The Government member of the United States recalled the importance of the Organisation's projects and programmes such as: the sending of experts to countries which wished to reorganise or improve their inspection services; the creation of regional centres for labour administration such as CRADAT, CIAT and ARPLA in Africa, Latin America and Asia; tripartite evaluation teams to examine the effectiveness of national labour inspection systems; and the publication of manuals on inspection procedures. The Government member of Saudia Arabia proposed that the ILO should prepare a plan for the consolidation of the research currently being carried out in the developing countries in order to initiate training activities as well as programmes for meetings, seminars, workshops, or other means providing for exchanges of experience between developing and developed countries.

#### *Participation of employers and workers*

65. The Committee considered that the effectiveness of inspection services would be considerably enhanced if supported by concerted action by employers' and workers' organisations. The Government member of Belgium stated that, taking into account the necessarily limited resources of the inspection services, means should be found to extend their activities at the undertaking level beyond purely governmental action, for instance by collaboration with the workers and with occupational organisations.

66. The Employers' members welcomed the fact that in some countries there were persons at the undertaking level who were specifically responsible for health and safety. After recalling the role of works committees, safety and health committees and trade union delegations, the Workers' members pointed out that co-operation by the workers made it possible for inspection services to attain better results in spite of insufficient means of action. The Workers' member of Pakistan considered that the experience acquired in this field by the industrialised countries could be useful to the developing countries. The Workers' members also stressed that effective participation by workers in the activities of the inspection services was based on the existence of a free and independent trade union movement which would allow workers, with the strength of their unions behind them, to denounce abuses without risk of retaliation by their employers. This question was linked to the recognition of the principles of freedom of association and collective bargaining embodied in Conventions Nos. 87, 98 and 151. The importance of Convention No. 144, which was aimed at strengthening tripartism, was also pointed out. Finally, the Workers' member of Nigeria stated that the role of workers in the process of labour inspection should go beyond the collaboration described in Chapter VIII of the general survey of the Committee of Experts: consultation of workers should in fact be made mandatory and trade unions could, for example, have their own corps of inspectors.

67. The Government members of Bulgaria and the Ukrainian SSR, as well as the Workers' members of the Byelorussian SSR, Czechoslovakia and the USSR supplied detailed information on the organisation and functioning of the inspection services in their



countries, which were based to a great degree on trade union activities. The Government member of Bulgaria stated that in his country the State retained certain prerogatives in this connection. In the foregoing countries the trade unions had a wide competence for elaborating and supervising labour legislation, and for defending the interests of the workers. They also had the right to initiate legislation. The trade unions had a large corps of inspectors, who were thoroughly trained and who had wide powers to supervise and to issue injunctions. They could, for instance, issue mandatory instructions to undertakings to correct faults noted during inspection visits and to stop work in case of imminent danger. Trade union inspectors were aided in their tasks by social inspectors at the undertaking level.

#### *Future activities of the Organisation and conclusions*

68. Labour inspection has developed considerably since the adoption of Convention No. 81 almost 40 years ago. Several members of the Committee referred to the development and to the increasing complexity of social legislation and of technological progress. The Government member of Belgium also stressed the importance of a certain number of changes which had a considerable impact on labour inspection: increasingly wide scope of labour legislation as regards the persons covered: the appearance of a new type of worker with unclear status; growth of the number of workplaces as a result of the multiplication of small and medium-sized enterprises: the emergence of new forms of inspection and new semi-State types of administration; more exacting requirements in respect of technical training of technical information on the part of the labour inspectorate; limitation of personnel in relation to needs, and progressive reduction of routine inspections; realisation of the unsuitability of state services to provide labour inspection alone and the need to find means of collaboration with the workers and with occupational organisations.

69. The Committee considered that in spite of these changes, the principles incorporated in Convention No. 81 remained a valid objective for a large number of countries. Many members observed, however, that the Convention did not cover all non-commercial activities in the tertiary sector, and proposed that the question of the extension of Convention No. 81 to non-commercial services, perhaps by means of a protocol, be included on the agenda of a future session of the Conference. It was suggested in this connection that the question should first be discussed by a technical meeting. The Committee noted that the attention of the Governing Body Working Party on International Labour Standards should be drawn to these questions. Several members of the Committee considered that, while awaiting action by the general Conference, the question of labour inspection should be included on the agendas of ILO-regional conferences. The Workers' member of India expressed the hope that there would be a special examination of the impact of technology in the context of labour inspection.

70. A large number of members of the Committee also hoped that the general survey would be widely disseminated and that it would be used in the technical assistance activities of the Office as well as

in tripartite meetings. Several members of the Committee proposed that the essence of the essence of the general survey be published in the form of a workers' education manual. The Committee was informed that such a manual was already being prepared.

71. The discussion in the Committee clearly brought out the need for the Office to continue providing as much technical assistance as possible, especially to the developing countries. Given the relation between technical assistance and the standard-setting activities of the Organisation, the ILO had a special responsibility to do all in its power to help governments to strengthen their labour inspectorates. The Workers' members insisted that the resource available for technical co-operation should be increased and that assistance be given on a priority basis to developing countries and to countries which were primarily agricultural.

72. The Committee welcomed the exchange of views between its members, which had been particularly concrete, positive and constructive. The quality of discussion reflected the quality of the general survey. A certain number of very useful suggestions had been made, and there was a broad consensus on the most important points. The discussion had shown the vital importance of standards in the field of labour inspection, as well as the value of general surveys carried out under article 19 of the Constitution.

#### **D. Compliance with specific obligations**

73. The Committee decided that, in examining individual cases relating to compliance by States with their obligations under or relating to international labour standards, it would follow the same working methods and apply the same criteria as last year.

#### *Submission of Conventions and Recommendations to the competent authorities*

74. In accordance with its terms of reference, the Committee considered the manner in which effect is given to article 19, paragraphs 5 to 7, of the ILO Constitution. These provisions require member States, within 12 months, or exceptionally 18 months, from the closing of each session of the Conference to submit the Conventions and Recommendations adopted at that session to "the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action", and to inform the Director-General of the ILO of the measures taken to that end, with particulars of the authority or authorities regarded as competent.

75. The Committee noted from the report of the Committee of Experts that appreciable progress had been made in a number of countries in the fulfilment of their obligations in regard to submission, namely Afghanistan, Benin, Ethiopia, Iraq, Jamaica, Qatar and the United Arab Emirates. In the course of its session, the Committee was informed by various other States of measures taken to bring Conventions and Recommendations before the competent national authorities. It welcomed the progress which had been achieved, and expressed the hope that further improvements would occur in States which still experience difficulties in complying with their obligations.

### *Failure to submit*

76. The Committee noted with regret that no indication was available that steps had been taken to submit the Conventions and Recommendations adopted during the 63rd to 69th Sessions of the Conference (1977 to 1983) to the competent authorities, in accordance with article 19 of the Constitution, by Bolivia, Chad, the Islamic Republic of Iran, Mauritius, Seychelles and Sierra Leone.

### *Supply of reports on ratified Conventions*

77. As already indicated, the Workers' and Employers' members and a number of Government members regretted the difficulties still being encountered by a number of governments in complying with their obligation to report on the application of ratified Conventions. Only slightly more than 11 per cent (11.3) of the reports requested had been received by the due date. The percentage of reports received this year by the date of the meeting of the Committee of Experts was less than last year (77 instead of 80 per cent); in addition, the Committee of Experts had not been able to examine reports received at the last moment. Since then, however, many further reports had been received, bringing the figure to 84.6 per cent. In a considerable number of cases, however, replies had not been received to comments made by the Committee of Experts.

### *Failure to supply reports and information on the application of ratified Conventions*

78. The Committee's methods of work provide for mention to be made of countries which had supplied no reports on ratified Conventions during the past two years. The Committee welcomed the fact that this year, contrary to previous years, no country was in this situation.

79. The Committee nevertheless regretted that the following countries had not supplied, for at least two years, first reports on ratified Conventions: Benin, Nicaragua, Denmark (Faeroe Islands).

80. In its report, the Committee of Experts had noted that 26 governments had not communicated replies to most or all of the observations and direct requests relating to Conventions on which reports were due for examination this year, involving a total of 154 cases, compared with 164 cases last year and 128 the previous year. The Committee was informed that, since the meeting of the Committee of Experts, a number of the governments concerned had sent replies, which would be examined by the Committee of Experts next year.

81. The Committee noted with regret, however, that no information had yet been received regarding all or most of the observations and direct requests of the Committee of Experts to which replies had been requested for the period ending 30 June 1984 from the following countries: Cameroon, Cape Verde, Ghana, Guinea, Kenya, Lesotho, Libyan Arab Jamahiriya, Mauritania, Niger, Panama, Papua New Guinea, Sierra Leone, Swaziland, Yemen.

82. The Committee noted the explanations (details of which appear in the record of the discussion of the case in question in Part Two of this report) given by the governments of certain countries con-

cerning the difficulties encountered in complying with the above-mentioned reporting obligations. The Government of Mauritania referred to the country's economic difficulties. Administrative difficulties were mentioned by the Governments of Chad, Guinea, Libyan Arab Jamahiriya, Nicaragua, Niger, Papua New Guinea and Yemen.

### *Application of ratified Conventions*

83. The Committee noted with particular satisfaction the steps which had been taken by a number of governments to ensure compliance with ratified Conventions. This year, the Committee of Experts had been able to list in its report 41 cases, from 30 States and two non-metropolitan territories, in which governments had made changes in their law or practice following comments made by the Committee, bringing to over 1,600 the number of cases of progress recorded since the Committee of Experts began listing them in 1964. These indications show that the work of the supervisory bodies has been fruitful and has made it possible, with the collaboration of the governments concerned, to find solutions to problems which were at times delicate.

84. The Conference Committee was informed by some governments, in their replies to observations of the Committee of Experts, of other instances in which measures had recently been taken or were about to be adopted with a view to ensuring the implementation of ratified Conventions. While it is for the Committee of Experts to examine these measures in detail, the Conference Committee welcomed these renewed indications of the efforts made by governments to comply with their international obligations and to act upon the comments of ILO supervisory bodies.

85. It was observed that, in addition to bringing their legislation into conformity with ratified Conventions, governments should also ensure that these Conventions were applied in practice.

86. The Committee deemed it appropriate to draw the attention of the Conference to a number of important cases which it had considered.

### *Cases in which direct contacts or other forms of assistance were requested by governments*

87. The Committee took note of requests made by several Governments for the establishment of direct contacts with the ILO for the purpose of examining problems encountered in the application of certain ratified Conventions. Such requests have been made by the Governments of Ecuador and Paraguay with respect to the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and by the Government of Honduras with respect to Convention No. 87. The Committee hopes that these direct contacts will take place at an early date and that they will lead to the removal of the difficulties which have been encountered in the observance of the Conventions concerned.

88. In the course of the discussion of individual cases, the Governments of several other countries (Bangladesh, Chad, Guinea, Mauritania, Peru, Yemen) referred to their desire to obtain assistance



from the ILO in resolving difficulties in ensuring observance of Conventions.

### *Special cases*

89. The Committee considered it appropriate to draw attention of the Conference to the discussions which it had regarding the cases mentioned in the following paragraphs, the full record of which will be found in Part Two of this report.

90. The Committee noted with concern the many serious shortcomings which existed in Guatemala in the application of the Freedom of Association and the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). While noting the difficulties encountered by the Government, it expressed the firm hope that the Government would give urgent attention to the adoption of measures to ensure the implementation of these Conventions, both in law and in practice. It also called upon the Government to give effect to the recommendations of the Committee on Freedom of Association.

91. The Committee noted that the report due from the Government of Haiti on the application of the Abolition of Forced Labour Convention, 1957 (No. 105) had been received only towards the end of its proceedings. In these circumstances, the Committee could only express once more the concern which it had stated in 1984 regarding the implementation of this instrument. It called upon the Government to ensure that the recommendations of the Commission of Inquiry appointed under article 26 of the ILO Constitution to examine, inter alia, the observance of this Convention were duly implemented. It also called upon the Government to provide replies to the questions raised by the Committee of Experts during the discussion of this case, so as to enable the Committee of Experts and the Conference Committee to re-examine the situation next year.

92. The Committee noted the information given by the Government to the Islamic Republic of Iran regarding the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). It expressed concern at the serious problems which continued to exist in the Islamic Republic of Iran as regards the application of this Convention, and stressed that the observance of the Convention had to be ensured, whatever the political, social or economic system in force. Following the discussions of the past few years, the Committee called upon the Government to ensure, as required by the Convention, that a national policy of equality of opportunity and treatment in employment and occupation was pursued, and to repeal or amend all legal texts and administrative practices which were inconsistent with such a policy. The Committee expressed the hope that full information on further developments and replies to the questions raised during the discussion would be available next year and that such information would show significant progress in the observance of the Convention.

93. The Committee noted that there were serious shortcomings in the application by Yemen of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Con-

vention, 1949 (No. 98). It expressed the hope that the Government would adopt the necessary measures to ensure the application of these fundamental Conventions and would supply full information on all matters raised by the Committee of Experts for examination at that committee's next session.

94. The governments of the countries to which reference is made in paragraphs 90 to 93 are invited to supply the relevant reports and information which would permit the Committee to follow up the above-mentioned matters at the next session of the Conference.

### *Continued failure to implement*

95. The Committee recalls that its working methods provide for the listing of cases of continued failure over several years to eliminate serious deficiencies in the application of ratified Conventions which it has previously discussed. This year the Committee did not list any case under this heading.

### *Supply of reports on unratified Conventions and on Recommendations*

96. As already indicated, reports had been requested in 1984, under article 19 of the Constitution, on various instruments dealing with labour inspection (Conventions Nos. 81 and 129; Recommendations Nos. 81, 82 and 133). The Committee noted with regret that, of the 618 reports requested, only 367 (or 59.3 per cent) had been received.

97. The Committee also noted with regret that, during the past five years, none of the reports on unratified Conventions and on Recommendations requested under article 19 of the Constitution had been supplied by the following countries: Guinea, Lao People's Democratic Republic, Mauritania, and United Arab Emirates.

### *Participation in the work of the Committee*

98. The Committee expressed its appreciation of the collaboration which it had received from the 50 governments which provided information on the situation in their countries and participated in the discussions of individual cases.

99. On the other hand, the Committee regretted that, despite repeated invitations, the Governments of the following countries had failed to take part in the discussions concerning their countries: Benin, Cape Verde, Romania, Sierra Leone.

100. The Committee noted with regret that certain countries which were not represented at the Conference (Lao People's Democratic Republic, Poland, Seychelles) had consequently been unable to participate in the Committee's examination of the cases relating to them. It agreed that any mention of cases concerning those countries should be made in the appropriate paragraphs and should be made known to the countries concerned in accordance with the usual practice.

101. Year after year the Committee examines the way in which member States of the ILO implement international labour standards. In carrying out this task, it is aware of the responsibilities which this involves towards governments, employers and workers throughout the world. It also has the satisfaction

each year to note many cases of progress in which countries have eliminated divergencies noted between their legislation and practice and given Conventions. The Committee is also aware that its task is a difficult and delicate one. In carrying it out, major problems are at times encountered and intense controversy may arise. In this connection, the Committee would like to recall that its function is not that of a tribunal called upon to condemn particular countries. Its role is to examine, together with the governments concerned, the difficulties which they encounter in the implementation of their obligations, to exhort and help them to overcome those difficulties, and to suggest to them, if necessary, the means of doing so. Among these means, special attention should be given to the ILO's technical co-operation programmes as well as to the other forms of assistance mentioned in this report. As was stressed repeatedly in its discussions, the Committee acts on

the basis of dialogue. Dialogue presupposes full acceptance of one's counterpart, with all that this implies as regards mutual respect and good faith. It also requires all concerned to be prepared to try to bring their positions closer, with due respect for the obligations which have been undertaken. The wide-ranging discussions which took place in the Committee this year were generally carried on in this manner. The Committee welcomes this spirit which constitutes an essential condition for its work to provide a message of hope for working men and women.

Geneva, 21 June 1985.

*(signed)* A. K. TIKRITI,  
Chairman.

K. HAGEN,  
Reporter.

## PART TWO

### OBSERVATIONS AND INFORMATION CONCERNING PARTICULAR COUNTRIES

#### I. OBSERVATIONS AND INFORMATION CONCERNING REPORTS ON RATIFIED CONVENTIONS (ARTICLE 22 OF THE CONSTITUTION)

##### A. General Observations and Information concerning Certain Countries

*Austria.* The Committee noted from the corrigendum to the report of the Committee of Experts that the Government of Austria had supplied all reports due on the application of ratified Conventions. Accordingly, the reference to Austria in paragraph 96 of the report, the general observation for Austria and the reference to a direct request concerning Convention No. 128 were to be deleted, and the index of comments and Appendix I corrected correspondingly.

*Cameroon.* A Government representative explained to the Committee why his Government had not replied to the comments of the Committee of Experts relating to Conventions Nos. 3, 9, 87, 98, 122, 131 and 143. He stressed that Cameroon had always done its utmost not only to ratify the instruments adopted by the International Labour Conference (the total of its ratifications, 44, was above the average for Africa), but also had done all in its power to fulfil regularly its constitutional obligations. The report relating to labour inspection and those concerning submission to the competent authorities had been received by the Office. The same was true of the report on unratified Conventions. Concerning reports relating to the ratified Conventions mentioned by the Committee of Experts, he stated that those reports had been regularly transmitted. The fact that they had not been received by the Office was due to a communication problem common to many developing countries. His Government undertook to look into that situation at the earliest opportunity in order to rectify it.

The Workers' members noted that the discussion of the case of Cameroon demonstrated the usefulness of the supervisory system and at the same time that of dialogue. They thanked the Government member for having come to the Committee to inform it of the reasons for the situation reported by the Committee of Experts. They stressed, however, that the obligation referred to in paragraph 103 of the Experts' report was very important, particularly since key Conventions were concerned (such as those on freedom of association, collective bargaining, employment). They hoped that in future a reply would be given to those specific questions.

The Employers' members likewise noted the information by the Government representative and the readiness of the authorities to fulfil their obligations. They hoped they would also be able to count in the future on the goodwill of the Government of Cameroon so that replies would be given to all the requests formulated by the Committee of Experts.

The Committee took note of the explanations submitted by the Government representative. The Committee noted, however, that the Government had not replied to the comments made by the Committee of Experts and had not sent in the reports requested. For that reason, the Committee had decided to mention the case in its General Report.

*Cape Verde.* The Government has indicated that it is doing everything possible to assemble and communicate, in the course of the Conference, the information to which the above paragraph refers.

*Democratic Yemen.* Since the meeting of the Committee of Experts, the Government has sent reports on some ratified Conventions, in particular on Conventions Nos. 15, 58 and 98.

*Ghana.* In reply to the comments of the Committee of Experts, the Government has indicated that it is always prepared to discharge its obligations as a Member of the ILO. However, it is presently reconstituting the National Labour Advisory Committee, which is a tripartite body under the Industrial Relations Act that reviews labour legislation. The reconstituted body will consider the observations made by the Committee of Experts and

forward its comments to the International Labour Office as soon as it has started working. This should be in the near future.

In addition, a Government representative stated that his delegation had taken note of the Committee of Experts' observations that his Government had not sent replies on Conventions Nos. 30, 87, 111 and 119. He indicated that the National Consultative Labour Committee was at present being restructured, and, once it was in a position to reply to the Committee of Experts' comments, the information requested would be sent; this should take place in the near future.

The Workers' members noted that several countries had not supplied replies to the comments of the Committee of Experts and that Ghana had not done so for the four above-mentioned Conventions. They had to be strict when faced with this situation and expressed some concern since this raised the question of the application of Conventions. They indicated that this case should be mentioned in the appropriate part of this Committee's report and expressed the hope that replies would be supplied in the near future.

The Employers' members agreed with the Workers' proposal. Extremely important Conventions, in particular Conventions Nos. 87 and 111, were involved. Member States were under an obligation to supply the information requested and the role of this Committee was to verify that this obligation was properly discharged. They hoped that once the difficulties had been overcome and changes had taken place, replies would be supplied. The situation in this respect should be noted in the Report.

The Committee took note of the explanations presented by the Government representative. It hoped that satisfactory and exhaustive replies would be supplied and decided to include this matter in its Report.

*Guinea.* The Government has provided the following information:

At this stage in the far-reaching reform of its structures and legal instruments, the Government, lacking full technical facilities, has refrained from producing unreliable reports on the ratified Conventions. Furthermore, it is creating within the Department of the Secretary of State for Labour a section specifically qualified to deal with questions concerning the ILO Conventions and Recommendations, about which the documentation has been found very deficient. The Government, aware of its responsibilities, has prepared a programme for the complete revision of labour legislation and regulations with, moreover, the technical assistance of the Office, which will begin next July. This attitude reflects the intention of the Government to resume examination of this question on a new basis, with the collaboration of an Office expert and starting from the new legal provisions in respect of labour, health and safety and social security.

In addition a government representative stated, with regard to the failure to send reports on Conventions Nos. 13, 29, 87, 94, 105, 111, 115, 118, 119, 120, 121, 122, 135, 140, 142 and 143, and the failure to supply reports under article 19 of the Constitution for five consecutive years, he had no specific reply to make on these various matters. However, he made a general statement concerning the new relationship between Guinea and the ILO which had been established since the change in government in 1984. He stressed in particular that the Committee of Experts had been addressing comments to Guinea since 1958. Guinea had ratified 53 Conventions. A clear distinction had to be made between the Guinea of yesterday and that of today. Even though it had ratified 53 Conventions, there had been no trade unions. There had only been a special branch of the sole party in power. Nor were there private employers; the State was the only employer. There had not even been a Ministry of Labour. Conventions had been ratified between the ILO and the political

leadership. Labour inspectors were only officials pursuing careerist objectives. No one had spoken the language of workers' rights, much less that of standards and Conventions—as the Committee of Experts' Report had shown.

The Government of the second Republic, which took power on 3 April 1984, was resolutely dedicated to work, social peace and the dignity of humankind. With the assistance of the ILO, it had undertaken a systematic overhaul of the labour sector with a view towards improving the working and living conditions for Guineans, who up to that time had been the worst paid in Africa. It had therefore created a Ministry of Labour and Social Affairs with a Secretary of State in charge of labour matters. It had established an autonomous national social security fund directed by a tripartite administrative council. It had taken a more liberal approach to trade union affairs and activities by adopting a statute governing free, conscientious and responsible trade unions. It had encouraged private enterprise by the establishment of a private economic sector, thereby permitting the founding of a strong employers' organisation, which had not existed previously. It had organised two refresher seminar courses for former interns at the African Regional Labour Administration Centre as well as training programmes for young magistrates. It had also received the aid of an expert on labour legislation to improve its legislation. In addition, Guinea would like to receive other ILO experts specialising in standards, social security and occupational health. Finally, a member of the Labour Department of his country was going to be studying the entire ILO system during an internship after the Conference. With the assistance of the ILO, he stated, the Government hoped to be able to be in a position in 1986 to abide by its obligations.

The Workers' members thanked the Government representative for his explanation. They recalled that the matter of failure to supply reports and replies concerning Conventions had been pending for several years. Now, Guinea had undergone a political change. It was too early to be able to pass judgement and to know whether there had been an improvement. It was none the less necessary to note objectively that no reply to the request for reports under article 19 had been received for five years. This fact should appear in the appropriate part of the report. The question of the failure to supply reports on ratified Conventions should be addressed again next year. The Workers' members welcomed hearing the Government's request for assistance from the ILO and they hoped to be able to note changes next year.

The Employers' members stated that the obligation to send reports dealt with a period now past. This aspect must nevertheless be mentioned in the appropriate part of the report. They hoped that the Government would be in a position to meet its obligations next year. They welcomed the fundamental changes which had taken place in Guinea in 1984. They hoped that the Government would provide its reports and would amend its legislation so as to ensure the application of ratified Conventions.

The Employers' member of Guinea said that the Guinean employers' group which he represented was addressing the ILO and the International Labour Conference for the first time. His was a liaison group for employers and entrepreneurs in Guinea which was in the process of constituting itself. His country had opted for economic liberalism and was making great efforts to truly promote private enterprise. His Government had drawn up an interim recovery plan and had undertaken to withdraw from the economic sector or at least to restructure public undertakings in a basic way. The employers had been authorised to organise themselves freely so as to afford themselves institutions for the defence of their interests and to permit them to participate in the economic debate. The Government was consulting them on labour matters, wages, social security, and the improvement of working conditions. It had created tripartite institutions for labour affairs, the public service and social security. The employers had confidence in the new economic policy and in the policy of denationalisation in favour of private investors, Guinean and foreign. They wished to assume their part of the responsibility; the speaker had been designated by the employers of his country to come to explain the situation as well as to collect information and advice in order to permit Guinean employers to assume their role and to make tripartism a fact.

The Workers' member of the United States expressed his agreement with the statement of the Workers' members in voicing their hope that the positive attitude of the new Government of Guinea would lead to progress. He stressed that the written statement by the Government of Guinea was one of the most constructive ones he had ever read. A new structure had been created: a special section responsible for dealing with international labour Conventions and Recommendations, and the technical assistance of the Office had been requested. This was all extremely encouraging and he hoped that the technical assistance would be broadened into direct contacts.

The Government member of France welcomed the exemplary attitude and complete honesty of the Government representative of Guinea. Rather than giving evasive replies, he had recalled that for 25 years his country had been in a difficult situation and that it was now undergoing recovery. Rather than fabricating reports, the Government was beginning with the essentials, that is, establishing a labour ministry, granting freedom of association, permitting employers to organise in the spirit of tripartism. Taking this positive attitude into account, the speaker felt that there were grounds for considerable hope for the future.

The Workers' member of Guinea welcomed the statement of the Workers' members. He was happy to note that in this forum, people had gathered to ask themselves how others lived elsewhere. This very human concern, shared by such a huge assembly, could only lead to a world of justice and peace. In his function as the representative of workers in Guinea and head of the Guinean Trade Union and the National Confederation of Workers of Guinea, he also wished to bear witness to what his country had undergone during 26 difficult years, during which workers had suffered. Workers had known nothing of the debates which had taken place at the International Labour Conference each year, and this was the first time that the workers of Guinea had chosen their own representatives to attend such a meeting. Neither he nor the representative of either the Government or of the employers could provide precise information on positions taken by the Republic of Guinea because his country was starting from scratch in the field of organising Guineans' work and life. However, he wished to stress that the workers' representatives were consulted, that they did participate in the administrative council of the social security fund, and that there was democratic discussion. If the parties were not in agreement, the problem was referred for study. They supported the request for ILO assistance made by the Government representative and the employers' representative of his country. Those who had already been to Guinea, whether they were trade unionists or ILO experts, knew that problems were dealt with at the Labour Exchange in conjunction with worker's representatives. Moreover, the Guinean trade union had contacts with trade union organisations in other countries. His country had undergone positive change and it had to be encouraged.

The Committee took note of the explanations given by the representative of the Government concerning the difficulties to which he had referred. However, it noted that no reports on Conventions Nos. 13, 29, 87, 94, 105, 111, 115, 118, 119, 120, 121, 122, 135, 140, 142 or 143 had been received and that no report requested under article 19 of the ILO Constitution on unratified Conventions and Recommendations had been made for the last five years. The Committee therefore hoped that all the reports requested would be submitted in the future; it decided to include this case in the appropriate part of its report.

*Haiti.* A Government representative stated that the reports due on ratified Conventions had been communicated this morning to the ILO. A representative of the Secretary-General confirmed this.

*Israel.* The representative of the Secretary-General informed the Committee that, since the meeting of the Committee of Experts, it had been noticed that the list of reports on ratified Conventions requested from the Government for the last reporting period had omitted Convention No. 78. This explained why no report on that Convention had been supplied.

*Kenya.* A Government representative of Kenya assured the Committee that his Government had no intention of abdicating its responsibility of reporting on ratified Conventions and providing other reports. He cited difficulties faced by developing countries like his own. He explained that there had been a misunderstanding between the Office and the Government regarding which reports were due in 1984 and noted that the two Conventions listed in paragraph 103 of the report of the Committee of Experts in fact involved two reports which had been submitted in 1983. He said that in view of the number of reports due by a country having ratified 42 Conventions, simplification of the procedures would be desirable. Noting that the staffing of the responsible department was minimal, he also stated that replies to comments of the Committee of Experts often called for information from departments other than the Labour Department, which delayed replies further. He assured the Committee none the less that his Government would do its best to comply with its reporting obligations.

The Workers' members thanked the Government representative for his very frank and constructive remarks concerning the efforts made and the technical and administrative difficulties encountered by his country. They suggested that the ILO could do more in terms of assistance, seminars and the like to aid in the preparation of reports. Since no replies had been received to comments on

Conventions Nos. 131 and 132, however, Kenya should be mentioned in the Conference Committee's report.

The Employers' members also expressed their gratitude for the sincere and impressive statement of the Government representative. He had referred to difficulties faced by many countries, particularly those not disposing of a large number of well-trained administrators. There had to be a balance between efforts to reduce the burden imposed on member States through possible simplification of the procedures and the need to gain the information essential to evaluate the application of Conventions. While recognising the good will of the Government to fulfil its obligations, the objective criterion of mentioning that certain reports had not been supplied would have to be followed here as well.

The Committee noted the information supplied by the Government representative. It noted, however, that the Government had not replied to the Committee of Experts' comments and that it had not sent the reports due. It decided to mention this case in the appropriate part of its report.

*Lesotho.* A Government representative stated that in connection with Convention No. 11, information had been submitted indicating that there was no appropriate legislation and that therefore a report could not be submitted. As regards Convention No. 98, the Government had noted the Committee of Experts' comment that more specific information had been requested and would be providing it. Moreover, the Government had been informed by the Office that some replies had arrived late.

The Employers' members noted that the Government representative had explained why certain replies had not been given. They therefore concluded that his Government had the intention of complying with its obligations. They stressed the distinction between reporting obligations, which involved the Government, and obligations regarding submission, which involved the competent authority (in this case Parliament). Information should be provided on these three important Conventions (Nos. 11, 87 and 98).

The Workers' members suggested that the Government representative be in contact with the Secretariat to clear up any misunderstandings regarding the obligations involved. Since replies to direct requests had not been received, the case should be mentioned in the Committee's report.

The Committee noted the information supplied by the Government representative but noted, however, that the Government had not replied to the Committee of Experts' comments and that it had not sent the reports due. It decided to mention this case in the appropriate part of its report.

*Libyan Arab Jamahiriya.* A Government representative referring to the note in the Committee of Experts' report stating that his Government had failed to reply to the comments of the supervisory bodies in connection with Conventions Nos. 1, 3, 88, 102, 103, 105, 111, 118, 121, 122, 128, 130 and 131, explained that the failure was due to administrative problems.

The Workers' members deplored that the Government had failed to reply to the observations and direct requests of the Committee of Experts. The Conventions concerned were most important and replies were required to enable the Committee of Experts to examine the extent to which those Conventions were applied in the country.

The Employers' members expressed their concern at the explanation given by the Government to the effect that its failure to send in reports on the application of the 13 Conventions was due to administrative problems.

The Committee took note of the explanations given by the Government representative. It noted, however, that the Government had not replied to the comments of the Committee of Experts and had not sent in the reports due. It decided to mention the case in the appropriate part of its report.

*Mauritania.* A Government representative, referring to paragraph 103, stated that certain replies had already been given by his Government and that the Office had been contacted with a view to direct contacts with his country. Efforts would be made to fulfil the obligations binding his Government and he undertook to supply the information requested.

Referring to paragraph 130 of the report, he stated that the omissions in this area were due to internal difficulties (drought, demographic growth, worrying unemployment, difficult international economic circumstances). This led to a change in priorities and explained the delays. In addition, he pointed out that the omissions noted by the Committee of Experts were linked to the very nature of the Conventions which were often too detailed. He stressed his Government's commitment to ratifying these Conventions and to supplying the information requested.

The Employers' members stated that the first question concerned the supply of reports on ratified Conventions, including five

of the most important Conventions. They took note of the fact that the Government had requested assistance from the Office and that was a positive response. They hoped that the Government would fulfil its obligations in this regard.

In addition, they stated that paragraph 130 of the report did not concern the ratification of Conventions. There was no constitutional obligation to ratify Conventions, but there was such an obligation to supply reports—in accordance with article 19 of the ILO Constitution—concerning national legislation and practice in relation to non-ratified Conventions and Recommendations. There was perhaps a misunderstanding between the obligations under article 19 and the reply given by the Government representative. Although they understood the difficulties experienced in many developing countries, the absence of reports should be mentioned in the appropriate part of this Committee's report.

The Workers' members, referring to paragraph 103 of the report, stated that mention should be made of the fact that replies had not been supplied for two consecutive years. They recognised that difficulties existed, but the problem only concerned replies to certain specific questions to which solutions should be found.

As for the comments made in paragraph 130, ratification was not in question, but a government's fulfilment of its obligations to send reports which, for five consecutive years, had not been communicated. They requested the Government representative to communicate the Worker members' concern to his Government and hoped that the difficulties could be overcome.

The Committee noted the information supplied by the Government representative and the difficulties facing his country. It observed that the majority of the reports requested had not been supplied. The Committee hoped that the reports would be sent and decided to include this case in the appropriate paragraphs in its report.

*Nicaragua.* A Government member of Nicaragua said she accepted the invitation of the Committee to comment on the observations of the Committee of Experts. That was an example of genuine collaboration. With regard to the supply of reports on Conventions Nos. 110 and 141, reasons of a purely administrative nature concerning the collection of the information requested had made it impossible so far to transmit those reports. She stressed the need for serious reports, stating that her Government would not wish to supply incomplete information which fell below the required standard. She preferred to give the Committee those explanations and rely on its understanding. She supported the comment made by the Workers' members during the general discussion stressing the importance of supplying the reports, but those reports must be complete in order to provide the necessary data for objective evaluation. The Government of Nicaragua fully appreciated the work of the Committee and that of the Committee of Experts and hoped to fulfil its obligations satisfactorily, the more so since the reports in question concerned Conventions Nos. 110 and 141 which had to provide the basis for the evaluation of activities concerning the application of those Conventions. She thanked the ILO for its concern in that matter and for having sent the Regional Adviser to help her Government to find a solution for its problems. The Government of Nicaragua intended to fulfil its obligations in sending the reports next October.

The Workers' members thanked the Government representative for her explanations in respect of paragraph 101 of the report of the Committee of Experts. They stressed the need to supply first reports as rapidly as possible in the case of newly ratified Conventions; first reports on Conventions Nos. 101 and 141 had not, however, been sent. They understood that some countries had to overcome technical or administrative difficulties, nevertheless, as the Committee of Experts had pointed out, first reports were especially important because they enabled the Committee to make a first appraisal of the application of the ratified Conventions. In the absence of a first report, it was impossible to make a first evaluation. The fact should therefore be mentioned in the appropriate part of the Committee's report.

The Employers' members, referring to the failure to supply first reports, said that they had taken note of the statement by the Government representative to the effect that only administrative difficulties were involved. They insisted on the need for member States to fulfil their obligations. That was especially necessary in the case of first reports on ratified Conventions, since those reports made it possible to evaluate the extent to which a country was fulfilling its obligations. They noted, with regard to the two ratified Conventions in question, that Nicaragua had not fulfilled its obligations and was over two years behind in supplying its first reports. They noted also the assurance given by the Government that it would in the future respect its obligations. It should however be mentioned in the Committee's report that up until then it had not done so.

The Committee took note of the explanations provided by the Government representative and of the difficulties that had been

explained. It noted, however, that the first reports had not been received. It hoped that the reports requested would be communicated in the near future and decided to include the case in the appropriate part of its report.

*Niger.* A Government representative said that despite his Government's efforts and determination to meet fully its obligations vis-à-vis the ILO, administrative difficulties, including the fact that only one civil servant was in charge of co-ordinating ILO activities, prevented the Government from meeting the Committee of Experts' requests for information with respect to various Conventions. The Government, nevertheless, had been able to catch up with the delay in submitting that information and had ratified several Conventions. Information regarding Convention No. 111 had been sent to the Office, but apparently had not reached it. As to Convention No. 119, the relevant information had not been sent in time, as the Government had been expecting to receive the ILO's observations on a draft decree which it had submitted to the Office. Finally it should be pointed out that both national legislation and practice were in conformity with Convention No. 102 on which information had also been requested. It was important that the ILO should increase its assistance to those countries which had difficulties such as those confronting his country, concerning training programmes in particular.

The Workers' members were gratified to note that despite the difficulties encountered, the Government had done its utmost to meet its obligations towards the ILO. They would support any training assistance that might be offered by the ILO, which they considered to be of the utmost importance.

The Employers' members said that the problem referred to had arisen from the lack of answers by the Government to specific comments made by the Committee of Experts. While they understood the administrative difficulties mentioned, they were no sufficient reason for the delay in sending specific replies. They appreciated the fact that the Government was prepared to comply with its obligations vis-à-vis the ILO and hoped that there would be no delay, in the future, regarding the obligations referred to in paragraph 103 of the report of the Committee of Experts.

The Committee took note of the information supplied by the Government with regard to the difficulties it had in complying with its obligations. It considered, however, that the Government had not replied to the comments made by Committee of Experts and decided to mention the case in the appropriate part of its report.

*Panama.* A Government representative stated that regarding the report due on Convention No. 22, detailed information had not yet been received from the administrative body responsible for the application of the provisions of this Convention. The Government hoped that the new rules which were being drawn up by that body relative to this Convention would be adopted soon and that a copy could be provided.

The Employers' members noted that there had been no replies to many comments of the Committee of Experts, so that information was truly lacking.

The Workers' members endorsed this observation, and felt that mention of this situation should be made in the Committee's report.

The Committee took note of the explanation given by the Government representative but noted that the report requested had not been received. It hoped that the Government would send the report as soon as possible. It decided to mention this case in the appropriate part of its report.

*Papua New Guinea.* A Government representative, referring to paragraph 103 of the report of the Committee of Experts, submitted with regret that her Government had not been able to adhere to its obligations because the public officer in charge of ILO matters had fallen ill in 1984. Her Government was very keen to meet its commitments and obligations and had therefore taken steps for such a problem not to arise again. The replies to the comments and observations that had been made would be prepared and forwarded with the minimum delay.

The Workers' members deplored that the health of a government officer had prevented the sending of the reports and the supply of specific answers to the Committee's observations. It was to be hoped that there would be no need to discuss that question in the future. In the meantime, it had to take note of that situation in its records and report.

The Employers' members took note of the statement of the Government representative and of her Government's commitment to meet its obligations. They associated themselves with the proposal of the Workers' members.

The Committee took note of the information supplied by the Government representative of Papua New Guinea and of the difficulties suffered by that country. The Committee observed that the Government had not answered the observations of the

Committee of Experts and had not sent in the reports requested. The Committee consequently decided to have the case included in the appropriate part of its general report.

*Senegal.* Since the meeting of the Committee of Experts, the Government has sent reports on Conventions Nos. 11, 26, 87, 99, 102, 111, 120 and 122.

*Swaziland.* A Government representative stated that he was surprised because the reports requested had been prepared and should have been sent. There was perhaps a problem because of the unreliable postal services. Nevertheless, he gave the assurance that his Government would do all in its power to supply the reports requested as soon as possible.

The Workers' members expressed their regret, all the more so because, if the reports had been prepared, they could have been brought to this Committee. They hoped that the replies would be supplied and stated that this case should be mentioned in the Committee's report.

The Employers' members stated that the explanation provided had already been given to this Committee by other governments. They noted, however, that this was the first time that the Government of Swaziland had used it. Consequently, it should only be noted that the reports had not been supplied. They hoped that they could be communicated very shortly.

The Committee took note of the explanations provided by the Government representative and of the problems encountered in this respect. It noted that most of the reports had not arrived and expressed the hope that they would be sent. The Committee decided to mention this case in the appropriate paragraph of the report.

*United Arab Emirates.* The Government has communicated the following information:

As regards reports on unratified Conventions and on Recommendations, the Government wishes to indicate that the previous letter of the Office has not been received. In view of the available facilities, reports are being prepared on the basis of certain priorities, first priority being given to reports on ratified Conventions and submission of instruments adopted by the Conference to the competent authorities. The Government shall not fail in future to supply such reports in accordance with the available facilities.

In addition, a Government representative stated that his was a democratic Government which really wished to respect its commitments and would not spare any efforts with all the competent bodies of the ILO and in respecting international instruments. However, as a developing country, the United Arab Emirates had limited resources and many obligations to fulfil. His Government had written to the Office explaining that it had not received the ILO's requests for reports; it had therefore not been possible to send replies. He pointed out that, contrary to the statement in paragraph 130 that reports had not been supplied for five years, for two years his Government had not received various ILO letters and so had not been able to reply to them. His Government was doing its utmost to fulfil its commitments to the Organisation and gave priority to two things: the preparation of reports on ratified Conventions and submission of instruments adopted by the Conference. An example of this latter action was that the instruments approved by the Conference between 1967 and 1981 had been submitted to the competent authorities in October 1984, the competent authority being, in accordance with the Constitution of his country, the Council of the United Arab Emirates. He pointed out that the procedure for examining standards required several steps: their translation into Arabic, submission to the competent authorities, and careful examination of them to check whether the national legislation corresponded to them. Ratification required some time and his Government would keep the Organisation informed of the action taken. His Government also supplied information concerning labour statistics in addition to the different reports concerning various activities, although his country could not reply as rapidly as certain other Members of the Organisation. He stressed that his Government was doing everything possible to respect its commitments to the ILO, including the communication of reports on unratified Conventions.

The Employers' members thanked the Government representative for the information supplied on submission to the competent authority and replies to comments by the Committee of Experts, which they were pleased to note. As for paragraph 130, they requested clarification from the Office as to whether the Government had in fact omitted to supply reports for the last five years in view of the representative's statement that this was incorrect. They were greatly interested in the Government representative's statement that all its obligations had been fulfilled. If, however, the Office confirmed that there had been no reports for five years, this case would have to be mentioned in the report.



The Workers' members also noted the good will expressed by the Government representative concerning a number of the obligations which resulted from membership of the Organisation. However, if letters had not been received, much had been written by the ILO on this obligation to send article 19 reports. The Committee of Experts had noted that for five consecutive years, reports on unratified Conventions had not been received from the United Arab Emirates. If this was in fact the case, and they thought it was, they hoped that the representative would transmit this Committee's wishes to the Government and that this would be strengthened by noting the country in the appropriate paragraph of this Committee's report.

The representative of the Secretary-General confirmed that this country had not sent reports on unratified Conventions and Recommendations for five years.

The Committee noted the explanations given by the Government representative. It also took note of the difficulties encountered by the Government in this respect. The Committee moreover noted that the reports requested had not been received and hoped that the Government would send in the reports referred to as quickly as possible. It decided to mention this case in its general report.

*Yemen.* A Government representative stated, regarding the obligation to submit reports on the application of Conventions, that Yemen had made a commitment to respect all ratified Conventions, based on a conviction concerning the ideas and principles contained in the Conventions. Moreover, the Government had tried to fill any gaps which might prevent their application, by way of national legislation as well as by establishing appropriate departments responsible for applying those Conventions and the national legislation. As regards the failure to submit periodic reports, he noted that many countries were in this

position, and that in his country this was due to certain administrative and technical difficulties and shortcomings. He stated that his country needed help from the Organisation in training and in filling out reports which could provide the information desired.

The Employers' members thanked the Government representative for his explanation. They could understand that this country was experiencing difficulties in providing replies to comments by the Committee of Experts, but they stressed that all countries had to comply with their constitutional obligations in the same way. The Government representative's request for help had at the same time suggested that the Government was prepared to comply with these obligations. They supported that request, which should also extend to practical implementation of the Conventions. In their view, the fact that replies had not been made to five comments by the Committee of Experts should be noted in the Committee's report.

The Workers' members said that they agreed with the statements made by the Employers' members. In view of the difficulties of a technical and administrative nature in many countries, the Office had considerably improved and strengthened its assistance to governments not only in the form of technical co-operation, seminars and direct contacts, but also through the intermediary of regional advisers. They hoped that with the assistance of a competent regional adviser it would be possible in future to note that the information requested had indeed been supplied. It should be emphasised that it was not only the transmission of reports that was involved, but also replies to direct requests which were a specially important element of the supervisory procedure. It was only reasonable to mention the case in the Committee's report.

The Committee noted the information provided by the Government representative. It noted, however, that the Government had not replied to the comments of the Committee of Experts and that it had not sent the reports which were due. It decided to mention this case in this Committee's report.

## B. Observations and Information on the Application of Conventions

### Convention No. 1: Hours of Work (Industry), 1919

*Chile* (ratification: 1925). A Government representative stated that Act No. 18372 of 1984 laid down the following rules as regarded hours of work: first, that the ordinary hours of work could not be distributed in less than five nor more than six days, nor could they exceed ten hours a day; before the adoption of this Act, the only limitation on hours of work in the legislation had been the weekly limitation which could not exceed 48 hours a week. Secondly, commercial employees who extended daily hours of work were not permitted to agree on overtime with their fellow workers; this change clearly followed the recommendations of this Committee. Nevertheless, the Committee of Experts had pointed out that there were still divergences between the legislation and the Conventions: the first referred to the fact that the limitation of hours of work in the new legislation might not be sufficient if it was distributed over five days; that was a problem only as regards Convention No. 1. If there was still a discrepancy with respect to Conventions Nos. 1 and 30, it was due to the fact that in Chile there was no difference between office employees and manual workers.

Regarding overtime, under section 40 of Legislative Decree No. 2200, the ordinary working day could be exceeded but only to the extent to avoid prejudice to the normal running of the establishment or in the event of *force majeure*, when accidents occurred or when essential repairs to machines were necessary. This text almost copied Article 7, paragraph 2, of Convention No. 30 and Article 3 of Convention No. 1. Section 43 of the Legislative Decree provided that this should be agreed upon in writing between the workers and employers.

The Employers' members stated that the divergencies between the legislation and Conventions Nos. 1 and 30 were long standing. The Government had said that new legislation had been adopted in December 1984. Nevertheless, the Committee of Experts hoped that the Government would adopt other measures concerning overtime. The Government could perhaps indicate its intentions in that area.

The Workers' members recalled that a representation about the non-observance of these Conventions had been made under article 24 of the ILO Constitution by the National Trade Union Coordinating Council. The legislation was still much too permissive as regards the calculation of overtime. The Government representative had spoken of cases of *force majeure*, but in reality the Committee of Experts noted that the legislation authorised the parties to agree that overtime could be worked up to 2 hours a day

on tasks which by their nature were not harmful to the health of the worker. Those exceptions to normal hours of work should only be authorised in the cases provided for by the Convention and only decided after consultation with employers' and workers' organisations. In short, improvements had been made, but more were necessary. Indeed, in a country where salaries were very low, in order to supplement their salaries workers were unfortunately tempted to prolong the hours of work and work overtime in order to survive. The workers must be protected against themselves by ensuring them real wages adequate to enable them to live decently. Working hours should be shared out to make it possible to hire the unemployed. The Employers' members had already said that these issues had been the subject of concern to the Committee of Experts and this Committee for several years, and the Workers' members hoped that the Government would be able to deal with them in the near future.

The Worker member of Chile recalled the importance Chilean workers gave to Convention No. 1 and the number of martyrs who had given their lives for the eight-hour day in his country. Chilean legislation was inadequate to ensure respect for Conventions Nos. 1 and 30. Workers in commerce, in particular, were made to work until their employers allowed them to retire, so that they did not benefit from the protection afforded by the law. In any case, it was necessary that legislation on working hours should be applied in agreement with the trade union organisations, which in his country were not consulted.

The Employer member of Portugal stressed that the report of the Committee of Experts had taken note of the significant measures adopted by the Chilean Government to amend certain provisions of its legislation on overtime and limit the duration of the working week to five days in accordance with the recommendations of the committee set up by the Governing Body. In the case of Convention No. 30, it noted that section 39 of Act No. 18372 of 1984 provided for the distribution of the 48 hours of work per week over a period of five days at least and limited normal hours of work to 10 hours per day, as the above mentioned committee recommended.

The Government representative said that it was precisely in order to take account of the recommendations referred to by the Committee of Experts that his Government had amended the legal provisions concerning hours of work so as to apply Conventions Nos. 1 and 30. His Government would endeavour to take account as fully as possible of the recommendations referred to.

The Workers' members expressed the hope that, in the light of the reply of the Government representative, the Committee of

Experts would be able next year to examine the new provisions which were to be adopted to ensure fuller application of Conventions Nos. 1 and 30, and considered that it would be necessary to take up the question again next year in order to see how far legislation and practice had been brought into conformity with the Conventions.

The Committee took note of the information supplied by the Government representative and of the discussion that had taken place. It noted that those Conventions had been the subject of recommendations by the Committee of Experts for several years past and of recommendations adopted by the Governing Body in November 1984 following a representation made by a trade union organisation under article 24 of the ILO Constitution. The Committee welcomed the legislative amendments, which had been noted with satisfaction by the Committee of Experts, concerning Convention No. 30 in particular. It urged the Government to adopt further measures to ensure full application of the Conventions.

*Peru* (ratification: 1945). A Government representative first referred to the draft Presidential Decree containing provisions relative to hours of work which exceeded eight hours per day and 48 hours per week and authorising such hours within the limits set by the Convention. He said that comments on the draft had been received from employers' organisations, expressing their disagreement with it, and that subsequently workers' organisations had also sent their comments. The National Confederation of Workers felt that this draft Decree was viable, with certain reservations, but the General Confederation of Workers stated that Articles 4 to 6 of the Convention could not be applied in Peru. Given this divergence in views, the Government considered it appropriate to rely on technical support from the ILO, by way of expert assistance, in order to try to bring the country's constitutional principles, legislation and practice into conformity with the provisions of the Convention.

The Workers' members stressed the importance of this Convention. The fixing of reasonable working hours was aimed at ensuring that workers could earn a decent living by performing a reasonable number of hours of work. It was necessary to change the regulations fixing the number of overtime hours even though this could lead to the limitation of income of workers because this should be adequate without it being necessary to resort to overtime hours. They added that the matter was not new and they expressed the hope that measures would be taken in collaboration with the social partners so as to be able to note tangible results in the near future.

The Employers' members stated that the situation was clear: changes were necessary to ensure application of the Convention. The only question was when the changes recognised as being necessary would be adopted. Unfortunately, this question was not new and had been discussed often. Regulations should be drawn up to limit the hours of overtime work permissible per day and per week.

The Committee noted with concern that the same problem had persisted for many years regarding the application of this Convention. While taking note of the difficulties mentioned by the Government, it hoped that the Government would be able to ensure the application of the Convention in legislation and in practice, with consultation of the social partners.

### Convention No. 3: Maternity Protection, 1919

*Colombia* (ratification: 1933). The Government has communicated the following information: the Bill to amend section 236 of the Labour Code does not include the provision to which the Committee of Experts refers because in Colombia working mothers, on a voluntary basis and generally speaking, only begin to enjoy maternity leave one or two days before the birth occurs. This factor, together with the fact that medical error in calculating the date of delivery would never be 12 weeks, means that it is not necessary to provide that a woman is not authorised to work during the six weeks after giving birth, because it is obvious that she will always be able to have this amount of leave.

The Government believes that it is necessary to call the Committee's attention to the purpose of international labour standards. In fact, they confirm a series of rights whose essence obligates a State to apply them in its territory when the State ratifies the respective Conventions. This involves guaranteeing application of the provisions in their essence because at no time does ratification require the State to textually reproduce the contents of the Convention in its internal legislation. National legislation and practice, raising from eight to twelve weeks the length of maternity leave, would guarantee the right designed to be protected in the same manner as is done now in reality.

In its previous report, the Government clearly stated that amendments to the rules of the Institute of Social Security and to those applicable to the public sector would only be made after changes in the Labour Statute.

The Labour Code can be amended only by an act of Congress (article 76(2) of the National Constitution). Decree No. 1848 of 1969 and its accompanying texts, because of their special character, must be amended either by an act or by another special Decree which gives the President of the Republic special powers which are requested from and given by the legislature (article 76(12) of the Constitution). The provisions governing social security must be amended by means of an agreement of its administrative council which afterwards must be approved by the Government in a Decree. Altogether, the above-mentioned amendments require a complex process involving the passage of a rather long period of time and which is subject to the requirements of constitutional and legal standards governing our democratic system.

*Libyan Arab Jamahiriya* (ratification: 1971). A Government representative reported that his Government was doing its best to meet the requirements of the Convention on Maternity Protection. Section 25 of the Social Security Act (No. 13) of 1980 provided for the payment of maternity benefits at the rate of 100 per cent of the woman's earnings for a period of three months before and after confinement. This three-month period was compulsory under the provisions of Convention No. 3 and Act No. 37 of 1970. Maternity leave must be granted for not less than 12 weeks and should not be less than six weeks after confinement, in conformity with Act No. 402 of 1982. The law also provided for financial benefits in the event of disability before or after confinement whether it was due to an occupational accident or occupational disease. Such benefits were in addition to maternity leave. His Government had submitted to Parliament a body of regulations drafted along these lines and designed to bring the Labour Code into conformity with the ILO Convention.

The Workers' members were gratified to note that the law was broadly in conformity with the Convention and asked the Government to send in the texts referred to in order that the Committee of Experts might examine them as soon as possible.

The Employers' members pointed out that the Government representative had promised to send a report in 1984, but had not done so. According to the information supplied, the law appeared to be in conformity with the Convention. In the absence of reports, however, neither the Committee of Experts nor the Conference Committee were able to verify the fact. They hoped that that situation would be corrected in 1985 and asked the Government representative to communicate to the ILO the texts to which it had referred and the amendments adopted.

The Committee took note of the information supplied by the Government and hoped that steps would be taken quickly to bring the law into conformity with the Convention and that it would communicate the information requested by the Committee of Experts.

### Convention No. 9: Placing of Seamen, 1920

*Colombia* (ratification: 1933). The Government has provided the following information: in the first place, it is necessary to state that the draft labour law for seafarers prepared by the ILO expert in collaboration with an *ad hoc* working party formed for this purpose is now being studied by the Minister of Labour and Social Security for subsequent presentation to Congress.

Moreover, it should be noted that although the Government's desire is to achieve the enactment and the future application of standards which specifically govern the work of seafarers, the draft as such constitutes an important step although it is not the culmination of this task.

### Convention No. 17: Workmen's Compensation (Accidents), 1925

*Colombia* (ratification: 1933). The Government has communicated following information:

#### Article 2

- (a) The Government has on various occasions informed the Committee of Experts that the provisions of the Labour Code regarding employment accidents applies only to workers who are not affiliated with the Institute of Social Security (ISS) because this involves a sector not yet encompassed by the coverage of that system. As a result, in any area where the ISS operates, the workers must, without exception, become members of it and can enjoy, also without any limitation, the services and benefits which this membership guarantees. Moreover, as stated in its comments on the observations



regarding Convention No. 3, the process of amending the Labour Code is complex, because it must be done by means of an enactment of Congress which requires careful studies and analyses by various government authorities who must give special attention to the country's economic possibilities and in particular the provision of small employers such as craftsmen.

The Committee of Experts has surely been able to note the progress which has occurred in the social security system since the time of the Convention's ratification, but it is also necessary to take into account that efforts made to extend benefits do not afford immediate results. The studies which are now moving forward will mean that in the short term there will not be any categories of workers falling outside the social security protection provided by the State.

- (b) When statistics regarding employment accidents become available, they will be sent to the ILO.

#### Article 5

The Institute of Social Security (ISS) is working gradually on the extension of its coverage to new categories of workers and to more regions of the national territory. It is important to note that the objectives of achieving the same social security system and identical benefits for the entire working population in cases of death, in accordance with this Article, cannot be achieved solely through amendment of the corresponding provisions of the Labour Code, but rather—and surely more effectively—through the adoption of measures by the ISS. In addition it is important to observe that this Code, in its section 214, as amended by section 6 of Law No. 11 of 1984, provides employers the possibility of arranging for life insurance for their workers which operates as a replacement for the benefits called for by section 204 (e). The employer required to pay group life insurance would only be obliged to provide the beneficiaries, as payment of a benefit for the death of the worker, with double the value of the life insurance, but not exceeding 200 times the highest minimum monthly wage.

Moreover, it is appropriate to mention Decree No. 614 of 1984, which determines the bases of the organisation of occupational health in our country. This constitutes an important preventive tool. With respect to health care, as has been stated, free public health services are provided in public hospitals, dispensaries and other charitable bodies which are governed by the provisions establishing them.

#### Convention No. 22: Seamen's Articles of Agreement, 1926

*Colombia* (ratification: 1933). In reply to the comments of the Committee of Experts, the Government has indicated that the draft labour law for seafarers is being studied by the Ministry of Labour and Social Security. Following this, it must gain the approval of the President of the Republic in order to be presented subsequently to the legislature.

*Panama* (ratification: 1970). A Government representative reviewed the efforts being made generally to adapt the national legislation to the Conventions which Panama had ratified. The Government had made important efforts in this respect over the last few years. Draft labour legislation for the merchant marine had been drawn up with the assistance of the ILO. Unfortunately, it had not yet been approved, not because of the Government's failure to act, but because of objections raised, first by the employers and then by the workers. The Government had attempted to reconcile the various viewpoints, which was not an easy task. The draft Act had now been presented twice to the legislative branch. In addition, special efforts had been made to address the comments of the Committee of Experts on Conventions Nos. 22, 53 and 68.

Concerning Convention No. 22, the executive body responsible for this subject was ready to adopt rules which would take into account all the provisions of the Convention. Once available, a copy would be forwarded.

As for Convention No. 53, in September 1984 the General Maritime Directorate had awarded a contract to an undertaking to prepare examinations in conformity with the Convention. She pointed out the peculiar characteristics of the Panamanian merchant marine, which employed about 50,000 workers coming from different countries, a fact which had created a lot of problems in relation to the examinations. Examinations were being drawn up in eight languages, using a computerised system. All the parties and branches of the maritime directorate had been informed of this new development and of the contents of the examination. She also recalled that a Decree had been adopted in 1983 addressing the question of examinations.

With regard to Convention No. 68, she noted that the General Maritime Directorate had made important progress in inspection of food and catering facilities, including the addition of the forms

concerning these facilities to the compulsory inspection carried out by the undertaking which performs safety inspections. A guide containing all the provisions of the Convention had been prepared which should permit inspections to be done in the various ports of the world where Panamanian vessels dock. In reply to the comments made by the Committee of Experts concerning training of ships' catering staff, she noted that an autonomous National Vocational Training Institute had been created which was empowered to give vocational educational courses. Since April 1985 this Institute had had its own budget which would allow it to organise the relevant courses on a priority basis. This was also in the interest of Panama, which wished to make full use of the potential for employment generation which the merchant marine afforded. The seafarers' organisations had pressed for progressive attainment of the goal of at least 10 per cent of such jobs being filled by Panamanians, and it was important in this respect to be able to count on the co-operation of the trade unions. The Government would be providing additional detailed information in its reports on this as well as on the other two Conventions. The statistical information requested by the Committee of Experts concerning inspections under Convention No. 68 was being compiled and would be provided, but she remarked that inspections had only been made for a year so far.

The Worker member of Argentina observed that failure to apply international labour standards in the maritime field had been the subject of discussion for many years. A long history was involved here; it was in 1940 that the ILO had first sent a commission of inquiry to check on the situation on board Panamanian vessels, occasioned by a boycott called by the International Transport Workers' Federation. It should be borne in mind that Panama is the second maritime power in the world after Liberia, and that more than 90 per cent of the vessels flying the Panamanian flag never pass through the Panama Canal. The possibilities for training mentioned by the Government representative were extremely limited, and would never be adequate to solve the problem. He hoped that the Committee would remind the Government of its responsibility to apply ratified Conventions, particularly in light of the Maritime Technical Preparatory Conference and the Maritime Session of the International Labour Conference scheduled for next year.

The Government member of France recalled that four years ago his Government had made a complaint against the Government of Panama under article 26 of the ILO Constitution concerning Conventions Nos. 53 and 68, in addition to one other Convention. This complaint had not been motivated by hostility, but rather had been aimed at spurring the Government towards action, and towards making it more conscious of its obligations. Since this affair had been satisfactorily pursued in the Governing Body, the Government of France had decided to suspend the complaint procedure to allow the Government of Panama to take the steps desired. A technical assistance mission of the ILO had gone to Panama to aid the Government in drawing up a maritime code. He had welcomed the additional information provided by the Government representative, but it was clear that the essential had not yet been done, since this maritime legislation had not yet been adopted. His Government, while understanding that this was a difficult operation for a country whose principal resource was its merchant marine fleet, again wished to spur the Government of Panama to take a further step in solving the problem.

The Employers' members noted the Government representative's statement regarding the measures which had been taken and the other information supplied. They remarked on the relationship between the provisions of these Conventions and safety at sea. The Government should bring its legislation into line with the Convention; these issues had been dealt with since 1973, whereas given the importance of the Panamanian fleet they should have been resolved quickly. Despite the direct contacts and the draft legislation, the Committee of Experts did not yet have enough information available to it in this case. The new texts did constitute some progress, but there also had to be implementation in practice.

The Workers' members endorsed the remarks made by the Worker member of Argentina and by the Government member of France. They noted that some positive change was under way, but that only the halfway point had been reached. They suggested a continuation of the co-operation with the Government of France and of the assistance of the Office, which had been suggested and requested, but then about which no more had been heard. New steps to ensure conformity with the three Conventions had to be taken, and they hoped that it would be possible to see progress soon.

The Government representative added, in reply to comments by the Government member of France, that efforts were being made to resolve the problems by drawing up a maritime labour Act which would include not only the matters involved in the complaint made by the Government of France but also all matters pending in this field. Her Government had already responded at

the legislative level to the observations made in that complaint, which had been taken into account in the adoption of Decrees Nos. 6 and 7 of 1983, which were still being applied. Other steps had been taken as well. In the case of Convention No. 53 new certificates, based on international maritime Conventions, were already available, for example. As to Convention No. 68, inspections were being conducted all the time, and the Government felt that progress had in fact been made.

In reply to the comments made by the Employers' members, the Government representative referred to objections to the first draft of the maritime labour Act which had been raised by shipowners at the national and international levels, and particularly by the North American shipowners' organisation. The Government had attempted to satisfy, in part, the demands of the shipowners, but without abandoning the goals of the draft. Now the seafarers had objected to the amended draft. Her Government had made a considerable effort to harmonise the interests of all sectors in order to bring its legislation into conformity with the Convention it had ratified.

The Workers' members said that certain aspects of the situation remained unclear, and that full information should be received in order for the Committee of Experts to be able to judge what had been resolved and what remained to be done. It would be unfortunate if only a partial solution were found.

The Committee noted the information provided by the Government representative. It hoped that the Government would be able to give full effect to these Conventions, taking into account the comments made by the Committee of Experts. It also hoped that the Government would provide detailed information in its next report.

#### **Convention No. 23: Repatriation of Seamen, 1926**

*Ireland* (ratification: 1930). The Government has communicated the following information:

Several genuine attempts have been made, since 1965, to proceed with the revision of the Merchant Shipping Act, 1906. These attempts have been frustrated to date, due to the people assigned to the specific task on various occasions being subsequently transferred to more pressing work. Latest indications are that a freeing-out of work pressure may be in sight and, if that materialises, it is estimated that revision of the 1906 Act could be completed within about two years. In the meantime, it is considered that the provisions of section 32 of the 1906 Act do not *in fact* adversely affect seamen engaged on Irish ships, and no complaints of failure to repatriate have been received.

#### **Convention No. 24: Sickness Insurance (Industry), 1927**

*Peru* (ratification: 1945). The Government has communicated the following information:

The Peruvian Institute of Social Security (IPSS) has extended medical assistance and has improved service in the medical posts already existing; it has not yet been possible to create medical assistance centres in all provinces. For this purpose, the services of professionals of the Rural Urban Marginal Service (SERUM), incorporated into the Peruvian Institute of Social Security as well as into the Ministry of Health, have been used in the most effective way. The distribution of this personnel is being made with reference to the demographic characteristics of the population centres cared for, using them as a basis for determining the priorities for the Peruvian Institute of Social Security and the Ministry of Health, in order to avoid unnecessary duplication.

Technical advice which the ILO might be able to provide on this entire subject is desirable either on a permanent or a progressive basis, programmed on the basis of functional criteria and rationalising the various problems and possibilities for solutions according to the particular characteristics of each case, and the general problems of the country and its political objectives. Nevertheless, it is felt that the present financial-actuarial advice which the ILO is providing is sufficient for adequate planning with regard to the problems mentioned.

It has not been possible to abolish the conditions which are linked to the contributions as provided in our legislation; nor does it appear likely that this will be able to be accomplished in the short term. With regard to Convention No. 25, the Government hopes as soon as possible to send statistical information on application to rural workers in each of the provinces in the country, with reference to Legislative Decree 22482 of 27 March 1979 concerning assistance benefits, and Supreme Regulatory Decree No. 08-80 of 30 April 1980.

#### **Convention No. 25: Sickness Insurance (Agriculture), 1927**

*Peru* (ratification: 1945). See under Convention No. 24.

#### **Convention No. 26: Minimum Wage-Fixing Machinery, 1928**

*Mauritius* (ratification: 1969). A Government representative explained that the National Remuneration Board was set up by legislation and, within the review of the legislation presently under consideration, due consideration would be given to the inclusion of employers' and workers' representatives on that Board. He informed the Committee that the Board had been reconstituted last year, on an *ad hoc* basis, and that the Government had agreed to representatives of the workers and employers sitting on it; this was reflected in the composition of the new Board which was operational since September 1984.

It was during the consultations with the workers last year that the incident had occurred which had given rise to the comments on this Convention by the Mauritius Labour Congress (MLC). He explained that when the Government appointed representatives of workers to certain institutions, it consulted the five major trade union federations (which represented about 75 per cent of the labour force), it not being possible to consult all the trade unions in the country since there were 379 trade unions in a workforce of fewer than 200,000 workers. Last year, the Minister invited the five federations for consultations in accordance with the law, but the MLC decided not to come that particular day, apparently because of internal friction with the other federations. The Minister did meet with and brief the MLC the next day, but the federation had apparently misunderstood the situation and thought it was being consulted on only one specific institution. Because of this unfortunate incident the MLC did not make any proposal in respect of the composition of the National Remuneration Board although it did make proposals for other institutions. He assured the Committee that the composition of the Board did include one worker representative and one employer representative who were, in fact, those persons proposed by one trade union federation and the employers. He also assured the Committee that his Government did not intend to bypass or boycott the MLC or any other major trade union organisation. For example, last month, when there had been a vacancy on the Board, all the trade union federations were consulted and, by coincidence, the MLC was the only one to accept the person proposed by the Government. Moreover, the Workers' representative of Mauritius to this Conference was the President of the MLC. He stressed that the Government had very good working relations with the MLC, even if the Government did not always agree with the views expressed by that federation.

The Workers' members recalled that the MLC had made comments to the Committee of Experts on this very serious problem of consultation. They noted that the MLC was now appointing its members to the National Remuneration Board and, while hoping that this was true, were glad to receive the detailed assurances from the Government representative.

The Government representative specified that he had not stated that the MLC had been given the opportunity to appoint its members to the Board; he had said that, last year, a workers' representative proposed by one trade union federation, which was not the MLC, had been appointed to the Board and that, at that time, there had been no proposal from the MLC. The consultation with the MLC this year had concerned the appointment of an ordinary member of the Board, and not a workers' representative. The MLC had agreed to the appointment of that ordinary member.

The Employers' members noted that the question at issue was that of the equal participation of workers and employers in the national machinery for wage fixing. They considered that this case involved practical difficulties rather than fundamental divergencies from the Convention and noted from the assurances of the Government representative that there was no intention whatsoever to exclude a trade union from the procedures. They hoped that these practical difficulties would be overcome very shortly.

The Committee noted the information supplied by the Government representative. It hoped that measures would be taken to bring the legislation, as well as national practice, into conformity with the Convention.

#### **Convention No. 29: Forced Labour, 1930**

*Bangladesh* (ratification: 1972). A Government representative said that the observation made by the Committee of Experts dealt with the law itself and with the communication of the comments made by employers' and workers' organisations concerning the application of the Convention. The comments would be communicated to the Office. As to the law itself, the Committee of Experts had mentioned two pieces of legislation: one was the Essential Services (Maintenance) Act, No. LIII of 1952. That law had not been adopted and was not in operation. The other was the Essential Services Ordinance, No. XLI of 1958, which covered

maintenance of essential services in circumstances which threatened public order or essential services: it empowered the Government to continue those essential services in such cases and provided the modalities to that end. The Government made use of that power very sparingly. There were essentially two criteria for declaring a service essential: threat to public order and threat to any essential community services such as the supply of power or water. The community had the right to demand the continuity of operation of those services, should there be a threat to their continuation. The provisions of the Ordinance are applicable in such extraordinary circumstances for a very limited period of time.

A trade union had alleged in its comments on the application of the Convention that the Ordinance was applied freely, but that was not the case. The question raised thus appeared to relate primarily to application of the law. The Committee could be assured that the Government would apply the law sparingly and only in the extraordinary circumstances for continuity of essential community services in terms of Convention No. 29.

The Workers' members stated their desire to discuss the application of the Convention in a constructive spirit, so as to try to find solutions to the problems yet to be solved. Regarding Act No. LIII of 1952, the Workers' members considered that if that law was not in operation it should be repealed. As to Ordinance No. XLI of 1958, there seemed to be some confusion with respect to the compulsory work which could be authorised under the Convention. The wording of Article 2, paragraph 2(b), ought to be interpreted in a rather cautious and restrictive way, whereas public authorities often tended to interpret it in the broadest possible manner.

In the case under discussion, a trade union had noted in its comments that the Ordinance was applied freely, and, although it was applicable for specified periods only, experience showed that it continued in operation for an indefinite period by simple renewal every six months, at least for certain categories of workers, and that even bank employees were prevented from leaving their employment. The Government of Bangladesh should approach the employers' and workers' organisations concerned, whose advice might prove constructive. The Government might supply the Committee of Experts with information on the measures taken and the exact interpretations given. The repeal of the law could even be envisaged, which would permit full application of the Convention. In a report submitted in 1981, the Government had stated that it had received comments on the application of the Convention from two trade unions. It would be desirable that those comments be communicated by the Government, as that would demonstrate that the parties concerned fully co-operated to achieve a better application of the Convention.

The Employers' members said that their remarks would be very similar to those made by the Workers' members. They concerned the question of a ban, or legal restrictions, imposed on the termination of employment in certain areas designated as being essential, and that ban was enforced by serious penalties in the event of violation. Three problems arose in that connection. First, concerning the application of the ban, it was to be noted that the legal restrictions in question were interpreted very broadly, which constituted a clear violation of the Convention. Second, the applicable penalties were far too severe, sometimes going as far as imprisonment. The third point was a question of fact, i.e. whether some of those restrictions were applied for an indefinite period by mere renewal, a fact which was denied by the Government. The question of fact must be clarified first: but, above all, it must be considered whether and to what extent the restrictions on termination of employment were being maintained for essential services in the strict sense. In that respect the Employers' members wished to ask the Government member to transmit to his Government once again the views of the Committee of Experts and the Committee on the Application of Standards that the application of the legal restrictions should be considered in a very narrow sense, in which case there would not be violation of the Convention. Finally, they wished to stress that, as stated in the report of the Committee of Experts, it was not just the trade unions but also the Employers' Association in Bangladesh which had sent comments to the Government in 1979, a copy of which had yet to be forwarded to the ILO. It would seem that such an obligation was very normal and very easy to carry out.

The Committee took note of the information submitted by the Government. It reminded members that the matter had been under consideration for many years. It took note of the commitment by the Government of Bangladesh to apply all the provisions of the Convention and to take the necessary steps to that end. It hoped that those steps would be taken to implement the provisions of the Convention both in law and in practice, and that significant progress would be achieved the following year.

*Thailand* (ratification: 1969). The Government has communicated the following information:

Actions taken by the government agencies concerning the problem of children are as follows:

Article 6 of the Primary Education Act BE 2523 (1980) provides that children from the age of 8 to 15 years are to attend school until they finish Class 6. The Department of Public Welfare, Ministry of the Interior, has established a child rehabilitation centre to provide some form of vocational training to children. Also, the Foundation for the Promotion of Supplementary Occupations and Related Techniques under the patronage of Her Majesty the Queen, provides training facilities for children from rural areas to develop their skills to be able to earn some income and avoid exploitation.

The government agencies are co-operating closely with the private agencies and foundations in setting up a centre to monitor the problem of child labour. On receipt of information concerning the problem, the centre co-ordinates with the Women and Child Labour Division of the Department of Labour and the Police Department to investigate the case immediately. Such action has resulted in several arrests and prosecutions. The Government has intensified its action on this matter.

When labour inspectors find children working under unsatisfactory conditions, they arrange to have them returned home if they agree, or to work in a more satisfactory working environment, or to undertake some vocational training. Where the labour inspectors consider that the working conditions of the children are bad, and can be improved by the employer, the inspectors can give the employer concerned probation notice to improve the working conditions within a certain period. In cases of non-compliance, legal action is taken against the employer concerned under the provisions of the labour laws.

In fact, there is no sale and purchase of children in Thailand. The publicity given to this matter in the world news media is misleading. Any sale and purchase of children will be subject to criminal prosecution.

Moreover, the detailed information on the action and measures taken by the Government on child labour is being collected and compiled from the various agencies. Some delay is due to some changes in the personnel dealing with this matter in certain agencies concerned. As soon as the said information has been received, it will be immediately translated and communicated to the International Labour Office.

*Tunisia*: (ratification: 1962). A Government representative recalled that the comments of the Committee of Experts dealt mainly with the Legislative Decree of 15 August 1962 on rehabilitation work, and the Act of 8 March 1978 on civic service. His Government attached great importance to the strict application of the international labour standards it had ratified and made every effort to settle those questions. It had been in contact with the Ministry of the Interior and the Ministry of Justice. A meeting had taken place in September 1984 between the representatives of the Ministries concerned to take stock of the situation and communicate the reply of the Tunisian Government to the Committee of Experts.

With regard to rehabilitation work, the Ministry of the Interior considered, and the Ministry of Justice confirmed, that the 1962 Legislative Decree did not create any problems in so far as the assignment to rehabilitation work was made on the basis of a decision taken by a committee chaired by a magistrate. Both those ministerial departments deemed that the said committee afforded every guarantee of protection against abuses. Assignment to rehabilitation work was only ordered in the case of persons who had already committed an offence or young potential delinquents, and the procedure provided the party concerned with the services of a lawyer, which demonstrated the jurisdictional nature of the committee.

With regard to the Act of 8 March 1978 on the civic service, last September the Ministry of the Interior had announced at a seminar that all civic service worksites had been closed. The Ministry was studying a new programme to combat unemployment and for reintegration based on voluntary work. Obviously, the Act would be repealed or amended. A committee had been established in the Ministry of the Interior to revise the contents of that Act, to ensure that it included the necessary safeguards to reach the objectives and comply with the international standards, but that revision would take time. The Government would not fail to supply the Committee of Experts with information on the progress of that revision.

The Workers' members recalled that some of the comments of the Committee of Experts relating to the application of that Convention had been made for 20 years past. The Committee of Experts asked the Government to remove the general obligation to work accompanied by penal sanctions included in its legislation. It also requested the amendment of the 1978 Act on the civic service. The Government had stated that that Act was no longer enforced, but that the legislation had not yet been amended. That

situation could not be considered satisfactory by either the Committee of Experts or this Committee. The Workers' members wished that the Government of Tunisia would be asked to adopt effective amendments to its legislation before the next Session of the Conference to enable the Committee to note that not only Tunisian practice but also its legislation were in conformity with that essential Convention. They welcomed the encouraging statement made by the Government and hoped that it would be given practical effect.

The Employers' members likewise noted that the problems concerning that Convention had been the subject of discussion for decades. The Committee of Experts had drawn attention to clear violations. It was indeed urgent that the 1962 and 1978 laws should be amended. In 1982, the Government representative of Tunisia had defended before the Committee his Government's position in support of the maintenance of the existing situation. In 1984, he had made the same promises as today. He had stated that a seminar would be studying those questions in September. The Committee could not be satisfied with such promises. The amendments to legislation should be made very shortly since the problem was a serious one.

The Committee took note of the explanations given by the Government representative in the course of the discussion it had held. It hoped that measures would be taken very shortly at both the legislative and the practical levels to bring the legislation into line with the Convention.

**Convention No. 30: Hours of Work (Commerce and Offices), 1930**

*Chile* (ratification: 1935). See under Convention No. 1.

**Convention No. 53: Officers' Competency Certificates, 1936**

*Panama* (ratification: 1970). See under Convention No. 22.

**Convention No. 68: Food and Catering (Ships' Crews), 1946**

*Panama* (ratification: 1971). See under Convention No. 22.

*Peru* (ratification: 1962). A Government representative stated that up to now the provisions of the Convention concerning the obligation to regulate food and catering for ships' crews had not been adopted. He commented that on repeated occasions the comments of the Committee of Experts had been transmitted to the Marine Ministry. He added that a special Commission had evaluated the observations of the Committee of Experts and that had been taken into account in the revision and updating of the regulations governing the national merchant marine. He indicated that the regulations had entered the final phase of consideration, thus awaiting approval. He recalled that in 1982, the Committee of Experts had been sent a list of the food to be served, drawn up by the Merchant Marine Health Administration but that it had not yet been adopted by law.

The Workers' members recalled that last year the Committee had shown its concern by treating this important case, which had been the object of direct contacts in 1972 and 1978, in a special paragraph. Today the Government representative again referred to the updating of the legislation towards ensuring conformity with the Convention. This question had been pending for many years without much change in the situation. They hoped that following the measures mentioned by the Government, the Committee would be able to note effective change.

The Workers' member of Argentina expressed his full support for the statement made by the Workers' members, but he wished to place emphasis on the question concerning the food and catering for ships' crews, which was of great importance for seafarers. He felt that when a seafarer spent many months far away from home and family, it was necessary that there be adequate food and catering on board. For this reason, it was necessary to ensure the correct application of the Convention.

The Employers' members stated that the situation was clear, since the Government had not denied that adoption of regulations was necessary to ensure the application of the Convention. The only question was when this would occur. Unfortunately, this question was not new and had been discussed often. It had often been stated that various ministries, various commissions and various bodies were dealing with this matter. Now it was necessary that a solution be found and that it be put into practice.

The Committee noted with concern that the same problem had persisted for many years regarding the application of this Convention. While taking note of the difficulties mentioned by the Government, it hoped that the Government would be able to

ensure the application of the Convention in legislation and in practice, with consultation of the social partners.

**Convention No. 77: Medical Examination of Young Persons (Industry), 1946**

*Ecuador* (ratification: 1975). The Government has communicated the following information:

The failure to adopt the draft which was prepared during direct contacts in 1980 for the issuing of regulations under section 152 of the Labour Code is due to the present inapplicability of this instrument. This is due to the impossibility of requiring, through this legal instrument, the Ecuadorian Institute of Social Security (IESS) to assume the responsibility to undertake medical exams for young people applying for work. Because of this, the Government is seeking legal mechanisms which would permit the application of the provisions contained in the Convention to be assured through the National Health Service, which the Government would provide free of charge to the entire Ecuadorian population independent of benefits which the Institute of Social Security offers exclusively to its members.

In Ecuador social security protection for the entire population does not exist but rather is exclusively for those who work for others.

**Convention No. 78: Medical Examination of Young Persons (Non-Industrial Occupations), 1946**

*Ecuador* (ratification: 1975). See under Convention No. 77.

**Convention No. 81: Labour Inspection, 1947**

*Jordan* (ratification: 1969). In reply to the comments made by the Committee of Experts, the Government indicated that the draft of the new Labour Code contains provisions giving effect to the following Articles of the Convention:

*Article 11, paragraph 2; Article 12, paragraph 1 (a), (b) and (c); and Articles 13, 14 and 15.* The Government expects this Code will be adopted shortly.

*Portugal* (ratification: 1962). The Government has communicated the following information:

Following the recommendations made by the Committee set up by the Governing Body of the ILO to examine the representation made by the General Confederation of Portuguese Workers-National Interunion (CGTP/IN) alleging non-observance of several Conventions, including Conventions Nos. 81 and 129 on labour inspection, the Government will present, in October next, reports under article 22 of the Constitution of the ILO on the application of the above-mentioned Conventions, containing all of the detailed and precise information referred to in the report of the said Committee, adopted by the Governing Body, and by the Committee of Experts. However, in view of the observation made by the Committee of Experts, the Government wishes to communicate certain information which is already available, both to supplement that already contained in the Government's reply to the above-mentioned representation and in the reports drawn up and supplied under article 19 of the Constitution, and to show the positive changes to be noted in the situation. In so doing, the Government wishes to reiterate and emphasise through its actions its whole-hearted readiness to co-operate fully with the ILO within the framework of the machinery for the supervision of the application of standards, which it supports without reservation.

As regards the *situation of wages in arrears*, one should mention, at the *legislative level*, the adoption of *Legislative Decree No. 20/85*, of 17 January, which institutes an *unemployment insurance* scheme under the general social security scheme; of *Legislative Decree No. 50/85*, of 27 February, which institutes a *wage guarantee system*, with a view to securing for workers the payment of wages due by employers who have been *declared bankrupt or insolvent*; of *Ordinance No. 247/85*, of 2 May, to issue rules for the application of *Legislative Decree No. 20/85*; of *Ordinance No. 264/85*, of 9 May, to supplement the above-mentioned Ordinance; of *Resolution No. 8-A/85*, of 30 January, which brings back into force *Resolution No. 35/84* (cited in the Government's reply to the representation); and of the *Legislative Decree* abolishing the Conciliation and Judgement Boards (CCJ).

Still at the *legislative level*, several orders aiming to simplify the working of the courts in order to speed up justice in labour cases are at an advanced stage of preparation.

With respect to the situation in respect of *arrears of wages in public undertakings* referred to in the representation, such a

situation is not confirmed by the report drawn up by the General Labour Inspectorate.

As regards the *intervention of the labour inspection services*, their activities are being carried out systematically and with increasing intensiveness, both in order to obtain payment of wages due and in arrears, and in order to impose penalties for infringements registered in this respect. The Government refers to the report of the General Labour Inspectorate concerning the activities undertaken during the first quarter of 1985.

Moreover, it should be pointed out that in the first quarter of 1985, out of 696 acts of inspection covering a total of 39,638 workers and 10,892,748 contos (thousands of escudos) in amounts due, *agreement and rectification of the situation were obtained in 535 cases (76.8 per cent), covering 34,385 workers (86.7 per cent) and a total of 10,514,033 contos (96.5 per cent)*; records were drawn up and appropriate penalties applied in the other cases (23.1 per cent), covering 13.2 per cent of the workers and only 3.5 per cent of the amounts due. *The penalties applied totalled 55,791 contos, i.e. an average of 346.5 contos per undertaking and 10.6 contos per worker, corresponding respectively to an average of 813.8 contos unpaid and 24.9 contos not received.*

As regards the overall situation of the General Labour Inspectorate, the following should be mentioned:

*Numerical strength of staff.* Competitions have been held for admission and promotion of inspection staff. Most of these competitions, covering a total of 80 posts, are in the final phase. Assignment to duties in the General Labour Inspectorate of administrative officials and senior staff from the Conciliation and Judgement Boards (CCJ), covering a total of 90 posts.

In this connection, one should point out the view expressed by the multidisciplinary PIACT mission which visited Portugal in 1984, that the numerical strength of the inspection staff is sufficient, though it should be utilised more rationally. The Government considers that special consideration should be given to the qualitative characteristics of the available staff.

*Geographical distribution.* In the past 12 months, a considerable number of senior staff have been appointed to posts which had long been vacant.

*Budgetary allocation and material resources.* In addition to what has already been reported, the budgetary allocation for the General Labour Inspectorate was substantially increased in 1985 (by 22.2 per cent); the Inspectorate has been provided with 29 more cars to carry out its activities. Resolution No. 35/85, of 11 May, provided for *free use of public road, rail and river transport* by inspection staff in the performance of their duties.

*Statistics.* Statistical information on the most recent activities of the General Labour Inspectorate is not yet available. However, the Government refers to two reports of the Inspectorate concerning measures undertaken with respect to wages in arrears in the textile and garment industries.

In this respect, it should be pointed out that since August 1984, the General Labour Inspectorate has introduced a substantial change in its plan of action, by giving preference to its own initiative over actions and interventions directed from outside it and initiatives from outside. In the context of this new working strategy, the following inspection activities have already been carried out, in addition to that already mentioned: working conditions in road transport; child labour; fixed-term contracts of employment; staff lists; undertakings where wages are in arrears (*regular and periodical action*). Other activities are already planned for 1985.

The Government will supply to the ILO reports on each of the activities carried out, together with the reports due.

In addition, a Government representative recalled that the observation of the Committee of Experts did not involve the conformity of Portuguese law with the Convention, but rather its application in practice. As the Committee set up by the Governing Body to examine the representation made by the General Confederation of Portuguese Workers (CGTP) under article 24 of the Constitution had found, the means available for inspection activities were inadequate. After referring to written information communicated by his Government, the speaker indicated that certain legislative measures were being drawn up. An initial draft called for transferring competence regarding sanctions for certain infringements of the labour legislation to the labour inspectorate. Another draft involved strengthening guarantees so that workers' wages would be paid on time. That draft had already been examined by the Permanent Council of Social Consultation and had been submitted for review by committees of workers, trade unions and employers' associations. Over the past 12 months the labour inspection services had considerably increased their interventions. With regard to the matter of late payment of wages, supervision had more than doubled between the third quarter of 1984 and the first quarter of 1985. The intensified intervention of the inspection services had undergone very positive development regarding the payment of wages; in addition, the amount of wages

which were paid late had dropped by about 45 per cent during the first quarter of 1985. It should still be noted that the labour inspection staff had been strengthened by the addition of more than 100 agents, of which 12 were officers.

The Workers' members stressed that the discussion on the General Survey on labour inspection had shown that the lack of resources for labour inspection services was a general problem. In Portugal as well, there were problems of staff and material means. These problems were aggravated by late payment of wages, a point regarding which the Committee of Experts had requested information from the Government under Convention No. 95. This was an important matter. In order to live, the workers needed to receive the wages due to them for their work. Thus it was necessary for the Government to take vigilant and dynamic action.

The Workers' member of Portugal considered the information given by the Government representative to be insufficient. The observation of the Committee of Experts had been motivated by the representation presented by the CGTP-IN alleging late payment of wages. The conclusions adopted by the Governing Body dealt principally with the infringement of Convention No. 95, with the inefficiency of the inspection services being analysed only in the framework of the need to adopt practical measures to ensure supervision of the application of national legislation and international instruments concerning the protection of wages. In this regard, the Government had not furnished information enabling the Committee to base its opinion on all elements of the case. He conceded that, contrary to its practice, the Committee of Experts had limited itself to noting the infringements of Convention No. 95 in a direct request.

Since 1983 more than 200,000 workers had undergone the humiliation of not receiving their wages. These amounts had been retained and used by employers for their own gain. Only after considerable delay (the average was over three months) did workers manage to receive part of the wages, and only after a bitter fight. Unfortunately, while acknowledging the extreme gravity of the situation, the Government had refused to engage in serious discussion with the trade unions to find solutions, and was not taking action to bring an end to this situation. Economic and financial measures were absolutely necessary but most important, the Government and the state institutions must assure the effective application of standards regarding protection of wages. There could be no freedom of association when workers were not receiving their wages or were threatened with this situation. It was true that some progress had occurred regarding labour inspection activities, but these had been temporary and inadequate. The Government had not refused to put the conclusions of the ILO Governing Body into practice. The CGTP-IN had presented proposals and concrete solutions and it wished to discuss these with the Government in a true spirit of tripartism which should bring about concrete improvements and not reduce them to a mere façade put up for foreign observers. In addition, the Government's reply alluded to information which did not, in his view, merit credence, since, for example, it referred to unemployment assistance, use of wage maintenance funds and rights of workers to bring lawsuits. The Government had not even come to the point of approving one single Bill which addressed the late payment of wages, and it did not acknowledge its direct responsibility in public undertakings for the non-payment of wages. Resolutions of the Council of Ministers expressly conditioned the payment of wages on workers' acceptance of severe limitations on the right to engage in collective bargaining as well as measures of reduction of personnel. The measures mentioned by the Government to improve the effectiveness of the labour inspectorate should be put into practice on a priority basis. The preceding remarks justified the special attention of the Committee in the examination of this case at the next session of the Conference.

The Workers' members stated that although there had been some progress, it was still necessary to make even greater efforts to make the labour inspectorate function effectively and to ensure complete protection for workers regarding particularly the payment of their wages.

The Employers' members recalled that one of the principal difficulties affecting labour inspection lay in the notorious lack of resources. In the present case, the Governing Body and the Committee of Experts had indicated that the most important measure for the labour inspection system to be able to fulfil its functions effectively lay in a substantial strengthening of all of the means placed at its disposal. A request for information had been made to the Government on the size of the staff of the labour inspectorate, the geographical distribution of the inspection services, the changes in the budget, statistics of inspection visits, etc. Some information had already been communicated and other information would be provided between now and October. According to available information, efforts had been made to improve the situation and there had already been some progress. The Government had recognised the existence of the problem as



well as referring to certain financial difficulties. The Employers' members hoped that the Government would be able to overcome its difficulties and that it would communicate the detailed information requested so as to permit the Committee of Experts and this Committee to examine the question again if this proved necessary.

The Government representative recalled that a discussion of Convention No. 95 was not involved here. It was therefore not necessary to refute the statement made by the Worker member of Portugal on this point. The information provided by the Government was based on proven facts; it would be a good thing if the same applied to the statements made by the Worker member of Portugal which was not the case. The Government would be presenting complete reports between now and October on Convention No. 95 as well as on Convention No. 81.

The Committee noted with interest the information supplied by the Government on measures taken to meet the serious problems referred to in the report of the Committee of Experts with respect to the means which should be made available to the labour inspection services, and in particular to enable it to solve problems concerning the payment of wages. It hoped that further positive developments would take place so that progress could be noted next year in the situation.

#### **Convention No. 87: Freedom of Association and Protection of the Right to Organise, 1948**

*Central African Republic* (ratification: 1960). A Government representative referred first to paragraph 103 of the report of the Committee of Experts and stated that the report concerning Convention No. 87 had not been sent because this Convention was under consideration. His Government was reproached with violating freedom of association, in particular, with having dissolved the General Union of Central African Workers (UGTC) and confiscating its assets. According to the speaker, this dissolution was legal because that organisation had no longer been fulfilling its aim which was to defend the occupational, social and economic interests of its members. The UGTC had been created under the 1964 Constitution which had also set up a single-party system headed by the "MESAN" (Movement for the Social Development of Black Africa). The adoption of a new Constitution on 5 February 1981 and the setting up of a pluralist political system had implied the dissolution of the UGTC, which had been linked to the "MESAN", considering that it was no longer representative of the workers. The dissolution had therefore been legal because it conformed with the new Constitution. The dissolution of the UGTC had enabled the workers to set up freely the organisations of their own choosing: the National Confederation of Central African Workers, the Central African Federation of Labour and the Central African Confederation of Free Trade Unions. This situation had brought about a deep split within the UGTC, the leaders of which had been manipulated by political parties. That Confederation had therefore strayed from its objectives and its former leaders had even incited the workers to revolt, which brought about major disturbances in the economic activity and social order resulting in paralysis in the functioning of public institutions and prejudice to the life of the nation. In these circumstances, where trade union claims were taken up by political parties, the Military Committee of National Reconstruction presently in power therefore decided in September 1981 to suspend the activities of all national organisations, including trade unions. The question of the assets of the ex-UGTC had not yet been decided by the courts. On the other hand, the contents of that organisation's bank accounts had been withdrawn the day after it was dissolved by its former leaders who had used them for their own purposes. It was the latter who should be required to give explanations. In addition, he formally denied that some judges of the administrative court had been arrested. As for the arrest of the former Secretary-General of the UGTC, the Government representative explained that this had taken place after a police inquiry into a wildcat strike incited by the former leaders of that organisation against a government decision to include private-sector workers in the system of contributions to the national re-establishment fund, whereas the UGTC had been dissolved since 1980-81. The persons arrested had been released and had been reinstated in their posts. He noted that the trade union truce established in September 1981 aimed at allowing an upsurge in the national economy in conditions of peace and security, and at improving the political climate. His Government would legislate on the restoration of trade union activities when circumstances would permit this; in the meantime no new element had enabled a change in the situation.

As regarded the complaint presented to the Committee on Freedom of Association against his Government, he considered that it should be closed without follow-up action. He referred to the memorandum sent by his Government concerning all the

points raised in this matter. The case before the Committee on Freedom of Association (Case No. 1040) reflected the temporary exceptional situation; there was no question of a violation of the provisions of the Convention which the Government, as far as possible, tried to apply fully. He informed the Committee that the legislative amendments announced by his Government on several occasions had just been adopted by the National Legislation Committee and would be shortly signed by the Head of State.

The Workers' members thanked the Government representative for the new information which the Committee had not been apprised of. They noted, however, that the Committee of Experts and this Committee had not been able to examine the situation of the application of this Convention because the reports had not been sent. Nevertheless, they noted that information had been sent to the ILO. They stressed that, for many years, problems had existed not only as regarded the Convention at present under discussion but also as regarded many others. In addition, as concerned the complaint before the Committee on Freedom of Association (Case No. 1040, concerning the suspension of trade union activities and the dissolution of the UGTC), since 1983, there had been no developments to give effect to that Committee's recommendations; that Committee had again considered this complaint at its May 1985 meeting and had been forced to adjourn it due to the lack of a reply from the Government. This situation showed that the problem in the application of the Convention still existed. While noting the problems and difficulties which the Central African Republic had experienced, they observed that a period of stability had followed. In addition, direct contacts had taken place in 1978 and 1980; they should have resolved the administrative problems mentioned by the Government representative, which concerned the adaptation of the legislation to overcome the obstacles in relation to restrictions on collective bargaining and those outlined in the Committee of Experts' report in relation to intervention in trade union organisations contrary to Convention No. 87.

Referring to the draft amendment to the legislation mentioned by the Government representative, the Workers' members wondered what was the effect of legislative texts which had been adopted but which had not yet entered into force. The Government should supply the information requested and bring its legislation and practice into conformity with the Convention in question so that, next year, this Committee would be in a position to note developments in this extremely difficult situation.

The Workers' member of the United States expressed his understanding for developing countries and recognised that the Central African Republic had just traversed a chaotic period; some progress had been made with the adoption of Decrees. Nevertheless, this case had been discussed in this Committee since 1971. Direct contacts had taken place in 1978 and 1980 and little progress had been registered. This situation was basically due to a lack of respect of the obligation to send reports; the Committee on Freedom of Association experienced the same problems. He hoped that the Government representative would inform his Government of the discussion on the importance of supplying the reports requested.

The Workers' member of France expressed his astonishment at the Government representative's statement to the effect that the re-establishment of the obligations under Convention No. 87 would be undertaken at an opportune time, namely when the Government deemed it useful to do so. This statement was even more surprising since other Government representatives had stated that the re-establishment of trade union confederations should have been accomplished starting from January 1985. The present situation, however, did not permit one to conclude that there had been an improvement; on the contrary, it had not been deemed useful since January 1985 to restore the right of trade unions to exist, and this was a democratic principle. This factual situation should be noted as had been done for other countries. In the absence of rapid developments of formal assurances from the Government representative to the effect that Convention No. 87 would be applied in the very near future, mention would have to be made of the fact that the commitments undertaken had not been fulfilled.

The Workers' member of Liberia stated that the dissolution of the trade union in question had taken place, according to the Government representative, because that union was not fulfilling its mission. When trade union leaders did not carry out their obligations, it was up to the membership to elect new leaders. Government intervention in this area was not in conformity with the spirit of the Convention. It should be recalled that the Government has promised to adopt a new ordinance to give effect to this Convention, but the trade union movement remained prohibited. In view of the long legislative process involved in amending this situation, the *de facto* exercise of trade union rights before the adoption of the proposed legislative amendments would be an indication of the good will of the Government.

The Workers' member of the Netherlands observed that earlier discussions had concerned freedom of association and the right of workers to set up trade unions on a unified or pluralist basis according to their own choosing. Most of the members of this Committee had been of the opinion that that was a matter to be left completely to the workers themselves. As regarded the dissolution of a trade union, justice required that the same rule be applied, namely that the workers themselves, and not the government, should decide it. In addition, he was surprised at the Government representative's statement to the effect that the dissolution of the UGTC opened the door to freedom of association. On the question of the Government's co-operation, he was disappointed that the report of the Committee of Experts only repeated the comments of previous years. In the Conference Committee's report of 1983 it had been indicated that the Government had stated its intention to co-operate with the ILO with a view to overcoming these difficulties, in particular through Conference contacts with the Chairman of the Committee on Freedom of Association and direct contacts so as to speed up the adoption of appropriate measures. The Committee of Experts therefore ought to have noted that these promises had not been kept. He wanted to know whether the Government and the Office had maintained contacts since these promises were made and whether the Government had another interpretation of the difficulties to that which it had given two years ago.

The Employers' members stated that the points raised concerned restrictions on freedom of association and collective bargaining. The Government had taken steps contrary to this Convention by directly interfering in the affairs of trade unions, going as far as dissolving them by administrative authority, suspending or refusing to register trade unions. That was a clear violation of the Convention. They noted, however, that direct contacts had taken place in 1978 and 1980. In view of the lack of progress, they urged that the reports requested be sent to the ILO, that concrete information be supplied on the measures taken or envisaged to bring the legislation and practice into conformity with the Convention and that the texts adopted be annexed, with indications as to the date of their entry into force.

The Government representative repeated that the suspension of the trade union organisations had not been taken to hinder freedom of association; given the situation in the Central African Republic it had to be taken in the interests of the workers themselves. Moreover, since then three trade union confederations had been created and even within this Committee there was a Workers' member who had not been chosen by the Government; this was proof that the situation was developing in the country. As for the question as to the date of entry into force of the texts adopted, the problem was that of signature by the Head of State which should be obtained very soon. He stated that, for his Government, the main objective had been achieved by the adoption of these texts. In reply to the Workers' member of the Netherlands, he indicated that contacts had in fact taken place between his Government and the Office; it was precisely following these contacts that it had been possible to adopt the texts referred to. He stated that his Government was willing to re-establish contacts, if necessary, with the Office so as to solve the problems which the Committee of Experts might raise. As for the date of the restoration of trade union activities, the Government representative stated that he was not qualified to supply information in this regard. He noted, however, that since the Military Committee had taken office, all national demonstrations had been suspended; nevertheless, it had to be pointed out that the workers had been called on to participate in the forthcoming National Day celebrations, which could be taken as a positive sign.

The Workers' members stated that, logically, one should be strict in this case. Nevertheless, certain elements were hopeful signs. The oral reply given today should lead to genuine progress, since for over ten years this case had been discussed and political changes had occurred four years ago.

Consequently, they requested that the Government send the reports requested on the application of the Convention and that the texts referred to be transmitted to the Committee of Experts for examination. In addition, the texts adopted should be applied fully. Everything should be done to allow the Committee on Freedom of Association to have at its disposal the information necessary for the conclusion of the above-mentioned case, and all trade union organisations—including the UGTC—should be able to function as trade unions. Finally, if necessary, contacts should be established with the Office. They hoped that positive results could be achieved.

The representative of the Secretary-General stated, in reply to the Workers' member of the Netherlands, that the dialogue between the Central African Republic and the Office had never been interrupted. As regarded the sending of reports, he confirmed that the report on Convention No. 87 had not been received. In addition, the Office had been informed that 13 draft

Ordinances and Decrees had been adopted by the Legislation Committee after the direct contacts missions of 1978 and 1980, but that they had not been signed or published. Once these texts had been received, they would be brought to the attention of the Committee of Experts. As for Case No. 1040, already referred to, the Central African Government had supplied a substantial reply but due to its late arrival, the Committee on Freedom of Association had been obliged to adjourn its examination of this case until its November meeting. This case concerned the suspension of trade union activity and the transfer of the assets of the dissolved trade union confederations. Nevertheless, in the Government's reply submitted to the Committee on Freedom of Association, there was no reference to the possibility of direct contacts already proposed by that Committee. This question had been raised with the Government during the African Regional Conference in Tunis in October 1983. The Chairman of the Committee on Freedom of Association also had discussions on this matter with the Central African Republic's delegation to the 1984 Conference, although nothing had come of this.

The Workers' members indicated that this question of direct contacts should be examined again and, if possible, accepted by the Government.

The Committee stressed that serious problems existed concerning the application of the Convention. While noting the difficulties encountered by the Government, it hoped that the Government would do its utmost to solve these problems and that progress could be achieved both in legislation and in practice. In particular, the reports due should be sent and the texts referred to communicated to the Committee of Experts for examination. In addition, those texts should be effectively implemented. Moreover, the necessary information should be communicated to the Committee on Freedom of Association so that it would be in a position to conclude Case No. 1040, presently adjourned until its November meeting. The trade union organisations, including the UGTC, should be able to function as trade unions. Finally, if necessary, direct contacts should be established.

*Colombia* (ratification: 1976). The Government has communicated the following information:

#### *Establishment of workers' organisations*

The Government does not consider that an Act requiring a minimum number of members to found federations and confederations impedes the establishment of local trade unions. The Ministry of Labour and Social Security is studying requests for recognition of legal personality by local trade unions, an inquiry which will show that these are established in every case when the workers deem it necessary. The large number of local trade unions and federations which exist in Colombia are a clear expression of the existing freedom of association. The following fact should be borne in mind: the vast majority of firms which operate in the country belong to the category of small- and medium-sized establishments and consequently have a low number of workers. If, for example, in one of those establishments with 30 workers, there were a union with 25 members and the five remaining workers could constitute another union, it should be asked whether that union would be representative vis-à-vis the owner or whether, on the contrary, it would be a weak point which would permit easy interference by the employer. In addition, it is essential to clarify that the means of recourse available against administrative decisions are, in the governmental system, administrative in nature (review and appeal before the same authority which rendered them), but actions which can be brought before the courts in administrative disputes are judicial in nature.

Section 82 of the Administrative Disputes Code established that jurisdiction over administrative disputes may be invoked to decide controversies originating in administrative acts and deeds of public entities and of private entities when they perform public functions. They are exercised by the Council of State and administrative tribunals in conformity with the political constitution and the law. The above-mentioned Code contains three types of actions which may be brought with regard to administrative acts: 1. that of nullity, which results not only when said acts violate standards to which they should be subject but also when they have been issued by officials or organs acting in the absence of jurisdiction, in an irregular manner, in an improperly motivated way, or in violation of the attributes peculiar to the official or the body to which they pertain (section 84); 2. that of the re-establishment of a right, which in addition to invalidating an act can be requested by any person who feels injured with regard to a right protected by a legal standard (section 85); 3. that of restitution and injunction, which are available when the basis of the petition is an administrative act or deed the proof of which has involved extreme difficulty (section 86).

The Government does not share the view that the mentioned means of recourse and the actions available do not constitute a sufficient guarantee for trade union organisations. Rather, it

believes that these organisations try to protect individual rights and feels that they are underestimating justice in the resolution of administrative disputes when they say that the system does not analyse the basis of cases submitted to it. Section 170 of the above-cited Code provides that the body called upon to hear the case shall analyse the facts in a dispute, the relevant legal standards and the *arguments of the parties*; moreover, as a basis for this analysis it is to resolve claims so that no pending question is left between the parties with regard to those facts.

#### *Interference in the internal administration of trade unions*

In the first place it is necessary to establish a clear distinction between interference on the one hand, which seeks to impede or to disrupt the exercise of the right of association and the right to meet—both guaranteed by the national constitution and laws—and on the other hand necessary and justified interference which the labour authorities should exercise to avoid the violation of standards relative to conditions of work and to the protection of workers in the exercise of their occupation and of their right to exercise freedom of association in trade unions.

Section 354 of the Labour Code, substituted by section 292 of the Penal Code, guarantees protection against the most basic form of interference, providing that any action which impedes or disrupts a legal meeting or the exercise of rights granted by the labour laws, or the taking of reprisals for taking part in a lawful strike, meeting or association, will result in the penalty of one to five years' imprisonment and a fine of from 1,000 to 50,000 pesos.

Subparagraph 2 of this provision, amended by section 15 of Act No. 11 of 1984, penalises any person who, by means of violence or threats, commits an outrage in any way against the right to exercise freedom of association in trade unions, with a fine equivalent to the sum of one to forty times the highest minimum monthly wage, which is to be imposed, once all the facts have been proved, by the respective labour administrator.

It should be asked: if the officials of the Ministry of Labour and Social Security are the persons competent to impose penalties on any person (trade unionists, employers, private persons) who interfere with the exercise of freedom of association, how can they carry out their duties if they do not have the power to cite owners, workers and managers or members of trade union organisations, or if they cannot exact information from them or enter undertakings, offices or union meetings?

The philosophy of legal standards must be given more importance than their literal purport. This is because it appears strange that under Convention No. 87 the term "undue" is used to describe the interference of authorities which is directed towards guaranteeing respect for the law by all persons, including trade union leaders who—as human beings—can also commit abuses and can engage in acts which cause harm to the other members of the trade union organisation.

The Government calls the Committee of Experts' attention to the contents of section 4 of Decree No. 1469 of 1978, which provides, "The termination of the contract of employment does not, by itself, end the trade union affiliation of the worker."

No need is seen to amend section 356(c) of the Labour Code, which indicated that trade unions can be established when they are made up of individuals of the same occupation, post or speciality, if it is clear that when the worker resigns or is terminated by the firm (that is, when his or her contract of employment ends) he or she may indeed continue to be a trade union member if the person so desires because his or her membership in the trade union does not depend on a contractual relation with the employer but rather on the condition of having a certain occupation, post or speciality and on his or her desire to be a member of the trade union organisation.

#### *The right of trade unions to further and defend the interests of the workers*

The interference of trade union organisations in politics is prohibited not for the simple reason that they do not intervene in the party politics of the Government. Rather, it is necessary to study section 379(a) of the Labour Code carefully in order to recognise the actual purpose of the mentioned prohibition. This section provides: "It is prohibited for trade unions of all types (a) to interfere in party politics or in religious affairs, by sending representatives to conventions of taking part as political leaders, or in religious meetings or demonstrations, supporting political parties or religious organisations or running as official candidates for public office, all without diminishing political rights or freedom of conscience or of religion or of assembly or of expression which correspond to each one of the members individually."

It can be observed that the above-cited standard does not prohibit just any involvement in politics by trade union organisations but rather that which would tend to undercut the purposes and the objectives which motivate their establishment and the rights of their members. For example, one can imagine a trade union association which takes part, in its own name, in a particular political party. It certainly loses impartiality vis-à-vis public

opinion and vis-à-vis its own members; it would then no longer be a matter of trade union "X" but rather of an arm of political group "Y". The situation would be even worse if this involved an official running as a candidate for public office.

It is unimaginable, in addition, that Convention No. 87 would support the financing of political parties with money belonging to trade union organisations and ultimately of the membership, which is the other form of participation in politics which is prohibited by the Labour Code. A trade union organisation can identify itself with a political party and this includes pursuing its suggestions, but it is neither healthy nor justifiable that the trade union organisation be converted, in any country of the world, into an instrument of proselytism or into the central issue of any political party whatsoever.

*Congo* (ratification: 1960). A Government representative, referring to the application of Convention No. 87, stated that the existence of a single trade union organisation was not in itself a violation of freedom of association. This situation was explained by a number of historical, political and economic factors. In the past, several trade unions had existed, but the common will of the workers had led to the creation of a single trade union organisation and the adoption of legislation for this purpose. However, following the comments of the Committee of Experts, his Government had repealed the Act which had set up this single trade union confederation. As regarded the check-off question he indicated that measures would be taken by this Government to bring national legislation into conformity with Convention No. 87.

The Workers' members stated that the Government's report did not contain a reply to the Committee of Experts' comments. They indicated that if the workers had decided themselves to set up a single trade union organisation, there was nothing to be said. On the other hand, when this unity was created by law, an obligation was imposed on the workers and when a check-off system was set up by law to favour this organisation it appeared that there was a contradiction with Convention No. 87. They requested the Government to supply further information to the Committee of Experts and to take the necessary provisions to ensure the application of this Convention.

The Employers' members stated that the Government of the Congo had not supplied a reply and that the observation referred to previously communicated information. The Report of the Committee of Experts noted that there was a single trade union set up by law and that, in addition, compulsory check-off in favour of the sole trade union was provided for. The Committee of Experts therefore considered that there was a double violation: on the one hand, as regarded the single trade union system and, on the other, freedom of association. They shared the opinion of the Workers' members that no one should be prohibited from establishing a single trade union, but when the legislation imposed such a system, this was contrary to Convention No. 87. They noted with regret that the Government representative had supplied little information on his Government's intentions to change the situation. As the Committee of Experts had pointed out in its Report, they noted that Convention No. 87 was not being applied.

The Workers' member of Mali stated that trade union unity—a question which came up frequently—was not imposed on the workers. During colonisation, the workers had been divided; after independence they had been able to regroup to form a single trade union to defend the interests of the workers and to assist the development of their country. At the moment, there were sufficient problems for this question not to be of perpetual concern. African workers should be left to unite in their country so as to defend their interests. This situation did not mean the domination of workers by the authorities; the trade unions were independent both at the national and international level.

The Workers' member of Liberia stated that on the African continent the workers wanted to avoid a multitude of trade unions. He added, however, that Convention No. 87 had not been adopted only for African countries, but for the international community as a whole, and it should be respected. If African workers were to be free to choose between one or several trade unions, the legislation should not dictate the situation.

The Workers' member of Nigeria considered that the freedom of African workers to unite had not been jeopardised even if the right to associate was laid down by law. It was clear that Convention No. 87 had not been adopted only for African workers, but it should be kept in mind that there was not only one reality existing in the world. For example, although the Trades Union Congress in the United Kingdom existed by convention today, its existence had the power of law. The same situation existed in the United States. There was therefore no problem of trade union unity in those countries. That could not be said for the countries once dominated where the policy of divide and rule was encouraged and entrenched, including in the trade unions. This situation could be encouraged by both the employers and the



governments even when the workers had a government sympathetic to them and enacted laws to allow for the existence of one trade union confederation. He concluded that the application of Convention No. 87 should take account of the different realities which existed.

The Workers' member of the Congo stated that when a developing country faced a problem, there was a tendency to push things too far even when the problem was simple. There should be no talk of a violation of freedom of association in the Congo. The reasons for the single trade union system had already been given: the will of the workers. In addition, the texts repealing the check-off system would soon be sent.

The Workers' member of the United Kingdom stated that in Great Britain there was not just one trade union and about 100 trade unions were affiliated to the TUC which did not dictate to them. He was not against the concept of one trade union when it was desired, and stressed that the Committee of Experts had questioned the existence of legislation which imposed the setting up of single trade unions and a check-off system in favour of them. When trade union unity was laid down by legislation it became permanent. Trade unions should not depend on a government because, in adopting decrees, it created a legal situation. Freedom of association should be ensured regardless of which government was in power and developed countries did not want to impose their systems on Africa. He did not understand all this discussion concerning the Congo because, as the Government representative had indicated, the Government was aware that the present legislation did not conform with Convention No. 87 and was envisaging the adoption of amendments in conformity with this Convention.

The Workers' member of Botswana considered that in a developing country where there was little formal employment, one single trade union could be accepted for financial reasons. On the other hand, it was true that in certain African countries, some unions had been involved in dealings with external organisations with a view to destroying their own unions. However, it was not the adoption of legislation imposing a single trade union system that would solve this problem. The workers' choice was paramount. He stated that, in his country, a single trade union organisation existed, but was not imposed by law.

The Workers' member of Liberia quoted Article 2 of Convention No. 87.

The Workers' member of Argentina was in favour of a single trade union when it was the reflection of the will of the workers but this unity should not be imposed. He stated that it was trade unions, and not the State, which represented workers.

The Workers' member of Senegal stated that one had to accept that the realities of Western and African democracies were not the same. After independence, the aim had been to unite and to come to an understanding so as to confront the situation which existed. African workers were afraid to decentralise into several trade union organisations faced with united employers and they had to come together to defend their interests. That was a problem that Africans were in the process of resolving.

The Workers' member of Gabon considered that it was necessary to re-examine the Conventions because they had been elaborated before African countries had been able to participate in them. Like the previous speaker, he could not understand why the workers should be divided when faced with one employer and one government. Trade union pluralism opened the door to strife; when it existed, trade unions only existed in name. He indicated that there should be a change in Convention No. 87 to take account of the interests of Africans because the workers were not ready to see the present situation changed. As regards the check-off system, he stated that it offered the workers the means for carrying out their objectives. He concluded that the system in force satisfied the workers who had freely chosen it. Any change in the present situation would lead to disorder, and political and economic stability in Africa would be preserved if Convention No. 87 was amended.

The Government member of Bulgaria noted that this discussion concerned one of the most important and delicate problems in the application of international labour Conventions. It was also one of the oldest since freedom of association was inscribed in the Preamble to the ILO Constitution. He was struck by the large number of African countries which had spoken in defence of the single trade union system in their own countries and respected these speakers because they knew best the realities in their own countries.

Everyone agreed that trade union unity had many advantages and the ILO should encourage this since trade union pluralism did not favour the interests of the workers. Yet whenever trade union unity was mentioned, it raised doubts if not suspicions. Even when a unified trade union movement was not laid down by law questions were asked as to whether there were other provisions limiting freedom of association. This type of question tacitly

promoted pluralism which, he considered, was not in the interests of the workers.

The Workers' member of Pakistan considered that there was an advantage in the unity and strength of the working classes having a united trade union movement, for the word "union" itself implied that there must be unity of thought, action and progress. But at the same time he considered that his African worker colleagues had been highlighting their particular problems regarding their multiplicity of trade unions which divided and weakened them. All workers should promote the cause of the working class throughout the world because they were committed to certain universal principles and international covenants that were the symbols of freedom and social justice. That was why the United Nations Charter of Human Rights and the International Covenant on Economic, Social and Cultural Rights recognised that all human beings, irrespective of race, colour and creed, have equal rights to spiritual, physical and mental development. It was true that in certain parts of the world this was not the practice, but all the international community, and particularly the working class, condemned apartheid. Convention No. 87 also contained a universal principle and therefore when member States ratified it they committed themselves to carrying out its letter and spirit. He quoted from Articles 2, 3, 4 and 5 of that Convention, noting that workers, without distinction whatsoever, shall have the right to establish and join organisations of their own choosing without interference by the administrative authorities, nor should such organisations be dissolved or suspended by an administrative authority. A violation of these principles was not a Western or non-Western, African or non-African, Asian or non-Asian question. However, he noted that there were certain countries where political powers violated these basic principles if they did not like certain trade union activities. If the workers, by their own struggle, formed a united trade union, either on an industry or national basis, that would be in their best interests; but this should not be regulated by law. This did not mean that if the workers could not unite in a voluntary act by voluntary means, the Government could do so. Governments should attempt to understand and help create an atmosphere conducive to this.

The Workers' member of the Byelorussian SSR expressed his great sympathy for the statements which had been made by speakers from the African countries, who had made their point very clearly in respect of Convention No. 87 and had voiced their support of a single trade union movement. He felt the same way. He understood that employers were in favour of splintering the trade union movement by using words like "pluralism" and "freedom", which had been echoed by certain Workers' members. What was being discussed was the unique feelings of unity that had often been mentioned in the past, a feature of socialist and a number of developing countries. As regards another comment during this discussion as to the possibility of amending Convention No. 87, he could, to some extent, go along with that; perhaps some aspects did require better expression. He stressed, however, that the point was not really the Convention itself but—as had been mentioned in the Declaration of the socialist countries already referred to—that reactionary forces were making use of the Organisation for ideological attacks against a number of countries and for attempts to interfere in their internal affairs under the pretext of abiding by the provisions of the Convention. This had even led to quite unacceptable demands being made for changes in political or economic structures.

The Workers' member of the Federal Republic of Germany noted that this discussion took place year after year and felt that some members of this Committee did not wish to see the real point and deliberately skirted it. In his country, the Constitution guaranteed plurality of coalitions and yet the trade union system was unified. There were small trade unions as well but they were unimportant having few members when compared to the Central Confederation of Trade Unions; it was true that workers found their interests better represented by a strong union than a small union. Trade union unity was also welcomed by the employers. This unified structure, however, did not come about through legislation and this was what was being discussed here. The situation should depend totally on how the workers felt their interests would be best represented. He considered that the employers and governments did not really care how unions were organised as that was the choice only of the workers. In his country the workers had always considered unity to be an advantage and this had been a basis for relative economic stability in his country since the Second World War. The structure of trade unionism had been established without the help of the State, and not forced upon the workers by the State. If a trade union depended on the support of the State then, of necessity, it became dependent on the State and was no longer independent or free as contemplated in Convention No. 87, although it might claim to be so.

It had been stated that in the Congo the single trade union system came into existence because the workers wanted it; but

why was legislation then necessary? If this was really the will of the workers, they would unify even in the absence of the law. That is why the Committee of Experts had commented on this legislation which forced the workers to become members of one union. He had understood the Government representative of the Congo to say that his Government intended to take appropriate measures in order to make the necessary changes in the legislation.

The Workers' member of India noted that trade union unity had its advantages and disadvantages and that in developed countries, where trade unions had been functioning for many decades, workers had realised the necessity of adopting one attitude and had chosen to federate nationally in one union. In the socialist countries, because of the state system, the workers had organised in one single national organisation. In developing countries, on the other hand, there had been difficulties because the trade union movement had just started. Workers were not left to themselves to organise and to form one national organisation. Political parties tried to compete with each other and used the trade union movement for their own purposes. He noted that the ILO Conventions had stood the test of time and should be honored, but at the same time, allowance should be made for the developing nations to take certain measures to help the workers towards freedom of association. If the unions were forced to accept one position or another it would be a very unfortunate situation.

He requested the Government representative to clarify whether the changes to the legislation which he had mentioned would allow other trade union organisations to benefit from the same check-off system. If that were the case, this would be helpful in consolidating the trade union movement on democratic lines.

The Workers' member of the German Democratic Republic felt that there would be no progress toward trade union unity if the Committee of Experts insisted on interpreting Convention No. 87 in a one-sided manner. He understood the African speakers to prefer a single trade union system and could not see any problem in the fact that the law mentioned this since it was a question of improving the situation and reflected a reality created by the workers themselves. Any further discussion on purported violations of Convention No. 87 was unnecessary.

The Government representative repeated that the present trade union situation in his country was a result of historical, economic and political developments and that the Government had only wanted to acknowledge the will of the workers. When the Committee of Experts had first commented on this, his country had started to bring its legislation into conformity with the Convention by repealing the text creating a single trade union organisation. In the same spirit, he had pointed out that the creation of a check-off system in favour of the single trade union organisation was at present under examination at the Government level, and measures would be taken as soon as possible to bring the national legislation into conformity with the Convention. In reply to the Workers' member of India, he stated that in his country the trade union movement was sufficiently mature and that the workers would freely decide their future.

The spokesman for the Workers' members did not agree with what had just been said regarding trade union pluralism being an invention of the employers since that would not comply with Convention No. 87. The question was that of respecting a basic Convention which had been ratified by a great number of countries, whether the workers themselves chose trade union pluralism or unity. It was their business and not that of the legislature. He thanked the Government representative for his statement that he would once again bring the question posed by the Committee of Experts to the attention of his Government because it was not the experts who interpreted the Convention; they examined texts and practice and made comments in the hope that developments would follow from them.

The Employers' members noted with interest that the Government was reviewing the situation at the moment and looking into the measures which might improve the situation to bring it into line with Convention No. 87. As regards another statement concerning trade union pluralism having been created by the employers, he considered that he had been misquoted because he had stated that there were very many good reasons for trade union unity, the point being that it was for the workers to decide for themselves. The question being discussed was the method of making the decision, and many speakers, from Africa in particular, had stressed the various and different ideas about unity and trade unions. He considered that that was not a bad thing and that it was their business. They were united in one thing: they wanted to have their own freedom to decide how they should be organised. He considered that this should be so and then there would be conformity with the Convention.

The Committee, having listened to the explanation submitted by the Government representative, and in the light of the discussion which took place subsequently, noted that for a number of years now the same problem had been before it. The Committee

understood the problems which the government was facing in this field; it nevertheless hoped that efforts would be made to solve these problems in the near future. The Committee further hoped that it would witness real improvement as soon as possible in respect of the application of the Convention, both in law and in practice.

*Czechoslovakia* (ratification: 1964) A Government representative stated that his Government was open to an objective dialogue. It had created preconditions for such a dialogue, having fulfilled its reporting obligations according to articles 22 and 19 of the Constitution. Moreover, the reports were complete and dealt with all subjects referred to in the observations made by the Committee of Experts. The Government had created a basis for such a dialogue. He was reassured by the introductory statements made by the Employers' and Workers' Vice-Chairman at the beginning of the session to the effect that a constructive dialogue was what they had in mind. He was especially grateful to the Chairman of stressing the role of the Committee in promoting a fruitful dialogue and stating that the Committee should not be converted into an international tribunal. He described certain specific external pressures and expressed the hope that they would not have undue effect on the dialogue in the Committee.

This was the first time Czechoslovakia had been invited to discuss the application of the Convention. The unity of the trade union movement in Czechoslovakia was born during the Second World War, and after the war there was an overwhelming trend to unite efforts, to rebuild the economy, to redress the vast damage caused by the war. At that time, the newly emerging trade union movement had succeeded in defining a unity of purpose and unity of action. At present, 18 branch trade unions existed in the Revolutionary Trade Union Movement, (ROH). It was beyond any doubt that unity had not been enforced by law. The new united trade union movement had assumed gradually a very important role which was not limited to defending workers' rights. Trade unions had played a decisive role in defining and implementing national policy. When this role had been defined and established it was consolidated in the legislation which recognised the existing realities. The workers had come to the conclusion that unity was essential for the promotion of their specific interests and of the national interests in general. The support for unity was reflected in a very high trade union membership, approximately 97 per cent.

The legal situation at present was that the ROH enjoyed a special status in his country's legislation. In several sections of the Labour Code the ROH was referred to by name. Certain functions conferred on the ROH were connected with its broad role in national policy and other functions were connected with the representative character of this organisation. This however did not mean trade union unity was imposed by law. On the contrary, Act No. 74 of 1973 specifically provided that trade unions could be established freely, without any prior authorisation. All this had been recognised by the Committee of Experts. The Committee however considered that the legislation was of such a nature as to hinder other workers' organisations from being able to exercise their functions properly. This was a hypothetical situation. No other trade union organisations existed, and workers continued to prefer trade union unity. Nevertheless the Government, having considered the views expressed by the Committee of Experts, stated that it would be prepared to reconsider the existing legislation, should other trade union organisations be established and include a significant number of workers. The Committee would seemingly prefer to change the legislation immediately.

To take an example, if workers in one enterprise were not satisfied with their trade union officials, they could establish a new organisation or elect new officials of their own choosing. Up to now they had supported trade union unity and opted for the second alternative. In full conformity with Article 3 of the Convention, they could elect their representatives in full freedom by secret ballot. It would not be correct to say that trade union organisations other than those affiliated to the ROH would be unable to defend the interests of their membership. They would not be recognised for collective bargaining, this being a prerogative of the most representative organisations, but otherwise they could define their objectives and try to convince the workers by explaining their programmes and by similar activities. In the hypothetical case that other organisations were established and included a significant number of workers, the Committee of Experts had requested the Government to indicate what the expression "significant number" meant. A straightforward answer was not possible and he could not speculate in this Committee.

It could thus be concluded that the Government had fulfilled its obligation to provide in its legislation the possibility for workers to establish organisations according to their own choosing. On the other hand, the Government could hardly be expected to promote trade union pluralism and encourage workers to establish other

organisations. This was something to be decided by the workers themselves.

The last part of the observation made by the Committee of Experts dealt with collective farmers and the possibility for them to organise. Here the situation was essentially the same and this subject could be left for a written report.

The Workers' members welcomed the fact that the Government was participating in the discussions on both Convention No. 87 and Convention No. 111. It was necessary to continue the dialogue which had been established in order to attain results and to achieve the application of the ILO's standards. This Convention had not been discussed recently in the present Committee. It had been said that 97 per cent of the workers in the country belonged to the existing trade union, and that the law simply recognised this reality. It was, however, dangerous when such a position was enshrined in the national Constitution and other legislation and could no longer be changed. The Government representative had said that if the reality changed the law could be changed, but the Committee knew it was often very difficult to change laws. It should not be necessary to fix this by law if it was so clearly the will of the workers. Thus while there might be no contradiction between the factual situation and the Convention at the moment, the danger existed and the Committee of Experts hoped that the law could be amended, taking into account present-day realities. When there was no possibility for the workers of creating new organisations, this could put the system in danger. They doubted that the country could still be called a socialist democracy in such circumstances, because democracy meant protection of minorities, but there was a danger that workers who might want to create their own organisation could be labelled dissidents. These were the reasons for which they asked the Government to continue to examine these questions and to take account of the comments of the Committee of Experts and of the present Committee. Finally, they hoped that the draft legislation on agricultural workers, which had been pending since 1981, would soon be approved.

The Worker member of France welcomed the fact that the Government was participating in the discussion. The Government had said that even if other trade unions were formed than those which exist, they would not have the *de facto* possibility of negotiating, and that they would not have the same rights and possibilities as the existing trade union. He recalled that under Convention No. 111 it had been noted that certain conditions had to be filled for many jobs. Perhaps the absence of other trade unions than the one that already existed could be explained by the fact that prospective leaders of the unions could not satisfy the criteria imposed.

The Worker member of Czechoslovakia stated that the Committee of Experts admitted that there were no legislative restrictions on the right to constitute trade union organisations in addition to the one that already existed, but that if in fact such an organisation were created it would not be able to carry out certain functions in view of the wide competence of the existing trade union. In fact, no such additional organisations existed. The Committee of Experts had based its position partly on the fact that the Revolutionary Trade Union Movement was mentioned in the Constitution, but article 5 of the Constitution spoke of this movement "in particular" and also referred to other organisations. It was contained in a list of examples which was not exhaustive, and the same kind of mention could be found in the Labour Code. These provisions did not preclude the formation of other trade unions, nor prevent them from exercising trade union functions. The legislation provided that other trade unions could acquire legal personality as soon as they were constituted and deposited their statutes.

The workers in his country had freely established a single trade union in 1944, and it would be inaccurate to state that the trade union movement had been established by later legislation; it had only been recognised by later legislation, and it was erroneous to say that it had been imposed by law. The trade unions in his country were free and independent, and participated freely in the life of the State and in the management of their undertakings. No question of importance could be decided without the participation of the trade unions at all levels. The legislation was fully in line with Convention No. 87, and the allegations made by the Committee of Experts were contrary to logic and historical development.

The Employers' members stated that the question arose as to why it was necessary to have laws to strengthen the commitment to a single trade union movement. Being realists they had to question whether there was in fact total agreement with the concept that only one trade union was desired. The Committee wanted to deal only with the point of trade union unity being required by law. The fact that the rights of a single trade union were reinforced by a series of laws had practical implications which the Government representative did not appear to appreciate. He had said that if other organisations wanted to establish themselves the Government might reconsider this legislation. This appeared highly

theoretical, and they thought the sequence of events would have to be the other way around. A single trade union existed both in law and in practice and this was a violation of the Convention. Beginning with the assumption that all workers desired this situation naturally led to false conclusions. The freedom enshrined in Convention No. 87 could not exist in the presence of such laws.

The Government representative assured the Committee that his Government was ready to pursue the dialogue that had been established. The issue of whether it was necessary to support trade union unity by law was of prime interest to the workers, and it was the interests of the workers that must be borne in mind. The Committee had been discussing, in relation to other countries as well, issues in this connection which could not be decided at this time.

With respect to what the Employers' members had said about trade union unity, he recalled that the Government had provided an unconditional possibility of establishing trade union organisations other than the existing trade union movement. He appreciated the view they had expressed on the subject, but in his opinion the proper course now would be to review the discussion which had taken place and to submit it to the competent national authorities for further consideration, which would then be reflected in the written reply under article 22 of the Constitution.

The Committee noted the observations by the Government representative concerning the application of this Convention. The Committee would once again ask the Government to reconsider the questions raised by the Committee of Experts with a view to taking appropriate steps to ensure closer conformity with the Convention. It hoped that the Government would be able to provide information to the Committee of Experts on future developments in the situation.

*Denmark* (ratification: 1951). The Government has communicated the following information:

Act No. 575 of 27 October 1982 on restraints on increases in wages and salaries and changes in the indexation schemes to compensate for wage drift and cost of living, etc., was an important element in the Government's economic policy. A main objective of this policy was to encourage a moderate development in wages and salaries in order to improve the competitiveness and thus create the basis for the creation of new jobs with a view to reducing the intolerably high level of unemployment.

It should be noted that the suspension of the cost-of-living indexation scheme was not solely applicable to agreements on pay regulation under collective agreements, but also to pay regulation under individual agreements, unilateral fixing of pay, etc.

In addition, in connection with the suspension of the cost-of-living indexation scheme, the following legislation was passed: Act No. 545 of 18 October 1982 on restraints on dividends, bonuses and remuneration and Act No. 546 of 18 October 1982 on profit freeze. The Government emphasises that Act No. 575 of 27 October 1982 on restraints on increases in wages and salaries and changes in the indexation schemes to compensate for wage drift and cost of living, etc., introduced a wage and salary stop for a short period—five months (until 1 March 1983)—and that the objective of the Act and of Act No. 237 of 23 May 1984 on continued change in the cost-of-living indexation scheme is solely a suspension of the cost-of-living indexation scheme. The legislation is in no way aimed at intervening in the right of workers and employers to bargain collectively to safeguard the interests of their members or to exercise their rights in any other respects. New collective agreements for a two-year period were concluded for the whole labour market in the spring of 1983 without industrial disputes or statutory intervention; these agreements were concluded after the above-mentioned suspension of the cost-of-living indexation scheme. Prior to the conclusion of these agreements the Government had recommended that the parties should keep increases in wages and salaries within a framework of 4 per cent. On the whole, the agreements concluded observed this framework.

Furthermore, the Government finds that ILO Conventions constitute no hindrance for a general statutory regulation of employment and pay conditions so that free negotiations between the social partners must take place within such a general statutory framework. The Government is aware that cost-of-living indexation is prohibited by statute in a number of countries.

The Committee of Experts has, under Convention No. 87, drawn the attention of the Government "to the fact that freezing wages for more than four years is a restriction on the trade union organisations to organise their activities and formulate their programmes in full freedom for the defence of their economic interests" and has, under Convention No. 98, requested the Government "to state what measures have been taken to protect the living standards of the workers". In this connection, the Government draws attention to the fact that new collective agreements were—as mentioned above—concluded for a two-year period for the whole labour market without industrial disputes or

statutory intervention and that the general trend in these agreements led to increases in wages and salaries in the period March 1983-February 1984 of 4.5 per cent and in the period March 1984-February 1985 of 4.8 per cent (estimated). During the same period the annual rate of inflation was 5.3 per cent while it had earlier been 6.4 per cent.

This illustrates that the Government is right in its view that the real wages of the workers are protected as well or better through an anti-inflationary policy which also aims at keeping down increases in nominal wages than through a policy which lets the wage-price spiral run with the disastrous effects which such a policy has on the competitiveness of trade and industry, and thus on employment.

The Committee of Experts has requested the Government "to re-examine with the occupational organisations concerned the possibility of negotiating wage settlements in a manner that is free of statutory or other restrictions, and to consider the possibility of persuading the parties to take voluntary account in their negotiations of the imperative reasons of economic policy that may be advanced by the Government". The Government has initiated talks with both sides of industry, headed by the Prime Minister, which dealt, among other matters, with economic policy questions.

As regards the legislation concerning Greenland, the Government states that these legislative measures had been endorsed by the Home Rule Authorities of Greenland before they were placed before the Danish Folketing. It draws attention to the special conditions appertaining to Greenland, i.e. a very dispersed population, difficult climatic conditions and vulnerable means of communication.

Lastly, the Ministry of Labour has become aware that the translation into Danish of the provisions of Convention No. 98 is not fully in conformity with the authentic texts in English and French. Furthermore, the Government is of the opinion that trade unions in the public and in the private sector have the same right to organise their activities and formulate their programmes in full freedom for the defence of their economic interests.

*Ecuador* (ratification: 1967). The Government has communicated the following information:

As regards the organising of trade unions in the public service, the Government recalls that the relations between the public administration and its employees are governed by the provisions of article 125 of the Constitution. According to this article, only those employees who, for working purposes, belong to the various administrative bodies and entities of the State are employed by the bodies which make up the administrative sector, and legal persons created by the law for the exercise of state power are subject to the law governing the civil service and administrative careers. Thus only they do not enjoy the right to organise unions. On the other hand, employees of public entities created to render public services or for economic activities assumed by the State are subject to the Labour Code under the same conditions as workers in the private sector and as a result fully enjoy the right to organise trade unions.

In accordance with the constitutional provision cited above, employees of the Ecuadorian Institute of Social Security, the Institute of Electrification, of the State Petroleum Corporation, etc., are organised into trade unions and are covered by collective agreements; the same holds true for municipal undertakings involved in the provision of services such as drinking water, sewerage, etc. It is important to emphasise that although the public servants who are governed by the Civil Service and Administrative Careers Act do not enjoy the right to establish trade unions, they do on the other hand have full power to organise themselves into associations which represent them before their respective employers concerning all matters relating to the negotiation of working conditions.

Although the Ecuadorian labour legislation gives priority to trade union organisation in undertakings, a circumstance which justifies the obligation that the leadership committees be established exclusively by workers engaged in that undertaking, this does not prevent workers from different undertakings in the same branch of activity from establishing an organisation of a "union" character, or prevent trade unions which are unified among themselves from forming a federation or a confederation (section 436).

As a safeguard of the right to exercise the option to be a member of the leadership even against the wish of a worker's employer, the legislation in force (section 188) indicates that the leader who has been fired will continue to belong to the leadership until the end of the period for which he or she was elected.

The national legislation does not include the possibility of people outside the undertaking being members of the trade union leadership because it is considered that their interests and demands are inconsistent with those of the workers and moreover that their presence would lack a valid justification.

The obligation to be an Ecuadorian citizen for membership in the trade union leadership is limited to the committee of a works council (section 455) and does not apply to other forms of trade union organisation. Giving this council the authorisation to permit foreigners to participate as members in leadership committees would require a legislative amendment which in its turn would necessitate a change in the national concept regarding participation by foreigners in leadership posts of public or private bodies in all types of activity.

With regard to the administrative dissolution of a works council when the number of its members falls below 25 per cent of the total of the persons employed, this standard is applied only sporadically and generally occurs in undertakings which have ceased to function and as a result have wound up their labour relations with the entire workforce or have reduced it to minimum levels. As a result, the legal measure referred to would not be subject to application in undertakings which are fully functioning and which employ a large number of workers. In addition, it is necessary to note that the works council has the status of the representative of the collective interests of the workers (section 457). This is the reason why the legislature was interested in ensuring that the number of the council's members would correspond to at least 25 per cent of the total number of workers in the firm. If it were otherwise, we would face a situation of an entity which lacks representativity but which has the power to engage in the signing of collective agreements, presentation of demands, calls to go on strike, etc. It is for this reason that in exceptional cases the law authorises administrative dissolution of the works council.

With regard to the legal prohibition on exercising the right to strike by public servants, it is important to emphasise that this prohibition only extends to public servants who are governed by the Civil Service and Administrative Careers Act. It does not affect the great number of public employees who are covered by the Labour Code, who enjoy the right to strike with the only limitation of having to give at least ten days' notice in advance before suspending their activities (section 503 as amended). Moreover, in 1979 there was a repeal of the legal provision which obligated workers in public service undertakings to ensure minimum functioning of those services during the strike through the continuation of their work.

Although the Labour Code prohibits trade unions from participating in political parties or religious action, it is necessary to indicate that the extent of this prohibition is oriented towards preventing political or religious groups from interfering in trade union life and from militating in this way against pursuit of the objectives of a class character which characterises these trade union organisations. Thus in practice it is common and frequent that trade unions issue official statements regarding aspects of economic and social policy, and that their leaders are involved in their personal capacity in electoral contests, as members of political parties. Thus rather than being a prohibition, what is involved here is a standard which is protective of trade union independence and autonomy.

There is no exclusive right to engage in negotiation of collective agreements for works councils. On the contrary, the national legislation provides the possibility for the agreement to be reached on behalf of the workers by one or more legally constituted associations (sections 226 and 229). When in an undertaking there exists an organised works council, this entity, as the representative of the collective rights of the workers, has priority to represent them in negotiating collective agreements. There is no prohibition on the involvement of federations or confederations. Nevertheless the prevailing method in Ecuador of reaching agreements at the undertaking level means that trade union bodies of the second and third degree participate only infrequently in their negotiation.

The Government would welcome and has requested that an ILO mission visit the country with a view to finding a solution to the questions before the Committee of Experts principally concerning Conventions Nos. 87 and 98.

*Egypt* (ratification: 1957). The Government has communicated the following information:

A tripartite commission composed of representatives of the Ministry, the Confederation of Egyptian Trade Unions and the Federation of Egyptian Industry has been set up to examine the observations of the Committee of Experts and to study the possibility of amending some of the provisions of Act No. 35 of 1976 on trade unions as amended by Act No. 1 of 1981, and the Labour Code Act No. 137 of 1981 so as to bring them into conformity with the provisions of the international labour Conventions. This commission has held a preliminary meeting during which it considered that, due to the lack of time available and the need to undertake a global study of these observations in the light of a thorough examination of the legislative provisions, with a view to determining the provisions which could be amended in both of

the above-mentioned Acts, and so as to avoid a repetition of the Committee of Experts' observations in the future, it is preferable to defer the Conference discussion of these observations.

The Government recalls that Act No. 35 of 1976 on trade unions was amended by Act No. 1 of 1981 so as to take into account some of the Committee of Experts' observations and to fill certain gaps that the practical application of the Act had brought to light. Stability in legislation implies avoiding too frequent amendments to laws of changes during trade union meetings. The necessary studies have, however, begun with a view to amending the legislation before the commencement of the next trade union meeting.

It is for the Egyptian trade union movement to introduce the amendments which it considers necessary to the Act which governs it. Indeed, it was the movement which presented the Bill which was the basis for Act No. 35 of 1976 and the Bill which became Act No. 1 of 1981 amending the basic Act.

Any amendments must pass through several trade union or legislative stages, beginning with submission to workers at the grassroots level within the trade union organisation, up to the General Assembly of the Confederation of Egyptian Trade Unions which represents the Egyptian trade union movement, passing the general assemblies of the general trade unions. To this must be added the constitutional procedures concerning submission to the People's Council.

As regards the comments on Act No. 137 of 1981 and its amendments, this question should also be deferred so as to uncover all the obstacles relating to its application and to introduce a global amendment to it so as to bring it into conformity with the international labour Conventions and the economic and social reality in Egypt.

Consequently, the Government requests the deferment of the discussion of the Committee of Experts' observations concerning Egypt so that the above-mentioned tripartite commission can complete the necessary studies. The Government will progressively communicate information on any new developments in this connection.

*Ethiopia* (ratification: 1963). A Government representative, referring to the Committee of Experts' statement on the unification of the trade union movement, stated that in most cases and in principle the validity of this remark could not be questioned; accordingly, the Government was always attentive to any change in the workers' attitude towards the established single trade union structure. However, up to now the commitment of the trade union movement in Ethiopia to a single trade union structure was stronger than ever, as was shown by the deliberations of the Central Council of All-Ethiopia Trade Union (AETU). His Government therefore considered that any measures to amend the labour law in this respect were not only politically unwise, but also violated the constitutional practice which had emerged after the revolution and which obliged the Government not to take legislative action on existing prevalent views of the workers. As regarded the All-Ethiopia Peasant Association (AEPA), he stated that his country had ratified Convention No. 11 which prohibited discrimination against agricultural workers as compared with industrial workers, but did not contain any substantive right of association. The Convention which had broader significance in this respect and which had not been ratified by Ethiopia was Convention No. 141. The very adoption of this Convention proved that Convention No. 87 had no application to the AEPA. He therefore reiterated his Government's previous statement that these self-employed independent peasants were quite different from agricultural workers within Convention No. 87 who were to be found only on state farms. The definition of a worker in section 227 of Proclamation No. 64/75 covered the agricultural workers of state farms, and Convention No. 87 applied to them through the provisions of Proclamation No. 223 of 1982. As regarded the Committee of Experts' comments on the right to strike, he observed that there was no Convention or Recommendation dealing directly with strikes. Strikes were a means to an end, namely the settling of disputes in those cases where no other means were available to the workers. In Ethiopia, strikes were not prohibited by law and lawful strikes were, in fact, envisaged in the present legislation. The Government was presently studying, in the light of the comments of the Committee of Experts, how to make the disputes settlement machinery more speedy. As to the Committee's remarks on section 5 of Proclamation No. 222 (the alleged obligation of the unions to disseminate among the workers the development plans of the Government), he stated that at present unions, through their respective representatives, participated in the formulation of national plans and this right entailed the correlated duty on the part of the workers to implement effectively the plan which they had formulated. Referring to the obligation of unions to disseminate Marxist-Leninist theory among workers, he stated that this was not an obligation on unions, but one of their lawful activities.

This provision had been included in the Proclamation because, before the revolution, unions had not been legally capable of engaging in any kind of political activity. As for the implementation by unions of decisions of higher authorities, he pointed out that these important directives were issued in consultation with the appropriate unions. Therefore it could not justifiably be said that autonomy of trade unions was being called into question. As regarded section 6 of Proclamation No. 222, he indicated that once a single trade union structure was accepted, the constituents naturally would not have the unlimited right to formulate other programmes of their own. In relation to civil servants and domestic employees, the Government would inform the Committee of Experts as soon as the concrete legal measures were taken in relation to the adoption of the new labour law. As regarded employers' organisations, he regretted that, due to the existing situation in Ethiopia and the resulting pressure of work, the draft amendment to the Proclamation of 1978 had not yet been enacted. At present, the Ethiopian Chamber of Commerce fully represented the employers at national and international fora, including the International Labour Conference. Once enacted and published in the National Gazette, the Proclamation would be forwarded to the Committee of Experts.

The Workers' members recalled that some years ago the same problem had been discussed and that trade union leaders of free organisations had been imprisoned and the legislation adopted, without the workers having decided on a unitary trade union organisation. What had come of the direct contacts which took place in 1980? The Committee of Experts had repeated that Proclamations Nos. 222 and 223 did not conform with the Convention on any point, although the civil servants' right to organise was going to be regulated. Like the Committee of Experts, they hoped that basic changes in the legislation and practice would bring about conformity with this Convention and that the country – with assistance from the whole world and a genuine agricultural policy – could overcome the real difficulties it was facing.

The Worker member of Ethiopia stated that no one had been imprisoned for his trade union activities. Since its inception, the Ethiopian trade union movement had taken the form of a single trade union structure and the revolutionary government, being sympathetic to the workers' cause, had given for the first time legal expression to this structure in Proclamation No. 64/75, later amended to appear as Proclamation No. 222/82. This law strengthened the trade union movement by giving special protection to the workers' representatives and by reducing the number required for the establishment of trade unions in undertakings from 20 to 15. In its 22 years of history, the Ethiopian labour movement had always cherished the idea of a single trade union and this had been clearly reflected in the deliberations, resolutions and action programmes of different trade union meetings. For example, in the minutes of the special session of the Central Council of the AETU (which had been communicated to the ILO) the interpretation of this Convention was discussed and it was resolved that the Convention did not necessarily imply the diversity of unions. This being the case, legislation giving expression to the current wish of the majority of the workers could not infringe its provisions and the Government should continue to give legal expression to the existing trade union structure as long as it was in line with the workers' interests. The Worker member of Liberia was of the opinion that if laws were made to combine trade unions into one single body in a country, those very laws could be used to dissolve that single organisation overnight. That was the significance of the problem that workers everywhere should bear in mind. He considered that the substance of the Convention was that the structure of labour organisations should be governed by their own lawful rules. Legislation might always exist to ensure that trade union rights were not trampled on by any third party. Many African workers shared the view of a central trade union movement, yet many others were against it. As long as workers in a country accepted to form one labour organisation, that was a democracy; but there should be no law directly or indirectly designed to give so-called strength and protection to that unification. Unification should flow purely from the wishes of the workers.

The Employers' members considered that this problem of a monolithic trade union system imposed by law was a very clear violation of Article 2 of the Convention. Arguments had been put forward concerning the historical background to such situations, but every day there was a new historical situation which implied that future generations should be able to adopt a different option. There should always be the possibility to form organisations of one's own choosing. As for the duty of the trade unions to disseminate particular political views, they considered that this was also a violation of the Convention because the trade union could not decide its own programme of activity. They recalled that the employers' association referred to was not an association under the terms of the Convention and they had not heard anything from the



Government representative to prove that the setting up of employers' organisations in line of the Convention was actually being done. This case had been dealt with over the last few years and no changes had occurred, the situation being perhaps even further away from the Convention today than in the past.

The Employer member of the USSR noted that the observations of the Committee of Experts stated that "the AETU, one of the functions of which is to represent the workers"; therefore the interpretation of the legislation by the Committee of Experts and various speakers in this Committee was not the only one possible because the legislation itself referred to question of representation of workers by trade unions. Concerning the rights of agricultural workers to create trade unions, he considered that it was necessary to recognise the difficulties facing developing countries, in particular the serious situation in Ethiopia. He referred to the experience in this connection of the Soviet Union; a long time had been needed to find the machinery to involve members of collective farms into trade unions, in the past they had been regarded as not covered by the Labour Code. Such a change could not be expected to come immediately from a country which had only just become independent and which frequently faced natural catastrophes. As regarded point 4 of the observation, he had understood the Government representative to explain that his Government was trying to reduce the amount of time involved; he understood that, 50 days appeared to the Committee of Experts to be too long. As for point 5, he recalled that there were many different promotional and ideological provisions in the Labour legislation which had to be understood as such and the Committee of Experts sometimes had taken this into account in the past. He considered that the Government's approach to points 6 and 7 was quite businesslike since it was working on a new labour code and was dealing with new requirements regarding the Chamber of Commerce.

The Committee took note of the information supplied by the Government representative and of the discussion that had taken place in the Committee. It noted with serious concern the major divergences noted by the Committee of Experts between the legislation and the terms of the Convention. The Committee trusted that the Government would take positive steps in the near future to bring its legislation and practice into conformity with the Convention.

*Federal Republic of Germany* (ratification: 1957). The Government has provided the following information:

The Government recalls that the decision handed down on 17 February 1981 by the Federal Constitutional Court did not recognise the right of access of a trade union representative who does not work in the undertaking when the trade union was already represented there, as was the situation in the case decided. The Federal Government concluded that the conformity of national law with Convention No. 87 was affirmed in the jurisprudence of the Federal Constitutional Court.

Furthermore, according to the Government, Articles 2 and 3 of Convention No. 87 give no legal basis for a right of access by trade union representatives who do not work in the undertaking. Article 2 of the Convention guarantees the right to establish organisations of the respective group's own choosing, and Article 3 guarantees to these organisations the right to freely organise their administration and internal activities. Article 3 also provides that the organisations have the right to elect their representatives in full freedom. These principles are applied in the Federal Republic of Germany. Articles 2 and 3 do not, however, give these organisations any power which may affect the rights of third parties. On this question, one must take account of Article 8, paragraph 1, of the Convention, which provides that in exercising the rights provided for in the Convention, the organisations shall respect the law of the land. For purposes of this provision, the Federal Republic of Germany understands the law of the land to include the inviolability of the premises of the employer (Article 13 of the Basic Law) and the protection of property (Article 14 of the Basic Law).

The Committee of Experts is of the opinion that trade union leaders should have access to the undertaking, to the extent that this is necessary. In relation to this, it is important to note that the flat refusal of a right of access was decided by the Federal Constitutional Court "where the trade union is already represented in the undertaking and the establishment". The Federal Constitutional Court expressly left open the question of the right of access of trade union representatives who do not work in the undertaking to an undertaking in the case where no union member is employed there. Therefore nothing permits the conclusion at this time that the law of the Federal Republic of Germany completely excludes access of trade union representatives who do not work in the undertaking to undertakings where union members are not employed. The Federal Constitutional Court only rejects a right to access in undertakings where the trade union, by virtue of the number of workers employed there, is already in a

position to engage in activities permitted by the Constitution; the Court listed the methods available to the trade union, in the undertaking where it has members, regarding making itself known and concerning information. The Federal Constitutional Court bases its decision on the criteria of necessity: where the trade union, through its members in the undertaking, can engage in recognised trade union activities, a right of access of trade union representatives who do not work in the undertaking is not necessary. The Federal Constitutional Court shows in its reasoning that it came to its decision along the same lines of thought as the Committee of Experts.

Moreover, the matter of right of access by a trade union representative who does not work in the undertaking, for the purpose of engaging in trade union activity, has, in the Government's view, no practical bearing on labour-management relations. As the Federal Government has already had the opportunity to observe in relation to Convention No. 135, the access of trade union representatives who do not work in the undertaking has long ceased to give rise to disputes between employers and workers in many fields. This statement remains valid today.

*Greece* (ratification: 1962). The Government has communicated the following information:

A. As regards seafarers, it was not possible to apply the provisions to Act No. 1264 of 1982 to seamen's unions in view of the particularities of the shipping world. For this reason, section I, paragraph 2 (b), of the Act provides that, until a special law concerning seamen's unions is adopted and published, the present legal status—that is Act No. 330 of 1976—shall continue to be in force. The Ministry of Mercantile Marine has collected the relevant legislation of the principal maritime States, has taken into account the opinions of seamen's unions and shipowners' organisations and is now elaborating a draft law designed to guarantee trade union freedoms for seamen and a democratic trade union movement. However, due to the seriousness of the matter, the extent of divergence of opinion between employers' and workers' representatives and to the multitude of regulations which are in force in other maritime States, the accomplishment of this task is progressing at a normal rate. The intent is to enact a law which would solve rather than accentuate the persistent problems in respect of trade unions. As a result, those provisions of Act No. 330 of 1976 concerning seamen's unions are in compliance with Convention No. 87, as it was stated by the Committee on Freedom of Association in its 160th report, 1976.

B. With regard to collection of trade union dues and the operating costs of workers' organisations, the Government reiterates its previous statements according to which the "Workers' Hostel" (Workers' Institute) has assumed, since the dismantling of the ODEPES (Institute for Management of Special Trade Union Resources), the financial assistance of trade union organisations. These resources are constituted by the dues of workers and of employers. The Government explains that the financing of trade union organisations through the Workers' Hostel embraces two areas.

- (a) Overall financing of trade union organisations (trade unions, federations, workers' centres, confederations) with a view towards the exercise of their trade union activity on the basis of objective criteria based on the number of members of each, as shown by the results of their last elections. In this regard it states that by means of a recent legislative regulation (Act No. 1429 of 1984, section 11(3), section 3 of Presidential Decree No. 901 of 1976 has been repealed. It had called for the calculation of financial assistance, for each of the trade union organisations considered separately, on the *pro rata* basis of the members having voted in a number of elections which took place before 10 December 1976. The regulations called for in the Presidential Decree of 1976 resulted in the financing of trade union organisations being based on a certain number of workers who had long ceased to be members affiliated with them. The new regulations permit a rational and objective distribution of financial aid since, henceforth, trade union organisations are financed on the basis of the number of members which they had at the time of their last elections.
- (b) The financial assistance to the most representative trade union organisations, to permit them to meet their running costs (general expenses which their functioning entails or those linked to various factors such as provision of drinking water, electrical lighting, telecommunications or personnel costs). This financial aid was introduced by virtue of Act No. 1356 of 1983 (section 23), by means of Ministerial Decision No. 52852 which was adopted following proposals made by the General Confederation of Greek Workers (GCGW) setting the conditions and the levels of financing. The criteria applicable in this regard are purely objective since they are based on the total number of members having voted at the elections for the leadership committee, as well as on the

representativity of each of the above-mentioned trade union organisations considered, either by branch of occupational activity for the federations or by the province of the country for workers' centres.

C. As regards the application of the provisions of section 6 of Act No. 1264 of 1982 respecting financial autonomy of trade union organisations, the matter has not yet been entirely dealt with by a general collective labour agreement or by means of an arbitration award. The Minister of Labour has requested the representative organisations of workers and of employers to formulate suggestions in this regard, for the purpose of issuing the Presidential Decree to which section 3 of this section refers and which will govern the matter provisionally. These proposals have not yet taken final form because they have not yet been deemed by the GCGW to be sufficiently developed to constitute the basis for the issuance of the Presidential Decree. This is why the matter has again been sent back for re-examination, given that the Government feels it necessary to obtain the corresponding views of the representative organisations of workers and employers.

Section 23 of Act No. 1346 of 1983 (which has not been repealed) does not give the Government any power to interfere in the financial management of trade union organisations. The Government, through the legislative efforts it has made in the realm of labour relations, and in particular in the adoption of Act No. 1264 of 1982, has shown its intentions to free the trade union movement from the government tutelage of the past.

Moreover, in addition to the argument regarding objective distribution of financial aid, the absence of any interference is also shown by the fact that the Workers' Hostel does not exercise any control, either with regard to the expenses incurred by the trade union organisations or of the management of their financial affairs. Self-control of the financial management of the trade union organisations is assured by the mechanism of bodies created for this purpose by their own statutes (accounting committees, general assembly or other competent bodies, depending on the case), without any state interference. The Workers' Hostel, with legal personality in public law, is supervised with regard to the review of its expenses, and in accordance with the legislation in force, by the High Administrative Tribunal which has jurisdiction over supervision of public expenditures. No benefits are given improperly or free of charge by the Workers' Hostel, no matter which trade union organisation is involved.

*Guatemala* (ratification: 1952). In reply to the comments made by the Committee of Experts, the Government has indicated that the observations of the Committee will be communicated to the competent authorities, in accordance with the provisions of the future Constitution of the Republic, which is to be promulgated by the National Constituent Assembly. The National Constituent Assembly, which carries on its work independently of the other state bodies, has stated publicly that the constitutional text will contain provisions relating to labour. These provisions will lay down the principles governing labour law. The Constitution of the Republic will be forwarded to the ILO on its publication in the official gazette and entry into force, as will the legislation when it is enacted.

In addition, a Government representative stated that he represented a transition government committed to returning Guatemala to a fully constitutional regime. The Constituent Assembly had accomplished the task given to it, to draw up a new Constitution. The text of articles 8 and 9 of the Constitution which deal with labour and employees of the State had been communicated to the ILO. This document contained the reply to questions raised by the Committee of Experts. He stated his readiness to provide additional information.

The Workers' members, after emphasising the very brief nature of the Government representative's statement, stressed the seriousness of the situation in Guatemala. The information provided by the Government representative showed that there were no new developments since last year. Of course, as the Committee of Experts had noted, there was a draft legislative decree which could improve the application of the Convention but even if this draft were adopted, there still remained many divergencies between the national legislation and the Convention concerning, for example, prohibition on employees of the State to form trade unions, limitation of election to trade union office to Guatemalans, significant restrictions on the right to strike, with the exercise of that right subject to heavy penal sanctions, and the denial of the right to bargain collectively to workers in public and semi-public undertakings. In addition, the Committee on Freedom of Association had before it a number of extremely serious complaints. In spite of the promises made, there were still a number of trade unionists in prison. To that must be added cases of torture and murder of trade unionists as well as the takeover of trade union offices. Several of questions had to be asked: Was the same situation of violence continuing? Had the legislative decree been

adopted and was it open to amendment given the fact that it did not completely meet the requirements of Conventions Nos. 87 and 98? What measures had been taken to free the imprisoned trade unionists and to permit those in exile to return to their country? What could be done to follow up the recommendations of the Committee on Freedom of Association? In the absence of change, the Workers' members stressed the extreme gravity of a case which had already gone on for many years. Up to now no evidence of positive developments in the situation had been given.

The Employers' members, after lamenting the succinct nature of the statement by the Government representative, stated that the matter had been under consideration for many years. This case raised a whole series of very complex questions concerning the right to organise and strict government surveillance of trade unions, their activities and their election of leaders. The Committee of Experts had made a number of comments over the years on these questions while taking into account new draft legislation. The Government had now referred to a new draft Constitution which would contain fundamental provisions regarding labour; they felt the text should be sent to the ILO. The Government representative could perhaps indicate whether all the points raised by the Committee of Experts in its report would be settled by the new Constitution in a manner conforming to the Conventions. They hoped progress would be achieved. In addition, they welcomed the fact that the Committee had returned to its normal procedures when the Workers' members had referred to a certain number of cases pending before the Committee on Freedom of Association, but which the Committee of Experts had not mentioned in its observation.

The Government member of the United States emphasised that a democratisation process was under way in Guatemala. While sometimes the Committee might become impatient when cases had been under consideration for several years, experience had shown that the return to democracy generally had the effect of permitting freedom of association to be re-established. In this connection, during the general discussion many members of the Committee had commented on the situation in Uruguay. He hoped therefore that the same procedure of dialogue which had demonstrated its usefulness over the years would be resorted to in the present case. Recognising that this was one of a number of serious cases, he hoped that the Committee would be even-handed in its examination and that the democratisation process taking place in Guatemala would be encouraged.

The Workers' member of Argentina stated that the list of Guatemala's infringements of international Conventions, particularly those concerning human rights, constituted a case of lamentable and tragic proportions. For many years the Guatemalan labour movement had been facing these problems and had been doing everything possible within the ILO to denounce the situation of workers and trade unions organisations in Guatemala. This case had been the object last year of a special paragraph. The Committee of Experts had come to a certain number of conclusions which could not be changed by a mere reference to a draft Constitution. The text of that document was not even known, but according to available information it continued to limit the right of workers to organise, especially those in the public service. This text did not permit either trade unions or organisers to engage in political activity and authorised the closing of trade union offices when the unions were not in agreement with the Government. The democratisation process which had begun in Guatemala should be welcomed, but while waiting for it to become a reality, the Committee should remain firm and characterise the legal measures and instruments in force in Guatemala as inadequate. This case was one of the most serious, one of the most dramatic, existing in the Americas.

The Workers' member of the United Kingdom considered the information provided by the Government representative to be inadequate; he could not agree with the manner in which the Government member of the United States had assessed the situation in Guatemala. The Committee was not a human rights tribunal, and therefore it was not its task to address accusations of kidnappings, disappearances, torture, imprisonments and murders. But these facts existed, and the trade unions were the victims. These facts had to be kept in mind during the examination of this case. As the Committee of Experts had stressed, there was not a single Article of Convention No. 87 which was not being flagrantly violated. The Workers could not be convinced either by a draft text which had not yet been communicated or an announcement that something new was happening in Guatemala. There were no signs of progress. No change had occurred. This involved one of the most serious cases which the Committee would have to examine.

The Workers' member of China, after stating his support for the statement of the Workers' members, indicated that the demands of the workers of Guatemala to obtain the right to organise, in particular, was perfectly legitimate. The Committee should ask the

ILO to take effective measures to assist the Government of Guatemala in applying the provisions of the Constitution and international labour standards in a way as to ensure for the workers of Guatemala the right to organise and to protect their interests.

The Workers' members stated that they proposed as a minimum that the case be mentioned in a special paragraph. To encourage the transition towards a democratic regime and the restoration of freedom of association and collective bargaining, the Committee should, in the special paragraph, repeat more emphatically and urgently the appeal it had issued in 1984 calling for the implementation of Conventions Nos. 87 and 98. The Committee should also ask the Government to follow up the recommendations of the Committee on Freedom of Association, to free the trade unionists imprisoned, and to do everything possible to bring an end to violence and brutality against trade unionists.

The Employers' members agreed with the proposal for a special paragraph which would issue an urgent appeal for the violations of the Conventions which still existed to be stopped as soon as possible. A reference could be made to the cases before the Committee on Freedom of Association.

The Government representative stated that he had tried to be brief because he thought that the Committee of Experts would have the opportunity to study the information he had presented in more depth. A hypothetical situation was not involved; rather, steps had already been taken to return to the constitutional process. The Constitution had been promulgated and general elections were planned for 3 November 1985. The transitional government would only be in power until 15 January 1986. The National Legislative Assembly to be elected on 3 November next would be given the task of drawing up all the laws, including chapters concerning the labour questions which appear in the Constitution. The Constitution already guaranteed the right of workers to organise without discrimination and without previous authorisation. Workers would not be able to be dismissed for having participated in the founding of a trade union. Moreover, the Constitution also called for the State to adhere to international and regional conventions and treaties which concern labour matters and grant workers the best protection. The right to strike was recognised and would be able to be exercised after conciliation procedures had been exhausted. The only restriction imposed was that this right could only be exercised for economic and social motives. The Constitution granted state employees the right of association as well as the right to strike in accordance with the legislation in force. The Constitution is to enter into force on 14 January 1986. The Committee of Experts, with the document supplied to the ILO, would be in a better position to examine the situation and to express its views. While regretting the acts of violence which were occurring in his country and which were the results of a situation of subversive warfare which had been going on for 20 years, he vigorously stressed that he emphatically rejected the responsibility imputed to the authorities of Guatemala.

The Committee noted with concern the numerous and serious divergencies which existed in the application by Guatemala of Conventions Nos. 87 and 98. While noting the difficulties encountered by the Government, it expressed the firm hope that it would urgently give all the necessary attention to the adoption of measures to ensure the application of these Conventions, both in legislation and in practice. It also requested the Government to give effect to the recommendations of the Committee on Freedom of Association. It decided to include a special paragraph on this case in its report, in accordance with the proposal of the Employers' and Workers' Vice-Chairmen.

*Honduras* (ratification: 1956). A Government representative said that he could assure the Committee that his Government was firmly resolved to respect its international obligations, and particularly the ILO standards.

He recalled that, according to the 1981 Constitution of Honduras, ratified international Conventions were directly applicable in municipal law; the Constitution also established the primacy of international over municipal law. With regard to the comments of the Committee of Experts on the application of Convention No. 87 requesting the amendment of a number of articles of the Labour Code, he wished to give the Committee the following information with regard to the request for the amendment of section 2 of the Labour Code, so as to extend the right to join trade unions expressly to workers in agricultural undertakings not regularly employing more than ten workers, section 5 of the Labour Code laid down that the rights provided for in Article 2 of the Convention in that respect were applicable. With regard to the amendment of section 472 of the Labour Code which, according to the Committee, did not permit the existence of more than one works union in any one undertaking, there was nothing in the Labour Code in that connection that was inconsistent with

Convention No. 87. As concerned section 510 of the Code which required that union officers should, at the moment of election, have exercised the occupation or function characteristic of the union for more than six months during the preceding year, he pointed out that under section 270 of the preliminary draft Labour Code officers who had not exercised their functions for more than six months during the preceding year could be members of the executive committee. As regards section 537 of the Code, according to which federations and confederations were not entitled to call a strike, and section 541 which provided that the leaders of federations and confederations should have been engaged in the corresponding occupation or function for more than one year before their election, he referred to section 300 of the preliminary draft Labour Code according to which federations and confederations could be formed without any restriction. The preliminary draft Labour Code did not contain any provision similar to those of sections 495 and 563 concerning the requirement of a majority of two-thirds at the general assembly of a trade union for calling a strike. Likewise, the preliminary draft project had no provision similar to that of section 558 concerning the necessity of government authorisation or six months' notice for the suspension or stoppage of work in public services that do not depend on the State. On the question of the power of the Ministry of Labour and Social Welfare to end a dispute between employers and workers in services for the exploitation, refining, transport and distribution of petroleum, he referred to the provisions of the preliminary draft Labour Code which laid down that in essential public services any decision to call a strike must be submitted to the competent services of the Ministry of Labour. When three days had elapsed the Minister of Labour would be competent to settle the dispute. The right to strike was limited in the transport services and prohibited in everything connected with safety or public health. The speaker added that the whole of his country's legislation was being revised, including the Labour Code.

The Workers' members noted that the Committee had heard quite a detailed statement of the efforts undertaken by the Government of Honduras. They drew attention, however, to the fact that the case had been the subject of comments by the Committee of Experts for nearly 25 years. Moreover, several complaints (cases 1216 and 1271) had been lodged with the Committee on Freedom of Association in connection with very serious matters such as the wounding and murder of trade union members, dismissals, in particular of teaching staff, interference of the Government in trade union affairs. The Government had not made any comments in reply to those allegations. The Committee of Experts had referred to a draft Labour Code; the Government representative spoke now of a preliminary draft. With regard to the request of the Committee on Freedom of Association to the Government to accept a direct contacts mission, the Workers' members asked for a reply from the Government representative on that point.

The Employers' members noted that the information provided was a repetition of earlier comments. It was difficult to tell whether the observations and requests of the Committee of Experts had really been taken into account. No precise information had been given on the fundamental question of the date for the entry into force of the new legislation to which the Government representative had referred. If the text of the new Labour Code had already been prepared, the Government should forward it to the Office for examination by the Committee of Experts.

The Workers' member of Argentina said he shared the views expressed by the Workers' members. He wished to refer to only one aspect of the statement made by the Government representative, namely the definition of the right to strike given in the new legislation. In a very short time, it would be necessary to consider the limitations placed on workers by the new text.

The Government representative, replying to the question put by the Workers' members, said that his Government had no objection against accepting a direct contacts mission. With regard to the Employers' members' question concerning the entry into force of the new legislation, that would depend on the interest shown by the workers.

The Workers' member of the United States noted that the Government had stated that it had no objection to a direct contacts mission. He would like the Government representative to state more clearly that he was willing to accept direct contacts.

The representative of the Secretary-General told the members of the Committee that the Committee on Freedom of Association which had had to examine the complaints made in the course of the discussion, had only finished its work at the end of May. Its reports had only been sent to governments a few days before, so the Government representative had perhaps not seen those two reports of the Committee on Freedom of Association.

The Government representative, in reply to the statement of the Workers' members that direct contacts should normally be the subject of a request from the Government, stated that he formally



requested that direct contacts should take place in order to clarify the situation.

The Committee noted that the question of the application of Convention No. 87 had been the subject of comments and discussions for several years past. It took note of the difficulties faced by the Government of Honduras and also of the information supplied by the Government representative. The Committee hoped, however, that the Government would make every effort to ensure that the Convention was applied in fact as well as in law. Noting also that the Government had stated that it was ready to accept a direct contacts mission, the Committee deferred further consideration of the case and hoped that it would be in a position to reconsider the question once the mission had taken place.

*Jamaica* (ratification: 1962). The Government has communicated the following information:

The Tripartite Committee to which this matter was referred did not recommend any change; consequently, it is not proposed to reduce the list of essential services at this time.

As regards section 11A of the Labour Relations and Industrial Disputes Act, the Government considers that this provision does not restrict the rights of workers, trade unions or employers in the process of collective bargaining since it is a provision to be used only at the discretion of the Minister where all attempts for settlement have failed.

*Japan* (ratification: 1965). A Government representative stressed that his Government had been expeditiously supplying detailed information on the facts concerning the issues involved in Japan. It had responded to requests for comments on the observations made by Japanese workers' organisations by supplying full information to the ILO. In addition, his Government had kept in close contact with the ILO both formally and informally and had never failed to maintain a completely co-operative attitude as regarded the status of implementation of ILO Conventions. In view of the observations made by the Committee on Freedom of Association in advance of Japan's ratification of Convention No. 87, and the opinions expressed by the Committee of Experts in 1983, he did not consider that the denial of the right to organise of firefighters constituted a problem in terms of compliance with this Convention. His Government was considering this matter on the basis of a long-term perspective in the belief that this issue could be covered by national laws. The report of the Committee of Experts requested the Government to keep it informed in future reports on any developments in the matter and his Government was willing to respond to this request in good faith. The Government representative considered that direct contacts were an effective means of solving various pending issues, but that there was no need for direct contacts regarding the Japanese issues because: firstly, one of the objectives of direct contacts missions was the clarification of facts and the issues concerning Japan were quite clear; secondly, the Government had responded expeditiously to the request for additional information; and thirdly, the Government had kept close contact with the ILO and was willing to do so in the future.

The Workers' members noted that the case of Japan was exemplary in that it confirmed the confidence of workers' organisations in the ILO and showed that the questions under discussion were not vague and internationally oriented, but could contribute to solving specific problems in one particular country. This case was also an example of patience and of persistence. They noted that the Government did indeed send reports rapidly and regularly, but they considered that these reports should contain indications of genuine progress, which was not the case here.

The Workers' member of Japan stated that recognition of the right to organise for fire defence personnel was an essential condition in a democratic society. Japanese workers had been trying to tackle this issue in the conviction that it would help modernise and democratise fire defence administration in his country. He regretted that the Government's reply on this point in the report of the Committee of Experts was incorrect and contrary to the facts. No progress had been achieved in this case in the past year; more than ten years had passed since this issue was first taken up in the ILO and he considered that no positive development could be noted throughout this period. He did not accept the Government's statement that deliberations were under way and considered that this was an attempt to delay the solution of the matter. He also disputed the Government's reply that it had been holding consultations with the relevant trade unions. The approach taken by the Government in this respect was quite unfair because it only held consultations with the organisations which were opposed to the granting of the right to organise to fire defence personnel and only reported their views and opinions. Moreover, the Government had been repeating its position that fire defence personnel belonged to the same category of workers as policemen and claimed that this position was acknowledged by the ILO. The

speaker accordingly proposed that the opinion of the Legal Adviser of the ILO be sought to clarify within this Committee the position of international labour standards as to whether or not the right to organise could be denied to fire defence personnel on the grounds that their job was similar to that of policemen.

Referring to the comments made by the Japanese National Railway Workers' Union (KOKURO) he hoped that the Office would bring to the attention of the Committee of Experts the various resolutions adopted by the ILO Inland Transport Committee in January this year.

Noting that 20 years had passed since the report of the Fact-finding and Conciliation Commission on industrial relations in the public service in Japan (the Dryer mission), he stated that the ILO's efforts over this period had played an important role in the modernisation of industrial relations in Japan. He expected that the solution of the existing problems in Japan by this Committee would provide yet further evidence of the great significance to the workers of the world of the ILO's standards and supervisory machinery.

The Employers' members noted that firemen were traditionally treated in Japan as part of the police force and were therefore restricted in so far as freedom of association was concerned. They noted that this Committee had for some time been carrying out a very thorough dialogue which had been recognised by the Committee of Experts. They noted that this Committee was a means of promoting dialogue and that, since the experts had requested to be kept informed of any developments in this matter, they hoped that the Government would continue to provide information so that a more satisfactory solution could emerge.

The Employers' member of Japan considered that the direct contacts procedure was a form of technical assistance involving the sending of an ILO representative to the host country to look into the situation and to give advice to those concerned. In the Japanese case, however, he considered that the ILO had been fully informed and that the Government and trade unions of Japan were fully aware of the basic principles of the ILO in this area. He was therefore of the opinion that direct dialogue, in good faith, should be used to come to mutual agreement and that a third party should not be involved in the issues.

The Workers' members recalled that the matter did not involve Japan alone but many other countries as well. Too often, public employees did not enjoy the right to organise, to engage in collective bargaining, or to go on strike. A general problem was involved. The Committee of Experts had recalled in its report that the right to strike could be limited to a few essential services in the public service on condition that appropriate guarantees be granted to the workers who were in this way deprived of an essential means of defending their occupational interests. Moreover, the Committee of Experts had indicated in its last General Survey on freedom of association that only certain categories of personnel in the public service such as the police could be excluded from the right to organise. It was high time that the rights of firefighters were known in this regard. They could not be compared to police officers. The Workers' members also indicated that it was absolutely necessary that the recommendations of the national personnel board concerning wage increases, which had been applied to workers in the private sector and to other categories, be applied as well to workers in the public service. The Government could not cite economic and financial problems to avoid its responsibility in this field. This was a problem which justified the complaint by the Japanese trade unions. They felt that if the Government could not find a solution to the problem in Japan by means of tripartism, it would be desirable for the Government to resort to the assistance of the Office, whether by way of direct contacts or information or study missions, in order to attempt to resolve these long-standing problems.

The representative of the Secretary-General provided certain information on the position of the supervisory bodies of the ILO as regards the right to organise by personnel involved in firefighting. He recalled that Japan had ratified the Convention in 1965. The question of Japanese firefighters' right to organise had first been raised in direct requests and, as from 1973, in observations. At the time, the Committee of Experts had considered that the functions exercised by firefighting personnel could not justify their exclusion on the basis of Article 9 of the Convention, providing that the extent to which the guarantees provided for in this instrument would apply to the armed forces and the police were to be determined by national law or regulations. The Committee of Experts had maintained this same line in the General Survey on instruments concerning freedom of association which it had carried out in 1973. However, in paragraph 87 of its General Survey in 1983 on the same subject, the Committee of Experts had slightly inflected its position on this question. It considered that firefighting personnel should not *normally* be excluded from the protection of Convention No. 87. This view could be interpreted as significant since in *certain particular cases* the right to organise could be

refused them. In its 1985 observation, the Committee of Experts had noted that lengthy discussions had taken place on the subject of the right of firefighters to organise, with the participation of the large trade union confederations concerned (SOHYO and DOMEI), and it had asked the Government to provide information, in its future reports, on any developments in the matter. He added that in 1974 the Committee on Freedom of Association, which then had a complaint by Japanese trade unions before it, had emphasised in the conclusions of its 139th report, that the right to organise and the right to strike were two different things, and that the first did not necessarily lead to the second. This meant that the right of firefighters to organise could be subjected to certain limitations only regarding the right to strike.

The Workers' members recalled that the first sentence in paragraph 87 of the General Survey on freedom of association by the Committee of Experts described certain national situations in which categories of employees, including firefighters, were denied the right to form trade unions. It was only in the second sentence that the Committee had expressed its view that the exclusion of the right to organise could not normally be justified by the functions exercised by this category of employee.

The Workers' member of Japan wondered what the reasons were for the Committee of Experts having modified its conclusions between 1973 and 1983.

The Workers' member of Austria stated that in his opinion there was no contradiction between the view expressed by the Committee of Experts in 1973 and that of 1983. The spokesman of his group had already called attention to the fact that firefighters did not fall within the category of persons envisaged by Article 9 of the Convention.

The representative of the Secretary-General recalled that the qualifying word "normally" had been introduced in order to take into account certain special situations. During his mission in Japan, he had realised that given the method of construction of Japanese houses, a strike by firefighters would be a catastrophe. The Committee had not been able to take a position on the question of whether firefighters should be placed in the category of essential services. But normally this would be justified. It should be possible to find a solution which protected both the civilian population and the rights of workers.

The Workers' member of Japan stated that firefighters should gain the right to organise even if this right did not necessarily imply the right to strike, given the danger for the community if this category of workers were to go on strike. The Government had begun to give thought to the question, but it had returned to its initial position.

The Committee recalled that it had been examining this case for many years. It took note of the information provided by the Government representative as well as of the comments made by the Committee of Experts. It hoped that the Government would furnish full information on the matters raised by the Committee of Experts and in particular regarding those on which observations had been received from Japanese trade unions. It hoped that positive solutions would be found, along the lines indicated by the Committee of Experts, in consultation with the trade unions as well as with the ILO.

*Liberia* (ratification: 1962). A Government representative said that the Committee of Experts wished to know whether the draft Decree and the revised Labour Code intended to bring the legislation into conformity with the Convention had been adopted; what measures had been taken to repeal section 4601-(a) of the Labour Practices Law prohibiting industrial trade unions from organising agricultural workers, and what measures had been taken to repeal Decree No. 12 which had suspended the right of trade unions to strike, and finally if any steps had been taken to amend the Civil Service Act and extend the right to form trade unions to employees in State enterprises. The draft Decree had been submitted to the Head of State and had been carefully studied with a view to adoption. As soon as it was adopted the Committee of Experts would be informed. In May 1985 the interim National Assembly had referred the revised Labour Code to a tripartite group in order to take account of the comments and observations of the Committee of Experts on the application of Conventions Nos. 11, 112, 113, 114. That group had completed its work and expressed serious concern over the delay in the adoption of the draft in its amended form, as the group had recommended. The Code was now before the competent authorities and the Labour Committee of the interim National Assembly had received a copy its adoption, which should certainly take place before the end of the 71st Session of the International Labour Conference. In any case, a copy of the revised Labour Code, which took into account all the comments of the Committee of Experts, would be communicated to the Office before the next Session of the Conference.

The repeal of section 4601-(a) was specifically included in the revised Labour Code.

As regard Decree No. 12, the right to strike had been restored by the revised Labour Code. In practice, several strikes had taken place in the private, public and governmental sectors without any consequences for the strikers.

With regard to measures taken to amend the Civil Service Act, no provision in the law currently in force restricted the right of civil servants to organise. The prohibition in section 4601-(a) of the Labour Practices Law could be repealed and replaced by section 1 of Chapter I of the revised Labour Code. At present, employees in State enterprises has in practice the right to organise.

The Regional Adviser on labour standards had recently visited Liberia and discussed those problems with the Government and had seen the efforts being made by the Government to solve them.

The Workers' members said that they regretted the lack of reports and replies from the Government. They recalled that the case of Liberia had been the subject of discussions at the Conference and of special paragraphs in 1976, 1977, 1978 and 1979. They recalled that there was at present a case before the Committee on Freedom of Association which had not yet been settled. They earnestly hoped that radical changes would quickly be made in the legislation and practice of the country. It appeared that the discussions in the Committee were about to produce positive results.

The Worker member of Liberia said he had been waiting more than ten years for the revised Labour Code. He had brought pressure to bear on this tripartite group in that matter. It was true that the final version of the Code was due to be adopted before the end of the Conference. He was not, however, in agreement with the Government representative who had said that when the Code was adopted, Decree No. 12 would be automatically repealed. All decrees would be replaced when the new Constitution came into force, including Decree No. 12. The Government representative had said that a number of strikes had taken place in the public and private sectors and that there had been no reprisals; that was not correct. A strike had been called in a large iron-ore mine, and the strikers had been given an ultimatum to call off the strike. More than 200 of them who had not returned to work had been fired. He hoped that the general election which would take place in October 1985 should make it possible to restore civil liberties and that the soldiers would go back to their barracks making way for the full restoration of basic trade union and human rights in his country.

The Employer member of Liberia said that although the draft revised Labour Code was in the process of being adopted, the labour courts in Liberia still used the old labour laws, which had remained unchanged for about 12 years and were no longer in keeping with the changed conditions in Liberia. They gave rise to many difficulties for management in connection with such matters as the right to hire and fire, questions concerning illegal dismissal, the levels of monetary payments for redundancy and under the pension schemes and the statute of limitations within which to bring cases before the labour courts. Cases introduced as long as 12 years before could still be brought before the courts although the original parties were no longer there.

The Liberian Chamber of Commerce, which also served as the nation's employers' organisation, had continuously expressed concern over the delays incurred in the passing of the revised laws. Last month, the revised draft had been examined on a tripartite basis, and the employers had recommended that the revised laws should be urgently passed, including all the amendments agreed to by the tripartite sessions.

Ending on a very positive note, she said that although the passing of the new laws had taken much longer than expected, the tedious review had been undertaken in a fully tripartite spirit, and the employers would urge the Government to ensure that tripartism continued to prevail.

The Employers' members, said that the case had been the subject of discussion in the committee for many years. It appeared that something new was happening that year, since not only the Government but also the workers and employers of Liberia had addressed the Committee. That was a very encouraging sign. It must however be regretted, as the Employer member of Liberia had just said, that while the new revised Labour Code was still pending adoption, the old laws were still in force. That was yet another reason to hope that once and for all the legislation would be brought into line with the requirements of the Convention. They hoped that the tripartite consultations in progress would be successfully concluded in the near future. That was essential and was a good example of dialogue. In that particular case the Office had made a valuable contribution, changes were imminent even if only after a long period of waiting, and the Employers' members had supported those who had brought pressure to bear on the Government to make the necessary changes.

The Committee took note of the explanations given by the Government representative. It hoped that the Government would

be led in the near future to adopt the revised Labour Code and the other necessary measures so as to take due account of the divergencies noted by the Committee of Experts.

*Malta* (ratification: 1965). The Government has communicated the following information:

The law does not in any way prevent the formation of federations and confederations of trade unions nor does it prevent such groups from exercising their trade union rights. The Confederation of Trade Unions which in fact exercises its trade union activities as a group does not include in its membership a number of trade unions, amongst which the General Workers' Union; on the other hand the Confederation of Trade Unions competes with the General Workers' Unions which represents the largest number of workers including also employees in the public service. For this reason, it is in the interest of all unions representing the employees for the various sectors in the public service to set up a common representative body, which would nominate members to sit on the Joint Negotiating Council. In this way, it is assured that the interests of all employees are represented in the council by a common body and not by competing organisations.

The Government already submitted at length its views regarding section 27 of the Industrial Relations Act, 1976. It is not seen how this provision is being interpreted as in any way restricting the rights of the parties to resort to industrial action; on the other hand the procedure contemplated in the law opens up opportunities for a settlement by arbitration as an alternative, or as supplementary to industrial action.

In addition, a Government representative said he was surprised at the inclusion of Malta in the list of cases for discussion, as his Government had already submitted a written reply on the Convention. The points made by the Committee of Experts were technical ones and of relatively minor importance when seen against the background of a vast programme of social change that had been carried out by the Maltese Government over the past 14 years.

To the question raised by the Committee of Experts whether the legal situation in Malta "prevented a federation or confederation which was desired to be set up from exercising its trade union activities", his reply was negative. He added that article 43 of the Constitution of the Republic of Malta guaranteed the freedom "to form or belong to trade or other unions or associations". That clause protected not only a trade union, but also federations or confederations of unions which had, in fact, exercised their activities unhindered with the protection of law.

The second point raised by the Committee of Experts concerned section 27 of the Industrial Relations Act, which enabled the Minister of Labour, without the agreement of all of the parties to a trade dispute, to refer that dispute for arbitration by an industrial tribunal, the decision of which was binding on both parties. In his opinion, it was far-fetched to consider that clause as restricting the right to strike, and it did not prevent a trade union from taking industrial action either before the process of arbitration or during the hearing of the case. But it had not been heard that industrial action was ever taken in a democratic country after a decision had been taken by a tribunal, on which the employers and workers were represented, in defiance of the decision of the tribunal itself.

The Worker's members deplored that the Committee of Experts had to note that information in reply to its observations was lacking from the reports of the Maltese Government. As to the comments, made by a trade union regarding the application of the Convention, the Government's reply stated that the Confederation of Trade Unions competes with the General Workers' Union, which represents the largest number of workers. For that reason, it was in the interest of all public service unions to set up a common representative body which would nominate members to sit on the Joint Negotiation Council. In that way it was assured that the interests of all employees were represented by a common body and not by competing organisations. It should be pointed out, in this respect, that the question whether trade unions were competing among themselves was no business of the Government, and should not exclude one of them from the negotiation or force them to set up a common body. Moreover, bearing in mind the fact that, in addition to the questions referred to, the report of the Committee of Experts pointed to the existence of restrictions on the right to strike, the Government should be invited to review the situation, to re-examine Convention No. 87 and to supply the Committee of Experts with information on how it was going to proceed to guarantee the freedom of organisation, collective bargaining and the equality, without privileges, of all organisations.

The Employer's members pointed out that the Committee of Experts had not received any information from the Government in reply to its observations or regarding the comments made by a trade union. Moreover, there seemed to be limitations on freedom of association in so far as only one confederation had been mentioned and the Government had not indicated whether it was prepared to change that situation. In addition, a section of the

Industrial Relations Act provided for broad compulsory arbitration: that type of restriction of trade union activities was only possible under the Convention in a few essential services. It should be added that the Government representative had expressed only his personal opinion on the observations of the Committee of Experts. That was far from satisfactory and it was to be hoped that the Government would be in a position to supply more specific and more exhaustive replies and would declare itself ready to revise its present position.

The Government representative replied that there was no restriction on the formation of trade unions or confederations in Malta. There was only one confederation. The question of the setting up of a joint negotiating council was one that the Committee of Experts raised not under Convention No. 87, but under another Convention. As a matter of fact, the law provided for the setting up of such a council, which included both the Confederation of Maltese Trade Unions and the General Workers' Union, but the council had not started to operate because the two unions were competing together. The Committee of Experts was well aware of that situation, as there had been a lot of correspondence between it and the Government.

The Workers' members stated that, whereas the Government representative had said there had been no restrictions on the setting up of trade unions, the situation was not clear as regards the possibility of setting up various confederations, for the Government referred to only one confederation. Moreover, while the council on which trade unions should be represented in order to negotiate with the Government might be a useful body, trade unions should not be excluded from negotiation, should it not be possible to set up such a council. The Committee was confronted with a problem of discrimination in so far as possibility of exercising trade union activities was concerned. In any case, it was clear that problems existed, and the Government should submit information on how it intended to solve them.

The Committee took note of the information submitted by the Government representative. It noted that there were still some blanks in the application of the Convention. It expressed the hope that the Government would be able to submit to the Committee of Experts, at its next session, a report stating that genuine progress had been achieved on the issues under discussion.

*Netherlands* (ratification: 1950). The Government has communicated the following information:

With reference to the comments of the Confederation of the Netherlands Trade Union Movement (FNV) and the Federation of Christian Trade Unions (CNV) with regard to the draft legislation on Sickness Pay Insurance, the Government wishes to state that it has not initiated this legislation with a view to curtailing the process of collective bargaining, and for that reason has not deemed it necessary to inform the International Labour Office of its plans. Its intentions are manifest as the proposals do in no way influence current collective agreements concluded either before or after 1 November 1984, nor agreements to be concluded at some future date.

Thus, the only time this legislation would become operative is *during negotiations after the termination of a collective agreement* (concluded before 1 November 1984), containing the provision that the employer agrees to supplement the legal sickness benefits up to the level of the normal wage.

After the extension of the collective agreement the provisions of that agreement continue to be part of the *individual* labour contracts, causing the employers now to have to pay substantially higher supplementary benefits to offset the meanwhile reduced legal benefits. In other words: supplementary benefits would be raised automatically far beyond the originally agreed level. The measures concerned are meant to avoid this automatic effect.

It is, moreover, stressed that the contested measure is of a purely temporary nature; if the negotiating parties so desire, they can immediately render its content and scope null and void by the conclusion of a new collective agreement.

Furthermore, the FNV has brought forward that the alleged violation of Convention No. 87 by the interim measure at issue has been recorded by the Socio-Economic Council (SER) in an advisory opinion on the draft legislation on Sickness Pay Insurance.

In this connection, it should be pointed out that this opinion was all but unanimous. The employers may indeed have objected to the interim measure in its present form; they did on the other hand agree in principle that in case of a reduction of the legal benefits, the supplementary benefits should be prevented from exceeding the originally agreed amount.

Moreover, in an opinion expressed to Parliament the employers even wished the scope of such an interim measure to be extended so as to cover also collective agreements still in force. On this occasion no mention was made of any violation whatsoever of the basic freedom of collective bargaining.

As to the CNV's comments, it should be pointed out that provisions of lapsed collective agreements are not automatically included in the new agreements; termination of an agreement will always entail a margin of negotiation for both parties.

Finally, in view of the afore-mentioned considerations the Netherlands Government has in no way acted contrary to the wishes of the Committee of Experts in not providing advance information of its plans to the International Labour Office.

In addition, a Government representative pointed out that the reply requested by the Committee of Experts to comments by the Dutch trade unions on measures taken in 1985 had been sent by the Government, so that the Committee of Experts could look into that question at its next session in March 1986.

With regard to the Wage Determination Act of 1970, he was able to report that the proposal to amend it had been submitted to Parliament in early June. The amendment would mean that the Minister for Social Affairs and Employment could make use of his authority to draw up rules on wages and other conditions of employment only in the event of the national economy being in an acute state of emergency as a result of one or more abruptly occurring factors. The measures taken in those circumstances must not be in force for longer than one year. Parliament had to be informed ten days in advance of the intention to take such a step, so that there was sufficient opportunity for discussion as to whether these measures were imperative or what they involved. The aim of that involvement was to confine government interference in developments concerning conditions of employment to exceptional cases and to ensure that its intervention did not exceed a reasonable period. The conditions which would be so incorporated into the Act thus displayed close similarities with the Committee of Experts' criteria on the subject.

Second, legislation on the non-profit sector had recently started its passage through Parliament. The memorandum of the Government's reply had been submitted, together with a memorandum of amendment. The question at issue was to work out the details of the principle of freedom to bargain collectively for the sector in question. What the Netherlands was aiming at with that special legislation for the non-profit sector was what was implied in Article 4 of Convention No. 98, i.e. the development of machinery for free negotiation on agreements, on the understanding that, just as in the public sector where the machinery differs from that in a market sector, the machinery in the former sector would not be the same as in the latter. Negotiations on labour agreements would nevertheless be possible: the Government did not prescribe the content of agreements in any respect whatsoever; it would only indicate the financial ceiling for manoeuvre, since it was the Government which had to foot the bill. A memorandum of amendment to the bill was submitted in early June, concerning three points: the checking of agreements; the consultative procedure; and the power of government to freeze existing wages. As to the first point, it was currently being proposed that, after the labour costs of a collective agreement had been checked by the Government and if the Government pointed out that it expected the wages to exceed the ceiling, further consultations would have to take place with the parties. Should the parties want the collective agreement to come into force nevertheless, they could make a declaration to that effect, and the collective agreement would then come into force. As to the second point, relating to the consultative procedure, the proposal being put forward embodied the intention to lay more stress on the negotiation relationship between the employers and the workers, and to make a clear distinction between that employer-worker relationship, and the consultations which take place between the Government and the employer on the matter of financing. As to the third point, the power of the Government to freeze wages was meant to be applied only in exceptional cases, e.g. when the services provided by the institutions in that sector were threatened. The consultative procedure, the subject of the second point, was one of the methods suggested by the Committee of Experts within the limits of ILO Convention No. 98, for pointing out to parties to agreements the importance of some of the Government's socio-economic objectives. The speaker was consequently of the opinion that the proposed model allowed the social partners the freedom which was aimed at in the Conventions. He was absolutely convinced that the situation in practice would also bear him out. He was therefore gratified that the Committee of Experts also set due store by the situation in practice, to judge from its comments at the end of part 2 of its observations.

With regard to the extension of the Temporary Act on Terms of Employment in the Collective Sector (TATECS), which was carried out so that the passage of structural legislation would not be subject to too strict deadlines, the Government agreed that the legislation was not ideal, as was apparent from the attempts made since 1978 to adopt a different type of legislation. He assumed that the remark by the Committee of Experts that provisions under TATECS were not coupled with measures to protect workers'

living standards was based on a misunderstanding. The aim was to ensure that the salary trend in the non-profit sector was as close as possible to that in the public sector. The measures did not have any specific effect on the standard of living in the non-profit sector.

In conclusion, he trusted that the Government would be allowed time to demonstrate in practice how it intended to deal in the coming year with the issue of freedom to bargain collectively and with other equally important government concerns. The problem of a sector such as the non-profit sector was not a simple one to which there was a simple answer. The ILO and his Government must allow each other time, and be bold enough to see that the extremely valuable ILO Conventions were being faced with problems which had not been anticipated. No matter how attractive simple answers might be, the answers which in the long run commanded the most respect were those which confronted the problems involved and the difficult role of the Government in having to strike a balance between a number of different interests. The Government would, as requested, keep the Committee of Experts informed of developments.

The Employers' members thanked the Government representative for his remarks concerning the case, on which the Committee had held a detailed discussion in 1984. The Employers were always in favour of the greatest possible measure of collective bargaining free from interference by the State. The case under discussion was specifically about collective bargaining in certain areas, particularly the non-profit sector, in which the State had a specific responsibility, above all financial. The State's influence in a sector for the financing of which it was basically responsible could not be disputed. Those principles and the details surrounding them had been extensively discussed in 1984, and a direct contacts mission had been accepted by the Government—a fact which bore witness to its will to co-operate. The Committee of Experts had asked for further information. The Government representative had explained that Parliament had before it a Wage Determination Bill restricting state intervention in the process of collective bargaining to exceptional circumstances, and the Government had provided details on a variety of alternatives. It would be up to the Committee of Experts to have a closer look at those details. The Employers' members noted that a step was being taken in solving existing problems and that the correct approach had been adopted. They were convinced that they would hear of further results in the future.

The Workers' members pointed out that the observations regarding the application of Convention No. 87 had been made by the Dutch Workers' Organisation, and that they had asked for the case to be discussed in the Committee of Experts. That case was exemplary because, owing to the economic crisis, the problems arising in the Netherlands were comparable to those found in many countries. The Workers' members were satisfied with the results obtained following the Committee of Experts' observations, the discussions in the Committee and the direct contacts which had taken place, but they wondered whether those results gave effect to the conclusions adopted on the case by the Conference Committee in 1984: in its report for that year the Committee had expressed the hope that consultations would take place between the parties regarding the report of the direct contacts mission, and had noted that the new legislation announced by the Government would be the subject of consultations before it was finally tabled, and would follow the Committee of Experts' observations and the recommendations of the direct contacts mission. It was most important that consultation and negotiation took place before decisions were made, and it was noted that, according to the Government representative, amendments to the Wage Determination Act had been proposed so as to allow intervention only in exceptional circumstances. Amendments had also been proposed for the non-profit sector. The Workers' members asked that the conclusions adopted in 1984 by the Conference Committee be effectively implemented and expressed the hope that information would be communicated to the effect that those conclusions had been taken into account. There was no point in arguing that it was the application of Convention No. 87 which was being discussed, that Convention No. 98 had not been ratified and that the subject of discussion came under the latter: there could be no freedom of association without freedom to bargain.

The Employer member of the Netherlands, recalling the statement made by the Government member of the Netherlands in the discussion of the general report that domestic problems should not be too quickly referred to the international level, said that employers generally agreed with that statement, but thought that last year's discussion in the Committee of the report of the direct contacts mission should be followed up. No real problems had occurred since 1984 in the market sector with the application of Convention No. 87. Moreover, the Wage Determination Act would be adjusted in accordance with the recommendations of that report and the opinion of the Dutch economic and social council.

The criteria established in the revised proposal for interference in exceptional cases with collective bargaining in the market sector were satisfactory to the Dutch employers.

On the other hand, the situation in the collective sector—referred to in the Netherlands as the subsidised and national insurance sector—had not been satisfactory. The workers in that sector had to be identified as belonging to the private sector, since they were not employed by the Government. They were employed by institutions which were financed partly by the Government, and partly by private contributions and national insurance premiums. As the Government was not directly responsible for collective bargaining in that sector it should not interfere with it. On the other hand, the Government had the right and duty to regulate the overall financing of those institutions, for they could not be allowed to go bankrupt since they served the public in general. Consequently, employers in the collective sector had to have clear operating targets and a clear budget in agreement with the Government. The absence of such clarity had led to the incidents mentioned in the report of the direct contacts mission and discussed in 1984 in the Committee. Since then much attention had been paid in the Netherlands by the Government, Parliament, and other bodies to a wage determination system which would not conflict with the principles of Convention No. 87. Draft legislation was introduced, but was criticised by all parties concerned. Only a few days previously, however, changes had been introduced therein that would give more impetus to the freedom to bargain collectively. Criteria were also set out for possible government interference. The validity of these criteria could not yet be judged. The employers were still seriously concerned that the Government was still of the opinion that Convention No. 87 did not deal with collective bargaining. Employers also disagreed with the Government's opinion that the workers in the non-profit sector whose institutions were financed by subsidies or insurance premiums, were not regarded as belonging to either the private or the public sectors, and were therefore considered not to be covered by Convention No. 87. In conclusion, he reminded the Committee that freedom of association could not exist without free collective bargaining, and emphasised that once a government had undertaken international obligations it should abide by them. It was to be hoped that a solution to those problems would be found in the near future.

The Worker member of the Netherlands stated, firstly, that government interference in collective bargaining, where necessary, should always be the subject of previous consultation with trade union organisations. That rule had been broken time and again by the Government, which, for one reason or another, did not care to get involved in discussions with trade union organisations on that matter.

His second point concerned the nature of problems in the non-profit sector. In that sector there had been, in the past, workers who had enjoyed the right to negotiate and bargain freely. In doing so they had followed the trend of the conditions of work in the private sector and, as far as he knew, there had been no evidence that they did so in quite an irresponsible way. The problem was that the Government, by setting up special legislation for that category of workers, aimed at depriving them (they were half a million) of their bargaining rights and intended them to follow the trend set by the development of conditions of work in the Public Sector. In the public sector of the Netherlands, as in many other countries, there was no negotiation between the workers and the employer (i.e. the Government). The procedure was that the Government listened to the wishes of the workers' organisations and decided what the outcome of those discussions was to be.

His third point was in response to what the Government representative had said about the unforeseen problems with the application of Convention. He had already made that point in the general discussion when he had said that it was certainly possible that the Government ran into difficulties which could not be foreseen at the time that it had freely ratified the Convention. In fact, the Government had only indicated that it was running into difficulties well after the moment that complaints had been made to the ILO by the trade unions. Furthermore, the Government had denied repeatedly that Convention No 87 was relevant.

The fourth point concerned the statement of the Government representative that the non-profit sector was somewhere in between the private and public sectors and that therefore existing standards did not apply. It should be pointed out in that respect that neither the 1984 report of the direct contacts mission nor that part of the 1984 report of the Committee of Experts based on it had bought the argument that people in the non-profit sector should not enjoy the same bargaining rights as those in the market sector.

The fifth point was that there might be some developments with respect to legislation on conditions of work in the non-profit sector on the way in the Netherlands. But, however interesting those current events might be, the Conference Committee should wait

until the Committee of Experts had had the opportunity to react to them before making comments. Strong concern was expressed in the observation made in 1985 on the application of Convention No. 87. As had been pointed out by the Workers' members, there had been slight positive developments. The Government representative had hinted at the Government's plans to amend the Wage Determination Act, bearing in mind the promises it had made to the direct contacts mission. That was a positive step, but it was the only one. Looking at what had happened in the market sector, they could not agree with the Employer member on that question. In 1985, in the same period that the Government had been announcing its amendment of the Wage Discrimination Act, the Committee of Experts had received notification of two occurrences of interference with collective bargaining in the market sector: one relating to sickness benefits, the second one to bargaining results in the broadcasting sector, an area which the Government clearly wanted to bring under the regime of the "trend followers" legislation.

In the non-profit sector, there had been a new prolongation of the so-called Temporary Act, which had been temporary for some six years and had been extended five or six times, although the last time it was so extended, explicit assurances had been given that that would be the last time. That was repeated again in 1985, but the Committee might have to discuss that Temporary Act once more in 1986.

As regards the proposed so-called structural legislation in the non-profit sector, the Committee of Experts had pointed out that the key points of that draft legislation were in contradiction with the Government's obligations under Convention No. 87. He did not know whether the amendments which had been brought before Parliament the previous week significantly alleviated the situation. That did not seem to be the case according to the first comments made by the unions concerned.

On the subject of consultation, he would point out that, although the Government had promised last year that there would be a serious consultation with the workers and employers in the non-profit sector so far as the plans for structural legislation in the sector were concerned, those consultations proved to be nothing more than lip service. The Government turned out to be ready to discuss everything except the possibility of changing its draft legislation. For the same reason, the so-called tripartite working party especially set up for that purpose did not function: it had been a failure and had not met for many months. Likewise, last October, the Foreign Office had sent the Minister of Social Affairs a letter pleading for his participation in the dialogue with the trade unions and his considering the current difficulties with the ILO. The answer was that Foreign Office ought to mind its own business.

The Government, moreover, had insisted that the Committee of Experts was wrong in considering problems relating to collective bargaining under Convention No. 87. It was urgent to discard that position and go along the lines set in the report of the direct contacts mission.

In conclusion, he would remind the Committee that, in past instances where the attitude of a government had been as stubborn as that of the Netherlands Government, the Committee had considered insisting, or had indeed inserted, a special paragraph to that effect in its report.

The Government representative, in response to a remark by the Worker member of the Netherlands, had pointed out that what he had meant to stress was that the Netherlands Government wanted to find a solution to a very difficult problem, i.e. how to conciliate its financial responsibility with respect for the freedom of collective bargaining. Commenting further on the various statements made during the debate, he said that there was a difference between the private sector, the public sector and the inbetween sector. In the private sector, the employer was responsible for finance, and concluded collective agreements. In the public sector, the Government was financially responsible and was the employer at the same time, but did not conclude collective agreements. In the inbetween sector, collective agreements were concluded and the financial responsibility lay with the Government, so that it had one aspect of the public sector and one from the private sector. The services at stake were regarded as socially very important; the Government did not wish to transform the institutions concerned into state agencies and therefore had to try to find a solution to that problem. The point was that there were severe questions of an economic and financial nature, and that the Government, the employers and the trade unions each had their own responsibilities. The Workers' members had asked that the Government lay emphasis on the prior consultation aspect. Note had been taken of that request, which was taken into account in both pieces of draft legislation; the Government hoped to implement it in a suitable manner. It was possible to agree with the Employer member of the Netherlands that the non-profit sector should not be part of the private sector, that that had nothing to do with



Convention No. 87: the Netherlands Government was in a special position in that respect, as the employers, the trade unions and the Committee of Experts had different opinions. When saying that the guide-lines for the non-profit sector and those for the public sector were the same, he had been speaking of the Temporary Act, not of the draft legislation, which had its own criteria to be taken into consideration in consultation with employers and workers. It was regrettable that the Worker representative of the Netherlands had so explicitly said that the new proposal on consultation procedure was not acceptable: the intention was not to prevent all dialogue with the trade unions but to clarify the respective responsibilities of the Government, employers and trade unions. The Government had listened to the direct contacts mission to the Netherlands and had carefully examined its report: reference ought to be made to some of the conclusions in which it was stated that it was not inconceivable that an area of agreement could be found that might be acceptable to all parties concerned. The Government had made one step forward, and it hoped that in so doing it had entered such an area of agreement and that the other parties concerned in the Netherlands would also attempt some steps in the same direction. The Government had also tried to listen to comments made in the Netherlands by employers and trade unions, and it was after listening to them that it had introduced the new proposals.

The Workers' members noted that certain steps had been made in the right direction, but wished to be able to evaluate overall results when the Committee of Experts had received information from the Government in its next report. They recalled that Convention No. 87 covered collective bargaining, and they hoped that the situation in the Netherlands would improve, that the exceptional measures would soon come to an end and that tripartism and collective bargaining would be restored in their own right.

The Committee noted with interest the detailed information provided by the Government on the comments made during the discussion. It stressed developments towards fuller compliance would be reported.

*Nicaragua* (ratification: 1967). The Chairman thanked the Minister of Labour of Nicaragua for having come to attend the sitting to follow the discussion in the Committee. He hoped that the Committee would be able to hold a fruitful and useful dialogue.

A Government member said that with regard to the comments of the Committee of Experts on the application of that Convention during the period 1984-85, her country had made important amendments to its legislation. She thanked the Committee of Experts for having taken account of those changes. Decree No. 1480 of 6 August 1984 had re-established the right to strike, although obviously the emergency political and economic situation had not yet been overcome. At the same time that it had re-established the right to strike, her Government had found it necessary to re-examine the provisions governing that right so as to be able to adapt it to the current situation. The legislation of Nicaragua was rather old, and many of its provisions were not appropriate to present conditions. Her Government had not wished, however, to take unilateral decisions, and the Minister of Labour was going to hold meetings with the different trade union organisations to consult them on possible amendments to the Labour Code to bring it up to date. Her Government accepted the Comments of the Committee of Experts on the need to reform the provisions governing the right to strike and was ready to take them into account; it had, however, given priority to the adoption of a new Constitution by the National Assembly elected in November 1984. That was a difficult task, which had led it to leave in suspense some projects for the reform of the Labour Code. It had undertaken consultations with the trade union organisations in order to reach a measure of agreement at the appropriate time. Her Government was ready to collaborate closely with the ILO on that and other questions and to maintain a constant exchange of views in the interests of the workers of Nicaragua.

The Secretary-General of the International Organisation of Employers said that two years before, in somewhat unusual circumstances, the Committee had been virtually prevented from discussing and taking note of violations in law and in fact contrary to freedom of association in Nicaragua which had been reported by both the Committee of Experts and the competent organs of the ILO. The Minister of Labour of Nicaragua had obtained the deferment of the debate for two years by requesting the Director-General for a direct contacts mission. In accepting that request, the two non-governmental groups had insisted that the mission should examine with the employers and the workers not only the new law that had just been promulgated, but also the difficulties that had arisen in the practical application of freedom of association to the prejudice of non-Sandinist trade unions and employers' organisation representing the private sector within COSEP, which had not

failed to make use of the ILO machinery to obtain respect for the freedom of association in the country.

The direct contacts mission had taken place in December 1983 and its report, both the first part dealing with the legislation and the second with the actual situation, was a model of the patience and understanding shown by the Office officials and experts entrusted with that kind of mission. The report showed that freedom of association had not been respected in Nicaragua either in law or, above all, in practice. The report did not fail at any time in the impartiality and objectivity called for in such circumstances.

The Committee on Freedom of Association had examined the second part of the report of the direct contacts mission which had endeavoured to clarify the practical difficulties brought to the attention of the Committee in 1983 and contained in five complaints which were at that time pending before the Committee, to which Government had not replied or had only replied very incompletely. The Committee of Experts had examined the first part of report and had noted divergencies between the texts examined and the Convention which were more important than had been given to understand by the Government delegate of Nicaragua at the plenary session on 14 June last.

The allegations that had been submitted to the Committee on Freedom of Association at the time when Nicaragua had requested a direct contacts mission concerned the assassination of the acting President of COSEP in 1980; the attempt of the Sandinist front, with government support, to divide COSEP and create dissident organisations; threats to kill the leaders of the Nicaraguan Workers' Organisations, and cases of maltreatment inflicted upon members of the same trade union in order to induce them to join the Sandinist front trade union. Those were Cases Nos. 1007, 1129 and 1169. The two other suspended Cases Nos. 1185 and 1208 concerned persecution of trade union leaders, manoeuvres designed to break the trade unions, new threats to kill as well as the use of the notorious "turbas divinas" employed by the Government to intimidate the leaders of non-Sandinist trade unions. The conclusions of the Committee on Freedom of Association concerning the allegations were contained in the report of the Governing Body (document No. GB. 225/9/9). The Committee had expressed in particular its grave concern over the large number of leaders and members of workers' and employers' organisations who had been arrested. It considered that freedom of association could only obtain where basic human rights were respected and fully guaranteed, in particular the right not to be subject to arbitrary arrest. It deemed that freedom of association implied the right of workers' and employers' organisations to settle their conflicts themselves without interference from the authorities, and it likewise considered that it was for the Government to create a climate that would permit the settlement of those conflicts.

With regard in particular to the complaint lodged by the International Organisation of Employers on the subject of the assassination of the Acting President of COSEP, it had taken nearly five years for the Government to produce contradictory versions of the circumstances surrounding the death of the Acting President. The Committee observed that that could only have a prejudicial effect on industrial relations and the confidence that should prevail in professional organisations to allow freedom of association.

He recalled that the Vice-President of the Employers' Organisation of Nicaragua was today in exile, that his enterprise had been confiscated while the 1983 Conference was in session, when he represented the employers of his country, and that his son had been imprisoned without any formal accusations against him. He reiterated his confidence in the ILO supervisory machinery for the application of Conventions. In the present case, however, his opinion differed from that of the Committee of Experts. It was true that some modifications had been made in the texts, but those modifications were still insufficient, and the facts showed repeatedly and clearly continuous deterioration of freedom of association in Nicaragua. In five years, 17 complaints had been lodged against the Government. The Committee of Experts could have taken into consideration the cases examined by the Committee on Freedom of Association. In 1983 it had been clearly understood that the direct contacts mission would be required to study the situation of fact as it existed with regard to freedom of association in order to ensure that the allegations pending before the Committee and the Committee's conclusions fully reflected and evaluated that situation. It was essential that the Committee of Experts should base its appreciation on the whole of the direct contacts mission report and on the examination of it made by the Committee on Freedom of Association. In paragraph 109 of its report the Committee of Experts stated that it had to endeavour to assess the extent to which national legislation was applied in practice. To that end it had made use in particular of the information contained in the reports of the direct contacts missions.

The Employers' member of Nicaragua recalled that COSEP was a private sector organisation. He considered that his Government constantly violated the right to freedom of expression and prevented the publication of the messages addressed by COSEP to its members in the only independent newspaper in Nicaragua, *La Prensa*. Since November 1983 his organisation had not been able to obtain the right to a half-hour weekly television programme, as it had requested. Furthermore, his Government opposed the participation of his organisation in international meetings because the immigration authorities prevented its members from leaving the country. He cited the case of the President of COSEP, who in spite of the steps taken by the Director-General of the Office, had not been authorised to attend a regional meeting of Latin American employers organised by the IOE in Mexico at the end of 1984. He also mentioned the fact that a three-minute telephone call to the ILO cost half the maximum monthly salary of a professional employee and said that the authorities continued to confiscate the property of members of COSEP on the pretext that they were opposed to the Sandinist regime.

He mentioned Decree No. 700, called the Law of the Absent, which was still in force and permitted the confiscation of the property of Nicaraguan citizens who at the time it was promulgated had been out of the country for more than six months; that Decree was applicable without any court proceedings by a simple ministerial decision. The Government maintained that the National Employment Council had begun to function on a tripartite basis in 1984. That was not so; there was no consultation instrument in existence of the kind provided for by Convention No. 144 and Recommendations Nos. 113 and 152. Moreover, COSEP had not been asked to participate in the preparation and discussion of the national system for the organisation of work and wages. He had simply been informed of the wage policy adopted and of the wage increases. The Minister of Labour did not transmit copies of the reports he sent to the Office. He stated that the business sector was aware of the suitability in 1979 of the structural changes in Nicaragua. His organisation had participated in the change of government in 1979, alongside the political parties and trade union organisations. It had organised and financed strikes and had joined the workers in setting up a national programme of government. The Provisional Council of the Government of National Unity had been composed of representatives of the different sectors and had included a member of COSEP. The employers had had 6 of the total of 33 seats in the Council of State. The government programme had been based on political pluralism, non-alignment, absolute respect for private property except for goods belonging to the previous Government and absolute respect for human rights. That unity, however, had begun to disintegrate since 1980. The Government wanted to do away with the democratic system and a free society. It had brought pressure to bear on the Church, christian social trade union and social democratic movements and on COSEP. Private land had been occupied and then expropriated by decree. The Chairman of COSEP observed that the employer and the producer, the same as any other citizen, lived in uncertainty.

The Government member of Nicaragua, supported by the Government members of the USSR and Bulgaria, took the floor several times on points of order to ask speakers to keep to the subject of the observation of the Committee of Experts concerning the application of Convention No. 87 and not to discuss allegations pending before the Committee on Freedom of Association and non-communication of government reports to employers' professional organisations.

The spokesman for the Employers' members and the spokesman for the Workers' members considered that the Committee was competent to take up those questions. The spokesman for the Workers' members recalled in particular that, in the cases of Pakistan and the Central African Republic, complaints before the Committee on Freedom of Association had been referred to in the Committee at its previous sittings.

The representative of the Secretary-General stated that paragraph 4 of the 1984 report of the Committee on the Application of Standards specified that "the examination of these cases is based on the observations made by the Committee of Experts, on the observations of the Committee of the Conference in preceding years and on the comments received from employers' and workers' organisations". In the particular case of Nicaragua, some speakers had mentioned pending cases before the Committee on Freedom of Association; it had been the same in the cases of the Central African Republic and Pakistan. In both those cases, however, the comments of the Committee of Experts in its 1985 report made express mention of the conclusions of the Committee on Freedom of Association. As regards Nicaragua, the Committee of Experts' report did not mention the pending complaints, even if allusion was made in one sentence to the direct contacts which had taken place in 1984. That case had a legal aspect and a factual aspect. The observation of the Committee of Experts referred to the legal

aspect. With regard to factual allegations, five complaints were in fact pending before the Committee on Freedom of Association of the Governing Body: Cases Nos. 1129, 1169 and 1185, which dealt with the arrest of trade union leaders; Case No. 1298, on the occupation of the headquarters of the Trade Union Confederation; and Case No. 1317, which had been introduced by the International Organisation of Employers. On the eve of the meeting of the Committee on Freedom of Association in May 1985, the Government of Nicaragua had transmitted very substantial information which the Committee had been unable to examine in detail. It had therefore deferred the examination of those cases until its meeting in November 1985. Two direct contacts missions had indeed gone to Nicaragua, one in 1981 as one of the activities of the Committee on Freedom of Association and the other in 1983 also concerned legal aspects of the case. The report of the Committee of Experts dealt only with the legal points. The factual allegations would be examined next November by the Committee on Freedom of Association.

The Employers' members regretted that for many years it had not been possible to discuss the case of Nicaragua. In 1981 and 1982 the Employers' members had asked to have a special paragraph included in the report of the Committee. That proposal had been withdrawn because the Government representative had stated that the situation was going to be radically changed. For two years it had not been possible to discuss the case. In 1983 the Committee had voted in favour of discussing the case, but no action had been taken on that decision adopted by the majority of the Committee because the Government representative had asked for direct contacts in his country. The discussion had therefore been deferred. In its report, the Committee of Experts observed that the right to strike had been restored by a Decree of August 1984, but it reported several divergencies between the legislation and the Convention. The Government had supplied replies on some points, during the direct contacts, and it had announced that it intended to amend its legislation. The Committee of Experts had, however, noted with regret that the Government now wished to retain certain restrictions on the exercise of the right to strike. The Committee of Experts invited the Government to reconsider the situation. The current situation was not satisfactory. Besides, it was the duty of the Committee to deal with the practical application of the Conventions. The Employers' members wished to have the conclusions of the Committee on Freedom of Association taken into account in the examination of this case. It was not possible to evaluate the extent to which a Convention was applied without taking account of its implementation in practice. The Committee of Experts should re-examine the situation and verify the allegations that had been made. They were gravely concerned by the situation in Nicaragua and asked that the Committee of Experts should take account of the situation in law and in fact so that the Committee could have a full report for its discussion in 1986.

The Workers' members took note of the explanation given by the Government representative and many members of the Committee as well as the information provided by the representative of the Secretary-General on the allegations pending before the Committee on Freedom of Association and the direct contacts that had taken place in the country. They insisted on the fact that it was the duty of the Committee to examine the aspects of the questions relating to the application of the Conventions in practice. They supported the views expressed by the Employers' members who wished by the time of the discussion next year to have full information on the practical application of that Convention, which meant that the Committee of Experts in its evaluation of the situation should take account of the recommendations made by the Committee on Freedom of Association with regard to the pending complaints.

The Chairman read the proposed conclusions.

Another Government representative (the Minister of Labour), voiced certain objections to the proposed conclusion.

The Government member of the Byelorussian SSR, supported by the Government member of the USSR, as well as by the Workers' members of Czechoslovakia, the German Democratic Republic and the USSR, recalled that the work of the Committee should be based on the report of the Committee of Experts. The Conference had not been presented with the report of the Committee on Freedom of Association or with other documents to which reference had been made in the discussion and in the proposed conclusion. Regarding the facts mentioned in certain statements, their examination by the Committee on Freedom of Association had not yet come to a close.

The Government member of Cuba stated that it was not appropriate to include in the conclusions a reference to cases discussed before the Committee on Freedom of Association, as these cases had not been mentioned in the Report of the Committee of Experts which served as the basis for the work of this Committee.

The Government member of Mexico deemed the proposed conclusions to be premature, since they did not reflect the Committee's criterion that its members had examined the observations of the Committee of Experts, which concerned the legal regulations governing the right to strike but did not address any presumed violations of freedom of association. The conclusions were also premature because the Committee did not have before it the documentation necessary to establish the existence of such acts.

The Workers' member of Nicaragua stated that before the Committee formed an opinion, it would be desirable for a mission to go to Nicaragua and to be in contact with the trade unions.

The Government member of Canada stated that the practice of the Committee had been not to discuss cases on which the Committee on Freedom of Association had not yet reached conclusions. On the other hand, she said, the Conference Committee had, on numerous occasions, felt it was appropriate to refer to cases which had been examined by the Committee on Freedom of Association and which had been the object of conclusions by it. For this reason, she asked for clarification of the situation regarding the complaints to which the representative of the Secretary-General had referred.

The representative of the Secretary-General stated that there were five remaining cases now pending before the Committee on Freedom of Association, 17 having already been the object of final conclusions. In four cases, there had been interim reports: With respect to the case which particularly involved the International Organisation of Employers, there was one case which would be treated in November 1985.

The Employers' member of the USSR stressed that the proposed conclusion gave rise to a problem of principle and represented a radical transformation of the working methods of the Committee. These proposals did not reflect the opinion of a portion of the members of the Committee who welcomed the goodwill and the desire for co-operation on the part of the Government which had come out in the observation of the Committee of Experts and should be reflected in the conclusions of the Conference Committee. The report of the Committee of Experts had mentioned the case of Nicaragua as a case of progress. It was necessary to take account of the situation faced by this developing country. The limitation on the right to strike for rural workers was aimed at avoiding food spoilage which would occur if the food products were not immediately available. Finally, the proposed conclusion presupposed a fundamental transformation of the character of direct contacts missions. They had never had as their goal the ascertainment of infractions of a Convention, but rather were aimed at providing assistance to the Government which of its own accord wished to establish such contacts.

On the proposal of the Government member of Belgium, it was decided to adjourn the discussion of the case of Nicaragua to the next session of the Committee in order to permit the officers of the Committee to present a written text containing the proposed conclusions.

At a later session, the Committee adopted the following conclusions:

The Committee took note of the comments of the Committee of Experts and of the information given by the representative of the Government representative, including the statement that her Government was prepared, in the light of the comments of the Committee of Experts, to carry out an analysis of the amendments which would be necessary to achieve conformity between the provisions of the Labour Code concerning the right to strike and the Convention, which could be submitted to the National Assembly. It also noted the comments made by several members of the various groups.

Although the Committee welcomed the fact that legislation had been adopted in certain areas in line with the Convention, it regretted that there remained serious divergencies both in law and in practice.

The Committee requested the Committee of Experts to take into consideration all the information received following the mission of direct contacts as well as of the examination of cases by the Committee on Freedom of Association so as to be able to examine the situation actually existing both in law and in practice.

The Committee hoped that changes would be made in the near future to bring the law and practice into conformity with the Convention.

The Government representative stated that, in the interest of facilitating the work of the Committee, her Government would not oppose adoption of the proposed conclusions. Nevertheless, she wished in accordance with the normal procedures to make certain reservations which should be reflected in the minutes. Certain portions of the conclusions did not correspond to the actual situation in her country. The divergencies existing between the practice and the legislation could be explained in view of the fact that the progress being made by the workers in the exercise of their

rights was occurring more rapidly than the amendment or improvement of labour legislation which had been inherited from the previous government. This was the case regardless of the criteria of other groups whose opinion had been heard in this Committee. Finally, she considered that the procedure which had been adopted for the examination of this case should not constitute a precedent.

The spokesman for the Employers' members stated that they could accept the proposed conclusions only with serious reservations, since the vast majority of these members felt that the case of Nicaragua deserved a much firmer judgement than that appearing in the proposed conclusion. This was all the more so since in today's newspapers there had been reports that the property of the chairperson of an important association of employers had been confiscated by the Government. The Employers' members thought that the case of Nicaragua should, on a priority basis, be treated again next year by this Committee.

The Workers' members stated that while they welcomed the draft conclusions, which they hoped could be adopted by the entire Committee, the majority of these members would have liked them to reflect more clearly and more strongly the various concerns which had been expressed. None the less, the text set out clearly what should be done and the question would be examined anew next year.

The Government members of Angola, the Byelorussian SSR, Bulgaria, Cuba, Hungary, Mongolia, Syrian Arab Republic, Ukrainian SSR, USSR and the Worker members of the Byelorussian SSR, Mongolia, Nicaragua and Nigeria supported the reservations made by the Government representative of Nicaragua concerning the second and third paragraphs of the conclusion.

The Worker members of the German Democratic Republic and the USSR simply could not accept the second and third paragraphs of the conclusion, to the extent that they went beyond the discussions held in the Committee as well as beyond the observations of the Committee of Experts.

The Government members of Czechoslovakia and the German Democratic Republic also expressed their support for the reservations made by the Government representative of Nicaragua. They also voiced the opinion that the conclusion, which had been prepared in advance, did not reflect the Committee's discussion. In addition, they addressed certain problems on which the Committee had not been informed and which it should not know of, such as those dealt with by the Committee on Freedom of Association.

The Employer member of Portugal stated that he had interpreted the statement of the Government of Nicaragua on the conclusions as a commitment to amend its legislation on the right to strike and to bring an end to all the violations of freedom of association for trade unions and employers in practice. The Committee of Experts should guarantee a return to normalcy in the situation.

The Employers' member of Nicaragua expressed his support for the statement made by the spokesman of the Employers' members.

*Pakistan* (ratification: 1951). A Government representative stated that with regard to the comments of the Committee of Experts concerning the application of this Convention, the position of his Government remained the same. He assured the Conference Committee, however, that with the induction into office of the representative Government following the recent general elections, it was hoped that martial law would be gradually lifted and that the Government would be in a position to reconsider the matters covered by this Convention.

The recently elected Government had already taken some positive measures to ameliorate working and living conditions. This year the wages of the workers in the industrial and commercial sectors had been indexed to the cost of living, social security coverage had been extended to certain other sectors and the old-age pension and other benefits had been raised. It was hoped that the representations of the workers' organisations at the national level would be given due consideration by the Government. He added that his Government had taken due note of the wishes of the Committee and would soon give them due consideration.

The Employers' members noted that the report of the Committee of Experts had pointed out a number of restrictions in existence, particularly regarding trade union rights, but also very serious ones regarding the supervision of trade union funds. The Employers' members also cited the restrictions on minority trade unions as regards representation of their members' rights before the courts. There was much that still needed to be changed, yet they had heard no concrete suggestions from the Government representative. Just as previously, the Employers' members still felt that the situation was unsatisfactory.

The Government member of the United States commented on the aspect in the observation concerning Convention No. 87, which dealt with the extent to which national labour laws are



respected in export-processing zones. This involved a more general issue that he felt needed to be addressed. He noted that the general question of export-processing zones was considered in another part of the report of the Committee of Experts, but this case involved a specific application worthy of discussion. He cited the statement by the Government appearing in the Committee of Experts' report, where the Government had indicated that the various restrictions in respect of labour law were generally placed on workers in these zones to meet the conditions laid down by multinational organisations. He found that very interesting but also somewhat troubling. In terms of realities, it could certainly be understood that there was often intense competition for investment. He said that it was also true, again talking about realities, that in every organisation, in every society, in every economic, political or social system, there were good boys and bad boys. Among multinational organisations, multinational enterprises, there were undoubtedly some bad boys, and he had no doubt that under the circumstances of intensive competition for investment, a few of these multinational businesses did take advantage and did attempt to press demands on governments of developing countries, particularly in situations like this, to modify certain kinds of labour laws, where perhaps the Government knew that it should not. Yet there was usually a "but": "but the needs of economic development...". He believed that to be the reality, yet hoped that it was an unusual and exceptional circumstance. To the extent that it did happen, he deemed it is clearly deplorable situation. For the few "bad boys" among multinational enterprises to behave in that way was inconsistent, he held, with the ILO's own Declaration on Multinational Enterprises, and was certainly inconsistent with perhaps a dozen or so ILO Conventions and Recommendations. But as was said in his country, "it takes two to tango". Government also have an obligation, an obligation to their own workers, and frankly an obligation to other countries, to resist those kinds of pressures. The obligations to other countries arose because of the nature of export-processing zones. They existed only to produce goods for international trade, and to the extent that national labour laws were restricted in producing goods for international trade, that represented an unfair competitive advantage, certainly vis-à-vis other governments of other countries which were trying to maintain certain standards.

So what was to be done in a situation like this? One of the things that this Committee did, and appropriately so, was to acknowledge and appreciate the dialogue, and the facts that the Government of Pakistan had continued to report on this issue, and that the Government representative had accepted this as an appropriate case for discussion (unlike at least one other government so far which had objected to even discussing its case, and he had no doubt that other governments would later object to discussing their cases) should be noted and approved.

The Government had indicated in its report that it proposed to keep this matter under study, which should also be applauded. Of course there were studies and then there were studies—sometimes intended to find a solution to a problem and other times other kinds of studies were meant to delay solutions. So it made a difference what kind of study of this situation with respect to export zones was really intended, and he suggested that the Government representative could amplify on this a little. From the standpoint of his delegation, a study which involved the employers and workers would represent a serious study, as would a study in which the Government welcomed assistance of the ILO in terms of resolving these difficulties in export zones. He wished to go one step further, because assistance was so often mentioned. Here was a concrete opportunity not just to say that the ILO should provide assistance: what about the Members of the ILO themselves? Surely among all the Members of this Organisation, many of which had similar legislation to establish export zones, some had had positive experiences in establishing export zones without imposing restrictions on labour laws? Now, why could not some mechanism for sharing that experience be found, perhaps under the label of technical co-operation among developing countries. In terms of the study, an effort to explore positive experiences with export zones and incorporate those experiences into a study of this sort would also be a sign of its seriousness.

He emphasised to the Government of Pakistan that he was making these points in large part because this case had offered an opportunity to discuss a general situation, a situation that applies in a number of countries and a situation where the unique experiences of the ILO and its Members could play a useful role, not only in the dialogue which is essential, but in finding practical solutions.

A Workers' member of Pakistan stated that he had listened with great interest to the statements made. He appreciated what had been outlined in the observation in the report of the Committee of Experts regarding some of the lacunae and pitfalls which existed in the implementation of Convention No. 87. The workers had been urging the Government for a long time to achieve full conformity

with the Convention, particularly in relation to the existing suspension of the right to strike and the compulsory arbitration system now prevailing. He felt that there should be uniformity of legislation in all parts of the country: what has been laid down pertaining to export-processing zones should be similar to legislation in the remaining part of the country, particularly concerning guarantee of the right to strike.

Concerning the remarks by the Committee of Experts pertaining to the minority union, he clarified that since 1969 a system of plural trade unions had existed which allowed the workers the freedom of association to form the union of their own choice. He felt Pakistan was one of the few developing countries where the secret ballot through a judicial process was held; the union which enjoyed the majority of the vote of the workers through a secret ballot was ascertained as the collective bargaining agent. That not only strengthened them but also allowed maintenance of a legitimate relation between the parties. The minority union did not dissolve itself after losing the referendum; it could again seek a referendum after two years. Through the Labour Code, the members could also seek redress if there had been any violation of law concerning the agreement which had been reached between the parties, which was an aspect that was not clearly reflected in the Committee's report. He hoped that with the return of democratic government in the country there would be a meaningful dialogue between the representative trade unions and the Government, since trade unions were also very much linked to the democratic process. He hoped that a legitimate solution would be found in conformity with the obligations laid down in Convention No. 87.

The Workers' members observed that the martial law in force since 1979 prohibited any resort to the right to strike in Pakistan. But martial law should be an exceptional, short-term measure. They noted that the Committee of Experts had commented that the Government had the possibility of interfering in the supervision of trade union funds, that government employees and higher-level officials had no right to form unions, and that minority trade union organisations did not enjoy the right to represent their members in pursuing individual cases. They recalled that this case had been discussed in 1983, and they had asked the Government to indicate the measures which it envisaged taking to re-establish trade union freedoms fully and to make its legislation conform with Convention No. 87 (which it had ratified in 1951), possibly with the assistance of free, autonomous and independent organisations of workers and employers. The Workers' members stated that it was in fact impossible to note serious or fundamental change. When the case was next examined, it would be appropriate to take an even firmer attitude towards the Government.

The Committee noted with concern that the question of the application of this Convention had been under consideration for many years. While appreciating the difficulties encountered, the Committee expressed the hope that the Government of Pakistan would make all the efforts necessary to apply the Convention in law and in practice.

*Paraguay (ratification: 1962).* A Government representative stated that his Government had requested a direct-contacts mission to deal specifically with the application of Conventions Nos. 87 and 98. He thanked the Department of Standards in general for having made it possible for an official of his Government to do an internship in order to gain familiarity with the procedures of adoption of international standards, the supervisory machinery, the problems involving the legislation and practice in his country regarding ratified Conventions, and the avenues for solving the problems mentioned. He underscored the Government's willingness to resume the dialogue, which had been interrupted many years ago, between the Paraguayan authorities and the International Labour Organisation. As an example, he cited the visit of the Regional Adviser for Standards in March 1984, at which time the replies to pending comments of the Committee of Experts were prepared along with draft regulations and legislative amendments (texts of which were forwarded to the Office for examination).

Referring to the right of public employees to establish trade union organisations, he noted that since in practice associations of public employees were fulfilling the goal of promoting and defending the economic interests of their members, the only thing needed was for the situation to be put into legislation, and to this end the direct contacts mission had been requested. As to the requirement laid down in the Labour Code that at least three-quarters of the workers had to call for a strike, he recognised that this was a high percentage, implying the need to amend the legislation; this situation would be examined within the framework of the direct contacts. Regarding the prohibitions on strikes in the public services (particularly transport, the distribution of fuel for transport, and banks), he stated that the Labour Code maintained these restrictions so that the right to strike would not unduly harm

the interests of society in general and of certain groups in particular. Nevertheless, he acknowledged that the concept of essential services to which the Committee of Experts had referred was more restrictive than that contained in the Paraguayan legislation, and as a result, this matter would also be examined during the above-mentioned mission. Finally, dealing with questions of compulsory arbitration and dismissal without compensation or notice to workers, the speaker stated that the provisions of the Code of Labour Procedure which addressed these matters dated from 25 years ago, and that they would have to be reviewed on the occasion of the direct contacts mission.

The Workers' members thanked the Government representative for the information he had provided, and indicated that this new development testified to the standard-setting role of the ILO and of the usefulness of direct contacts. Both the Committee of Experts and this Committee had been concerned by questions of freedom of association in Paraguay for many years. The lines of communication had been broken. The Workers' members welcomed the news of changes concerning Conventions Nos. 87 and 98 and the renewed dialogue. They recalled that it was necessary to amend the legislation concerning public employees' right to organise and the restrictions placed on the right to strike and on collective bargaining. The participation of workers' and employers' organisations in the direct contacts was necessary. The Workers' members expressed the firm hope that the desire for change manifested by the Government would lead to fruitful results in the near future.

The Employers' members welcomed the very constructive dialogue which had been established. Discrepancies remained in Paraguay regarding the obligations set forth in the Conventions, especially concerning the right of public employees to form trade unions, the right to engage in collective bargaining, compulsory arbitration during a labour dispute, and above all the impossibility of concluding collective agreements in the public sector. The Government representative had informed this Committee about the situation and had recognised that the legal situation did not yet entirely correspond to what was required by the Conventions; they took note of this positive reaction and of the desire to change the situation. There had been contacts with the Department of Standards, the Regional Adviser had been consulted, and the Government had requested a direct contacts mission. The International Labour Office would assist the Government now that the dialogue had begun. This was what the Employers' members wanted. But they hoped that concrete results would be forthcoming shortly.

The Workers' member of France expressed his hope that next year there would be a tripartite delegation from Paraguay attending the International Labour Conference, just as was the case this year for Guinea.

The Government representative stated that he had taken note of the requests made by the Workers' members and by the Workers' member of France. He stated that owing to special circumstances, only a governmental representative of his country was participating in the session of the Conference. He indicated that invitations had been sent to the workers and employers, but due to particular circumstances they had not been able to participate in the Conference so that the tripartism which existed at the national level had not manifested itself at the international level. He hoped that a sizeable delegation would be able to attend the Conference in the near future. He indicated that at all events the direct contacts would be carried out with the presence of the three groups.

The Workers' member of Uruguay stated that he had high regard for the efforts made by the Office towards finding solutions for difficult situations such as those existing in Paraguay. None the less, he said that he was not as optimistic as the other speakers had been. He recalled that in his country there were a significant number of workers from the Trade Union of Paraguay in exile who had provided information in relation to the violations committed by the Government of that country regarding the rights of trade unions and workers. He wished to express to the Committee the hope he held that the direct contacts mission would fulfil its objective of establishing contact with the true representatives of the workers. He stated the desire that these representatives be members of the delegation to the Conference, since otherwise no solution to the problem would be found. Unfortunately, in a country where the violation of rights and trade union liberties was an everyday fact, adequate information was not available; for this reason, the speaker committed himself to making every effort to offer the information in his possession.

The Workers' member of Austria thanked the Government representative for his statement and expressed the hope that next year Paraguay would attend the Conference with a tripartite delegation. The Committee on Freedom of Association of the Governing Body had been concerned for several years with questions relating to Paraguay, and three or four cases were now

pending before that Committee. He also stated his support for the comments of the Workers' member of Uruguay and hoped that when the direct contacts mission went to Paraguay it would also deal with the cases pending before the Committee on Freedom of Association.

The Workers' member of Argentina recalled that the case of Paraguay was one of the oldest and most worrisome in Latin America. For many years international Conventions, especially those relating to human rights, had been violated in this country. He considered that no solution to these problems had yet been reached. He understood that a possibility for this had now arisen thanks to the direct contacts mission. In this way, it could be proved that Paraguay was not respecting the Conventions which had been mentioned. Recalling the statement of the Workers' member of Uruguay, he indicated that it would be necessary for the direct contacts mission to be able to make contact with the workers of the Workers' Movement of Paraguay, who for over 20 years had been living in exile in Montevideo or Buenos Aires, to enable this mission to hear live testimony concerning complaints related to the above-mentioned violations.

The Committee welcomed the participation of Paraguay as well as the positive indications given by the representative of the Government concerning the request for direct contacts. It hoped that real progress could be noted concerning the application of these Conventions in the near future.

*Philippines* (ratification: 1953). The Government has communicated the following information:

Since the last Conference, the Government has been undertaking several measures, to ensure that its national legislation is in conformity with the provisions of this Convention. It has appointed a study team to review the entire law on labour relations at the Ministry level. This body is expected to submit its final recommendations in the next few weeks. The Ministry of Labour has also inaugurated a series of two tripartite conferences on the major areas of labour relations starting with dispute settlement and arbitration in February 1985 to be followed by another on the subject of conciliation, strikes and other aspects of labour relations. The recommendations from these conferences shall include amendments to the labour relations provisions of the Labour Code. The Minister of Labour and Employment announced in a meeting with leaders of the trade union movement and the employers in May 1985, the convening of a major national tripartite conference in September 1985 to discuss all possible amendments to existing labour relations laws in the light of recent experience and the country's economic situation. Six tripartite working committees are being organised to study and submit a background paper with recommendations to this Conference. In another meeting held in May 1985 between trade union leaders from the TUCP, TUPAS, NFL, the Federation of Free Workers, NAFLU and KMU and representatives from the Ministries of Labour and Employment, Trade and Industry, Justice and Defence, it was agreed that the labour sector (which will include all those who attended the meeting) will set up a five-man committee to draw up a joint proposal and recommendation concerning amendments to the existing provisions of the labour relations law which they perceive to be disadvantageous to the workers. It was agreed that the labour sector's proposals and recommendations shall be completed by the end of June 1985.

A parliamentary Bill, PB 4962, had also been filed with Parliament on 25 February 1985, proposing various amendments to the Labour Code including some of the provisions referred to by the Committee of Experts; it has been calendared for discussion by Parliament, starting on 4 June 1985.

*Right of trade unions to further defend the interests of their members*  
(a) *Requirement of a 2/3 strike vote (section 264 (f))*

A Ministry study team is reviewing this requirement with a view to ensuring that the exercise of the fundamental right of workers to strike is in accordance with their constitution and by-laws and consistent with democratic principles. The above-mentioned Bill likewise deals with this subject and is suggesting that a majority vote, instead of a 2/3 vote, should be sufficient.

(b) *Broad and non-restrictive list of labour disputes affecting the national interest that may be certified for compulsory arbitration (sections 264 (g), (i) and 265)*

The questioned provisions are among those under study and consideration by the Labour Ministry study team. The proponent of the above-mentioned Bill has expressed his intention to raise the issue in the public hearing of his Bill. The national tripartite conference scheduled for the second semester of 1985 is also expected to review these provisions to determine the necessity for maintaining the illustrative listing since the right to strike is recognised under the law.

(c) *Penalties of up to six months' imprisonment for participation in an illegal strike (section 273 (a))*

The Government, through the Ministry study team, is reviewing this provision for the purpose of making the penalties more reasonable and proportionate to the offence committed. It should also be pointed out that the penalty provided for by section 273 (a) is for illegal acts committed in the course of an illegal strike as distinguished from mere participation in illegal strikes. There appears to be no real obstacle for lowering the penalties to a more reasonable level. Through the above-mentioned Bill or the National Tripartite Conference mentioned earlier, this matter is expected to be clarified and resolved.

*(d) Penalties impossible on foreign workers taking part in illegal strikes (section 273 (b))*

The Government disagrees the Committee's interpretation of the provision. Section 273 (b) is a penal provision which is principally directed at foreigners without valid work permits including foreign employers, but not at foreigners who are employed and in possession of valid work permits. The Act uses the word "foreigners" and not "foreign workers" as used by the Committee. This is consistent with the law and policy entitling foreign workers in the Philippines to engage in legitimate trade union activities. Foreigners with valid work permits are accorded the same rights granted to Filipino workers under the Constitution and the Labour Code. The Ministry of Labour and Employment study team is reviewing the need to amend this provision in the interest of clarity.

*(e) Sentence of penal servitude for life for organisers or leaders and imprisonment for participants in strike pickets or collective actions deemed to be aimed at propaganda purposes against the Government (section 146 of the Revised Penal Code)*

The Government considers that this provision is political in character and is consistent with the right of the State to protect itself in matters of national security. This provision is not intended to cover, restrict or curtail the exercise of legitimate trade union acts like strikes and peaceful picketing or participation in purely legitimate trade union activities or in connection with a labour dispute.

*Right of workers to establish organisations of their own choosing*

*(a) Requirement that 30 per cent of the workers in a bargaining unit be members of a union for the union to be registered as such (section 344 (c))*

The Government states that this provision is also subject to a proposed amendment in Bill No. 4962 so that the 30 per cent requirement be lowered to 20 per cent. The National Tripartite Conference should find no difficulty in determining a reasonable requirement consistent with the policy of promoting free trade unionism and collective bargaining.

*(b) Requirement to have ten locals as affiliates in order to be entitled to registration as a federation (section 237 (a)) and the provision for one federation or national union per branch of activity in a given industry or region (section 238)*

The Government states that the cases concerning the restructuring of the labour movement on a one-union-one-industry basis remain unresolved by the Supreme Court. The provisions have therefore not been implemented. A number of labour federations has since been registered and recognised without imposing the cited requirement.

*Rights of workers without distinction whatsoever to join trade unions*

*Express prohibition on the direct and indirect participation of foreigners in any form of trade union activity (section 270)*

The prohibition applies only to non-working foreigners or those without valid work permits. The Government therefore undertakes to correct this technical defect in the wording of section 270 in the immediate future.

*Powers of supervision of the authorities over the management of trade unions*

*Powers of inquiry conferred on the Minister of Labour in respect of the financial management of trade unions (section 275)*

Only a rephrasing of section 275 is necessary in order to make the legislation conform with the established practice and policy in this regard. The Government undertakes to make the necessary amendment of the provision in question.

*Syrian Arab Republic (ratification: 1960).* A Government representative described the situation of the trade unions in his country. He said that half the members of the people's councils were farmers and workers and the trade union organisations participated in the preparation of the laws and were responsible for the economic and social development of the country in conformity with Legislative Decrees No. 84 of 1968 and No. 250 of 1969 and Act No. 21 of 1974. They participated in the Planning Council under Decree No. 91 of 1974 and the Higher Council of Agriculture, as well as the Council of Production concerning Enterprises and Companies under Law No. 6 of 1978. They were represented on the boards of companies under section 12 of the

1961 law and on committees concerned with the dismissal of workers (Decree No. 49 of 1962) and arbitration commissions in the agricultural sector. Finally, they were members of the Governing Body of the Social Security Administration and of councils and committees concerned with economic, social and administrative development. Under the trade union laws, workers could form trade unions in all branches of activity. Those unions could form federations in each province of the country and confederations of trade union organisations. Public servants, and public sector employees without any exception, could belong to a trade union organisation, just as the workers in the private sector could. Act. No. 1 of 1985, which would come into force at the beginning of 1986, gave state officials the right to form their own trade unions. Section 145 of that law laid down that public servants were covered by the Labour Law.

In its comments, the Committee of Experts considered that section 7 of Legislative Decree No. 84 of 1968 and section 2 of Legislative Decree No. 250 of 1969 laid down a single-trade-union system that was not in conformity with Convention No. 87. Section 7 of that law provided that "Provincial trade unions and industrial unions can establish a General Federation of Workers' Unions for the Syrian region which shall have its headquarters at Damascus". Section 2 laid down that handicraft workers of each provincial handicraft have the right to form associations which could form unions, and unions for the whole territory had the right to form general federations. Obviously, the formation of those unions was a right and not a duty. The law did not impose any obligation, above all that of forming trade union organisations. There were several workers' unions in the agricultural sector and several unions of handicraft workers. Since that right was exercised in full freedom within trade union organisations, the situation was in accordance with Convention No. 87.

The Committee of Experts also considered that section 32 of Legislative Decree No. 84 and paragraph 4 of section 6 of Legislative Decree No. 250 were not in accordance with the Convention because those laws did not permit associations to benefit from donations and legacies or to give up some of their property without the approval of the General Federation and the Ministry. Those texts had been adopted to prevent the authorisation of donations received from unacceptable sources. With regard to section 25 of Law No. 84, which laid down that non-Arab foreign workers who had worked in Syria for more than a year had the right to join a trade union subject to reciprocity, that provision guaranteed equality among workers: foreigners working in his country were free to join trade unions. Section 35 and 36 of Legislative Decree No. 84 and sections 6 and 12 of Legislative Decree No. 250 giving the Minister the right to control trade union activity were, as far as financial control of trade unions was concerned, limited to auditing; decisions concerning expenditure were left to the trade unions themselves. That control was, moreover, justified by the fact that the State gave trade union organisations subsidies in very large amounts for the purpose, among other things, of building hospitals for workers which were managed by the trade union associations. With regard to section 36, paragraphs 4 and 5, which laid down that trade unions were obliged to assign 10 per cent of their effective income to the occupational union and 15 per cent to the General Federation, those provisions were not contrary to Convention No. 87. The purpose of paragraph 4 of section 44 of Legislative Decree No. 84, which laid down that a person must have worked at least six months in a given activity in order to be elected head of a union, was to ensure that trade union leaders had enough professional experience to be capable of succeeding in that capacity. In respect of section 49 (c), which gave the Council of the General Federation the right to dissolve the Executive Committee of any trade union, it should be noted that that right could only be exercised if the trade union organisation was guilty of a grave violation of the objectives of the organisation or had exceeded its powers. That section also provided that the Council of the General Federation had the right to appoint provisional officers and to convene the trade union congress to elect new officers. Hitherto, no dissolution of the kind had taken place, and the General Federation could only decide on such a measure after having proved that there had been a violation of the objectives of the organisation. With regard to section 160, which prohibited strikes in the agricultural sector, his Government had already stated in 1983 that a Bill designed to abolish that provision was under study. The Bill, however, had not yet been passed.

His Government had deep respect for the application of international labour Conventions and Recommendations and wished to fulfil all its obligations. An exhaustive study aimed at bringing his country's legislation into conformity with the Convention was in progress, with the collaboration of the trade union organisations concerned. On 8 May 1984 his Government had sent a letter to the General Union of Workers with a view to reaching an acceptable solution and on 15 April 1985 it had again

approached the General Union of Workers requesting it to study the proposed action it had in view in order to obtain its agreement. The dialogue between the Government and the trade union organisations has been responsible for the delay in the dispatch of the report on the application of Convention No. 87; none the less, the report had been sent to the ILO on 15 May 1985 and should have been received. The General Union of Workers had stated that it was studying the Government's proposals, and the Government would inform the Committee of the results of its consultations. Nevertheless, he would like to know whether the Committee considered that freedom of association was restricted by the text of sections 2 and 7 of Legislative Decrees Nos. 250 and 84 respectively. He would like also to know whether the Committee considered that freedom of association was limited by the right of the State to control the management of subsidies granted to the trade unions and associations in all parts of the country as well as to the General Union of Workers. In point of fact, the trade union organisations consulted on those points had replied that those provisions did not constitute a violation of the Convention.

The Workers' members thanked the Government representative for his co-operation in the work of the Committee. They nevertheless recalled that the Committee of Experts had raised questions concerning the application of the Convention by his country for several years. They welcomed the fact that the Government would from then on co-operate with the Committee of Experts, the Committee and the Syrian workers' trade union organisation. With respect to the first question asked by the Government representative, they observed that although it was possible to form trade union organisations in his country at the regional and occupational levels, it had to be noted, as the Committee of Experts had remarked, that those organisations could only be formed within a single-trade-union system. That was why the Committee of Experts hoped that the Government would amend section 2 of Legislative Decree No. 250 of 1969 and section 7 of Legislative Decree No. 84 of 1968. As regards the second question, which concerned the power of the Government to control the financial management of the trade unions, the Workers' members considered that control of the financial management of the trade unions should belong, in accordance with the legislation of the country, to the trade union organisations themselves. They appreciated that to the extent that the State granted subsidies, particularly for the creation of a hospital, those subsidies should be subject to state control. That, however, had nothing to do with the compulsory allocation of trade union contributions provided for by the law. Consequently, if the Government removed that misunderstanding, its legislation could be brought into conformity with the Convention. Apart from that, the Committee of Experts had drawn attention to other divergencies regarding the election of trade union leaders, agricultural co-operative societies and the prohibition of strikes in the agricultural sector. The Workers' members noted that studies were in progress and that the Syrian trade union organisation was being consulted. The Government might wish to request the technical assistance of the Office in order to bring the whole of its legislation on freedom of association into line with the Convention. It was apparently a matter essentially of problems in law and not of application in fact, which was why the Workers' members thought that technical assistance might make it possible to solve all the problems in question.

The Employers' members likewise thanked the Government representative for the very complete picture he had given the Committee of the trade union situation in Syria. They recalled that this case had been examined by the Committee during recent years in writing rather than by speech. The Committee of Experts made its observations after having studied the written information communicated by Governments. It had noted that a single-trade-union system had been imposed by law on the workers and the employers alike and also on small enterprises, and that the same system of trade union monopoly existed in agriculture. It had also noted other divergencies, such as the possibility allowed the trade union confederation to dissolve trade unions, the obligation to belong to an occupation in order to be elected head of a trade union, the Government's power of control over trade union funds, etc. The Employers' members welcomed the very detailed information provided by the Government representative and particularly his statement that his Government fully respected the right to freedom of association. That was a very positive starting-point. The Government representative had, however, stated that the obligation to belong to an occupation in order to be elected a trade union leader and the obligation imposed on foreign workers to have been resident in Syria for six months before they could join a trade union were in conformity with the Convention; the Employers' members, on the contrary, thought that provisions of that kind should be regulated by the statutes of the trade unions and not prescribed by law. They hoped that the information communicated to the Committee by the Government would be examined by the Committee of Experts. They took note of the efforts made by the

Government to bring its legislation into line with the Convention and supported the suggestion of the Workers' members that the Government should be invited to request the technical assistance of the Office to help it to solve the outstanding problems. They would also like to know whether the draft Labour Code which the Government has announced in previous years would soon be adopted.

The Government representative reiterated his earlier statements regarding section 2 of Legislative Decree No. 250 and section 7 of Legislative Decree No. 84 as well as on the law relating to financial management of the trade unions. The report his Government had sent to the Office on 23 May 1985 contained a copy of the practical proposals the Ministry of Labour had submitted to the General Federation of Trade Unions for the amendment of the sections commented on by the Committee of Experts. The text of the draft Labour Code, to which the Employers' members had referred, was being studied by the interested parties, but it only dealt with labour relations and did not contain any provisions relating to trade union legislation. Concerning the Workers' members' suggestion that the Office should be asked for technical assistance for a full and global examination of the question, he said that the aid provided by the Office had often helped to bring about considerable improvements, but that at that time his Government was examining the questions by itself. He did not think there was need of Office assistance at the moment, but a request would perhaps be made in due course.

The Workers' member of Bahrain stated that the financial contributions granted by the Syrian Government to the trade unions were nothing in comparison with the moral support that the workers' unions could not obtain if they were in the Syrian Arab Republic. He thought the Committee would have liked to hear the point of view of representatives of the workers in the Syrian Arab Republic expressed in this Committee.

The Committee noted with concern the many problems raised by the Committee of Experts on the question of the application of the Convention. The Committee hoped that the Government would take appropriate steps to solve those problems in the near future and that it would very soon be in a position to report real progress in both its legislation and the application in fact of the Convention. It suggested that the Government should consider the possibility of requesting technical assistance from the Office to bring its legislation into conformity with the Convention.

*Tunisia* (ratification: 1957). A Government representative said that the comments of the Committee of Experts dealt mainly with the state of Tunisian legislation on the right to strike and collective disputes. The Committee would like the Government to eliminate the need for prior approval by the central trade union organisation for the calling of strikes organised by local trade unions. It wished also that the Government would amend its definition of essential services in which strikes could be prohibited. His Government had prepared a draft Bill on collective disputes aimed at the removal of the need for prior approval by the central trade union organisation for the calling of all strikes and the substitution for the definition in Tunisian legislation of essential services affecting the vital interest, of the nation in which strikes could be prohibited, by a narrower concept of essential services, namely "services essential to the safety and welfare of the population". That text had been communicated last year to the Committee of Experts. The suggestions of the Committee of Experts were the subject of consultation with the employers' and workers' organisations.

The Workers' members stressed that the Committee of Experts had asked the Government to amend its legislation on the calling of strikes, compulsory arbitration to end a strike and the requisitioning by Decree of establishments when a strike was considered to be such as to affect a vital interest of the economy. The Tunisian trade union organisation was facing legal and practical difficulties in its trade union activities. The Workers' members hoped that the Bill on the settlement of labour disputes referred to by the Government would be adopted as soon as possible, so as to bring the legislation into conformity with the Convention. They wished also that the Government would remove the obstacles to trade union activities such as the prohibition of trade union meetings, the suppression of trade union leave and would ensure that employees were not prevented from forming trade unions. They would like the Government to supply the Committee of Experts with information on all those questions. They also hoped that the draft Bill referred to would be adopted in the near future.

The Worker member of the United States recalled that the Committee of Experts had stated quite clearly the legal requirements of the Convention. It was important therefore that this Committee, as well as the Committee of Experts, should urge the Government representative of Tunisia to take account of the fact that it should be possible for a strike to be called by a simple majority of voters and did not require an absolute majority. The Government should also take account of the Committee of

Experts' observations in its definition of essential services, which should only be services the interruption of which would endanger the life, personal safety or health of the whole or part of the population.

The Employers' members recalled that the Committee of Experts would like the Government to bring its legislation into line with the Convention and had recognised that the Government's Bill showed some progress in that respect. Problems, however, remained, and they hoped that the Government would in the near future be able to find a definitive solution for those problems.

The Committee took note of the explanations given by the Government representative and of the discussion in the Committee. It hoped that legislative and practical measures would be taken to ensure the application of the Convention in the near future.

*USSR* (ratification: 1956). The spokesman for the Workers' members wondered whether it would be appropriate to discuss these questions. There had been a thorough debate on a case similar to this one, namely Czechoslovakia. There were of course differences between the two cases and, moreover, certain new facts or events might have occurred since the last discussion of the USSR case. He accordingly proposed that note be taken of the observations of the Committee of Experts, the request for information it had made and the existence of certain divergences which it had noted. The Committee should add that it wanted to continue the dialogue and request the Government to study or re-examine its position and to supply information for examination by the Committee of Experts. There would be further occasions to discuss these problems.

A Government representative stated that the Committee of Experts' observations were not addressed to socialist countries as a whole, but to particular countries. From a procedural point of view, it was difficult to regard this case as similar to that of another country. He recalled that when the list of cases to be discussed had been drawn up, he had opposed the inclusion of this case on the basis of arguments which, in fact, were more or less the same as those put forward above. The Committee of Experts' observation in its 1985 report basically repeated its earlier comments on which the Government had supplied detailed information in previous reports drawn up in conformity with the ILO Constitution. In addition, in 1983 in this Committee – which had then been composed almost exactly as today – there had been an extremely thorough discussion based on the Government representative's statement. The Committee had recognised the usefulness of the discussion which had taken place, and the candid nature of the dialogue, but had at the same time noted that there were divergences of views. The Committee had concluded that it was necessary to adopt additional measures to remove these divergences, whereas the representatives of the socialist countries, and in particular the Worker member of the USSR, had proposed that a seminar be held on the matters at issue. The minutes of the 1983 discussion recorded all these points. These conclusions had been adopted by consensus. The Government representative indicated that, in the statement which he proposed to make, he intended to recall these conclusions to the attention of the Committee. Consequently, he did not object to the suggestion of the spokesman for the Workers' members if that meant that the Committee would take a decision along the lines and in the spirit of its 1983 decision, which had noted a certain difference of opinions and had at the same time expressed the wish to continue efforts to bring positions closer.

The spokesman for the Workers' members stated that the Committee of Experts' 1985 report showed that the same divergences of opinion existed, but dialogue on this problem remained possible and desirable. Through such dialogue, and possibly also through other means, the Committee could hope, on the basis of the replies which would be supplied to the Committee of Experts, to see progress.

The Worker member of France stated, as was not his usual practice, that he was not in complete agreement with the proposal put forward by his group's spokesman. He would question the effectiveness of this Committee if it simply concluded that the information remained the same two years later or if it based itself on similarity of this case with that of other countries. In this case, there was a desire for free trade unions, with practical consequences. He referred to the arrest in August 1984, i.e. well after the 1983 discussion, of a trade unionist (Vladimir Sytinsky) because he belonged to the SMOT. He asked the Government representative to indicate whether these facts were correct and whether developments could be expected in this regard. In addition, referring to the Committee of Experts' observation, he noted that paragraph 3 was a simple repetition of the previous observation. "Other questions" are also mentioned and it would have been desirable to have a discussion and information on them.

The Government member of Switzerland stated that it was difficult for him to accept that the Committee could come to conclusions by referring to a previous year or to another country without having a substantive discussion on the case. The dialogue could be continued on another occasion, especially since the Government representative had already expressed his willingness to do so.

The Government representative of the USSR recalled that he had opposed including the USSR case on the list of cases to be discussed. However, since the Committee had decided otherwise, he was ready to discuss the substance in order to respect this decision and to promote dialogue. The Conference Committee must, however, respect all the decisions it had taken, including those reached in 1983 on this case. In this respect, a legal problem arose: that of the respective competence of the Committee of Experts and of the Conference Committee. The latter examined the application of Conventions following the Committee of Experts' observations and, in the present case, it had taken decisions referring only to the necessity of bringing positions closer, without calling for a change in the legislation. The Committee of Experts had repeated its observations, without taking into account the Conference Committee's conclusions. To resolve this problem the Standing Orders of the Conference should be referred to. They mentioned the Conference Committee on the Application of Standards as a supervisory body, but not the Committee of Experts. The problem of the relationship between the conclusions of these two bodies could have serious consequences. If the Committee of Experts was not bound by the decisions of the Conference, any government could always be criticised by the Committee of Experts even if the Conference Committee had decided that the government in question was respecting its obligations under the Conventions.

The Employers' members agreed that there should be no discussion of the substance of the case, both because of the late hour and because of the discussion which had taken place on the essential problem in a more or less similar case, although that did not mean that one should draw an analogy between the two cases. They stressed that in these circumstances no conclusions should be drawn from the discussion.

The Government member of the United States stated that it was clear that there existed fundamental differences of interpretation and application between the legislation and practice of many countries and the provisions of the Convention on freedom of association concerning the right of workers to establish organisations of their own choosing. This was particularly the case as regarded the socialist countries, as had been pointed out by the Conference Committee on Standards when it discussed in 1983 the Committee of Experts' General Survey of Freedom of Association. This situation could not be ignored and consideration had to be given to measures which could be taken to resolve it. One solution might be revision of the Convention, as had been suggested by the Worker member of the Byelorussian SSR during the discussion of another case and by the Government member of the USSR during a similar discussion concerning her country in 1982. Was it realistic to think that the ILO could go back on what was one of its greatest achievements, namely the adoption of Convention No. 87? There was, of course, another solution: to put an end to the obligations under that Convention, but that was a solution of despair that no one would dare to suggest. Hope should not be lost that there was a way out of this impasse without endangering the integrity of the ILO and the credibility of its supervisory procedures.

The Worker member of the Netherlands referred to the statements of the Government members of the United States and Switzerland and added that the reasons for the adjournment of the discussion of this case should be clearly explained. It was surprising to arrive at such a decision on the ground of lack of time after it had been decided, after a discussion, to include this case on the list. The reasons put forward were not appropriate, since the Committee's sittings could be extended by a day.

Without entering into a discussion of substance, the Committee took note of the continuing divergence of views regarding the application of the Convention. It hoped that a constructive dialogue would remain possible, that the Government would keep the Committee of Experts informed of any developments that might take place in the light of its observations, and that the discussion would be resumed on another occasion.

*United Kingdom* (ratification: 1949). A Government representative recalled the background to the observation in the Committee of Experts' report: on 25 January 1984 the Foreign Secretary had informed Parliament that certificates had been signed under the relevant employment protection legislation exempting the civil service staff at the Government Communications Headquarters (GCHQ) – a government establishment staffed by civil servants



engaged in intelligence work of crucial importance for national security which had to be carried on without any interruption whatsoever—from the provisions and, in one respect, from the protection of that legislation. At the same time, the Foreign Secretary had announced that new conditions of employment would be introduced for the staff concerned, namely that they were only allowed to belong to a staff association confined to members of GCHQ and were no longer allowed to continue as members of trade unions with a membership extending to other parts of the public or private sector. The Foreign Secretary had made it clear that the Government had reached its decision following long and careful consideration of all aspects, including the need to avoid a repetition of the industrial action which had taken place at GCHQ between 1979 and 1981 as a result of general disputes over pay and other issues. In the Government's view, the action of the civil service union in selecting GCHQ for strike action in furtherance of general disputes faced GCHQ staff with a severe conflict of loyalties. The Government had considered very carefully its obligations under ILO Conventions before taking action. His Government had concluded that there was no infringement of these obligations and it remained firmly of that view.

After the Government's announcement, the civil service unions and the Trades Union Congress (TUC) had made vigorous representations to the Government and a series of meetings had held in which the unions sought to persuade the Government to reverse its decisions. These discussions had been conducted in good faith by both sides. The Government, however, had concluded that the differences between the two sides were unbridgeable and could not lead to an outcome which would guarantee the uninterrupted and secure operation of GCHQ in the future. The unions had decided to pursue their argument by lodging a complaint with the Committee on Freedom of Association, which considered the case in May 1984 and again in February 1985. At its February meeting, that Committee had before it a second communication from the Government which was very substantial and included much new material on the interpretation of the relevant Conventions, and yet it had not addressed this new material in its report and had expressed the view that the communication contained no new factual information which would justify re-examination of the case. That Committee had accordingly decided that the attention of the Committee of Experts should be drawn to the communication which, for its part, it had addressed in its observation.

The Government representative noted that the TUC had alleged that the Government was in breach of Articles 2, 3, 4 and 5 of Convention No. 87 but that the Government was arguing that there was no violation of the principles of freedom of association because of the existence of Convention No. 151, adopted nearly 30 years after Conventions Nos. 87 and 98. He pointed out that Convention No. 151 was concerned with the practical application for the public service of the general principles laid down in Convention No. 87. Under Article 1(2) of Convention No. 151 the extent of the guarantees concerning the protection of the right to organise, which, the Convention provided, applied to certain high-level employees or to employees whose duties were of a highly confidential nature, was to be determined by national laws or regulations. It was accordingly clearly intended that the protections in Article 4 of the Convention against anti-union discrimination should be matters for governments to determine as regarded employees in highly confidential work. In the case of the United Kingdom the Government had exercised its right to make the national laws and regulations in respect of its employees at GCHQ. He recalled that the unions had contested the Government's action and that the highest British court, the House of Lords, had confirmed that the Government had acted in the interests of national security in this case and that its actions were lawful.

It was the practice of the ILO to ensure that Conventions it adopted did not conflict, and it was the Government's view that Convention No. 87 could not be examined in isolation from Conventions Nos. 98 and 151. It appeared from the records that there had been some dispute about the application of Convention No. 87 to the public service and that there was therefore a need for an instrument to deal specifically with this area. Convention No. 151 had consequently been adopted and overtook the generality of Convention No. 87 in this respect. It was clear from the Preamble to Convention No. 151 that it had been adopted with the two earlier Conventions in mind.

He also recalled that the TUC had drawn attention to Article 1(1) of Convention No. 151, which provided that the Convention applied to all persons employed by the public authorities to the extent that more favourable provisions in other international labour Conventions are not applicable to them. The TUC contended that Convention No. 87 was clearer and more favourable than Convention No. 151. The Government, on the other hand, considered that this view made a nonsense of Convention No. 151

and, in particular, Article 1(2) thereof. It seemed indeed that Conventions Nos. 87 and 151 were interwoven and Article 1(2) must also have the effect of superseding, where appropriate, the corresponding provisions of Convention No. 87; Article 1(1) of Convention No. 151 was in no way intended to detract from the provisions of Article 1(2) and there were no grounds for the TUC contention to that effect. Convention No. 151, and in particular Article 1(2) of that Convention, must mean what it stated, namely that it was for governments to determine, by national law and regulations, the extent to which the protections provided for in the Convention applied to workers, in this case engaged in highly confidential work. This was what his Government had done.

Point 6 in the observation of the Committee of Experts did not address these issues themselves, but noted that they involved difficulties in respect of which the International Court of Justice might more appropriately be requested to provide an opinion. The Government representative therefore thought it was clear that the Committee of Experts had recognised that the interpretation of the Conventions adopted earlier by the Committee on Freedom of Association was not the only sustainable one and was not necessarily definitive. If the experts had concluded that the conclusions of the Committee on Freedom of Association were definitive, they would have said so. The fact that the Committee of Experts discussed the possibility of referring the interpretation of the Conventions to the International Court of Justice showed that, in its view, the arguments advanced by his Government were serious and substantial and merited further detailed consideration before a definitive view could be reached.

The Government representative recalled that the Committee of Experts had endorsed the view of the Committee on Freedom of Association that if appropriate negotiations with the relevant organisations had taken place the Government's stated objective—of ensuring the uninterrupted and guaranteed and continuous operation of the work at GCHQ—could have been achieved in an atmosphere in which harmonious industrial relations could have been preserved and in which the compatibility of government measures with ratified international labour standards would not have been brought into question. The experts had also drawn attention to the limitations which might, in accordance with ILO principles, be placed on the right of public servants to organise and on the means of action available to public servants. While welcoming this very helpful and constructive suggestion from the Committee of Experts, he noted that one highly relevant point made by the ILO supervisory bodies in this connection was the possibility of "no strike agreements" which would make it unnecessary for governments to proceed with the suspension of the formal rights of freedom of association and collective bargaining. The circumstances, however, considered by the Committee of Experts in this connection in its 1983 General Survey, differed from the situation confronting the United Kingdom: first, they related to situations where the governments in question acknowledged that the rights conferred by ILO Conventions normally applied to the workers concerned; as had already been indicated, his Government did not take that view in respect of the staff at GCHQ under the relevant ILO Conventions. Secondly, the circumstances considered by the Committee of Experts did not relate to situations where considerations of national security—the security of the State itself—as opposed to public safety were concerned. This case was indeed a unique one, and his Government did not regard the precedents to which the Committee of Experts referred as offering a possible approach in this case. He stated that his Government had very seriously considered whether a solution to the GCHQ problem could be found through renewed negotiations with the unions concerned. It had concluded regretfully that further negotiations with the unions would not serve a useful purpose. It was, moreover, reinforced in its view by the fact that two of the main civil service unions concerned had formally rejected at their annual conferences last year any negotiations directed towards the possibility of concluding a "no strike agreement" at GCHQ. The unions, of course, could not change their positions on this point, but this possibility itself reinforced the Government's position because it considered it essential in the national interest to ensure the uninterrupted future operation of GCHQ and that situation could not be guaranteed if agreements entered into by the unions representing the workers concerned could be repudiated at any time in the future as a result of a change in position of the unions concerned.

The Worker member of the United Kingdom considered that the argument just presented by the Government representative was a legal evasion and an attempt to obscure the issue which he would clarify in reminding the Committee that the Government had offered the biggest bribe in the history of the trade union movement to the civil servants at GCHQ to give up their trade union rights. They had been offered £1,000 and there was, of course, another alternative if they did not take the bribe: they could be fired. He believed that it was a great credit to the ILO, its

standards and the beliefs of the working people of Great Britain that many employees had refused the bribe and he considered that the Government at the present moment was afraid to dismiss them. It was afraid to do this because it was worried about the ILO's opinion and because the British trade unions had indicated that if one person was dismissed there would be a general strike of all trade unions in Great Britain.

He recalled that the Committee on Freedom of Association had expressed the hope in its definitive conclusions that discussions would result in a resolution of the dispute and the restoration to these particular civil servants of the well-established right to join and belong to a trade union. At its second consideration of this case in February 1985, that Committee had reaffirmed its view despite the new facts which the Government alleged had been brought to light. He stressed that the Government was in total defiance of these conclusions and had tried to cause confusion by arguing that Convention No. 151 overrode Convention No. 87. That was not so, all the more so because if a situation was accepted where other Conventions overrode the fundamental Convention No. 87, then every State would be able to escape its obligations under it. The Government itself had consistently praised the Committee of Experts for its impartiality and had emphasised the importance of universality of standards; he therefore wondered whether the Government was now asking, or was on the verge of asking, that special standards should be set for it.

He hoped that this Conference Committee would reaffirm that there was only one standard which was applicable to all. The Committee of Experts had concluded that, as regarded the specific issue raised before the Committee on Freedom of Association and referred to by the TUC and having regard to Convention No. 87, the conclusions of the Committee on Freedom of Association were well founded. There could not be anything more positive than that.

Referring to the mention of the International Court of Justice, he challenged the Government, if it believed there was some doubt, to take the matter to that Court. As regarded the temporary victory won by the Government in the British courts, he considered that the problem was the definition of "national security". He offered one definition: national security was involved when the British Government said it was involved; that was really what the Government had argued in court. In political terms, however, it implied a measure of faith in the Government which the workers were not prepared to accept. Unions had existed in GCHQ since 1947 and the strike action referred to in 1981 was not a mere pay dispute, but a fundamental problem concerning the Government's unilateral abolition of a pay agreement that had existed for 25 years in the country. GCHQ had not been specifically involved, but it had joined in, on one or two occasions, in one-day or half-day strikes. He noted that it had been three years later when the Government had decided that national security was so important that the trade union should be banned in GCHQ. The Government had stated that the delay was due to the fact that it had never publicly admitted to the existence of GCHQ until 1983 when a spy had been caught there. Given the circumstances of the geographical setting of that huge establishment, he could not believe this. Lastly, he stressed that the trade unions, backed by the TUC, had indicated that they would be prepared to reach agreement with the Government on the question of no strike agreements in GCHQ subject to the same guarantees recommended by the Committee of Experts in the special circumstances where strikes were prohibited. The Government, however, was too stubborn to change its mind. He felt, nevertheless, that it really had to because that was what the Committee of Experts expected and he hoped that this Committee would confirm this. He asked the Government to agree here and now that there would be consultations with the trade union movement, led by the TUC, to reach a settlement; or, if legal doubts still existed, to take the matter to the International Court of Justice. He realised that the situation concerning GCHQ might not appear as pressing or serious as trade union problems facing workers in other countries, such as death, imprisonment, etc., and realised that a sense of perspective had to be kept in mind. It was, however, a shame that a country which had been the birthplace of trade unionism for many countries and a source of inspiration for the whole world had acted in this way. If a government could get away with this denial of human and trade union rights, dictators throughout the world would feel free to perpetrate even worse evils. The workers were entitled to express their serious concern at the Government's attitude and unless something more constructive could be done, perhaps a special paragraph might persuade the Government to change its present position.

The Employers' members noted that the case raised novel and complex legal issues on the relationship between Conventions Nos. 87 and 151. The fact that the arguments had gone beyond the specific matter of Convention No. 87 had led the Committee of Experts to suggest that the opinion of the International Court of Justice might more appropriately be sought. They would be

interested to see what the outcome of any further consideration of this case might be.

The Workers' members considered that the matter was very clear and hoped that the wisdom shown in the Committee on Freedom of Association's conclusions, endorsed by the Committee of Experts, would be taken up, namely for all parties to sit down together to find a solution. This should also be this Committee's approach.

The Committee took note of the detailed explanations given by the Government member of the United Kingdom and the very full discussion that had taken place in the Committee. It hoped that the Government would be able to find appropriate solutions to the problems raised by the application of the Convention, taking into account the comments of the Committee of Experts.

The Chairman of the Committee, replying to the Workers' members and the Government member of Bulgaria, said that the reference to the comments of the Committee of Experts covered the reference made by that Committee in its comments on the conclusions and recommendations of the Committee on Freedom of Association.

*Yemen* (ratification: 1976). A Government representative stated that as far as this Convention and trade unions were concerned, there was a trade union movement in existence. There were more than 14 trade unions in the country in addition to the General Federation of Unions of the Arab Republic of Yemen. There were also 180 associations which were sorts of collectives in the form of trade unions. Yemen also had popular assemblies throughout the country, including local ones in which members represent 500 people, and a general national popular assembly. The shortcoming highlighted by the Committee of Experts was an administrative one and had nothing to do with the application of the Convention or with the Government's intentions.

The Employers' members noted that the replies by the Government representative seemed rather inadequate. A number of very specific questions had been raised by the Committee of Experts, and in the past no reports had been submitted in reply. The comments were a repetition of earlier ones because the Committee had received no information at all from the Government. Now the Government representative had made general remarks without commenting on the specific points set out in the Committee of Experts' report dealing with particular sections of the Labour Code (e.g. the prohibition on civil servants and certain administrative and agricultural workers forming trade unions, the establishment of a single-trade-union system, the possibility of direct interference by the Government). The Committee of Experts had requested copies of a series of decrees, and it was a simple matter of providing them. The Employers' members expressed their surprise that these very specific questions had received no reply. They asked the Government representative to confirm that his request for technical assistance also referred expressly to the implementation of Conventions, given the importance and the scope of the problems involved.

The Workers' member of France welcomed the assurances given regarding the existence of the trade union movement. He noted that the delegation of Yemen to the Conference included two Workers' representatives; it would have been useful if those representatives had participated in the discussion. The report of the Committee of Experts showed that much information was still awaited from the Government. Administrative difficulties might perhaps prevent the immediate communication of all of that information but it should be possible for the Government of Yemen to send to the Office, without any comments, the documents requested by the Committee of Experts, such as the model trade union constitution or copies of the decrees regulating trade union elections. That would be a first step which would facilitate better understanding of the way the trade union movement functioned in that country and show whether it really conformed to the principles laid down by the Convention. He supported the proposal of the Employers' members concerning the usefulness of a direct contacts mission in order to obtain that kind of information. He hoped the Government would make the necessary effort to provide the information requested.

The Government representative offered some clarification concerning the labour legislation. Decree No. 5 of 1970 dealt with trade union matters, with an entire chapter devoted to their manner of organisation. The Government did not interfere, he said. The representatives of the General Federation were participating at this very Conference. In his view, there was a difference between the furnishing of replies and application. The difficulties being faced by his country were administrative and technical in nature, and were related to replying to the comments made and not to the application of the Conventions. With specific reference to the question which had been posed by the Employers' members as to the scope of the assistance being sought, he stated that his

Government was requesting help only in the administrative area, regarding training of staff who could reply to the questions posed by the Committee of Experts and who could submit the reports. As far as application was concerned, there were trade unions and a General Federation of Unions in existence.

The Workers' members said that it was a delicate, difficult and serious problem and should be given a special paragraph to highlight the importance of these Conventions. It was absolutely indispensable that the replies and reports requested should be communicated and the situation changed. There was government interference in trade union affairs in matters concerning both Convention No. 87 and Convention No. 98. Besides, the Committee of Experts had drawn attention to a number of contradiction and problems in relation to Articles 2, 3 and 4 of Convention No. 87. It had therefore requested the Government to provide information and documents that would enable it to clarify the situation. Unfortunately, there had as yet been no reply from the Government. Civil servants and agricultural workers should likewise have the benefit of trade union rights. It seemed, however, that those categories of workers suffered from a number of forms of discrimination in that respect. It was, moreover, the third or fourth time that the question had been brought before the Committee. Difficulties were also encountered in the implementation of Convention No. 98. The Workers' members were of the opinion that the Government should be asked, firstly, to give the information and the replies requested; secondly, to re-examine its legislation, and thirdly, to adopt the necessary measures for the correct application of these Conventions, which were fundamental instruments.

The Government representative noted, in reply to the statement made by the Workers' members (that personnel in the public sector had no right to form unions), that Decree No. 5 of 1970 had dealt with the subject by clarifying the definitions of workers, employee and employer.

The Committee, referring to both Conventions Nos. 87 and 98, took note of the information provided by the Government representative. It noted that there were important shortcomings in the application of the Conventions, and hoped that the Government would submit for consideration by the Committee of Experts at its next meeting a report containing full information on the matters raised in its comments. The case would be dealt with in a special paragraph.

Convention No. 88: Employment Service, 1948

*New Zealand* (ratification: 1949). The Government has provided the following information:

#### Article 6

The Employment and Vocational Guidance Service of the Department of Labour accepts enrolment from all jobseekers, whether they are seeking employment on a full-time or part-time basis. Similarly, vacancies for part-time work are displayed along with all other vacancies for unsubsidised employment in employment offices.

It is, however, true that the Department of Labour does not record the race or ethnic origin of jobseekers. There are various reasons for this, primarily:

- (a) many persons find it offensive to be required to state their race or ethnic origin. To register as unemployed is often a stressful situation in itself, and the Government does not wish to aggravate that stress;
- (b) clients who are required to state their ethnic origin may readily, if mistakenly, be led to conclude that vacancies also may be classified in accordance with the racial prejudices or preferences of the employer. This however would be an offence under section 5 of the Race Relations Act, 1971;
- (c) it would be possible for employment officers to record their own assumption as to the race or ethnic origin of a client. There are, however, two reasons why this is not done. First, the possibilities of error are high, particularly with persons of mixed racial descent and persons from the Pacific Islands and South-East Asia. Secondly, all clients are entitled on request to see their personal records held by the department; again, many would find it offensive to find that their ethnic origin had been recorded, especially if without their knowledge. Thirdly, many persons in New Zealand claim ethnic relationships which are not reflected by their colour, appearance or racial characteristics;
- (d) no benefit is seen in collecting this information at the point of registration as the employment and training assistance measures operating in New Zealand are targeted to identified needs based on the client's qualifications, personal circumstances and other barriers to obtaining and retaining employment.

Ethnic origin is, however, recorded along with other personal data at the time of the five-yearly Census of Population and Dwellings. These data thus provide an indication of the extent of employment and unemployment among ethnic minorities, which is then utilised as necessary for the implementation of remedial measures. There are no proposals to introduce recording of ethnic origin of registrants for employment. However, the new Government which came into office in July 1984 has undertaken to introduce a household labour force survey, which will enable more accurate assessments to be made of the extent of unemployment; the survey will also record the ethnic origin of respondents.

In recognition of the disadvantage suffered by women and some ethnic minorities in the labour market the Government has instituted both remedial and positive action policies.

#### Article 7

There is no prohibition on part-time jobseekers from registering as unemployed—as indicated under Article 6 above.

Entitlement to unemployment benefit is income tested against the combined income of both husband and wife, whether the marriage is *de jure* or *de facto*. The Government acknowledges that in practice this means that because the average male income is higher than the average female income, more women than men are not entitled to receive the unemployment benefit. It does not mean, however, that any person who is not entitled to the benefit may also not register for employment. It should also be noted that the policy of joint income testing applies throughout the social security system and is not confined to unemployment benefits.

#### Article 8

As regards the comments on employment and training programmes for young people, specific details have been provided in the Government's report on Convention No. 122.

#### Point IV of the report form

As at 31 March 1984 full-time employment services were provided at 52 centres throughout New Zealand and part-time offices were operating in a further 40 centres (Report of the Department of Labour, G.1, 1984).

Convention No. 90: Night Work of Young Persons (Industry) (Revised), 1948

*Greece* (ratification: 1962). The Government has communicated the following information:

With regard to Article 2, paragraphs 1 and 2, as well as Article 4, paragraph 2, of Convention No. 90, the divergencies which exist between the legislation and those Articles concerning these matters are minor in nature, and do not create problems of practical application. These differences will in any event be eliminated by the adoption of the Bill on the protection of minors, which is being drawn up, which has not yet been adopted in view of the considerable volume of legislation now under review. The above-mentioned Bill will be submitted shortly to Parliament for adoption.

Convention No. 95: Protection of Wages, 1949

*Dominican Republic* (ratification: 1973). The Government has communicated the following information:

#### Minimum wage in agriculture

The State Sugar Board guarantees the statutory minimum wage provided that an eight-hour working day is worked.

Haitian cane-cutters traditionally do not work according to a timetable drawn up by the employer; as has been explained on previous occasions, cane-cutters normally take advantage of the early morning hours to begin cutting sugar-cane, in order to avoid the hours when the sun and heat are at their peak, and may return in the cool afternoon hours. The studies carried out by the State Sugar Board have shown that the vast majority of cane-cutters do not work a full eight hours per day, and that if they did, they would exceed by far the minimum wage fixed at five pesos per day. Moreover, the severe crisis affecting the cane sugar industry, where world market prices have reached a limit which cane sugar manufacturing undertakings are unable to bear, makes it possible to pay workers paid according to output additional remuneration on days when the undertaking is prevented by *force majeure* from carrying on its normal operations.

It is very difficult, if not impossible, to cheat a cane-cutter, since each work team normally sends, along with the cart to be weighed, a team representative who checks the cane cut by the team for accuracy. On the contrary, it was discovered in the course of an inspection that the cane weigher, by arrangement with the workers' representative, increased the weight of the cane in order



to share the profits between them, to the detriment of the undertaking. Regular inspections are carried out by the labour authorities and by representatives of the Haitian Embassy, as recommended by the Commission of Inquiry.

*Payment of wages in negotiable wage vouchers*

The Government repeats its previous statement that this practice has been abolished in the sugar plantations and that it is proposed, as part of the revision of labour legislation, to expressly repeal this provision in order to ensure conformity with the Convention. For reasons unrelated to the intentions of the Executive Power the revision or adoption of new labour legislation has not yet been approved by the Legislative Power although it was submitted to it for approval several months ago.

*Measures with a view to ensuring the provision of basic foodstuffs to workers on sugar plantations at fair and reasonable prices*

The Government indicated that the State Sugar Board has undertaken a wide-scale plan to locate land suitable for market gardening and to sow them, with a view to providing their products to the sugar plantation workers at accessible and subsidised prices. In addition, it should be noted that the application of the agreement concluded in January 1983 between the State Sugar Board and the Price Stabilisation Institute for the establishment of shops on state-owned plantations has been extended: these now include popular chemists' shops or pharmacies to provide medicine at reduced prices to workers who need them.

*Deferred payment of wages*

This has been abolished. On the other hand, incentive pay is paid to all workers. In addition, the exchange at par into dollars of 25 per cent of the wages accruing during the contract and a bonus of \$55 is guaranteed to each Haitian worker recruited on his departure.

In addition, a Government representative, referring to the legislative measures taken in favour of agricultural workers, said that the Government was waiting for the opportune moment, given the economic, social and political conditions in the country, to make the necessary amendments and submit them to Congress. However, following the coming into office of the new Administration, Congress had had before it a much advanced draft Labour Code which, although most of its sections had been previously examined by the Chamber of Deputies, had not been approved despite its passage through various legislatures. That development proved the Government's good faith as regards bringing the national legislation into conformity with the Convention. As a counterpart, the Government was encouraging the creation of agricultural trade unions in order that agricultural workers, through trade union activities, might enjoy benefits not provided by the law.

As regards Article 3 of the Convention, sections 200 and 202 of the Labour Code had not been amended, but the mode of payment of wages they provided for was applied in practice through the use of negotiable coupons, vouchers, etc.

As to the Committee of Experts' recommendation on the need to take various legislative measures to give effect to the requirements of Articles 5, 6, 8, 10, 13, 14 and 15 of the Convention, those Articles were applied in practice, although internal difficulties and legislative problems had prevented the submission of concrete draft legislation to comply with the Committee of Experts' recommendations on that point. The Government hoped that those difficulties would be overcome and that all of the proposed legislative measures would be implemented.

The Government representative stressed the important role of practice when it came to the application of a Convention's provisions, and the fact that non-approval by Congress of important Bills which might have filled existing gaps as to the application of the Convention was due to the Government's absolute respect of democratic principles and to the independence of the powers of State.

Before concluding, the Government representative referred to the information communicated by his Government as to the application of the Convention.

The statements made on the case by the Workers' and Employers' members will be found in the discussion relating to Convention No. 105.

The Committee took note of the information provided by the Government and by the Government representative. Although the expected legislative measures were not yet in force, it seemed that a series of different steps had been taken with a view to improving the situation and conditions of work on sugar cane plantations. The Committee also took note of the additional information submitted with particular reference to employment contracts and to other measures yet to be taken. The Committee hoped that the texts requested and other more comprehensive information on developments in legislation and practice would be submitted, so that the Committee of Experts might undertake an examination in depth of those questions and that the Conference Committee might use that information for its 1986 meeting.

*Turkey (ratification: 1961).* A Government representative stated that, in its Report, the Committee argued that "workers in agriculture and small commercial and handicraft undertakings were excluded from the coverage of the Labour Code and therefore were not afforded the protection contemplated in the Convention". It was true that there was no separate legislation which covered exclusively the workers in agriculture and small commercial and handicraft undertakings.

Some protection had been extended to workers in agriculture through three separate Acts. The Labour Act, No. 1475, provided for a single minimum wage applicable to agricultural workers; Act No. 2925 provided for social security for these workers; and there existed a provision in Act No. 2822 which excluded the trade unions of these workers from the statutory requirement of the law to obtain the eligibility certificate. Its objective was to encourage trade unionism in this sector. These were not enough to meet fully the requirements of the Convention, and studies had been undertaken to promulgate a law which would adequately cover the workers under this category. This was a very complex subject in view of the fact that the organisation of working life in the agricultural sector, which was based on very old traditions in Turkey and which was also closely connected with ongoing agricultural reform efforts, was a time-consuming process. Nevertheless, this question continued to be on the agenda of the Government. As to the workers in small commercial and handicraft undertakings, small commercial and handicraft undertakings employing more than three workers were covered by the Labour Act, No. 1475. Only those employing three or fewer workers were not covered by the Labour Act. For the workers falling within this category there was not a single law, although the Social Insurance Act, No. 506, provided them with some social insurance schemes. The Government was aware that some additional steps might be required on this subject too. The Government had taken due note of the observations made in the Report on this subject.

As concerned Article 13, paragraph 2, the present legislation in Turkey provided for payment to be made where the creditor was domiciled. In practice there had been no payment effected in violation of the prohibition included in the Convention. Nevertheless, steps would be taken so that this practice, which was very much in line with the Convention, would be more clearly reflected in the legislation.

The Workers' members thanked the Government representative for the information supplied, which would be useful in clarifying problems which had been a subject of concern in the past, as they arose from inconsistencies with the Convention. The statements by the Government representative and the observations of the Committee of Experts on those problems showed that there had been a trend towards a healthier state of affairs, although the situation was not yet complete. It was to be hoped that the country would soon return to completely normal conditions in that respect. More particularly, the question of the application in Turkey of Convention No. 95 had been discussed many times in the Committee because agricultural workers and employees in the small business and handicrafts sector were excluded from the coverage of the Labour Code and were thus in a very weak position. It was important that appropriate legislation be passed to ensure their protection. The existence of scattered provisions which, according to the Government representative, covered such categories of workers in a few areas, or the information that collective bargaining might be available for the overall sector did not constitute sufficient protection for the workers. The question of the application of the Convention in Turkey thus left much to be desired. Bearing in mind that certain solutions to these problems were being considered, the Workers' members suggested that ILO assistance be requested to facilitate the search for overall solutions and the adoption of adequate measures which should be of an overall legislative nature.

The Employers' members noted that the Government's statements pointed to a change for the better, in contrast with what had transpired from the discussions held on the Convention in the past. The Government recognised that the situation was not satisfactory and that certain restrictions existed. There were technical difficulties. In previous declarations the Government had indicated that small undertakings enjoyed wage protection in so far as they were covered by overall legislation. The Government representative apparently recognised that improvements were possible. It was to be hoped that those improvements would be achieved in the near future and would lead to complete application of the Convention and, as the Workers' members had suggested, that the ILO might assist in the solution of the problems.

The Government representative recognised that no single law applied to both agricultural workers and the employees of small undertakings. While agreeing that such a law was needed, he stressed that the workers in question were not entirely without protection in so far as legislation existed which covered certain needs in the area of wage protection.

The Committee took note of the information provided by the Government representative. It pointed out that the questions raised by the Committee of Experts had been discussed for a number of years and it hoped that the Government would review the matter, if necessary, in consultation with the ILO.

#### **Convention No. 96: Fee-Charging Employment Agencies (Revised), 1949**

*Pakistan* (ratification: 1952). A Government representative stated that since there were no fee-charging employment agencies in Pakistan and all the employment exchanges had been established by the provincial governments under their direct supervision, no fee-charging employment agencies had been allowed to work in the private sector so far. This Committee had repeatedly advised that in order to meet its obligations under this Convention, the Government should enact necessary legislation to regulate fee-charging employment agencies. These would be enabling provisions to meet situations arising out of the operation of such agencies in any part of the country. Accordingly, in 1976 Parliament had enacted the Fee-Charging Employment Agencies (Regulation) Act, 1976. This Act could be enforced in areas specified in a statutory notification. No such notification had been issued so far and therefore this law had not been made applicable to any part of the country.

As far as the amendments introduced to the Act of 1976 by the Fee-Charging Employment Agencies (Regulation) (Amendment) Ordinance, 1984, were concerned, he explained that these amendments had been introduced to meet certain constitutional requirements. The Committee of Experts had drawn the conclusion that since certain amendments had been made to the Act, the Act had therefore been made applicable to certain areas. He stated the correct position as being that under the Constitution of Pakistan, it was obligatory that all laws on the Statute Book be brought into conformity with the Sharia, i.e. Islamic law, as a principle of state policy. The Federal Shariat Court, he explained, was responsible for the examination of all the laws of the Statute Book. In 1983 the Federal Shariat Court of Pakistan had concluded that certain provisions of the Fee-Charging Employment Agencies (Regulation) Act, 1976, relating to offences and penalties for violation of the Act, were not in conformity with the Sharia and had therefore ordered their amendment. The Court had observed that in the provisions calling for the cancellation of the licence of a fee-charging employment agency and other consequential penalties, no opportunity of being heard had been provided to the party accused, and that no right of appeal had been afforded in the event of conviction. The Fee-Charging Employment Agencies (Regulation) (Amendment) Ordinance, 1984, had been promulgated to implement the Court's directive. This had been a development purely under constitutional provisions. The fact remained that the Fee-Charging Employment Agencies (Regulation) Act, 1976, had so far not been made applicable to any part of the country.

The Employers' members noted that the extent to which Pakistan had fulfilled the obligation it had undertaken under the Convention, to do away with fee-charging employment agencies, was not clear. This Committee had been dealing with this question for many years, at least since the 1960s. In 1976 Pakistan had passed an Act, but unfortunately it had been necessary to ask the Government over and over again to state whether this law had actually entered into force and to indicate to what extent it was being applied. Obviously the elimination of fee-charging employment agencies could only be accomplished if there were state employment agencies in existence. When this Committee last dealt with this matter, it had been assured that fee-charging employment agencies would be eliminated as soon as possible. The Employers' members had the impression that certain minor problems still needed to be resolved, particularly in areas where indigenous populations lived. The Employers' members now understood the Government representative to have stated that the Act of 1976 had never entered into force. This meant that the efforts made over many years by this Committee had been in vain. The situation had thus reverted to where it stood 20 years ago, when no legislation existed and when Pakistan had not made an attempt to do away with fee-charging employment agencies. Stressing the importance of this matter, the Employers' members asked the Government representative to confirm that the 1976 Act was not in force. If that was the case, they would like the Government to explain how it envisaged fulfilling its obligations of applying Convention No. 96.

The Government representative recalled that at the beginning of his statement, he had said that as there were no fee-charging employment agencies in Pakistan and all the employment exchanges had been established by the provincial governments under their direct supervision, no fee-charging employment agen-

cies had been allowed to work in the private sector for the purpose of profit. This was his categorical submission.

Under Part II of Convention No. 96, ratified by Pakistan, there was an obligation to work for the gradual elimination of fee-charging employment agencies, but even before the enactment of the law in question, the Government had stated to the Committee that there were no fee-charging employment agencies in the private sector in the country.

If the Committee had said that laws should be enacted, something should be on the Statute Book so that if such an emergency or exigency were to arise it could be dealt with. Now a Statute had been enacted. Now, if it were to be enforced, the scheme of the law is such that it could be extended by notification to any part of the country where the Government felt the need to regulate such agencies. The Act stated how the Government should issue the licences, specified the obligations of the licensee, etc. But the actual position was that the employment exchanges established by the Government of Pakistan and the provincial governments were working in all the four provinces. There were no fee-charging employment agencies—this was his categorical submission—and the Government had never allowed them to work for profit in this sector. The Government did not see what there was to regulate. The employment exchanges were there and every employer had to notify them of vacancies, and the person who went for the job was to have the card of that employment exchange. He mentioned that in the construction sector in the last decade one or two instances had come to the notice of the Government concerning certain people who had tried to supply labour, but the Government had tried the cases in the criminal courts. No fee-charging employment agency could operate in Pakistan as a legal entity.

The Employers' members thanked the Government representative for his additional explanation, in which he had stated that in practice there were no fee-charging employment agencies. If that was the case, this was encouraging. The Employers' members did not understand, however, why no law was needed now, when after all in 1976 an Act had been expressly promulgated in order to settle this matter and to do away with fee-charging employment agencies. They found the situation confusing, and thought that this Committee would have to let it stand, leaving it to the Committee of Experts to examine it and make sense out of it. Perhaps next year the Government would be able to reply to the concrete questions which the Committee of Experts would surely pose, allowing the Conference Committee in turn to deal with the case next year on the basis of better information.

The Workers' members stated that the Committee of Experts had wished to know whether the Government had really committed itself to eliminating fee-charging employment agencies. There seemed to be a misunderstanding and they wanted to know the real situation. Given the fact that the report on this Convention would not be due until 1987, the Committee of Experts had expressed its desire to receive information for the period ending 30 June 1985 regarding developments in this field, all the more so since the matter has been under consideration for many years. The Government should state whether, in consultation with workers' and employers' organisations, Convention No. 96 will be able to be fully applied in the near future. Taking account of the importance of this basic Convention, the Workers' members expressed their fervent hope that they would be able to note, the next time the case was examined, that the Convention was being fully applied.

The Committee recalled that this case had been under consideration for a number of years. It hoped that the Government would submit detailed information on measures taken and that these measures would be in compliance with the Convention in its application in law and practice.

#### **Convention No 98: Right to Organise and Collective Bargaining, 1949**

*Argentina* (ratification: 1956). A Government representative stated that he welcomed the opportunity to address this Committee, which was undoubtedly one of the most important bodies of the Conference. He indicated that the members of this Committee were qualified to understand the situation which his country had experienced in recent years under the military regime, a regime characterised by violation of all individual and trade union rights and freedoms. He recalled that the military dictatorship had succeeded in virtually destroying the national economy, and both employers and workers had watched in amazement as the customs barriers of the country had been let down, in the name of economic freedom, to permit the importation of all types of merchandise, luxury items and frivolous and non-essential goods. This had produced a real collapse in national industry, with the resulting shut-down of thousands of industrial and commercial establish-

ments, the loss of employment for thousands of workers and a drastic drop in the population's income level.

The speaker recalled that in 1983 Argentina had the same Gross National Product as it had had in 1970. At the same time, the country was confronted by a huge foreign debt which now amounted to 45 million dollars. But this sum had not been applied to productive investment; rather, it had been wasted through speculation. He also recalled that this had unleashed an unprecedented inflationary spiral which had reached a rate of over 600 per cent annually.

He indicated that this was the appropriate context in which to analyse the observation which had been legitimately made by the Committee of Experts. He recalled that his Government was convinced that in a democratic, rational and progressive country, collective bargaining was the only tool which could normalise wage policy and working conditions. However, given the inflationary situation experienced by the country, it could be asked whether free negotiation of agreements providing for increases in fact maintained workers' real income or whether, on the other hand, this practice would contribute to the creation of more serious economic and social distortion, producing even greater social marginalisation of workers who could not maintain their wages at subsistence levels during a recession. Faced with this situation, the Government had initiated a drastic anti-inflationary economic programme which was designed to correct structural imbalances in the economy, putting emphasis on reducing the budgetary deficit. The Government had launched a reform of the financial system and a more equitable tax policy. This reform was aimed at favouring production and work and increases in employment and in income, in an effort to counterbalance the speculation that had reigned in the recent past. The speaker recalled that this was not a problem exclusive to Argentina, and mentioned that in the discussions held in this Committee it had been pointed out that large industrialised Western countries had had to limit the development of collective bargaining to correcting situations of much less seriousness than those facing his country. The speaker observed that in spite of this, he could state that the Ministry of Labour and Social Security of his country was undertaking studies and had established contacts with the sectors affected in order to draw up an adequate plan for the re-institution of collective bargaining. He indicated that his Government had perceived with satisfaction that the Committee of Experts, in examining the situation of his country relative to Convention No. 98, had noted the efforts which the Argentine Government had made concerning consultation on social affairs.

The Employers' members thanked the Government representative for the explanations he had offered regarding the situation in his country and which indicated certain progress in the application of the Convention. It was obvious that concrete measures had been taken and that the important political changes would be a decisive factor for social and economic progress. The Government representative had referred to the great difficulties which his country had undergone in the past, explaining that they were not yet resolved. The report of the Committee of Experts had noted that inflation rate was 500 per cent, a burden that no country could bear. Tripartite consultation had taken place in conformity with the Convention. New legislation had been adopted and the Government had the intention of returning to free collective bargaining. The Employers' members shared the positive assessment expressed by the Committee of Experts and supported its request to be kept informed of developments in the situation.

An Employers' member of Argentina indicated that the employers could only share the desire expressed by the Committee of Experts that voluntary collective bargaining should be the method for governing conditions of employment. He recalled what the Employers' delegate of Argentina had declared before the plenary session of the Conference, that labour relations acquired a special and a logical relevance in a society reinvigorated by the pluralism which only democratic life guaranteed. The social, economic and technological changes which progress brought afforded workers and employers a central role. Along with the rest of the national community, he recognised the exceptional circumstances prevailing in his country, to which the representative of the Government had alluded. The speaker indicated that in the midst of this economic crisis, the constitutional Government was continuing to take the necessary steps to guarantee the fundamental rights of workers and employers, enshrined in the ILO, so that the national legislation and practice might accord with those principles.

The Workers' member of Argentina said that he had listened with great interest to the information provided by the representative of the Government, which evoked a picture closely approximating the economic and social reality which the country had experienced during the long period of military dictatorship. He recalled that in June of last year, the Government representative had let it be known to this Committee that the Government had made a certain commitment quickly to re-institute laws which had

been suppressed or violated by the military dictatorship. Nevertheless, after 18 months, certain legislation to which the workers attached importance had not been put into effect by the democratically elected Government. He recalled that his trade union organisation, the CGT, had patiently awaited a resolution of this matter. Going against the opinion of certain sectors of workers in his country, committees had been set up with a view finding the means and ways to re-institute collective bargaining. However, it seemed that the desired objectives had not been achieved, and that solutions permitting agreement throughout the country had not been found.

Certainly, the foreign debt was very high and indeed absorbed the income from foreign trade to pay the interest alone. None the less, while workers could accept sacrifices, it had to be noted that during 18 months of democratic rule, they had not had recourse to the right of collective bargaining. They did not consider themselves responsible for the runaway inflation and felt that collective bargaining would not contribute to an increase in it. He recalled that the collective agreements drawn up in accordance with the law dated from 1975; however, those agreements had been amended or repealed during the military regime when it came to aspects considered to be basic or of paramount importance for the workers. Because of this, the workers' trade union organisations were insisting that the aspects which had been amended or rendered void by the military regime be re-instituted. The speaker felt that the same attitude could be adopted as had been taken regarding human rights, which had also been violated, to the extent of murders being committed. The workers' organisations requested the re-institution of the collective bargaining machinery as rapidly as possible. He felt that the workers were sufficiently mature to know which aspects could be discussed and negotiated and which should be postponed for later collective bargaining once the economic and social situation in the country had changed.

The Workers' members welcomed the fact that direct representatives of this country could now express themselves in this Committee. They recalled that a few years ago this had not been possible. This fact in itself represented tremendous progress. The return to political democracy, however, had not made the problems disappear; on the contrary, they had now become clearer. The report of the Committee of Experts noted an inflation rate of 500 per cent. Given such a phenomenon, it was not possible to see improvement in the welfare of the population. What was called for was the reconstruction of a healthy economy in the industrial, commercial and agricultural sectors. Employment had to be distributed, but for that to happen the economy had to flourish anew and the foreign debt had to be reduced. The role of trade unionism should not be only that of making demands for new benefits, but should also attempt to work together with the Government and the employers towards the goal of rebuilding the country. It had been easy to bargain collectively and to apply Convention No. 98 in a period of regular growth and full employment. Was it also possible, he asked, to share when there was less, to distribute the sacrifices fairly, to ensure that those suffering the greatest loss and the weakest were not the major victims and to guard against the social security system being enfeebled? That problem was being faced in Argentina, as in other industrialised countries. None the less, it had to be emphasised that collective bargaining and consensus between the partners be maintained now more than ever. Employers and workers should have confidence in one another. The Workers' members were ready to support the Committee of Experts' opinion when it had expressed its appreciation of the efforts made by the Government in the field of consultation on social affairs, but the goal had to remain voluntary negotiation. The organised workers and employers were the vital forces in the country, and they, together with government, should lay the groundwork for the future, should come to grips with the constraints, and should come to an agreement through persuasion and negotiation. That was what the Workers' members wished to see happen in Argentina.

The Committee noted with interest the positive measures taken by the Government concerning the application of Convention No. 98. It took note of the information provided by the Government, which should permit the Committee of Experts, taking into account the discussion which had taken place, to follow the development of the situation involving the process of collective bargaining in Argentina.

*Belgium* (ratification: 1953). A Government representative recalled that his country probably showed the best respect at the institutional level for the seeking of dialogue and consensus among the occupational organisations of workers and employers and the State. Moreover, a national tripartite committee has been the true government of the country for almost 15 years until the emergence of the current economic crisis with its influence on the collective bargaining process. The comments of the Committee of Experts

had dealt with certain aspects of extension of the wage restraint policy maintained by the Government for three years.

On the technical level, the matter involved legislation which in 1984 had reduced the indexing of wages on prices by 2 per cent per year for 1984 and 1985. The Government had intervened under a special powers Act, because for three years it had been asking the social partners to incorporate new data (such as the high level of unemployment, which in Belgium was almost 13 per cent of the economically active population, the competitiveness of undertakings, the organisation of production and working time) into their policies and collective bargaining practices, but they had not been able to reach agreement. For the Government, employment and the realisation of the right to work had to take precedence over increases in income, independent of any recovery in growth. The available work and income should both be shared. The Government was aware that sharing the burden of austerity was difficult; it knew that the burden it had imposed for three years had inscribed the goal of solidarity into this law. It had hoped that the social partners would incorporate certain parameters into their policies. Since the end of the Second World War, Belgium had offered unemployment insurance without limit of duration and absence of any means tests for the beneficiaries. This insurance was lump sum in nature. It was aimed at providing, aside from the right to work, the highest possible income replacement for the unemployed. For three years now, despite many formal and informal meetings with the social partners, and although a consensus had been maintained as to priorities and basic principles, this had not extended to the choice of concrete methods. The Government expressed regret that agreements had been signed but not ratified by the trade unions and employers which had concluded them, and it emphasised the respect it held for the autonomy of the social partners. The speaker regretted that the negotiations had not led to agreements and he wondered whether the shirking of responsibility by the State had to be added to that of the social partners. Should the State, in the name of non-intervention, wait for the day when the deadlock would be broken? The legislation analysed by the Committee of Experts had only been intended to reinitiate collective bargaining at the sectoral and the undertaking levels. It should be noted, furthermore, that over almost three years, thousands of agreements in undertakings had called for the sharing of available employment and income, and 75 sectoral agreements to the same effect had been concluded, although admittedly these were negotiations which had only to a limited extent been occasioned by, framed around and designed to deal with the question of employment.

The speaker recalled that under the constant practice of the supervisory bodies, countries were authorised in exceptional circumstances, particularly in a period of serious economic crisis, to alter their obligations by means of intervention as long as this was a temporary measure. He did not believe that this temporary character had been defined. Taking into account the severity of the economic crisis and of the level of employment at stake, could this be six months, one year, two years or three years? This was a factor which the speaker left up to the judgement of the Committee, to determine what the normal, legitimately permissible time for intervention should be, when there was a shirking of responsibility by the social partners.

In addition, it should be noted that the intervention had not been purely neutral action; it was rather action taken to deal with employment and the purchasing power of the unemployed.

Finally, if there had been arbitration by the State at the governmental level as well as at the legislative level, this had occurred within the framework of a process of consultation with the social partners. Never before had there been so many formal and informal meetings as in the last two years, and the State had decided to intervene only when it had perceived a shirking of responsibility by labour and management.

Referring to the complaint filed with the ILO the Government of Belgium wished to recall that at a time when the entire supervisory system was being questioned, it had welcomed the fact that the social partners, in complete independence, has been led to criticise their Government and thus to provide it with the opportunity to present its explanation to this Committee.

The Workers' members expressed their regret that difficulties had arisen concerning the application of Convention No. 98 by Belgium. The spokesman of the Workers' members nevertheless noted that in democratic countries the possibility existed to voice public criticism, to file complaints and to have them addressed by this Committee. The problem which Belgium was experiencing existed in neighbouring countries in the same region, especially in the Netherlands, Denmark and Italy. In Italy, the question of the moving indicator had been dealt with by a referendum. Here, the severity of the economic crisis and the deadlock in the collective bargaining machinery were involved. Belgium had always been known as a country of consultation and negotiation. There had been negotiations, but it had been realised that there had not been

any agreement, either a bipartite one between the employers and the trade unions or a tripartite one between the Government and the social partners. The Government and Parliament had felt compelled to move beyond this and assume their responsibilities. The Committee of Experts had conceded that in exceptional circumstances, short-term restrictions could be imposed. In this case, the problem was real, but one had to remain attentive to the proper application of Convention No. 98.

The Workers' member of Belgium, a member of the organisation which had filed the complaint, expressed his regret that some of the explanations given by the Government had, in his view, been incomplete or erroneous. He recalled that the attacks made on the indexing of wages had begun not two but more than four years ago, and that they would in principle be continuing next year still. The negotiations which were said to have taken place on wage restraint had in fact never taken place. They had occurred with regard to the methods of achieving wage restraint but never on the fact of restraint itself.

The problem could be traced back to 1981. In February of that year, the workers' and employers' organisations had signed an inter-occupational agreement which took into account the country's economic situation and which conceded that no wage increases would be possible for the years 1981 and 1982 and provided that the indexing of wages should be safeguarded. In December 1981, a governmental decree had interfered with this inter-occupational agreement, replacing indexing which was proportional to wages by lump-sum indexing without any consultation of the social partners. Since 1982, a range of measures had been taken which include a prohibition on the negotiation of wage increases and place successive limits on automatic cost-of-living adjustments of wages. This situation, which thus goes back to January 1982, still prevails today, and the Government has again imposed new wage restraints and has launched a new attack on wage indexing for 1986. The legislation in question was not the object of consultation and the negotiations referred to by the Government had only dealt with the methods of achieving wage restraint.

The speaker's organisation had brought the complaint in 1983 concerning the restrictions imposed for the years 1982 and 1983. Last year, the Committee of Experts had expressed its concern and had recalled that the principle of free collective bargaining could not be called into question. The Government, in its defence, had stressed that the measures in question should in principle be lifted on 31 December 1984. Now, the representative of the Government has confirmed that these measures have been taken not only for 1984 but also for 1985 and 1986. This had led the Committee of Experts to be particularly stern towards the Government of Belgium. In fact, since 1982 there had been direct interference by the public authorities in freely negotiated inter-occupational, occupational and undertaking-level collective agreements. Moreover, this interference had occurred without negotiation or consultation with trade union organisations. In addition, trade union organisations which were now at the bargaining table had only narrow room in which to manoeuvre, since there was now only one matter to discuss: the manner in which the take-aways from workers would be effected. Finally, it should be recalled that the Committee of Experts and this Committee had last year already stressed the fact that the wage restraints imposed by the Government were permissible only to the extent that they were exceptional and temporary in nature. A discussion of the justification for the objectives pursued by the Government was not involved here. Convention No. 98 did not, moreover, deal with employment policy goals of a government but rather only with methods of promoting collective bargaining. As regards the exceptional nature of the measures in question, the speaker recalled that they dated from 1982 and that the Government had already given several different justifications for them: competitiveness of undertakings, the public deficit and a lack of employment. As to the temporary nature of the measures, the speaker noted that the Committee of Experts had conceded that such restraint measures could be taken for a period of 12 months, 15 months or 18 months, but never for longer than two years. Now in Belgium, the situation had lasted since 1982 and the Government had already unilaterally decided to extend the period through the year 1986. The speaker's organisation had brought a complaint because of its confidence in the ILO. True, freedom of association was still respected in Belgium, but he expressed regret over certain tendencies toward authoritarianism vis-à-vis the social partners. The goal was not to condemn the Government but rather to try to make it understand that there was a tradition of free democratic bargaining, that at the international level standards had been adopted (which the Government had ratified), and which had long been subject to a consensus; today, however, these standards were no longer respected. The speaker expressed his hope that this Committee would reach conclusions which would follow along the lines of the approach taken by the Committee of Experts.

The Workers' member of Greece regretted that the collective bargaining procedure had been interrupted in a country like Belgium, which was a model in that area and for its democratic institution, which had always aroused his admiration. That showed how difficult it was to observe collective bargaining procedure to the letter when it was a question of sharing the burden of the crisis, which was often laid on the shoulders of the least-favoured sectors of the population, which meant in that case the workers. It was earnestly to be hoped that the Belgian workers would quickly recover the right to normal collective bargaining, and that Belgium would become again a standard model of a country practising social and democratic dialogue.

The Employers' member of Belgium stated that the Belgian employers could understand the measures taken by the Government and the parliamentary majority in this matter. In fact, the economic situation in Belgium, which had been cited in the report of the Committee of Experts and by the Government representative, had been analysed by impartial international experts of the Organisation for Economic Co-operation and Development, the European Economic Community and the Council of Ministers of the European Communities. They had all recommended that Belgium reduce her production costs and introduce changes in the generation of income, including that coming from wages, in the interest of the country's economic health, stability and hence of employment. The magnitude of the adjustments which had been called for made the method of persuasion suggested by the Committee of Experts a difficult one to use. It was unrealistic to think that a call for discipline could lead the entire population in the current period to give up an increase in income without a minimum of restraints. It was the intervention which the Employers' members lamented. There had in fact been intervention in the process of collective bargaining, a complaint by the workers' organisations and an admonishment by the Committee of Experts. If his Government were inspired by the attitude of others, it would be saying that this was intolerable interference in Belgium's internal affairs, that this Government had exercised its sovereignty in the social and economic field and for this it had been called on the carpet. But the Belgian Government had not adopted such an attitude. It had explained its reasons at all stages of the procedure. It had conceded that it found itself faced with contradictory obligations and that it had taken a certain liberty with Convention No. 98. In addition, the speaker praised the extraordinary maturity which the Belgian workers had shown with regard to the policy of wage restraint, as translated into many collective agreements in which priority had been given to measures for improved employment rather than increasing material benefits of workers. Some workers' organisations had adopted a realistic position in negotiations over restraints on wage indexing. It had to be remembered that during the years of prosperity, indexing wages to the cost of living was particularly rapid this had produced a certain amount of inflation and had provoked criticism by some experts who had felt that it was necessary to rectify the situation. That was what the Government had relied upon.

But although the measures taken had been painful in some respects, they had not been ineffective. Inflation had abated, investments had increased, and the trade balance had improved. Unemployment was still high, but it was showing a tendency to stabilise and to decrease slightly. The speaker was convinced that after this difficult period there would be a return to normalcy; this was all the more so since the social dialogue was continuing in many respects, and in a great number of areas it had never been interrupted at all.

The Employers' members thanked the Government representative of Belgium for his explanations, along with the other participants in the discussion for the very detailed information which they had given to this Committee. The economic situation had led the Government of Belgium to take a certain number of measures concerning unemployment and unemployment insurance. It had intervened in wages policy because of the necessary correlation between the level of wages and unemployment. The Employers' members understood that the Government had assumed certain responsibilities in the face of this situation, but they were convinced that free collective bargaining and the autonomy of the social partners lightened its load.

Of course a government could not remain inactive when it noted imbalances. The Government representative of Belgium had stated that the measures of intervention would be relaxed as soon as possible, and he had created the impression that the dialogue could be taken up anew. It seemed as if it had already begun even if there were still some aspects of controversy involved.

In the case of Convention No. 98, it should be asked what the circumstances were in which intervention was possible, what sorts of intervention would be acceptable, in what form and for what duration. There was no scientific yardstick, no one ideal solution in the matter of collective bargaining. The Convention did not

entirely exclude state intervention, but intervention could not go too far.

From the discussion which had taken place and from the observations made by the Government representative of Belgium it seemed that the Government wished to give freer rein to collective bargaining even if it had not made promises in this regard. In any event, no one had taken an extreme position. The Government had the intention of introducing a certain amount of relief in the situation. The Committee of Experts had asked that it be kept informed of developments on the subject. The Employers' members hoped that the Committee would receive the information requested so that it would have the information for its tasks of evaluation and analysis.

The Government representative indicated that the Government would take the observations made by the various groups into account. He was aware of the problem at issue and of the fact that his Government had somewhat altered or undermined the system of autonomy of the social partners. He wished, however, that the Committee would take into account the purpose of the measures which had been taken. He maintained that it was difficult to ask a community, and all the more so trade unions whose mission was the defence of their members' interests and particularly those of the employed members who made up their ranks, to give priority to the rights of persons who were jobless. This type of moralising speech did not fit easily into the framework of collective bargaining. The speaker explained in addition that many collective bargaining sessions had been held and that many agreements had been signed, but he regretted to note that at the level of trade union congresses and meetings, some trade union leadership had not always been followed by the trade unions. He wondered whether the right to bargain collectively was absolute, or whether it included the right not to conclude agreements, as when a gap was faced in a difficult economic and social situation. In February 1985 the Parliament had decided to extend the prohibition on wage increases until 31 December 1986, but the principle of free collective bargaining would be completely re-established beginning on 1 January 1987. The Committee would be kept abreast of the effects on employment which this policy would produce. He hoped that the primacy of the right to work would be kept abreast of the effects on employment which this policy would be maintained in the free collective bargaining which would continue as from that date. He asked for understanding on the part of the Committee in face of the problem of collective bargaining and the rights of the State, recalling that in spite of formal and informal discussions, it had appeared difficult to find the technical means even when everyone recognised that priority should be given to employment. It was easy to reach agreement on a broad, abstract principle but difficult to agree on the concrete means of its application.

The Workers' member of Belgium lamented the statement made by the Belgian Government to the effect that his trade union organisation, which had over 1 million members, employed and unemployed, only defended the interests of those who were employed. He stated that a reduction of 20 to 25 per cent in the purchasing power of the unemployed had been made without any prior consultation, and that the Government had resolved its problems with regard to social security by placing the burden on the workers. He took note with satisfaction, however, of the promises made by the Government regarding the return to free collective bargaining on wages as from 1 January 1987.

The Workers' members noted that the matter had been the subject of discussion between employers' and workers' organisations in Belgium during this entire period and that meetings had been held and contacts had been made in an attempt to protect workers, and particularly the weakest ones, to the maximum. That had told the employers that if there really were a relationship between wage costs and economic problems, they could not concede that wage costs were the cause of unemployment. Many other elements entered into play—the world crisis and productivity problems in particular. It had to be acknowledged that at the level of undertakings and branches of activity, in spite of the absence of a general inter-occupational agreement, there had in fact been thousands of sectoral agreements, particularly regarding working time. The Workers' members were striving to ensure that the sole victims of the crisis not be the unemployed, and to arrive at a better distribution of available work. In 1984, free collective bargaining was to have been reconstituted, but unfortunately this plan had not been followed up. It was appropriate to hope that the catastrophic situation Belgium was facing would be reversed, but in any event the distribution of the burden and the sacrifice should be a fair one.

The Workers' members expressed regret that in the face of a difficult economic and social situation, free collective bargaining and consensus had not been possible to achieve. They recognised that the situation was exceptional, but the measures taken had to be of limited duration. As the Committee of Experts had



indicated, negotiation and persuasion must be preferred to restraints. The Workers hoped that the complete return to normal labour-management relations would occur as quickly as possible and that the Government would continue to keep the Committee of Experts informed of developments in the situation.

The Committee took note with interest of the detailed information provided by the Government representative of Belgium. It considered the discussion which had taken place to have been very useful and interesting. Stressing the importance of the full application of all aspects of the Convention, the Committee expressed the hope that in this regard it would be able to note an improvement in the near future.

*Denmark* (ratification: 1955). See under Convention No. 87.

In addition, a Government representative stated that he felt that the impression given by the observation, that in Denmark wages had been frozen for about four years, was inaccurate. In October 1982 a law had been adopted by the Danish Parliament introducing a wage and salary stop for a five-month period. At the same time the automatic cost-of-living indexation scheme had been suspended for a period, and this suspension had been prolonged in 1984 to remain in effect until the spring of 1987. Wages had not been frozen. In Denmark agreements are typically concluded for the whole of the country and normally renewed at the same time for a period of two years. In the spring of 1983 new two-year collective agreements were concluded without any industrial dispute or any statutory intervention by the Government. From March 1983 to February 1984 there was an increase in wages of 4.5 per cent, and from March 1984 to February 1985 an increase of 4.8 per cent.

A very important part of the Government's policy was to encourage moderate development in wages and salaries in order to improve competitiveness and thus establish the basis for the creation of new jobs with a view to reducing the intolerably high level of unemployment. The Government believed that the real wages of the workers were protected equally well, or better, through an anti-inflationary policy. In Denmark many important aspects of the relationship between employers and workers are governed exclusively by agreements between the social partners without any need for labour legislation. The Government attached great importance to the activities of the occupational organisations on the labour market. While union membership had dropped in many industrialised market economy countries, this was not the case in Denmark. The total membership of the two largest trade union organisations was 1.3 million in 1976 and nearly 1.7 million in 1983.

A Worker member of Denmark asked the Government representative to indicate when the Government had consulted the trade union movement on the suspension of the indexation schemes in Denmark (prior to the interventions or after). He also mentioned that a complaint to the ILO had been made concerning the last government intervention in March of this year.

Another Worker member of Denmark noted that in his country, where everybody was free to express his or her opinion, problems with international labour Conventions had so far been few. But, as shown in the report of the Committee of Experts, full freedom of association did not exist in his country and collective bargaining was no longer promoted in the manner foreseen by Conventions Nos. 87 and 98. He cited paragraph 311 of the Committee of Experts' 1983 General Survey on freedom of association and collective bargaining: "the right to negotiate wages and conditions of employment freely with the employers and their organisations is a fundamental aspect of freedom of association". If there was no freedom to negotiate, the organisations could not work in a decent, productive way. In his country the cost-of-living indexation had been suspended by the Government in October 1982 and this suspension had been extended until 1987, although it was originally intended to last only until January 1985. So this was not just an exceptional measure for a short period of time and was an example of government intervention in an area clearly belonging to the bipartite collective bargaining system. The exclusion from bargaining of certain matters relating to conditions of employment was incompatible with the Convention, as the Committee of Experts had noted. He did not feel that the Government's statement about its economic policy was relevant to the matter before this Committee. The point was that the Government should not intervene in collective bargaining. As the Committee of Experts had stated in the similar case of Belgium, the Government should prefer persuasion to compulsion while letting the parties remain free in their final decisions.

In the spring of 1985 the Government had put aside the whole system of collective bargaining, stopped strikes that were fully in accordance with the labour market rules and fixed wages and other conditions of employment by law for the next two years. This had led to a complaint to the Committee on Freedom of Association.

The conclusions of this Committee should thus at least ask for a continued reporting from the Government on this case.

On the matter of consultation with the unions, the Government had stated in its written reply to the Committee of Experts' observation that it had taken the initiative to talks with both sides of industry. But those talks had, in his opinion, had nothing to do with what the Committee of Experts requested. The talks mentioned had taken place in the late spring and the autumn of 1984, before the Committee of Experts had put its request forward. They had dealt with the economic situation in general and the question of reduction in working hours. But there had been no negotiations and no re-examination of the possibility of negotiating wages settlements free of restrictions or of the questions raised by the Committee of Experts. The trade unions were still waiting for an invitation to such talks. He saw a clear development in Denmark, from what had originally been free negotiations or tripartite arrangements between the Government and the social partners, to an increase in restrictions on bargaining, culminating this year in a complete suspension of all negotiations and the enforcement of legislation in the area instead, against the wish of the trade union organisations. He wondered how the Government's statement in its written reply, that ILO Conventions constituted no hindrance for a generally statutory regulation of employment and pay conditions, could be squared with principles of freedom of association and promotion of collective bargaining. The adoption of restrictive measures violated the principle whereby organisations of workers and employers had the right to organise their activity and formulate their programme of action.

The Worker member of Austria, referring to the Government's position that the suspending of wage indexing was a preferable alternative to increasing taxes on goods and services, pointed out that such alternatives could not be resorted to in an attempt to justify violations of ILO Conventions. The suspension had been opposed by the representatives of the trade unions. He drew the Committee's attention to the recommendation in the Committee of Experts' report that the Government should improve its attitude to the trade unions and should enter into consultations with them concerning future wage developments.

A Worker member of the Netherlands urged the Government representative specifically to reply to the questions raised by the Worker members of Denmark as to the readiness of the Government to engage in consultation with the trade unions and to the recommendation of the Committee of Experts to re-examine its policy. With respect to the latter element he asked the Government to indicate the proposal which it would like to bring before the unions.

The Workers' member of the United Kingdom made a general point concerning a number of European countries which had in fact been well known in the past for their harmonious industrial relations. Their common bond seemed to be that many of them were pursuing various forms of income policies. Judgements on the value or the need for these policies were difficult to make, but it was certain that these measures were often introduced without proper consultation with the social partners. Yet when the circumstances were the most difficult, when the crisis was at its greatest, that was when consultation and agreement was required most. Too often tripartism was the first casualty of the sort of economic crisis faced by many European countries. And it was sad to see this happen even in a country like Denmark, which had been the object of admiration for many trade unions throughout the world.

The Employers' members took note of the great deal of factual information which had been provided on what was really taking place. They noted the fact, in particular, that the Government deemed it important to mention that the wage and salary stop had only lasted five months and did not go on over a period of years, but whatever it was, it was certainly and undisputedly a form of intervention in existing collective agreements. The basis for this was of course economic problems, which occurred in all countries and gave rise to varying forms of intervention. No general statement could be made on the best form of intervention, since this had to be decided on a country-by-country basis. In the case of Denmark it was not really a question of the enactment of a specific suspension law for wage indexing; it was a more general question of wage indexing and the suspension of wage indexing. Recalling that there were countries where neither the State nor the social partners had even given thought to introducing wage indexing clauses, they remarked that the State's wish to introduce wage indexing clauses involved a very clear demonstration of intervention in collective bargaining. This was a form of restrictive collective bargaining, even when the social partners agreed to such clauses. On the other hand, if the social partners put them forward then of course there was no intervention on the part of the State, but there remained a limitation on the room to manoeuvre in collective bargaining. Starting from the principle that collective bargaining should be as free as possible, any form of intervention

should be regretted, even when it was only occasionally that different forms of limitations might arise. Such restrictions should be as brief in duration and as limited as possible, and they should be preceded by consultations with all the parties. The Employers' members felt that this was important in this particular case and they stressed the importance of the dialogue which was taking place. They felt that reports on developments in this case should be requested so that the Committee of Experts could remain informed. There might be developments leading back to a return to full freedom of collective bargaining procedures, which they favoured.

The Workers' members referred to the possibility in democratic countries of engaging in a dialogue not only at the national but also at the international level in order to resolve problems. And, given all the economic problems which had been mentioned by many countries in western Europe, it could be asked whether restrictions could be imposed. In a democratic country the government and the parliament had the last word, but when collective bargaining was involved, first of all every effort must be made in conjunction with the parties concerned. The Committee of Experts had therefore asked the Government to re-examine the possibility of negotiating wage conditions. There was also a danger that the restrictions would be of long duration and would become more or less permanent, thus undermining the principle of collective bargaining. Negotiations should be used not only when there was wealth to share, but also when it came to revitalising the economy and promoting employment. The Workers' members thus supported the view expressed by the Committee of Experts, calling on the Government to re-examine its position together with the occupational organisations and to report on developments in the situation.

A Worker member of Denmark stated that after the last intervention in March, there had been no dialogue or consultations between the Government and the trade unions. After the intervention, the trade unions had even asked the Government if it would be willing to examine the interventions in the light of the ILO Conventions, but it had bluntly refused. It was on that basis that the complaint to the ILO had been filed. The number of interventions by the Government within two and a half years was a very serious development in his country.

The Government representative, in reply to the question as to whether consultations had taken place in the autumn of 1982 when the Bills concerning the suspension of the cost of living and taxation scheme were prepared, stated that it had not been possible for such consultations to take place because of the urgency of the matters. The Government had taken office in September and the Bills were to be introduced in Parliament at the beginning of October 1982. Since then, the Danish Government had taken the initiative to talk with both sides of industry on economic policy questions among other matters. He expressed his Government's willingness to convene a meeting for such talks. He added that, although he could not yet give precise information about how the consultations would take place. He stated that he was not able to indicate the proposals which the Danish Government would bring before the labour market organisations, but he was convinced that the Government would seriously study the questions raised by the Committee of Experts and members of the Committee.

The Committee noted the explanations given by the Government and the various comments that had been made in the Committee. It hoped that, as had been suggested by the Committee of Experts, the Government would, in consultation with the trade unions and the employers, and in the light of the provisions of the Convention, closely re-examine the matters raised by the Committee of Experts also to avoid a prolongation of the suspension in order not to lead to a permanent situation. It requested the Government to supply information on developments on this matter.

*Ecuador* (ratification: 1954). In reply to the comments of the Committee of Experts, the Government again indicated that section 436 of the Labour Code is sufficiently broad to provide that any worker aged 14 years or older, without any distinction whatever, has the right to become a member of whatever trade union or occupational association he or she desires. It therefore remains very clear that the right of the worker is already granted in the legislation and it would be inappropriate to issue another enactment on the same subject. Furthermore, section 43 of the same legal text, in its subsections (f) and (j), also indicates very clearly the prohibitions placed on the employer, indicating at the same time the penalties to which he or she is subject. For this reason the draft decree which was prepared at the time of the direct contacts has been shelved for the moment.

See also under Convention No. 87.

*Egypt* (ratification: 1954). See under Convention No. 87.

*Guatemala* (ratification: 1952). In reply to the comments made by the Committee of Experts, the Government has indicated that the essential role of the labour authorities is to encourage collective bargaining between employers and their organisations, on the one hand, and workers and their organisations, on the other; to promote the full development and utilisation of machinery for voluntary negotiation, with a view to the regulation of terms and conditions of employment by means of collective contracts, as provided in the Convention and in conformity with the fundamental provisions of the Republic—in this case, the Fundamental Statute of Government, the provisions of which have force of law; and to stimulate the conclusion of direct agreements by providing the necessary facilities to workers and employers.

See also under Convention No. 87.

*Guinea-Bissau* (ratification: 1977). The Government has communicated the following information:

Legislative Decree No. 36173 of 6 March 1947, which regulates collective labour agreements, is no longer in force in the Republic of Guinea-Bissau as a result of the enactment of Act No. 1/73 of 24 September 1973 (the date on which Guinea-Bissau proclaimed its independence), section 1 of which reads as follows: "The Portuguese legislation in force on the date of proclamation of the Sovereign State of Guinea-Bissau remains in force in so far as it does not conflict with national sovereignty, with the Constitution of the Republic, with its ordinary legislation and with the principles and objectives of the African Independence Party of Guinea and Cape Verde (PAIGC)." For obvious reasons the Legislative Decree, which was diametrically opposed to the principles and objectives of the PAIGC, is no longer in force in the State of Guinea-Bissau.

Article 44 of the present Constitution of the Republic, dated 16 May 1984, reads as follows: "Freedom of expression, thought, assembly and association, freedom to demonstrate and freedom of religious belief, are guaranteed under the conditions prescribed by law."

Although there are no provisions regarding the right to collective bargaining, article 28 contains the following provision: "The rights, freedoms, guarantees and duties enshrined in this Constitution do not exclude any others provided for in the other laws of the Republic."

At present a legal vacuum exists regarding the rights to organise and bargain collectively, since no legislation has yet been issued to implement the principles laid down in the Constitution.

Although the draft legislative text referred to by the 1982 direct contacts mission has not yet been approved, it must be stressed that the General Labour Bill contains a chapter on these subjects, and it may therefore be said that they will shortly be regulated by law.

Finally, it should be recalled that, despite the legal vacuum referred to, collective bargaining over conditions of work between employers and works trade union committees already exists in practice.

*Japan* (ratification: 1953). A Government representative stated that his Government firmly maintained its basic policy of respecting the National Personnel Authority (NPA) mechanism which was one of the means of compensating for the restriction of the basic trade union rights of public employees and that his Government had no intention of changing this policy in the future. With regard to the wage increase for the fiscal year 1984, the Government stood firmly by its policy of respecting NPA recommendations despite various difficulties, in particular the critical state of the Government's financial situation, and tried earnestly to implement them fully. Consequently, his Government had implemented an average wage increase of 3.37 per cent, which was the maximum achievable under the prevailing circumstances. He noted that this rate of wage increase was higher than the increase in the consumer price index (slightly above 2 per cent) and the average wage increase of private-sector workers. His Government would do its utmost again in the fiscal year 1985 to implement fully the NPA recommendations. He stated that, even if the Government failed to achieve this in 1985, it had certainly made its policy clear to implement fully the NPA recommendations by the fiscal year 1986. The responsible minister had stated this during the parliamentary discussions in Japan in order to show his Government's seriousness about this matter.

The Workers' members noted that the case of Japan was exemplary in that it confirmed the confidence of workers' organisations in the ILO and showed that the questions under discussion were not vague and internationally oriented but could contribute to solving specific questions in one particular country. This case was also an example of patience and persistence. They noted that the Government did indeed send reports rapidly and regularly, but they considered that these reports should contain indications of genuine progress, which was not the case here.

The Workers' member of Japan noted that the issue under this Convention concerning implementation of the NPA recommendations for wage increases in the public sector was an issue common to several countries. The ILO's position on this was clearly established: not only the Committee of Experts, but also the Committee on Freedom of Association, in the context of a complaint against the Government last year, had urged the Government of Japan to implement fully and speedily the NPA recommendations which were based on wage comparisons with the private sector. Both of these supervisory bodies had also requested an improvement in the present system, pointing out that, for public employees whose trade union rights were restricted, machinery such as conciliation and arbitration should be set up to allow the participation of trade unions in the process of determination of wages and working conditions. According to the speaker, the Government accepted ILO Recommendations at the international level but did not implement them at the domestic level. In 1984 the Government had again ignored the NPA recommendations, which meant that there had been failure to implement them fully for six consecutive years. He hoped that the detailed information submitted to the Director-General would be brought to the attention of this Committee and requested the ILO to initiate steps for a direct contacts mission to Japan to look at the status of the application of international labour standards in the Japanese public service in order to facilitate the finding of solutions to the various problems faced by the Government and the trade unions.

The Employers' members noted that, under this Convention, the question was the practical application of the NPA recommendations on wages. These were not always immediately or fully implemented and the Government representative had called this Committee's attention to financial and economic difficulties for which there was a certain amount of understanding. They noted, however, that the Committee of Experts felt that perhaps the wage determination system could be further improved, given the continuing dialogue and discussion in Japan; they considered this a positive sign and thought that further developments were possible. Although only observers in this discussion, the Employers' members considered that not all the possibilities of dealing with this subject had been explored.

The Committee recalled that it had been examining this case for many years. It took note of the information provided by the Government representative as well as of the comments made by the Committee of Experts. It hoped that the Government would provide full information on the matters raised by the Committee of Experts, and in particular regarding those on which observations had been received from Japanese trade unions. It also hoped that solutions giving effect to the indications of the Committee of Experts would be found, along the lines indicated by the Committee of Experts, in consultation with the trade unions as well as with the ILO.

See also under Convention No. 87.

*Malaysia* (ratification: 1961). The Government has communicated the following information:

As regards section 13(3) of the Industrial Relations Act, the amendments introduced over the years have significantly altered the position, in particular as regards the interpretation given by the authorities to section 13(3). Matters covered by section 13(3) can now take the form of a trade dispute and be processed like any other trade dispute—i.e. by collective bargaining/negotiations, conciliation and arbitration. The Government supplies statistics to illustrate that matters covered by section 13(3) form a high percentage of the total number of trade disputes recorded since 1975.

The Government considers that it is therefore clear that section 13(3) in no way restricts a trade union from negotiating with an employer. On the contrary, the general acceptance of this section by trade unions in practice is reflected in collective agreements. It is not uncommon for collective agreements to stipulate rights of management as well as rights of a trade union. The provisions in some collective agreements, whilst according to the management the rights to engage, discipline, suspend or discharge for proper cause, to determine the manning of its operations and the allocation of duties to its employees, also stipulate that in the exercise of these rights, management "should not violate any of the express provisions of the collective agreement". In addition to providing more favourable terms than those statutory requirements on substantive matters, these collective agreements also deal with normative issues on procedures for exercising management's rights in respect of retrenchment, discipline, resolving grievances, promotions and transfers. For example, provisions pertaining to promotion describe when and how an employee could qualify for promotion, how the promotion procedure should be conducted and also state the policy of management to promote suitable existing employees from lower categories to higher categories including executive positions. Provisions on transfers, besides

prescribing when and how they would be effected, also provide for the payment of transportation costs and incidental expenses. The standardising of procedures for retrenchments and retirements and filling of vacancies are also becoming a regular feature in collective agreements.

As regards section 15, it should be mentioned that this section applies only to collective agreements made between an employer and a trade union representing his employees. Its application is confined to pioneer enterprises only. The Minister of Labour has not declared that this section applies to any other industry.

It is important to take note of the terms and conditions of service that are contained in Part XII of the Employment Ordinance, 1955. This part, which provides for "Rest Days, Hours of Work, Public Holidays, Annual Leave, Sick Leave", also stipulates the rate of pay for work on rest days and public holidays. It is therefore clear that, with the exception of the aforesaid provisions, a trade union of workers is not in any way restricted from negotiating with an enterprise enjoying pioneer status on terms and conditions of employment that the trade union deems appropriate. These include wages, allowances, bonus, retirement benefits, etc., which are issues that are normally given special attention by trade unions during negotiation.

Part XII of the Employment Ordinance, 1955, has been amended several times and today provides fairly generous terms. It is therefore not uncommon for trade unions in *non-pioneer status enterprises* to conclude collective agreements which provide benefits in respect of rest days, hours of work, public holidays, annual leave and sick leave as provided for in the Employment Ordinance, 1955. This provision should be seen as a "reserve" provision to protect a weak pioneer industry. The need to apply this provision has yet to arise. The Minister has not withheld his approval when an exemption is sought under this provision.

The social and labour policy followed by Malaysia since independence in 1957 has contributed to bringing about substantial improvement in the living standards of the workers as a whole. The Industrial Relations Act promulgated in 1967 has contributed to a large measure in ensuring industrial harmony and thus encouraged investments which brought in their wake improved economic activity and employment. The Government is doing its utmost to safeguard the interests of both workers and management and to achieve the goals set by the Development Plans. A too legislative or technical approach should not be adopted in overseeing the application of ratified Conventions. The special situation of a developing country should be appreciated. It should be borne in mind that the standards in a Convention are a recent innovation based on the standards achieved by developed countries after industrialisation and modernisation which developing countries cannot implement entirely without regard to their stage of development. Measures taken to promote social and economic development must be viewed with understanding.

As regards collective bargaining in the public sector, wages and terms and conditions of service of employees in the public sector have for some time been determined by salary commissions set up by the Government. Trade unions and trade union federations in the public sector and statutory authorities submit their proposals to such commissions. Depending on the nature of the issue involved, discussions are held. When the report of the salaries commission is implemented, negotiations for any revision that does not affect the service as a whole are not encouraged. This is to avoid "leap-frogging" which would not be healthy in a situation where the salary scale is based on the rate for the job and is applicable uniformly throughout the public sector and statutory bodies.

Consultation is encouraged through five National Joint Councils as follows:

- (i) Joint Council for employees in the General Public Service other than employees in the Subordinate and Manual Group;
- (ii) Joint Council for employees in the Education Service;
- (iii) Joint Council for employees in the Subordinate and Manual Group of the Public Service;
- (iv) Joint Council for employees in Statutory Authorities; and
- (v) Joint Council for employees in Local Authorities.

The scope and functions of these councils are to give views on and discuss principles affecting remuneration, allowances, facilities and general terms and conditions of service. The representatives of the staff side are nominated by the trade unions or staff associations involved. They are given adequate time off and their attendance at National Joint Council meetings is treated as normal duty for purposes of absence from work and claims as regards to travelling, lodging or subsistence. Anomalies in salary determination can be negotiated with the Public Service Department and, if not resolved, be referred, by the party affected, direct, to the Public Services Tribunal for arbitration.

The Cabinet Committee appointed by the Cabinet to examine the Revised Report of the Royal Salaries Commission, 1975, in its Report on salaries for Public Sector employees, envisaged that



"anomalies" were bound to arise out of its Report, and consequently it recommended that "it would be better if an independent body is set up in which both the employer and employee are represented, to look into all claims". In line with this recommendation, The Public Service Tribunal Act was promulgated on 1 September 1977.

This Act establishes an independent body known as the Public Service Tribunal to inquire into and resolve anomalies affecting the remuneration and terms and conditions of service in the public service. This Act provides various steps in the procedures to be adopted to resolve any dispute in regard to any anomaly from any trade union, staff association or an aggrieved person. Any aggrieved party may, by means of a memorandum, refer an anomaly to the Public Services Department (PSD) for the purpose of negotiation. A special unit has been set up at the Public Services Department to deal with such matters. Where an anomaly referred to the Public Services Department by an aggrieved party is resolved by negotiations, the decision shall have the same force and effect as a decision of the Tribunal. In a case where an anomaly is not resolved by negotiations, the dispute in regard to the anomaly may be referred to the Tribunal by either party to the dispute for its decision. The decision of the Tribunal shall be final and conclusive and shall be binding on the Government and all parties to the dispute and no decision shall be challenged, appealed against, reviewed, quashed or called in question in any court. In making the decision in respect of an anomaly the Tribunal shall have regard to the national interest, the financial implications and the effect of the decision on the economy of the country.

Any anomaly referred to the Tribunal and on which the Tribunal has given a decision shall not be raised or be subject to further reference to the Government in any guise or form by any person or trade union. No claim shall be entertained by the Tribunal purporting to be an anomaly consequent upon the effect of a decision of the Tribunal on any anomaly referred to it. The decision of the Tribunal on an anomaly may be made applicable to any member of the Public Service on the same scheme of service who is not a party to the dispute. The National Joint Councils therefore provide an adequate forum for trade unions and staff associations to give their views on matters concerning conditions of employment. This would enable the Government to consider the views of the staff when decisions are made affecting employees in the public sector.

As regards collective bargaining *per se* it has to be appreciated that collective bargaining in the public sector is affected by certain constraints and factors peculiar to the public sector, such as diffusion of employer decision-making authority within the Government, budgeting and other constraints. Certain aspects of conditions of employment in the public sector depend upon legislative action and the applicability of overall government policy to certain matters ordinarily subject to collective bargaining in the private sector.

In addition, a Government representative reminded the Committee that his Government had provided the necessary information in reply to the comments of the Committee of Experts. The Government's reply had shown clearly that amendments had been introduced in 1969 to the legislation on employment, the trade unions and industrial relations, taking into account the special economic, political and social conditions of his country. Although those conditions had not completely disappeared, the Government had kept the matters under review and had engaged in consultation with workers' and employers' organisations in Malaysia. As a result of those consultations, amendments had been introduced to various laws in 1971 and again in 1975, with the effect of bringing them into greater conformity with the provisions of Convention No. 98. It was the view of his Government that supervision of the application of ratified Conventions should not be made from a too legal or technical standpoint. The Government was, however, committed to safeguarding the interests of the workers, as was shown by the progressive liberalisation of the so-called restrictive regulations. Legislation was under continuous review and consultations with workers' and employers' organisations were held from time to time. In that process, the views of the Committee of Experts were also taken into consideration. With regard to employees in the public sector, the Government had provided in its reply the information requested by the Committee of Experts on the functioning of national joint councils. In the public sector, wages and the terms and conditions of service of employees had been determined by the Salary Commissions set up by the Government. When the decisions of a Salary Commission were implemented, anomalies that arose were referred to the independent Public Services Tribunal on which both the employer and the employees were represented. The decisions of the Tribunal were binding on both the Government and the trade union. In point of fact there had been many decisions against the Government. The National Joint Council had been set up to provide an adequate forum for trade unions and staff associations to state their views on

matters affecting conditions of employment before the Government took its decisions. Staff representatives were nominated by the trade unions or staff associations concerned. The scope and functions of those councils were to discuss and negotiate questions of remuneration, allowances, general conditions of employment and services. Matters that were not resolved could be referred to the Tribunal by the affected party. Special provisions, therefore, existed for the settlement of issues affecting employees in the public sector. There were in fact no real restrictions, since there was full participation of trade union representatives on the joint council where their conditions of work and employment were negotiated. The Government's efforts were directed to safeguarding the interests of both workers and employers within the framework of the achievement of the objectives contained in the nation's development plans.

The Employers' members thanked the Government representative for the explanations he had given to the Committee. As regards the general restrictive regulations on collective bargaining, sections 13 and 15 of the 1967 Industrial Relations Act removed a number of important issues from the area of collective bargaining. The Employers' members had already asked that liberalisation should be introduced at an appropriate time and that the restrictions should be repealed. The report of the Committee of Experts referred to other restrictions, in particular the fact that only one registered trade union might be engaged in collective bargaining, which could prevent a representative union from taking part in the bargaining. Secondly, coming to the question of the denial of the right to collective bargaining to public sector employees, the Employers' members observed that the Committee of Experts had already mentioned in their report the proceedings in the joint councils to which the Government representative had referred. The information communicated by the Government showed that the Industrial Relations Act had been improved and it could be assumed that the restrictions formerly contained in its section 13 no longer existed. If that was the case, the Employers' members would be grateful to the Government. The information supplied by the Government also provided a number of statistics on collective bargaining tending to show that collective bargaining was no longer subject to restrictions. The restrictions under section 15 of the Industrial Relations Act only applied, or should only apply, to so-called pioneer undertakings. The information communicated by the Government also contained numerous passages describing situations specific to a developing country, and the Employers' members fully appreciated the difficulties of those situations. With regard to restrictions on collective bargaining in the public service, it was not possible to tell from the information provided whether or not there had been substantial improvement. The Committee of Experts would have to give thorough consideration to that matter and should receive the necessary information for the purpose. They hoped that the existing restrictions would be removed, even if that had to be done step by step, and that collective bargaining would be carried on in conformity with the provisions of the Convention.

The Workers' members associated themselves with the comments of the Employers' members. They recalled, however, that in 1983 the Government had stated that it had no intention of amending the legislation in force. The information communicated now tended to indicate changes and modifications in the two main questions raised by the Committee of Experts, namely restrictive regulation of collective bargaining and the denial of the right to collective bargaining to public sector employees. They hoped that additional information and replies would be provided on the changes referred to and would be examined by the Committee of Experts. Those were indeed most important, difficult and delicate questions, especially the problem of workers employed in public administration.

The Committee took note of the detailed information supplied by the Government representative. Recalling the comments made by the Committee of Experts over several years, and stressing the importance of the application of the Convention, it hoped that progress would be made in the near future.

*Paraguay (ratification: 1966).* A Government representative indicated that his Government had taken note of the comments of the Committee of Experts regarding the insufficiency of a constitutional text to protect against anti-trade-union discrimination and the need to adopt civil and penal sanctions to make the constitutional guarantees more than theoretical. These problems, along with the matter of the right of workers in public undertakings to engage in collective bargaining, would be addressed on the occasion of the direct contacts (see also under Convention No. 87).

The Committee welcomed the participation of Paraguay as well as the positive indications given by the representative of the Government concerning the request for direct contacts. It hoped that real progress could be noted concerning the application of the Convention in the near future.

*Sri Lanka* (ratification: 1972). The Government has communicated the following information:

There is no conflict between the national legislation and practice and the provisions of the Convention and freedom of association and freedom to form and join a trade union are enshrined in the Sri Lankan Constitution.

However, in view of the observations made by the Committee of Experts that specific legislation providing for sanctions against trade union discrimination and interference was desirable, the Government of Sri Lanka has been considering the most appropriate measures in that direction. Although it had been thought possible at one time to introduce a Labour Relations Law which would include a specific chapter on "Freedom of Association and Unfair Labour Practices", as was stated in the Government's earlier replies, this had not been possible due, primarily, to its far-reaching consequences. Also, depending on emerging situations, specific areas of this proposed Law were being considered for the introduction of legislation. In this context, the Government's last report stated that "the chapter on Freedom of Association and Unfair Labour Practices was being examined with a view to the preparation of a text containing sanctions concerning trade union discrimination and interference by employers". This position has since progressed to the point where introducing the required provisions to the Industrial Disputes Act by way of a suitable amendment is now being pursued.

*Turkey*: (ratification: 1952). A Government representative recalled that doubts were still being expressed regarding the compatibility of section 12 of Act No. 2822 with the principles of the Convention. This section required the trade unions to have a membership exceeding 10 per cent in the branch of industry concerned and exceeding 50 per cent in the workplace before a certificate of authorisation to negotiate may be granted. These doubts stemmed from a misreading of the purpose of this Act which was to encourage the formation of strong trade unions, prevent the abuse of the rights of workers by company or employer unions and particularly to discourage the unnecessary proliferation of trade unions to the detriment of the interests of the workers. Experience had shown that the unnecessary proliferation of trade unions had been detrimental to the genuine interests of the workers, and in fact one of the basic principles contained in the Convention was to encourage strong trade unionism. The objective which had inspired the adoption of this Act was to make trade unions stronger and more representative and to prevent abuses against the interests of the workers. The Government had had no other intention in enacting this Act and the principles embodied in the Convention had always been kept in mind.

The Committee had pointed out that, if there was no union covering more than 50 per cent of the workers, collective bargaining rights should be granted to all the unions in a particular unit, at least on behalf of their own members. This observation probably stemmed from a concern that there might be cases in which no trade union might be granted the certificate of authorisation to negotiate as a recognised bargaining agent. Had there not been any provision in the law to meet such a contingency, the concern expressed by the Committee would have been justified, but in fact section 11 of Act No. 2822 provided for the extension of the provisions of a collective bargaining agreement to other workplaces in the same branch of activity in order to deprive the workers who were not members of any trade union from the benefits of a collective bargaining agreement. The concept of extension also enabled workers not to be without a collective agreement in cases of prolonged collective bargaining discussions. The Committee of Experts in its Report had expressed the hope that the Government would, in the light of its experience of the application of Act No. 2822, be able to amend this legislation, having regard to the above considerations, and that it would ensure, in the meantime, that the practical difficulties concerning the determination of the various bargaining agents were overcome. Studies were under way to revise the current labour legislation in the light of the experience gained in its application. These studies were to be discussed in depth in the Labour Assembly, which was made up of the representatives of the workers, employers, universities and the Government.

The Committee of Experts had pointed out that although in sections 13 and 14 of Act No. 2822 it was indicated that any request made by a trade union or an employers' association for "the determination of the numerical strength" of unions for collective bargaining purposes should be considered by the Ministry of Labour and Social Security within six days of receiving such a request; there were some practical difficulties in this respect and the six-day period as mentioned in section 16 of Act No. 2822, for "the issue of certificates" was not fully respected and could not be fully observed because the Data Processing Centre within the Ministry of Labour and Social Security was still in its early stages, and the evaluation of all the data was currently being made by the

State Statistics Institute. Since the legislation was new and because the system was still in its transitional stage, such delays were inevitable, but the Government believed that they would soon be overcome. The Committee of Experts in its report had requested information concerning the cases in which the Supreme Arbitration Board had been called upon to intervene and settle collective bargaining issues. The Board had so far dealt with 96 cases of collective bargaining. Out of this total number, 51 cases had been taken up after the workers' rejection of a strike decision and their voluntary application to the Board.

The Workers' members thanked the Government representative for the information supplied, which would be useful in clarifying problems with respect to the Convention—problems which had been the subject of concern in the past—as they arose from inconsistencies with the freedom to organise and collective bargaining. The statements by the Government representative and the observations of the Committee of Experts on those problems showed that there had been a trend towards a healthier state of affairs, although the situation was not yet completely satisfactory. It was to be hoped that the country would soon return to completely normal conditions in that respect. The Workers' members expressed some surprise at the statement noted in the report of the Committee of Experts that the process of collective bargaining had been restored, in so far as the Government representative had just reported that a number of restrictions were still in effect. It should be added that martial law, while on the way out, still remained in effect in several provinces. The protection of the workers' right to organise could not be properly exercised if there was no trade union pluralism or if a particular trade union organisation enjoyed preferential treatment. The fact that the trade union organisation DISK was not allowed to operate freely was also a matter of great concern to the Workers' members. They objected in particular to section 12 of Act No. 2822 which required trade unions to have a membership of over 50 per cent in the workplace before they could be authorised to negotiate. The need for stronger trade unions could not justify such a position, as it was for the workers to decide. A number of trade unionists and trade union leaders were still reported to be in prison for political reasons. It was to be hoped that the general amnesty Bill mentioned during the discussion on Convention No. 111 would be extended to trade union leaders and trade unionists: such a measure would enable existing trade union organisations to resume normal operations.

The Worker member of the Netherlands said he wished to refer to the 1984 conclusions of the Conference Committee, which advocated a direct contacts mission to Turkey to solve problems raised by the Committee on Freedom of Association and to help with amendments to the legislation that would take into account the observations made by the Conference Committee in 1984. Those points had not been discussed in 1985, and it was all the more regrettable that the Government representative had not referred to them as, according to the report of the Committee on Freedom of Association, there was still a wide range of questions pending. It had been stated during the 1985 discussions in the Conference Committee that hopeful developments towards normal conditions had been noted in Turkey, but the assessment of such a statement depended on what was meant by "normal conditions". It should be pointed out in that connection that trade union rights were still being trampled in Turkey and that the trade union movement was "strangled". The DISK Confederation was a case in point. The question might be asked of the Government representative whether he could assure this Committee that the trade union movement, including DISK, was able to operate as in the past and whether several DISK trade union leaders were not being condemned for alleged criminal offences which were not considered criminal in other countries. In that connection, it should be pointed out that the evidence on which the court proceedings against DISK were based included an invitation to attend a May Day meeting which had been extended to the Federation of Dutch Trade Unions and had received a negative answer. The question he posed would serve a purpose if the answer showed the extent to which that sort of evidence constituted sufficient proof for the court to proceed on.

The Government representative observed that the discussions should be restricted to the observations contained in the report of the Committee of Experts and not refer to other questions.

The Workers' members pointed out that the reports of the Committee on Freedom of Association were mentioned in the report of the Committee of Experts.

The Employers' members stressed that, as reflected in the report of the Committee of Experts, excessive restrictions were still imposed on collective bargaining, which could not be justified by the argument that they were intended to protect or strengthen trade unions: it was for the latter to decide whether they needed protection or not. Moreover, trade unions with a small membership should be allowed to bargain collectively. It was to be hoped

that the Government would supply the Committee of Experts with information on the matter and that appropriate steps to solve the problems still pending would be taken.

The Government representative said that he was in agreement with the Workers' members on the subject of strengthening trade unionism, but that it was the Government's concern to prevent a proliferation of trade unions, which would be detrimental to the workers' interests. Act No. 2822 could always be under review when the need arose. In fact, as was mentioned in his statement, next July a meeting would be held to discuss such issues with the participation of workers, employers, government and universities. The fact that the solutions given to the various problems varied from one country to another did not mean that international standards were not complied with. It was impossible to have one single prescription which would be applicable to all countries. The Government intended to comply with them, taking the country's particular problems into consideration.

The Committee took note of the information supplied by the Government representative and of the discussion in the Committee. It expressed the hope that the discrepancies between existing legislation and the Convention referred to by the Committee of Experts and the Committee on Freedom of Association would be removed by the adoption of amendments currently under study. The Committee urged the Government to seek the assistance of the ILO with a view to ensuring that those amendments would bring the legislation into conformity with the Convention.

*Yemen* (ratification: 1976). See under Convention No. 87.

#### **Convention No. 99: Minimum Wage Fixing Machinery (Agriculture), 1951**

*Sri Lanka* (ratification: 1954). In reply to the comments made by the Committee of Experts, the Government has stated that, in relation to the cost-of-living allowances, the Ad Hoc Committee has decided on indexation on the basis of 3 cents per one point of increase on the cost-of-living index number. The Ad Hoc Committee has not yet completed its work in connection with the examination of the structure of wages in plantations. Workers who are not represented by the major trade union organisations are represented on the Ad Hoc Committee by a representative of the Joint Committee of Trade Unions. Once a decision is taken in regard to the minimum wage (which is likely to be taken early) it would be possible to give legal coverage to this decision through the Wages Boards machinery in the country.

#### **Convention No. 100: Equal Remuneration, 1951**

*Ireland* (ratification: 1974). The Government has communicated the following information:

The present position on the review of the Anti-Discrimination (Pay) Act, 1974, and the Employment Equality Act, 1977, is that detailed submissions containing proposals for amendment of both Acts have been made by a number of bodies including the Irish Congress of Trade Unions, the Federated Union of Employers, the Employment Equality Agency and the Labour Court. The Department of Labour is currently engaged in holding discussions with the bodies concerned about their submissions. Subsequent developments will be reported on as they occur.

For the time being the 1983 Report of the Employment Equality Agency is not available. The Agency expect to be in a position to send the Report to the printers very soon. A copy of the Report, when published, will be forwarded.

The Government will supply information on any civil court decisions contributing to an appreciation of the way in which the Convention is being applied. There have, as yet, been no further equal pay cases submitted to either the High Court or the Supreme Court since the Supreme Court decision referred to by the Committee.

#### **Convention No. 103: Maternity Protection (Revised), 1952**

*Ecuador* (ratification: 1962). The Government has communicated the following information:

The Government notes with interest the comments of the Committee of Experts on the draft amendments to sections 153, 154, 155 and 156 of the Labour Code, which had been drawn up on the occasion of direct contacts in 1980. On this subject, the Government states that although these provisions have not yet entered into force but continue to be under consideration by the President of the Republic who is in agreement that these amendments should bring about conformity with the Convention with respect to the 12 weeks of maternity leave.

As regards the cash benefits and medical benefits which cover the entirety of the 12 weeks' maternity leave, this matter is also under study by the Ecuadorian Institute of Social Security. The Government is seeking that Institute's decision regarding the possibility of increasing by four weeks the cash benefit, taking into consideration that it is this institution which has the responsibility of paying this benefit to its members. Regarding the reduction of the working day from eight to six hours for reasons of nursing in undertakings that do not have infant nurseries, the Government indicates that this provision is already fully in force, as the Committee knows. The Government explains that this reduction in working hours does not imply in any way a reduction in wages.

#### **Convention No. 105: Abolition of Forced Labour, 1957**

*Central African Republic* (ratification: 1964). A Government representative referred first to paragraph 103 of the report of the Committee of Experts and stated that the report on Convention No. 105 had not been sent because this Convention was under consideration.

As regarded the application of Convention No. 105, the legislative amendments announced by his Government on several occasions had just been adopted by the National Legislation committee and would be signed by the Head of State shortly.

The Workers' members thanked the Government representative for the new information which the Committee had not been apprised of. They noted, however, that the Committee of Experts and this Committee had not been able to examine the situation because the reports had not been sent to the ILO. They stressed that, for many years, problems had existed not only as regarded the Convention at present under discussion but also as regarded many others. Referring to the draft amendments to the legislation mentioned by the Government representative, the Workers' members wondered what was the effect of legislative texts which had been adopted but which had not yet entered into force. The Government should supply the information requested and bring its legislation and practice into conformity with the Convention in question so that, next year, this Committee would be in a position to note developments in this extremely difficult situation.

The Employers' members stated that the situation was very worrying. This case had been the subject of comments by the Committee of Experts and discussion in this Committee for many years. Nothing, however, had changed. The provisions in question provided for forced labour as a means of political coercion against those whose political opinions were not in accordance with the prevailing political line in the country. Draft texts had also been mentioned but the Government representative, while stating that measures were necessary, had not supplied sufficient clarification in this regard. Confusion still existed and the situation was unclear because there had been references to legislative amendments for many years and yet the texts had still not been sent and no date fixed. They stressed to the Government representative that the reports requested be sent to the ILO, that concrete information be supplied on the measures taken or envisaged to bring the legislation and practice into conformity with the Convention and that the texts adopted be annexed, with indications as to the date of their entry into force.

The Government representative recalled that the text in question had been adopted in 1966 and was purely aimed at the circumstances existing at the time concerning the activities of political prisoners. As a result of the Committee of Experts' comments, the text had recently been simply repealed. He therefore considered that his Government had met this part of the Committee's observations. As for the question as to the date of entry into force of the texts adopted, the problem was that of signature by the Head of State which should be obtained very soon. He stated that, for his Government, the main objective had been achieved by the adoption of these texts. In reply to the Workers' member of the Netherlands, he indicated that contacts had in fact taken place between his Government and the Office; it was precisely following these contacts it had been possible to adopt the texts referred to. He stated that his Government was willing to re-establish contacts, if necessary, with the Office so as to solve the problems which the Committee of Experts might raise.

The Workers' members stated that, logically, one should be strict in this case. Nevertheless, certain elements were hopeful signs. The oral reply given today should lead to genuine progress, since for over ten years this case had been discussed and political changes had occurred four years ago. Consequently, they requested the Government to send the reports requested on the application of the Convention and to transmit the texts referred to to the Committee of Experts for examination. In addition, the texts adopted should be applied fully. Finally, if necessary, contacts should be established with the Office. They hoped that positive results could be achieved.

The representative of the Secretary-General stated, in reply to the Workers' member of the Netherlands, that the dialogue between the Central African Republic and the Office had never been interrupted. As regarded the sending of reports, he confirmed that the report on Convention No. 105 had not been received. In addition, the Office had been informed that 13 draft Ordinances and Decrees had been adopted by the Legislation Committee after the direct contacts missions of 1978 and 1980, but that they had not been signed or published. Once these texts had been received, they would be brought to the attention of the Committee of Experts.

The Committee stressed that serious problems existed concerning the application of the Convention. While noting the difficulties encountered by the Government, it hoped that the latter would do its utmost to solve these problems and that progress could be achieved both in legislation and in practice. In particular, the reports due should be sent and the texts referred to communicated to the Committee of Experts for examination. In addition, these texts should be effectively implemented. Finally, if necessary, direct contacts should be established.

*Dominican Republic* (ratification: 1958). The Government has communicated the following information:

*Paragraph 516 of the Report of the Commission of Inquiry.* There is a plan to attract Dominican labourers, especially those living in the vicinity of each of the sugar plantations, with a view to recruiting them for work on the sugar harvest. It is a medium-term plan, and until now the results have been satisfactory. There are already state-owned plantations where recruited Haitian labourers are not employed. The Sanitation Department of the State Sugar Board is working continually to improve sanitary conditions in all state-owned plantations. As regards accommodation, the housing conditions of Haitian labourers have also been considerably improved, both by building new housing and by improving many of the existing buildings. The plan of the Price Stabilisation Institute has been progressively expanded in view of the success achieved to date, that is, it has been extended to various sugar refineries which had not been covered by the plan.

*Paragraph 517.* In recruiting workers for the 1984-85 and 1985-86 sugar harvests, the authorisation granted by virtue of the basic agreement approved by the National Congress of 1966 was taken as the basis, and the recommendations made by the Commission of Inquiry in its report were followed on every point.

*Paragraphs 518, 521 and 522.* The Government has indicated that a number of vehicles of the State Sugar Board have been fitted with loudspeakers for the purpose of informing Haitians in Creole, French and Spanish of the conditions as to their rights and duties.

*Paragraph 519.* As regards this paragraph, both Governments, following the recommendation made by the Commission of Inquiry, have proceeded to examine closely the amounts of recruiting expenses, taking into account the real inflationary index, and agreed that such expenses were consistent with the economic needs of recruitment.

*Paragraph 520.* As regards the suggestion made by the Committee, the Government considers that the penalties are based on general provisions issued by the State or the undertaking, which regulate the conduct of its employees. It therefore considers that it would be superfluous to enact legislation for this specific case. Moreover, any employees found to be engaging in this fraudulent practice are subject to the corresponding penal provisions.

*Paragraph 523.* On their arrival at the border, Haitian workers are informed of the location where they are to work and any objections they may raise on this point are heard. The practice of transferring workers to other plantations than those for which they were recruited has long ago fallen into disuse. The State Sugar Board is faced with the problem that many labourers recruited to work on a given plantation either transfer to other plantations or perform other work than that provided for in their contracts. The specific instructions were issued directly to the administrators of the State Sugar Board at meetings held for this purpose, when such a practice existed.

*Paragraph 524.* As regards the suggestion made by the Commission of Inquiry on the implementation of the measures indicated, the Government states that the travel documents of recruited workers are not retained and the latter are issued with a travel permit, together with a temporary residence authorisation, for the duration of their contract, and are issued in addition with a work identification card.

*Paragraph 526.* The Government will provide any additional information which may be considered useful as regards the request made in this paragraph.

*Paragraph 527.* The Director-General for Migration is working to update the list of foreign residents in the country, not only Haitians but other nationalities as well.

*Paragraph 528.* The Government is aware of no complaint in connection with what the Committee refers to in this paragraph. The fact that, on any occasion, in an isolated manner, certain members of military or police institutions have committed any excess against a Haitian resident, does not mean that this is a repeated practice, as is proven by the fact that no complaint has been made before the United Nations Commission on Human Rights, whose task is to examine this kind of accusation. The Constitutional Government respects human rights and other freedoms which are enjoyed both by nationals and by foreigners resident in the country.

*Paragraph 529.* The Government categorically rejects the allegation that it confines workers to the plantation in which they work or to any part of the plantation. Haitian workers enjoy full freedom to work and to move in the plantations in which they work, and despite the efforts made by the various administrations to ensure compliance with the statutory hours of work, this has been impossible. The cane-cutters choose the time which they consider appropriate to perform their work, taking into account various factors already mentioned.

*Paragraphs 544 and 545 (inspection service).* The labour inspection service continues to carry out inspections within the terms of reference conferred on it by the provisions of the Labour Code in force, relating inter alia to payment of wages, occupational hygiene and health, hours of work, etc., and normally communicates verbally to the administrators of the plantations any recommendations for a better application of labour provisions.

The recommendation of the Commission of Inquiry concerning periodical inspections on plantations by representatives of the Haitian Government in order to observe the living and working conditions of Haitian nationals is being carried out in full. There are 104 inspectors and 24 supervisors who have been appointed by the Haitian Embassy in compliance with the above-mentioned recommendation for the purpose indicated.

'In no case has there been a curtailment of the freedom enjoyed by all Haitian workers to freely designate a representative to discuss with the administration any kind of labour problem related to labour or other matters affecting them in addition to the formal report of the inspectors and supervisors referred to above.

In addition, a Government representative stated that the sugar cane industry was encountering major difficulties and had suffered a rapid decline entailing restrictions in the maintenance and the renewal of machinery and in the social and economic situation of the workers. Among the reasons for the situation was the drop in sugar prices, which had decreased from 60-65 US cents per pound in the seventies to less than 3 cents at present—a price that does not even cover the production costs of the sugar cane industry, which used to be the very core of the Dominican economy. That was due, inter alia, to a plan orchestrated by other countries with a view to depressing sugar prices. In the light of that situation huge efforts were being made to keep the country's largest employer in business and to diversify the economy through the promotion of fruit crops, animal husbandry and other activities. The question should be asked, in those circumstances, whether it would not be suitable to issue a moratorium on the implementation of the major social and economic plans in sugar undertakings. The Government's good intentions regarding the implementation of the measures recommended by the Commission of Inquiry were demonstrated by the allocation of technical and economic resources designed to improve the living conditions of the labourers employed in the sugar sector, at the expense of other plans previously promoted by the Government. Thus, a large number of homes had been rebuilt; there had been massive vaccination campaigns; rural clinics had been established; and new market gardens had been planted, food prices had been decreased and wages improved. Concurrently, efforts were made to ensure freedom of association and the full respect of human rights. The Government representative repeated the information already communicated by the Government concerning the application of this Convention.

The Workers' members stressed that the problems just mentioned in relation with the application of the Convention had long been a subject of concern. The Government representative had stated that the sugar cane industry was a difficult sector confronted with severe problems, but it should be pointed out that the Dominican Republic had entered into agreements with Haiti, whose situation was even worse. Some trade unionists had pointed out that, in such circumstances, the establishment of a modern form of slavery was greatly to be feared. Moreover, problems arose also in connection with the application of Convention No. 95, which required protection against non-payment or delayed payment of wages, payment in kind, etc. It was evident from the report of the Committee of Experts and the Government's reply that several points related to Conventions Nos. 95 and 105 remained to be solved. It should however be recognised that, according to the Government's written reply, the situation

was apparently better than the circumstances in 1984 when the inclusion of a special paragraph in the report as to the application of Conventions Nos. 95 and 105 had been decided. Draft legislation had been submitted, there had been new agreements between the Dominican Republic and Haiti, and measures had been taken in the areas of labour inspection, insurance and workers' information. While various drafts and other measures had been proposed, legislative changes had not yet taken place. The legislative process should be accelerated so that positive achievements might be communicated in time to the Committee of Experts. The Government had mentioned a number of areas in which practices contrary to the Convention had been abolished, but the Committee needed legislative evidence to confirm that such practices no longer existed and that, as a result, there had been improvements. The Workers' members asked for the texts of the agreements concluded between the State Sugar Council and the Government of Haiti, since the financial conditions provided therein would have direct effects on the application of Conventions Nos. 95 and 105.

The Employers' members observed that the Government had adopted a much more positive approach than was the case in 1984. As reflected in the Government's detailed reply and the information provided by its representative, a constructive dialogue had been established. The report of the Committee of Experts, however, covered many questions in connection with Conventions Nos. 95 and 105. The Government representative had stated that a number of the discrepancies between the law and the two Conventions no longer existed in legislation or in practice. If that was the case, the situation in practice was welcome, but, as the Workers' members had pointed out, it was important that the legislation be amended accordingly. Conventions Nos. 95 and 105 were linked to some extent. On the former, the Government had stated that it had been waiting for the opportune moment, before adopting wage protection provisions; but that opportune moment had been pending since 1978. Moreover a draft Labour Code submitted to the legislature had not been adopted. More efforts should be made, therefore, to have the required legislative amendments submitted to and approved by the authorities. It was to be hoped that real progress would soon be achieved in both law and practice.

The Committee took note of the information provided by the Government. Although the expected legislative measures were not yet in force, it seemed that a series of different steps had been taken with a view to improving the situation and conditions of work on sugar cane plantations. The Committee also took note of the additional information submitted with particular reference to employment contracts and to other measures yet to be taken. The Committee expressed the hope that the texts requested and other more comprehensive information on developments in law and practice would be submitted, so that the Committee of Experts might undertake an examination in depth of those questions and, that the Conference Committee might use that information for its 1986 meeting.

*Guinea* (ratification: 1961). The Workers' members stated that the question of the application of these Conventions had led to unending discussion every year, and they hoped that, considering the political change which had occurred in 1984, the Government would be able, with the ILO's assistance, to report progress in the application of these essential Conventions shortly.

The Employers' members also welcomed the fundamental changes which had taken place in Guinea. They recalled that the problems regarding the application of Convention No. 105 had been under discussion since 1971. The crux of the matter was legislation permitting the imposition of forced labour as a means of economic development, and it was necessary to repeal the law to apply the provisions of the Convention. They hoped that the very basic changes which were awaited in this country would permit progress to be noted at the level of legislation. They wished the Government to send reports on Conventions Nos. 105 and 111 so that the Committee of Experts would have information available to it to assess the extent to which changes had in fact been made.

The Committee took note of the explanations provided by the Government representative concerning the difficulties to which he had referred. It noted with concern, however, that for many years it had had to examine the same problems regarding the application of these Conventions. Noting the assurances given by the Government, the Committee hoped that it would make every effort to ensure the full application of these Conventions.

See also under General Observations, Guinea.

*Haiti* (ratification: 1958). A Government representative stated that in order to follow up on the observations made by the Committee of Experts, the legal measures which had been mentioned in the preceding report on Convention No. 29 had been adopted. Regarding the observations concerning the situation of

Haitian workers recruited to work in the plantations belonging to the State Sugar Board of the Dominican Republic, it should be noted that during the sugar cane harvest of 1984-85 there had been noteworthy improvements, thus demonstrating the good will of the Governments of these two countries. In the framework of the basic Agreement concluded between the Governments in 1966 for the recruitment in Haiti of Haitian agricultural workers, a new Agreement had been concluded with the State Sugar Board of the Dominican Republic (CEA) in October 1984 for the recruitment of 19,000 seasonal agricultural workers. It was stated in this Agreement that it had been concluded "with the aim of fixing the provisions of the said Agreement relative to the engagement and subsequent repatriation of the said workers, in conformity with the international labour Conventions ratified by the two countries". The following improvements were mentioned by the Government representative:

(1) Haitian agricultural workers recruited under this Agreement had been recruited exclusively to meet the needs of sugar cane refineries belonging to the Dominican Republic.

(2) Recruitment was carried out according to Haitian laws in force which applied to work in the Dominican Republic, in conformity with its laws.

(3) At the time of recruitment, it was expressly stipulated, in a precise and detailed statement, what was covered by the charges paid: the establishment of hiring centres, passports, identity cards, citizenship cards, general medical examinations, X-rays, wages of the necessary personnel, payment for additional work done, transport, insurance, and food and temporary accommodations for the 19,000 agricultural workers recruited.

(4) The agricultural workers had to be registered at the Consulate of Haiti in the Dominican Republic.

(5) During the round-trip between the two countries, each agricultural worker was covered by a life insurance policy for 1,000 dollars.

(6) Each agricultural worker was to receive 1.50 Dominican pesos daily, instead of 1 peso, from the date of his or her arrival at the place of work until the day of beginning work.

(7) The list of names of all the agricultural workers engaged during the sugar cane season was to be communicated to the Haitian Embassy 10 days after the hiring had taken place.

(8) Conditions in the accommodations had been improved according to inspections carried out.

(9) Social insurances covering agricultural workers henceforth included compulsory sickness insurance, social assistance, maternity insurance and a bonus payment in addition to occupational accident insurance.

(10) Per diem payments of \$25 per person were granted during the repatriation trip from the place of work to the Haitian border.

(11) The means of transport made available to Haitian inspectors had been improved.

(12) Haitian agricultural workers had the right to keep their travel permits. The CEA undertook to ensure that the immigration authorities of the Dominican Republic would note on the passports or travel permits that the agricultural workers had the authorisation to enter the country and the necessary temporary residence permits.

(13) The wages of agricultural workers had gone from 1.83 pesos to 2.33 pesos for each metric ton of sugar cane cut.

(14) A bonus of 60 cents was given for each ton of sugar cane cut.

(15) Haitian agricultural workers engaged to work for the CEA would have the right of the following benefits and bonuses: 60 cents for each metric ton cut and conversion of 25 per cent of the total earnings for the sugar cane season into United States currency, when it had been established that the services rendered in the sugar refineries of the Dominican Republic had reached the following minimum production levels:

(a) the sugar cane cutter had to cut at least 160 tons during the season;

(b) the trimmers had to trim a minimum of 600 tons;

(c) the wagon loader had to handle at least 3,500 tons.

(16) The amount of \$US30 would be paid in cash as a bonus to every agricultural worker at the time of repatriation.

(17) The CEA undertook to ensure, at the time of repatriation, the convertibility into United States dollars of the savings made by the Haitian agricultural workers in the Dominican Republic up to a maximum of 25 per cent of the total amount earned during the sugar cane season for which they had been engaged and for the payment of services provided to the sugar cane refineries.

(18) The Haitian embassy would submit to the CEA a list of inspectors and supervisors designated to supervise the living and working conditions of the agricultural workers for each sugar cane season.

(19) As regards the respect for law and order by Haitian agricultural workers during their stay in the Dominican Republic,



military or paramilitary agents of the Dominican Republic had been replaced by police officers.

(20) Without any hindrance and with complete freedom of action, Haitian supervisors and inspectors visited the sugar cane fields where the Haitian agricultural workers were labouring, the sugar cane weighing stations, and the pay posts; they could intervene with the employers, whatever their rank, in order to defend the interests of the Haitian agricultural workers whenever necessary under the circumstances.

(21) Haitian supervisors and inspectors had the use of lodging free of charge in the village to which they had been assigned. Their wages had been raised from 400 to 425 pesos for supervisors and from 230 to 250 pesos for the inspectors.

(22) The right to a weekly rest period had been formally accorded to agricultural workers.

(23) On the legal plane, the CEA recognised that Haitian agricultural workers had the same rights as those accorded to agricultural workers of the Dominican Republic, particularly regarding freedom of association, social security and labour legislation.

(24) A lump-sum had been provided to cover the transport costs from the Haitian border to the place of agricultural workers recruited.

(25) Haitian agricultural workers maintained all the advantages acquired by virtue of the basic agreement of 1966 and all other subsequent agreements.

(26) The CEA of the Dominican Republic guaranteed the minimum wage established by law for an eight-hour day to Haitian agricultural workers.

(27) The CEA had undertaken a project to determine land suitable for the cultivation of crops which could be sold at low prices to Haitian agricultural workers. The Price Stabilisation Institute had announced the creation of works stores and low-cost pharmacies accessible to agricultural workers on the plantations belonging to the State.

(28) The practice of deferred payment of wages had been abolished.

(29) The CEA had made available several vehicles equipped with megaphones in order to inform Haitian agricultural workers in their native language of their rights and obligations. A similar effort to disseminate information had been made by the Haitian authorities at the time and place of recruitment of the agricultural workers, via spoken means of communication, since most of these workers were illiterate. A copy of the individual contract was given to each agricultural worker at the time of recruitment.

(30) Upon their arrival at the border, agricultural workers were informed of their place of assignment and account was taken of objections which might be made. The practice of transferring workers to other plantations had been abolished.

The Workers' members considered that the information provided by the Government had been communicated to the Committee too late to allow it to pass judgment on the problems and on the progress achieved. All it could do was request the Committee of Experts to examine this information. The situation was a matter for concern in particular because according to the report of the Committee of Experts, the Government was continuing to contest the conclusions and the recommendations of the Commission of Inquiry. There were also problems relating to freedom of association. The Commission of Inquiry had stated that it was necessary to establish an objective labour inspectorate in the Dominican Republic to check on the working conditions and on the application of contractual conditions. Given the impossibility of making a judgement on the question in view of the tardily supplied information, the Workers' members issued an appeal to the Government of Haiti as well as to the Government of the Dominican Republic to take all measures to ensure some tangible improvement in the situation. They had also requested that additional information be provided to explain the contents of any financial agreements between the two Governments, since it could be queried whether the agreements which had been reached were truly concluded for the welfare of the workers or whether they involved trafficking in manpower.

The Government representative, in reply to the Workers' members, repeated that his Government was irrevocably committed to democratisation and liberalisation of the country. In this respect, he informed the Committee that on 6 June 1985, Parliament had been presented with a draft partial revision of the 1983 constitution which was unanimously adopted after laborious discussions in Parliament. He undertook to send a copy of the revised Constitution to the ILO for examination as to how it reinforced the supervision by Parliament of the executive: under the revised text, the President of the Republic remained the supreme Chief of the Armed and Security Forces of the country and the Government was now made up of all the ministers, led by the Prime Minister and was empowered to formulate and implement national policy. He hoped that from a copy of the revised

Constitution, the previous speaker would see whether in a parliamentary democracy there was not freedom of association. He also recalled that the Prime Minister of his country had in the past been a trade union leader, as he had himself. In Haiti at present there were two confederations (the Federation of United Workers and another trade union grouping), one of which had recently received a visit from the representative of the AFL-CIO. All these points showed the quality today of the right to exercise freedom of association in Haiti.

The Workers' members stated that they had simply pointed out that they were not in a position to look at developments in the problem because the Committee of Experts had not received in time the reports and replies requested. The arrival of these documents this morning implied a year's delay before another discussion of the problem. They pointed out that the Government had promised to apply correctly the Convention; there had, however, been a Commission of Inquiry which had observed certain failings and recommended a number of changes. The Workers wanted improvements in the situation of Haitian labourers working in the Dominican Republic. Although some information had been provided, they requested replies to all the questions raised, including the financial aspects of recruitment because that had a direct effect on the conditions of life and work. They hoped that reports and replies would arrive in time for there to be calm discussion of the application of the Convention.

The Worker's member of France informed the Committee that some time ago he had met with exiled persons from Haiti who had given him very precise information on freedom of association in that country but that he could not disclose their names for fear of endangering their physical safety. The present question was to know whether the Government representative's statements had been translated into and announced in the local language (créole). Secondly, he wanted to know whether the exchange of money among officials to aid the departure of some workers to work in near slavery conditions still existed. If changes had taken place since 6 June 1985, they should be mentioned in writing and the document (also in créole) sent to the ILO. The future of freedom of association could thus be discussed without fear of endangering the leaders of the free trade union movement.

The Employers' members recalled that the Committee of Experts had not been able to examine the Government's report and that it was better to receive details in writing rather than to have them read out to the Committee. They had heard much about administrative measures which had been or were to be carried out, but these appeared to concern the Dominican Republic more than Haiti. The Government of Haiti had complained about unjustified allegations and yet the report and recommendations of the Commission of Inquiry had justified the complaints. Any move to implement these recommendations should not just be cited in this forum, but should be reported in writing to the Committee of Experts so that they could verify whether this had actually been done. They had not heard the Government representative mention one of the Commission of Inquiry's recommendations, namely the prohibition on middlemen accepting money and on sub-contracting in the recruitment of Haitian agricultural workers to be sent to the Dominican Republic. They had also not heard anything about the question of payments made by the Dominican Republic to Haiti. Although the Government considered that this had nothing to do with the Convention, the Committee of Experts stated quite clearly that there was a close connection between these payments and the exchange of agricultural workers between the two countries. Other points had also not been mentioned, but this Committee was not in a position to examine everything and could not verify whether the measures indicated were actually being carried out. They therefore urged the Government representative to give a detailed reply on all the points concerning his country in writing to the Committee of Experts and to accompany these explanations with the various texts to enable that Committee to verify the facts. Since Haitian citizens and the manner in which they earned their living had given rise to these problems, they feel that the Government had a very special reason to comply fully with the recommendations of the Commission of Inquiry.

The Government representative stated that he ignored statements about his country made by persons who refused to disclose their sources and invited every member of the Committee to visit Haiti so as to see the real situation. He recalled that his country had signed a bilateral contract with the Dominican Republic for the 1984-85 period which had been sent to the ILO and which, at the insistence of his Government, included the main recommendations of the Commission of Inquiry. He pointed out that, when the contract had been signed, all agricultural workers had been informed by loudspeakers in créole of the principle clauses in their labour contracts and, although most of them were illiterate, each had received and signed a copy of his own contract. As for the implementation of this contract, the Government representative pointed out that his country's embassy in the Dominican Republic

had an Office for Social Affairs Inspection which was working to such an extent that his country had been reproached for interfering in the internal affairs of the Dominican Republic. In conclusion, he stated that certain recommendations could not be realised from one day to the next by simple administrative measures and hoped that he had shown his Government's good will and commitment to continuing to work for the well-being of Haitian agricultural workers.

The Committee noted that the report due from the Government of Haiti on the application of the Convention had been received only towards the end of its proceedings. In these circumstances, the Committee could only express once more the concern which it had stated in 1984 regarding the implementation of this instrument. It called upon the Government to ensure that the recommendations of the Commission of Inquiry appointed under article 26 of the ILO Constitution to examine, *inter alia*, the observance of this Convention were clearly implemented. It also called upon the Government to provide replies to the questions raised by the Committee of Experts and during the discussion of this case, so as to enable the committee of Experts and the conference Committee to re-examine the situation next year.

The Workers' members proposed to include these conclusions in a special paragraph in the Committee's report.

The Employers' members supported the Workers' members' proposal.

The Committee decided to include the case in a special paragraph in its report.

*Ireland* (ratification: 1958). In reply to the Committee's comments, the Government has reiterated its previous assurance that any conflict which exists between Irish statute and the ILO Convention is purely a legal technicality and does not affect in any way the effective implementation in Ireland of the labour standards enshrined in the Convention. The Minister for Labour continues to press for legislative changes in this matter as soon as possible. In the meantime, the situation is that crew agreements in the Irish merchant shipping industry, which are vetted by the Department of Communications—the responsible department in this instance—in effect preclude forced labour.

*Peru* (ratification: 1960). A Government representative recalled that the Committee of Experts had made observations on section 44 of the Penal Code, under which, when offences are committed by "savages", the judge may replace sentences of imprisonment by assignment to a penal agricultural colony for an indefinite period of up to 20 years, irrespective of the maximum duration of the sentence that the offence would entail under the law if it had been committed by a "civilised man". He also recalled that, according to the comments of the Committee of Experts, section 112 of the draft of the new Penal Code reproduced section 44 in identical terms. With regard to this, he declared that, by Act No. 23.859 of 5 June 1984, the Executive had been empowered to promulgate the Penal Code within the present constitutional period. A review commission had been created towards this end. By virtue of the powers vested in it, a draft Penal Code was published in the Official Gazette of 3 September 1984, which was now being reviewed. Since section 112 of the draft reproduced the terms of section 44 of the Code now in force, on 28 May 1985 the Ministry of Labour and Social Welfare sent the comments of the Committee of Experts to the Ministry of Justice, which had been informed of these comments in 1981, so that section 112 of the draft could be modified to meet the standards of this Convention.

The Workers' members recalled that the power given to judges to substitute penalties of imprisonment for offences committed by "savages" for placement in an agricultural penal colony for a period of up to 20 years constituted an extremely important issue. This situation contravened the Convention. This case had gone on for a long time without any change being noted. The Government had again referred to a committee and to a draft. While asking that this draft be sent to the Committee of Experts, the Workers' members noted the necessity of adopting prompt measures to give effect to the Convention while awaiting the general reform to be made in the legislation and the judicial system relating to forced labour, which could take more time. The Government's attention should again be drawn to the seriousness of the matter. While expressing their concern over the situation they hoped that tangible results would be able to be noted.

The Workers' member of Argentina wished to request modification of the term "savage" used by the Government representative. He wondered who should be considered "savages": those who lived in the jungle or those who lived in the city? He asked who would be the worst offenders: those who had access to education and had attended the university but engaged in assassination and torture, as happened in a number of civilised countries, or those who owing to special circumstances had not been able to develop

themselves. He thus asked that the word "savage" be replaced by "native" or "indigenous".

The Workers' member of Peru stated that he fully supported the statement of his comrade from Argentina concerning the word "savage". He wished to state that governments often made promises which unfortunately were not fulfilled in reality. He recalled that in his country, the governments, whether they came to power by a military coup or by democratic elections, had always made promises to the workers, but in practice, once in power, they never delivered on those promises. This situation was occurring again with his Government today. None the less, he hoped that next year the promises would be translated into reality so that the workers of Peru could give credence to these promises. He indicated that in his country the opinion of the employers carried considerable weight in the decisions taken by his Government, and that workers' decisions were not taken into account, which constituted discrimination against them.

The Employers' members emphasised that the question had been discussed for too many years now. A solution could not be awaited indefinitely. To be sure, the Government did not dispute the need to change the situation, but it referred anew to a complete revision of the Penal Code which might eventually be made. Judgment could not be suspended on the adoption of measures on the pretext of sending the matter from one committee to another. They interpreted the statement of the Government as attesting to a genuine intention to make the necessary changes. The Committee should call on the Government representative here and now to press his Government to effectively implement the announced measures. This request should be reflected in the Committee's conclusions.

The Committee took note of the information provided by the Government representative. It hoped that measures would be taken to bring the legislation into conformity with the Convention and that next year it would be able to note that real progress had been made.

#### Convention No. 107: Indigenous and Tribal Populations, 1957

*Bangladesh* (ratification: 1972). A Government representative stated that the comments of the Committee of Experts arose from a lack of communication. It was to be hoped that a better exchange of information between the Government and the Office would allow for better understanding in this matter. The Government had taken a number of actions with a view to the protection and development of the tribal populations living in the Chittagong Hill Tracts, as its conscious of its special responsibilities concerning this community. A number of development activities specially for this region had been undertaken. In addition to the Five-Year Plan covering the entire population of the country, and thus the tribal population as well, a special Five-Year Plan had been adopted for the Chittagong Hill Tracts. This contained allocations of some US\$110 million, or \$20 million per year. During 1984-85, the first year covered by the Plan, the allocated sum of \$20 million had already been spent. Another special programme covering this region was a multisectoral programme including agriculture, forestry and livestock raising. There was also a segment covering the construction of roads, the improvement of communications, and hospital and education services. This programme was financed in part by the Asian Development Bank. A third programme covering the entire country had a special significance for the Chittagong Hill Tracts. Local administrations in different sectors had been decentralised, and were known as "Upozilas". Each "Upozila" had financial resources of TK5 million at its disposal every year. In the Chittagong Hill Tracts, the population was small and it received the same sum for each year. These measures make for much higher per capita expenditure for tribal populations.

It should be noted that everywhere in the world the tribal population were disadvantaged and the Government was conscious of this. It had therefore taken a number of other special measures such as reserving posts in the government administration for these populations, and established special quotas for the tribal populations in the universities and other educational institutions so that these disadvantaged persons would not be submitted to the same competition as their more fortunate compatriots. They were also granted special scholarships. All these measures indicated that the Government was concerned with the protection of the tribal populations and with their development and integration as provided for in Convention No. 107.

The Employers' members thanked the Government representative for the information he had communicated. They noted that there had been a lack of detailed information and that there had been no reply to previous direct requests. This had been acknowledged by the Government representative himself, and it was to be hoped that in the future all the necessary information would be

communicated. The questions concerning the application of the Convention arose in particular from the fact that non-tribal populations had installed themselves in the areas which had been occupied by the tribal populations, and which should have been reserved for them. The Committee of Experts had expressed its serious concern in this connection because it did not have available the information which would allow it to understand how the Government intended to resolve this problem. The information communicated by the Government representative concerned the general development of these populations, but it was not apparent whether and how the problems referred to in the report of the Committee of Experts would be solved. It was therefore absolutely indispensable for the Government to reply in a more concrete way to the questions put by the Committee of Experts, and that it reply in writing and in detail. It would be useful if the Government representative would state that all this information would be communicated and that concrete solutions were being contemplated.

The Workers' members stressed the importance of this Convention, which dealt with the protection of populations who were poor, in a minority, and in several parts of the world exploited, expelled and killed. In addition, the Subcommission on the Prevention of Discrimination and the Protection of Minorities of the United Nations had also drawn attention to this problem. In the 13 years since ratification, reports had been requested and the Government stated that it was still premature to furnish information. That was deplorable, and the Committee of Experts would have to be supplied with detailed information so that it might provide a suitable assessment of the situation. The report of the Committee of Experts referred to reports of violent conflicts following the settlement of non-tribal populations in those areas and the consequent displacement of the resident tribal groups. The report also stated that those areas were currently under martial law and that there were large numbers of refugees in the interior of the country and in neighbouring states. The situation was alarming and the Committee of Experts had expressed serious concern about it. The Committee of Experts had also noted the statement in the report that the Government would request the assistance of the ILO if it was considered necessary at any stage of the revision of the Chittagong Hill Tracts Regulations of 1900. The Workers' members requested that the Convention concerning those populations be applied, that assistance be provided to solve the serious problems being faced by the country and that the reports which had been requested be forthcoming. Despite their sympathy in the face of the difficulties which Bangladesh was going through, they considered that they had before them a serious case which should normally be the subject of a special paragraph (special paragraphs were used to invite the attention of the Committee of Experts and the Conference to serious problems). The Committee might wait a year before proceeding in that manner. Following the receipt of the requested information and the implementation of the measures which ought to be taken, the Committee should be able to take up the case again at its next session in 1986.

The Government representative said that the Chittagong Hill Tracts Regulations of 1900 were quite old, that they had been extensively amended and that the lack of information resulted from a communication gap. If the ILO could establish direct contacts, the communication barrier could be broken down. The information requested by the Committee of Experts could be communicated in a written report, which he undertook to supply to the ILO. Concerning the settlement of populations in the tribal areas, it should be recalled that the full title of the Convention was: "Conventions concerning the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries". The Convention, it was supposed, did not intend to create a state within a state. What was intended was the protection of the disadvantaged groups of people who, in that case, were the tribal and semi-tribal populations. The measures contemplated by the Government to protect their interests had been described. It all went to show that what was needed was the protection of their rights and privileges and in that connection it had been mentioned that the Government was paying particular attention to the question. There was no danger of extinction of the tribal people at all; in fact, the Government was pursuing a policy of protection and development in their favour. When the Government supplied its detailed report to the Committee of Experts, it would be possible to evaluate the matter better.

The representative of the Secretary-General noted that the Government representative had spoken of a communication gap between the Government and the ILO concerning the application of Convention No. 107. In fact, the Office had, in the past, wished to collect additional information on the spot and had arranged for an expert to proceed to Bangladesh in 1984 but that expert had fallen sick and the mission had been cancelled. The Office would approach the Government again to discuss the modalities of another mission in the course of which information would be

collected on the spot and supplied to the Committee of Experts and, through it, to the Committee on the Application of Standards.

The Workers' members added that they had wondered whether the case should not be made the subject of a special paragraph. Bearing in mind the current discussion in the Committee, the statement by the Government representative, his Government's commitment to submitting a report and, as indicated by the representative of the Secretary-General, the possibility of a mission, the Committee should now ask for the submission of adequate information so that it might take up the case again at the 1986 ILO Conference.

The Employers' members supported the proposal of the Workers' members.

The Committee took note of the information supplied by the Government representative and of the difficulties which the Government was facing. It noted at the same time that many important inquiries had been made by the Committee. It hoped that the Government would be able to submit to the Committee of Experts, at its next meeting, a full report including the replies to those inquiries. It also hoped that a mission might be sent to the country and that, following the information to be communicated by the Committee of Experts, the case would be taken up again by the Committee on the Application of Standards in 1986.

The representative of the Secretary-General informed the Committee that a direct contacts mission would take place in October 1985.

#### Convention No. 111: Discrimination (Employment and Occupation), 1958

*Chile* (ratification: 1971). The Government has communicated the following information:

With regard to *article 8 of the Constitution of the Republic*, in the 1984 session of the Conference Committee the Government had indicated that it would communicate any new judgement which might have been given under that article by the Constitutional Court.

On 31 January 1985, the Constitutional Court rendered a decision regarding a petition presented by a group of private persons who were making use of the public right of action provided for by article 82(13) of the Constitution. They requested, in accordance with articles 8 and 82(7), that the *de facto* movements and organisations bearing the names "Democratic Popular Movement (MDP)", "Communist Party of Chile", "Revolutionary Left Movement (MIR)" and the "Socialist Party of Chile (Clodomiro Almeyda Faction)" be declared unconstitutional.

The factual background brought forth by the petitioners as a basis of the action was:

- "A. that the Democratic Popular Movement (MDP), a body which encompasses the political organisations of the 'Communist Party', the 'Revolutionary Left Movement' (MIR) and the 'Socialist Party' (faction headed by Clodomiro Almeyda) existed and were active in Chile;
- "B. that the MDP as well as the movements and organisations which compose them, as mentioned above, explicitly and publicly professed Marxist-Leninist doctrine;
- "C. that Marxism-Leninism is a doctrine which promotes violence as a valid and indeed even a necessary method of political action and that the MDP as well as the organisations and the movements which compose it adhere specifically to this aspect of Marxist-Leninist doctrine, and at the present time have moreover assumed the defence and the practice of armed struggle to participate in Chilean political life;
- "D. that Marxism-Leninism is a doctrine which supports a concept of society, of the State and of the legal order which is of totalitarian character and which the MDP, just as the organisations and the movements which comprise it, adheres to in particular."

The representatives of these organisations and movements did not appear in the Constitutional Court to defend themselves and to deny the allegations. In view of this, the Court notified them by publication in the press of the petition and, by the same method, of the judgement which was rendered on 31 January 1985. The impact of the judgement, which declares these *de facto* movements and organisations to be unconstitutional for having engaged in the conduct described in article 8(2), only affects the organisations concerned and does not impose a penalty on their members.

The mission of the International Labour Office, during its on-site visit to the country in November 1983, was able to ascertain that article 8(2) of the Constitution did not impose penalties on the adherents of the *de facto* organisations and movements which have now been declared unconstitutional.

In this sense, the Government reiterates what was stated in this Committee during the 70th Session of the Conference, that decisions of the Constitutional Court can be made only after a trial



in which the persons accused of infractions have taken part. No person can be affected by the mere fact of belonging to an organisation declared to be illegal if he or she has not been a party to the lawsuit or the prosecution. Once accused, natural persons enjoy all the guarantees of the right to defend themselves and of procedural rights during the trial.

With regard to the *legislation regarding employment in the public service*, as was explained in the Committee at the 70th Session of the Conference, the draft organic constitutional law on the basic organisation was forwarded by the executive branch to the ruling Junta of the Government on 18 March 1985. The Junta of the Government, in accordance with the law, has a period of 180 days to give its judgement regarding the Bill which was forwarded by the executive.

In section 44 of the text, there is a general and a special savings clause, so that the suggestion of the Committee of Experts may be accommodated; in particular there is repeal of "section 5 of Legislative Decree No. 2.345 of 1970 and Legislative Decree No. 3.410 of 1980".

The requests formulated by the Committee of Experts, calling for the express repeal of the legal provisions just mentioned, appeared in the official legislative history of this text, just as the mission of the Office was told at that time and as was stated at the meeting of the Committee during the 70th Session of the Conference.

The Government once again reiterates that as soon as the draft has been approved by the legislative authorities and becomes a law of the Republic, a copy will be sent to the ILO.

In addition, a Government representative stated that, as regarded article 8 of the Constitution, the ILO direct contacts mission which had visited Chile in November 1983 had been able to observe that the declaration of unconstitutionality of a movement or organisation did not lead to any sanction against its members. That meant that no one could be penalised for the mere fact of belonging to an organisation which had been declared unlawful since everyone enjoyed all the guarantees of due process and rights of defence before the constitutional courts. As had been noted by the Committee of Experts, on 31 January 1985 the Constitutional Court had declared unconstitutional, by virtue of article 8(3) of the Constitution, several movements and parties; once the Committee of Experts had been able to analyse this decision, it would be shown that such a declaration only affected the organisations concerned and not their members and that there was no violation of this Convention. As regarded Legislative Decrees Nos. 2345 and 3410, he informed the Committee that on 18 March 1985, a Bill on the public administration had gone to the legislature which had 180 days to consider it. Section 44 of the Bill contained a general and specific standard following the Committee of Experts' suggestion and formally repealed section 5 of the above-mentioned Legislative Decrees. He undertook to send a copy of the legislation to the Committee of Experts once it had been adopted and noted that a copy of the draft had already been sent to the ILO. Regarding the legislation on higher education, his Government had explained to the Committee of Experts that the adoption of the regulations of universities and public institutions of higher education tacitly repealed the extraordinary powers of the rectors. The transitional provisions commented on by the Committee of Experts were only aimed at filling the legal vacuum while new regulations were being adopted, before the constitution of the collegiate bodies. As for the Committee of Experts' request for copies of the regulations issued in the various universities, there had not been sufficient time to collect the necessary information since each university was autonomous in the adoption of its regulations. Examples of these regulations would be sent to the ILO and they would show that the standards had been implemented.

The Employers' members recalled that the Committee of Experts and the Committee had been concerned with the question of the application of the Convention for several years. First of all, with regard to the application of article 8 of the Constitution which authorised the prohibition of certain groups of a totalitarian character or based on class war, the Committee of Experts and the present Committee considered that that provision constituted a violation of the Convention because it allowed the prohibition of certain groups for having expressed a political opinion. The Government had insistently reiterated that that provision applied only to organisations and not to the persons who were members of those organisations. That was certainly important. In January 1985, the constitutional Court declared unconstitutional, by virtue of article 8 of the Constitution, a number of political movements and parties. It was necessary that the Government should send a complete copy of that judgement to the Committee of Experts for examination. The Employers' members wished to know whether the Government was ready to amend the constitutional provision in question because they considered it to be a serious limitation on freedom of expression. With regard to legislation on employment

in the public service, the Government had stated that a Bill had been submitted to Parliament in March 1985 to eliminate divergences with the Convention. The text of the Bill had been sent to the Office and the Employers' members expressed the hope that the problem would be solved very shortly. In the matter of legislation on higher education, the Government had stated that measures had been taken to bring the legislation into conformity with the Convention. Decrees promulgated in 1982 had repealed the provision that had been the subject of comment by the Committee of Experts. The Employers' members hoped that specific provisions would be adopted to clarify the situation. The Committee of Experts thought that much remained to be done in that area.

The Workers' members recalled their grave concern regarding discrimination in respect of employment or occupation consequent on the exceptional political situation in Chile under military dictatorship. It must, however, be noted that the Government showed a certain desire to improve the situation; that desire must, however, be embodied in legislative texts. Projects were not enough; texts must be adopted and practice brought into conformity with the Convention in the areas of legislation on employment in the public service and legislation on higher education. The Government claimed that the old laws had been repealed; the Workers' members would like it to confirm that fact. With regard to article 8 of the Constitution which was not in conformity with the Convention, it wondered whether the Government was willing to amend that text, as the Employers' members had just requested. That was the wish of the Committee of Experts. The Government stated that according to a judgement of the Constitutional Court in 1985, only organisations and not persons were affected by that article. Nevertheless, the Workers' members observed that if the organisations were dissolved, the persons composing them suffered the consequences.

The Worker member of Argentina did not share the opinion of the Government representative of Chile, according to which the designation of an organisation as illegal did not represent a danger for the members of that organisation, the more so since Chilean workers were not protected by Convention No. 87, which Chile had not ratified, so that it was even more important to ensure greater protection for those workers by the application of Convention No. 111.

The Worker member of Chile stated that freedom of association had existed in his country since 1979. The Legislative Decree No. 27/56 authorised the democratic election by secret ballot of workers' representatives for two years. He supported the statement made by the Workers' members of the absolute necessity to repeal Decree No. 23/45 of 1978, which gave the Government discretionary powers to end the employment of any person working in the state administration, and section 2 of Law No. 3551, which gave the Mayor the right to dismiss workers.

The Employer member of Portugal considered that the Committee should not suggest to a government that it should amend a national Constitution which had been approved by referendum; constitutional reform could only be carried out in accordance with legal procedures for revision. Furthermore, the Committee should not ask the Government to interfere in the affairs of courts of law and amend by decree the decision of the Constitutional Court based on article 8 of the 1980 Constitution, which authorised the prohibition of political groups propagating certain doctrines including those advocating a conception of society "of totalitarian character or based on class war". That legal decision should be communicated to the Committee.

The Workers' member of Austria drew the attention of the Committee to the judgement of the Constitutional Court of January 1985 which had declared unconstitutional, by virtue of article 8 of the Constitution, a number of political movements and parties and said that he too would like to know whether the Government had reflected on the possibility of implementing the recommendation of the Committee of Experts to revise the said article 8 of the Constitution.

The Government representative stated that article 8 of the 1980 Constitution did not penalise mere political opinions or the expression of certain political opinions but was applicable to the propagation of ideas of a totalitarian nature. In addition, the penalty was imposed not by an administrative body, but by the Constitutional Court. A copy of the judgement in question had been transmitted to the Office. With regard to freedom of association, the Constitution of Chile, in article 19, authorised freedom of association under the conditions prescribed by the law. In his country, trade unions enjoyed legal status as soon as their statutes were registered in accordance with the law. Trade unions could only be dissolved by a decision subject to the right of appeal. With regard to a possible amendment of article 8 of the Constitution, to which several speakers had referred, it was unlikely that a provision adopted by the sovereign people of Chile by the 1980 referendum could be amended by his Government. Nevertheless,

he would like to co-operate with the Committee of Experts and the present Committee by ensuring that that provision could not be applied in any way contrary to the international labour Conventions.

The Workers' members insisted on the fact that article 8 of the Constitution was not in full conformity with the requirements of the Convention and expressed the hope that the Government would reconsider the question. They took note of the improvements being made in respect of employment in the public service and in higher education and hoped that formal texts confirming that situation would be sent to the Committee of Experts for examination.

The Committee took note of the information supplied by the Government representative concerning the application in practice of article 8 of the Constitution and the legislative developments concerning the public sector. It recalled that that case had been the subject of discussion for several years and noted that despite the dialogue engaged and the preparation of new legislative texts, the provisions of article 8 of the Constitution and other legal provisions still in force had not yet been brought into conformity with the Convention. The Committee expressed the hope that the Government would adopt the necessary measures to take account of the observations of the Committee of Experts and would bring its legislation into conformity with the Convention.

*Colombia* (ratification: 1968). The Government has communicated the following information:

In accordance with the provisions of article 120(1) of the Constitution, parity between political parties in public functions operates at the highest level of the administration (ministers, heads of administrative departments, division chiefs, directors or chairpersons of decentralised bodies) through an equitable distribution which the President of the Republic makes among persons of one political affiliation or another.

In their turn, the highest level directors of these bodies make a proportional distribution of posts in the directorate and the advisory branches in the highest and medium levels of the respective bodies. At the low and operative levels appointments by reason of parity do not take place, because these do not involve posts of high levels of responsibility or confidence. Nevertheless, it is necessary to take into account that the rules regarding parity do not involve an inflexible or absolute application and that, when there is a change in the political party which governs, there is not always a change of all of the employees in the different entities which make up the Government. It is normal that a few officials are named to posts having the most direct and closest relationship with the minister, the chief of the administrative department, etc. In accordance with Decree No. 583 of 1984, all public officials whose posts are career posts can register to enter a career and to obtain promotions.

On the basis of what is established by section 18 of Decree No. 1950 of 1973, the posts, depending on their nature and form as described, may either be designated freely or by means of the administrative career process. Posts having the nature of the administrative career are those in the executive branch, except for the following, which are subject to free designation and removal: government ministers, chiefs of administrative departments, directors, vice-ministers, secretaries-general of a ministry or of an administrative department, chairpersons, directors or administrators of public establishments or of industrial and commercial undertakings of the State; posts in the offices of such officials held by personnel who perform tasks which are auxiliary or assistential in nature, or who require the personal confidence of those officials by virtue of being in their direct service; the President of the Republic; the advisers of ministerial bodies who are engaged as such; persons in the foreign service who have this designation by virtue of the rules governing the diplomatic and consular career system; secret agents and detectives, persons engaged in the State Civil National Registry whose designation is governed by special laws; those working part time or sporadically, those designated for a fixed period without any legal provision permitting their free removal, and those posts determined by the statutes of public undertakings.

As a result, taking into account the issuing of the above-mentioned Decree No. 583 regarding the administrative career system, all those officials not included in the foregoing list can enter the career system and obtain promotions; in consequence, they would immediately acquire greater security in those posts because this employment involves application of a special procedure to obtain their removal.

*Czechoslovakia* (ratification: 1964). In reply to the comments of the Committee of Experts, the Government has sent a copy of the text of the Ordinance of 1984 of the Federal Ministry of Labour and Social Affairs concerning the remuneration of technical and professional workers.

In addition, a Government representative stated that previous exchanges of views on this Convention had sometimes led to misunderstandings. It would be desirable to avoid similar misunderstanding this time. The first part of the observation of the Committee of Experts had contributed to clarifying the situation, especially by faithfully reproducing essential parts of the information supplied by the Government in its report made according to article 22 of the Constitution. The discussion in the Conference Committee had concentrated recently on the problem of imposing political requirements, and whether the national practice was in conformity with the Convention. The supervisory bodies had found and stated, already several years ago, that the Czechoslovak legislation and especially the relevant sections of the Labour Code were in full conformity with the Convention. They raised however a certain number of dismissals which had taken place eight years ago. The competent Czechoslovak authorities had considered the observations made by the Committee of Experts very thoroughly and had taken a number of important measures. The common denominator of these measures was the desire to provide additional guarantees and to ensure that laws could not be interpreted in a manner which would contradict the letter and spirit of the Convention. The most important step in this direction was the interpretation made by the Supreme Court of Czechoslovakia in 1978 in respect of section 46 of the Labour Code, referring to termination of employment.

The Supreme Court took into account the corresponding stipulations contained in the Labour Code as well as the obligations arising from Convention No. 111 and stated that political requirements were admissible in clearly defined cases only, and that the organisation (in ILO terminology the employer) must prove that such requirements constitute an essential condition for the proper performance of the job. It stated further that such requirements could be imposed only case by case according to the nature of the work performed or the function exercised. In connection with this interpretation certain regulations were amended; for example new Model work regulations which were sent to the Office, or wage regulations where previously general stipulations could be found which were designed to promote the building of socialist society. It was clear that such general stipulations could not be used as a ground for dismissals in the light of the interpretation made by the Supreme Court. Therefore, in the amended regulations requirements of a general nature were not included and, in practice, extensive interpretation could not be made of such concepts as civic engagements or moral and political qualities. In this connection, the Committee of Experts asked for a copy of the ordinance in respect of the remuneration of technical and economic workers (No. 51-12430-3156 of 12 September 1984). This ordinance has a nation-wide validity and application and replaced regulations which were applicable to various industries. Two years ago questions had been asked in this Committee concerning these regulations in respect of remuneration. All doubts had now been dispelled, and the Committee had been informed of this in writing. The ordinance contains descriptions and characteristics of typical posts and functions, data on required qualifications in terms of education and practical experience and an indication of the corresponding wage grades. It includes a list of technical and economic functions connected with the corresponding qualification requirements. This is the so-called "nomenclatura". In previous years the word "nomenclatura" had been mentioned by certain members of this Committee. There was not one single word in the new ordinance in respect of political requirements but its contents could be of interest in other respects, for example for all those who deal with or are interested in the problems of wage policy and job evaluation.

The Government would also comply with the wish expressed by the Committee of Experts and supply the text of the instruction to be sent to national committees. Its purpose is to provide guidance to national committees and their departments of labour concerning the implications of the interpretation made by the Supreme Court and to make a contribution through these labour departments towards correct behaviour of enterprises in the sphere of personnel policy. When recruiting workers they should have due regard of the corresponding sections of the Labour Code, including the interpretation made by the Supreme Court concerning the requirements for the performance of the job. It should be evident that positive measures had been taken towards full application of the Convention. He expressed the hope that this fact would be reflected in the conclusions.

In the last paragraph of the first part of its observation, the Committee of Experts had stated that the Government report did not contain information on the nature of jobs for which there existed requirements regarding civic engagement and moral and political qualities, and described this information as important for an appreciation of practical effects of the Ordinance of 1984. The requirements stated in the Ordinance were objective in nature. The nature of political requirements was different. They could not

be related to specific salary or qualification grades. Therefore they and were not included in the Ordinance. This did not mean that political requirements did not exist at all. They existed in Czechoslovakia, they existed in all other member States, but with respect to their specific character it was not possible to give a precise and specific answer to the question asked by the Committee of Experts. In general, it could be said that the requirement of moral and political qualities was imposed or considered when selecting workers for top management functions in both the Government and economic spheres. This meant workers who were responsible for, or by virtue of their decision-making power, had an important influence on the implementation of government policy or the state economic plan. Similar requirements might apply in practice in very exceptional cases to lower management personnel or even to aides or advisers, and more generally to workers where the performance of the job was connected with special responsibilities such as duties of a highly confidential nature. What was important in these cases was that such requirements had to be an essential condition for proper performance of the job and that the worker had the possibility to submit his or her case to an independent authority such as a court of law. When considering individual cases, the courts would surely take into account the interpretation made by the Supreme Court; however, there were no such cases at present in practice. He was describing the situation in some detail in order to demonstrate that the Government was continuing to pursue an effective policy of non-discrimination towards the fulfilment of objectives proclaimed in the Convention.

The second part of the observation dealt with the Resolution of the Presidium of the Central Committee of the Communist Party of Czechoslovakia of 6 November 1970. The Government could not find an explanation for the repetition of this comment by the Committee of Experts. It was of the opinion that the problem of the attitude of political parties towards personnel policy and the selection for employment of persons who enjoyed the confidence of the respective political parties had already been sufficiently explained at the Conference. The Government had called the attention of members of this Committee and of the Conference as a whole to the fact that this was the first case in ILO history that the supervisory bodies had asked a government to provide an explanation concerning the attitudes and policies of political parties. The Government continued to consider this initiative on the part of the Committee of Experts unjustified. The arguments advanced by the Czechoslovak delegation last year were contained in a written statement, the text of which was distributed as a document in this Committee, and then subsequently in the Government's statement in the Plenary. He called attention to a different aspect of the problem, which was of prime importance: the interpretation of the Convention. When ratifying the Convention, the Government of Czechoslovakia had undertaken, according to Article 2, to declare and pursue a national policy designed to promote by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof. This clearly referred to national policy, that is the policy of the government concerned. National policy found its expression in the legislation and in practice, which meant how the legislation was implemented, how it was reflected in judicial decisions. The Government could hardly be asked to report on policies, declarations, resolutions and so on, adopted by various political parties.

The Committee of Experts was not allowed to interpret Conventions. It could only consider the meaning of the text. The text of Article 2 of the Convention could certainly not be explained to mean that governments had to report to the ILO supervisory bodies concerning resolutions or other decisions adopted by various political parties in their countries. This would be a very broad interpretation indeed. This was an issue of a general character, which concerned all the ILO member States. The Committee of the Conference was not called upon to consider issues of this type. Such issues of a general nature would have to be considered at an appropriate level and certainly not in connection with particular cases. For these reasons the Government representative had been authorised to state that he would not enter into any discussion concerning the contents or the implications of the resolution adopted in 1970. He would be grateful to other members of the Committee if they would do the same. His Government had consistently complied with obligations arising from article 22 of the Constitution. It had regularly sent reports covering all points mentioned in the observations made by the Committee of Experts. It continued to be prepared to supply all information in respect of legislation and practice, which meant all information in respect of everything which was relevant to the consideration of concrete cases by courts of law. No government had ever been asked to go beyond this limit. This was a sufficiently

broad and solid basis for a fruitful and constructive dialogue in this Committee.

The Workers' members welcomed the fact that the Government was participating in the discussions on both Convention No. 87 and on Convention No. 111. It was necessary to continue the dialogue which had been established in order to attain results and to achieve the application of ILO standards. There were positive points in the report of the Committee of Experts and in the Government's statement. There had been replies and a certain number of modifications to previous practice, such as the decision of the Supreme Court and the reinstatement of a certain number of people. The Conference Committee did not want to question the security of the State, but that a mechanic, for example, should be prevented from earning a living because he or she did not agree with the system was unacceptable. They agreed to a great extent with what the Government representative had said: there were many posts which concerned the security of the State, or concerned the Party, in which those who did not agree with the system could not be engaged. However, no technical jobs should be subject to such conditions because this would be discrimination. They also recalled that there were a number of matters concerning which the Committee of Experts had requested further information. The Government representative had said that he could not discuss the points related to the Party, but if the Communist Party was in fact the supreme authority in the country, and if it laid down rules for workers in all spheres of society, the Committee ought to be able to discuss this. The Committee of Experts had made it clear that at some point these practices conflicted with the provisions of the Convention. They hoped that the Government would furnish the information and explanations which had been requested, and would put into practice the improvements which had been made.

The Worker member of France welcomed the presence of the Government representative of Czechoslovakia which enabled the points of view to be brought closer together. He wondered about the reconciliation which could be made under the two Conventions in question—could it be believed that the creation of pluralist trade union organisations was not possible because of the obligation of requirements relating to civic commitment and moral and political qualities for all workers' leaders in all spheres of society? He recalled finally that another country which had been questioned under the same Convention had recently accepted the setting up of a Commission of Inquiry. He hoped that the Government of Czechoslovakia would communicate the information requested to avoid the lodging of a complaint in this case.

The Worker member of Czechoslovakia stated that the trade unions exercised supervision over working conditions, and in thousands of cases there had been no violation of the work directives laid down by the Government in co-operation with the trade unions. Higher qualifications were demanded of workers with higher-level responsibilities, but otherwise their conditions of work were no different from those of other workers.

The Employers' members agreed that some progress had been made since the last discussion, and the fact that the discussion was taking place was some evidence of this. However, doubts still existed. The Committee of Experts had for many years been asking for information on how the criteria for dismissal referred to in the Supreme Court decision were being applied, but the answer had usually been that there were no cases of this kind. This situation was similar in regard to hiring, and they asked—which the Committee of Experts had not—what criteria were used in this case. The Committee of Experts had not yet received the 1984 ordinance in this respect which it had requested. They also hoped that the Government would indicate the jobs to which these criteria applied, since it was not acceptable to apply political criteria to all jobs, whatever they might be. As concerned the questions of jobs in the Party, which the Government representative said he could not discuss, the Employers' members considered that questions of Party employees did not concern this Committee. However, the Committee of Experts considered that the 1970 resolution of the Presidium of the Central Committee of the Party influenced all other spheres of society, and the question of the nature of these posts again arose. As long as doubts persisted in this connection it had to be assumed that these political qualifications applied to every job. The Convention was based on the assumption that no one could be discriminated against because of his or her political convictions except for the reasons enumerated therein. Therefore, if qualifications of a political nature were applied to hiring and firing, they should be justified. Unfortunately, there had been no progress in this respect, and the Committee again had to request further information. In addition, since the Communist Party played a fundamental role in society in Czechoslovakia, they felt that these political considerations also played a role in other cases. The Committee was faced here with a refusal to discuss this point. As long as the Government maintained its position in this respect it would be impossible to make

further progress. There should be improvements to the legislation to bring it more into line, in theory and in practice, with the Convention.

The Government member of the United States emphasised the importance of acquiring further information on the specific nature of the jobs that were subject to political requirements or to other requirements of the Communist Party. The Government representative had said that there had been a certain evolution merely in being able to discuss the case this year. The speaker welcomed the fact that there had been new regulations which had recently been provided to the ILO, and could now be examined by the Committee of Experts. The Committee emphasised dialogue, and dialogue was based on information. He looked forward to a further discussion after the Committee of Experts had reviewed these texts. He remained concerned, however, by the Government representative's statement that it would be difficult to provide a precise answer to the Committee of Experts on the nature of the jobs to which political qualifications were applied under the new rules. The representative had stated that these requirements were limited to top management personnel or to lower-level personnel who had special responsibilities, especially those which were highly confidential. It was difficult from this general description to get a sense of how extensive the political requirements were. There was again really no new information, and the Committee was left with the materials it had had at the beginning of the examination of this case. One element of the case at that time had been that a health and safety official in a pastry factory had been dismissed specifically because he or she did not fulfil the requirements laid down for the political content of the work. The speaker hoped that with the new regulations this sort of situation could not recur, and that the situation could be clarified if the Government were able to provide the further information requested by the Committee of Experts on the specific nature of the jobs subject to political requirements. The same point applied with respect to jobs which were subject to conditions imposed by the Communist Party. The Government representative had indicated that he considered this to be an internal matter for the Party, and not something for the Government to discuss. The speaker, so far as the rules for employment applied only to the Party. It was in cases in which the personnel policies of a political party extended beyond its boundaries into the economy that the Committee had to be concerned with the matter. The Committee of Experts had requested information on the nature of the jobs in the economy at large which were subject to these kinds of rules. In this case there was no recent information, but there had been a case of a storekeeper at the same pastry factory who was dismissed because he did not meet the Party's criteria. It was difficult to understand that such a post should come under the Party's rules. Perhaps in the intervening years with the new rules this kind of situation would no longer occur, and this was what the Committee of experts was trying to find out. In order to help the Committee of Experts and the present Committee understand the practical nature of the changes that had taken place, and to understand that cases such as those he had referred to could no longer take place, it would be helpful if the Government would provide the information which had been requested.

The Government representative recalled that the Workers' members had specifically asked that his Government continue the dialogue. It was ready to continue the dialogue on the basis of ratified Conventions and on the basis of the procedures based on article 22 of the Constitution. He thanked all those who had participated for their comments and for their interest. In reference to a comment concerning democracy and the protection of minorities, he recalled that his Government and others had been asking for the protection of the interest of their employers' representatives in the ILO for many years, so far in vain. The policies of political parties were not in his view under discussion by the Committee, but he had noted the remarks made on the subject. He stated in addition that the Workers' members and the Governments member of the United States had referred to events which had started the discussion some years ago. As far as these events were concerned his own Government had provided ample explanations and all the information which had been asked for and it was not necessary to go into further detail. As for requests to describe in more detail the nature of jobs for which the requirements of moral and political qualities are imposed, he had tried to provide an explanation in his introductory statement but he appreciated that this could not be regarded as exhaustive, and the Government would elaborate further in its written report.

The Committee welcomed the fact that the Government had resumed the dialogue on the application of this Convention. It hoped that the Government would submit in its next report full particulars as requested by the Committee of Experts on the jobs for which there are requirements of moral and political qualities and on the selection and employment of supervisory personnel in

all spheres of society, as well as replies to the questions asked in the course of the discussion in the Committee.

*Guinea* (ratification: 1960). See under Convention No. 105.

*Islamic Republic of Iran* (ratification: 1964). A Government representative stated that it was necessary to clarify some points which had led to a lack of full understanding and to conclusions referred to as contradicting the provisions of the Convention. The Islamic Republic of Iran was based upon Islamic principles and precepts which reflect the true aspiration of the Islamic community. None of the three powers could, in practical terms, formulate or enact laws which were not in conformity with those principles. Legislation, which is the expressor of criteria for management of society, was determined by the Holy Koran and the tradition, or in Islamic terminology, by the "Sunah" of the prophet. Thus, detailed and true supervision by just, pious and committed Islamic jurisprudence was a decreed and essential element.

As stated in article 4 of the Constitution, "All the civil, penal, financial, economic, administrative, educational, military, political, or other laws and regulations must be based upon Islamic standards". This article governed all the articles of the Constitution and other laws and regulations, such discernment being the discretion of the jurisprudence of the Guardianship Council. Thus, without the approval of the Guardianship Council, one could not make judgements concerning the conformity or non-conformity of laws and regulations with Islamic principles and precepts. The Committee of Experts, as reflected in its observations had understood the Government's position to be that "all provisions of Conventions, Recommendations and other decisions of the ILO, or other international bodies, that are not in the opinion of the Islamic Republic of Iran in conformity with Islamic principles are null and void". It is inferred from this statement as though the Islamic Republic of Iran had in fact examined the conformity of all the provisions of the Convention with Islamic precepts and had come to the conclusion that in the Government's opinion those provisions were not in conformity with Islamic precepts and thus it had been concluded that they were all null and void. Since it had not been possible in practical terms to carry out such an examination, therefore, the general statement implying that international standards were null and void was not correct. The statement previously made by the Government representative had obviously been conditional meaning that if, following investigations, it had been found that any part of the provisions of the international labour Conventions did not conform with Islamic standards, then those provisions could not be acceptable to the Islamic Republic of Iran. This statement did not imply questioning the principle of observing international obligations or their validity. If this had been properly understood, it would not have been necessary for the Committee of Experts to express this concern.

According to article 19(5) (b) of the Constitution of the ILO, it is a constitutional right of every member State to examine the provisions of the international labour Convention to be submitted to its national competent authority for appropriate decision. National competent authorities will make their own decisions according to the extent to which such provisions are in conformity with the national laws and practice and those provisions which, in the opinion of the member States, were not in conformity with their national laws and practice, would not as a consequence be ratified by the countries concerned. Within this context, the statement made by the Government representative did not contradict any of the international standards or the principle of observing international obligations, or their validity. It simply referred to the principle of observing obligations. In fact, on this basis it could be deduced that the third paragraph of the observation made by the Committee of Experts itself might contradict the international obligations of the member States.

It followed that, if the decisions of national competent authorities were interpreted by the Committee as non-observance of international obligations, the fact that all member States did not ratify some of the international labour standards according to their constitutional rights should lead to the same concern.

In another section of the Committee of Experts' observation, it was stated that "in 'freely' [emphasis added by the speaker] ratifying the Convention, Iran undertook in accordance with article 19 of the Constitution of the ILO, to take such action as may be necessary to make effective the provisions of the Convention", and the Committee expressed its trust that "the Government will reconsider its position in order to satisfy the obligations incumbent on it by virtue of 'its ratification' of the Convention in accordance with the Constitution of the ILO". The obligation of the Government to take such action as might be necessary to make effective the provisions of the Convention was based upon having "freely" ratified the Convention. This Convention had been ratified in 1964, nearly 16 years before the establishment of the Islamic Republic of Iran, and it remained unclear whether "its

ratification" referred to the ratification of the Convention by the former regime, or to the Islamic Republic of Iran. Whenever the Government of the Islamic Republic of Iran ratified any international standards it would certainly undertake the obligation of observing them.

As regards the second part of the observation of the Committee of Experts, adequate detailed information had been presented by the Government representative to previous sessions of the Committee along with clarifying documents concerning the issues repeated in that part of the report. It was not clear what was meant by "new elements" on those issues. No individual or group could even be questioned on grounds of "religion" or political "opinion" in the Islamic Republic of Iran. This was clearly expressed in article 23 of the Constitution. Paragraph 1 of article 28 of the Constitution stated that "every person has the right to pursue the occupation of his or her choice in so far as this is not contrary to Islam, the public interest or the rights of others". No discrimination existed in employment and occupation in the country as suggested by the observation of the Committee of Experts "on the grounds of their religion or membership of a religious sect, or their political opinion". "Actions" such as spying, activities against security, action aimed at overthrowing the Government and the like must not be interpreted and reflected as religion or political opinion, and no country should be expected on this basis to accept persons taking such actions in public employment, and if this was not done, it should not be concluded that there existed discrimination on grounds of religion or political opinion in that country. Concerning the request made by the Committee to the Government to supply detailed information on the measures taken to eliminate discrimination based in particular on sex, national extraction, social origin and political opinion, should there be any specific cases in this respect, particulars could be communicated to the Government with a view to their consideration by it. In connection with the request made by the Committee for a detailed report on this Convention, the Government considered that the statements previously presented to the Conference Committee had not been fully understood, and it had therefore been decided to prepare a special report to be submitted to the Council of Ministers so that the case concerning this Convention could be more seriously considered.

The Workers' members found little difference in substance from what was said to the Committee last year. The Committee had been told as regards the conclusion of the Committee of Experts that laws that were not in accordance and standards in Conventions which were not in conformity with the Islamic faith would be null and void, that that conclusion had not yet been drawn, but depended on an examination to determine whether the standards of Conventions were in conformity with the Islamic faith, and if the investigation disclosed that they were not, they were null and void. This was difficult to follow from a logical point of view, because it amounted to a unilateral decision on the part of those making the investigation as to whether the standards which had been freely adopted on the premise of being carried out and made effective, were null and void.

As regards article 19 of the ILO Constitution, the Government representative had seemed to say that, should the Convention, upon examination, prove not to be to the liking of the legislative authorities of the Islamic Republic, there was no requirement under the Constitution to comply with it. That attitude amounted to a repudiation without any formality of denunciation of a ratified Convention. Likewise, in stating that the Convention had been ratified in 1964 by the previous regime, the Government disclaimed any responsibility, again without any of the formal proceedings recognised by the ILO for denouncing a Convention. The Government had also stated that no individual or group within the country could be persecuted on grounds of religion or belief and that no discrimination existed. That statement was entirely contrary to the observation of the Committee of Experts, because it clearly appeared from official publications and reports available to the Committee, that purges were being carried out in the administration, that espionage and other activities prejudicial to the safety of the State were listed separately, that the Baha'i were being laid off and that membership in the Baha'i and other groups was prohibited. The Committee was being confronted with a clear conflict of facts between what was stated in the report of the Committee of Experts on the one hand, and the statement that, in the Islamic Republic there was no discrimination, or denial of complete freedom to any individual.

The Workers' member of Belgium said he was a member of a trade union organisation which, at the time of the dictatorship of the Shah of Iran, had supported the struggle of the Iranian people and had received dozens of political refugees from that country. In his statement, the Government representative had stressed the conformity of his country's law and practice with Islamic principles. Islam was not the sole property of the Iranian Government. Other countries also respected its principles. In Belgium many

trade union activists were migrant workers of the Islamic faith. That religion was founded of the principles of tolerance and the respect of human rights. He would therefore ask the Government representative to explain what Islamic principles were taken as the basis for the discrimination currently being exercised against religious and philosophical minorities in Iran, and for the cases of murder and torture inflicted upon the workers who disagreed with the principles of that religion.

The Workers' member of the Islamic Republic of Iran pointed out that the workers of his country believed that the defence of trade union rights, as well as social and political rights or workers was among its main duties. The fact that they do not defend Baha'ism and that they do not oppose the steps referred to in the report was essentially due to their belief, that the Baha'i organisation was not a workers' union, but an organisation which constantly relied on coercion and made use of political tools against the workers. That organisation, whose goals were political, had been established over a century ago. Through their espionage activities and, in particular, their immoral co-operation with certain secret services under the leadership of capitalists supported by colonialism, through their close co-operation with the security and espionage forces of the former regime in Iran, and through their control of many industries, they had been able to take measures to identify, arrest, imprison and torture the revolutionary workers. The hatred of the workers for that espionage organisation was a factor which did not leave the executive authorities indifferent to it. The workers of Iran were not willing nor able to defend the right to employment of a member of an organisation which was devoted to espionage, even under the disguise of a political or religious body.

The Workers' member of the Netherlands noted that the situation was as bad as had seemed to be in 1983 and 1984. There had been many new executions and cases of torture, not only of Baha'i members, but also of workers who were trying to exercise their legitimate workers' rights and of other categories of persons covered by the Convention. He had listened with surprise and anguish to the statements made and he had to deplore the fact that there seemed to be no basis for discussion in that case. The Committee should repeat the special paragraph formulated in 1984, except that the usefulness of such paragraphs was questionable since they were usually formulated with a view to reaching progress in a country.

The Government member of the Netherlands expressed her regret that the Committee of Experts had not received a report from the Government and had not been supplied with the full particulars of the case. She regretted even more the contents of the statements made by the Government representative of Iran and by the Worker member from that country. Her delegation was seriously concerned at the serious violations of human rights and fundamental freedoms in the Islamic Republic of Iran, examples of which were religious intolerance and the persecution of certain religious groups, the Baha'i in particular. She was even more concerned by the measures taken by the Government to make it possible to lay off and definitively exclude various categories of persons such as the Baha'is from employment in the public and semi-public service and in joint enterprises of the state sector on the ground of religion or membership of a religious sect or political party. The Government had implemented this measure by dismissing a large number of Baha'i from government service, thus acting clearly against the principles of the Convention. This was all the more serious as the principle at stake was non-discrimination. The International Conventions on Civil and Political Rights and on Economic, Social and Cultural Rights to which Iran was a party, and the Declaration on the Elimination of All Forms of Discrimination and Intolerance on the basis of Religion or Belief required the State to guarantee that all persons were equal before the law and were entitled to equal protection of the law without discrimination. Her delegation appealed to the Government to co-operate with the ILO and to apply fully the Convention so as to guarantee and protect the universally accepted rights of all religious minorities such as the Baha'is in Iran, and also to prevent the erosion of the obligations of States to abide by international instruments they had voluntarily acceded to and were still party to.

The Employers' members observed that lengthy discussions on the case had taken place both in 1983 and 1984 and that it appeared that there had been neither progress, nor even any hope of progress, nor any engagement by the Government to make any progress. The Government representative had not denied that there was in fact discrimination against the Baha'is and others in access to employment. In 1983 the Committee was told that Baha'i were not a religious group but a political group; and in 1984 that it was neither religious nor political, but that they were all spies. In fact, the official report of the Oil Ministry of Iran seemed to contradict the contention that the Baha'is were spies, since it stated that, out of the 783 officials of the Oil Ministry who had been dismissed for life, 630 of them had been Baha'is, i.e.



members of a "misguided" and "heretical group outside of Islam", and that the 153 other officials had been dismissed for reasons such as espionage or engaging in activities detrimental to security. That report thus seemed to imply that the Baha'is were merely misguided and outside of the religion of Islam. The Committee of Experts, in examining the practice prevailing in Iran, had come to the conclusion that the Government was discriminating against the Baha'is in violation to the provisions of the Convention. The Government attempted to justify that discrimination on legal grounds by saying that, since the Convention had been ratified by a previous administration, the provisions of the Convention could be disregarded and considered to be null and void. That measure constituted an absolute rejection of the basis of the Organisation which had stipulated that, by accepting and ratifying Conventions, the Government agreed to conform its law and practice to those Conventions. Despite the change in Government, the obligation deriving from ratification remained unless it was formally denounced. The case under discussion constituted a good example of why there could not be different standards applied to different systems, for if a government was allowed to ignore its obligations under a ratified Convention because of some higher principle which it proclaimed, whether it be on religious, political, social or economic grounds, the universality not only of that Convention, but of the Organisation itself was jeopardised and destroyed as a result. It was therefore to be hoped that the discussions in 1985 and previous years had not fallen on deaf ears, that some progress would be achieved, and that the special paragraph which had been proposed and adopted in 1984 had had some positive effect somewhere in the Government of Iran, even if it was feared that that was not the case.

The Workers' member of Pakistan, after recalling certain principles of the Islamic religion and the meaning of Ramadan, said that the ILO was meant to create a common good for suffering people, an aim which brought the members of the Committee to that forum. The difficulties which had been encountered by the people of Iran under a previous regime and the sufferings they had endured were well known. The Government representative had quoted articles 23 and 28 of his country's Constitution, which clearly stated that there should be no discrimination on the basis of race, colour, creed, sex and political opinion—a principle quite in conformity with the Convention. However, the exclusion of a group designated by name from access to given employment, as mentioned in the report of the Committee of Experts, should be reviewed by the Government, which should submit the observation of the Committee of Experts to the requisite authority. It could identify people, case by case and individually, on the basis of their activities to determine who were informers or spies. But when it came to excluding the whole group, the Government should realise the contradiction and should review the matter. Excluding a complete group of persons from the protection afforded by the Convention was not in conformity with that instrument, and the Government should look into the matter and try to bring it into conformity with the principles of the Convention.

The Workers' members stated that it should be possible to overcome the present disagreement because it was not possible that the Convention on the elimination of discrimination could be in contradiction with a religious faith. This Convention set down cherished principles, in particular respect for human beings, the protection of the weak, and the struggle against injustice and intolerance. There was a danger for every religion when it became identified with a State. They posed three questions: first, could and would the Government supply details on its position that there might be a conflict between Islamic precepts and the Convention? Secondly, what is the concrete policy in the Islamic Republic of Iran and on what texts does the Government base itself? Thirdly, as it was clear that there had been problems for three years, if the Government was facing difficulties in resolving them would it be prepared to request a direct contacts or other form of mission or assistance to ensure the implementation of this Convention? They did not expect a complete reply immediately but requested the Government representative to submit these questions to his Government so that clear replies could be given to the Committee of Experts.

The Government representative stated that at the beginning of the discussion he had been disappointed in the response to his plea for understanding in this Committee; he was glad that a voice of understanding had come from the Workers' members which proved that there was always a chance to come to full understanding. He considered that it was not his Government which was closing the door to dialogue or repeating the same issues or, as the Committee of Experts had stated in its report, providing no new elements. He wondered why those speakers who had raised the question of whether all members of Baha'i were spies had not asked the Government how many people were now living and working and enjoying all the social and human rights accorded by

his country's Constitution which guaranteed these rights to all people, not only to Moslems. He considered that the very pointed remarks made about his Government and its doctrine and ideology did not show the kind of understanding expected from an international body. Even if he did go through each specific point raised, some speakers might reach the same conclusion without reflecting on the issues.

In reply to the first question of the Workers' members, there were no contradictions as far as the provisions of the Convention were interpreted: thousands of people enjoyed equal rights and opportunities and there was no discrimination on the grounds of sex, national extraction, etc. It was not for the Government to pass a judgement on the supposed contradiction between the provisions of the Convention and Islamic precepts and he referred to article 4 of the national Constitution in this regard.

On the second question concerning the Government's policy with regard to all forms of discrimination, he noted that he had already referred to the relevant articles of the Constitution and there were more that could be quoted, ensuring that the policy of the Government, which was necessarily based on the provisions of the Constitution, was not discriminatory. On the contrary, all legislation was based on Islamic precepts, and Islamic precepts did not accept any form of discrimination. Piety was considered the criterion for "distinction", and he referred to a pertinent verse from the Holy Koran. He pointed out that the full text of the Constitution had been communicated to the ILO.

As for direct contacts missions or assistance for the implementation of this Convention, his country had no particular difficulty in the implementation of the Convention as far as he knew. He noted that one speaker had suggested that the Government punish espionage on an individual rather than a group basis, but that was what was being done. His Government would welcome receiving any other specific cases of supposed existence of discrimination in employment or occupation in the country so that they could be considered and proper replies or action be taken.

The Worker member of the Islamic Republic of Iran, referring to the alleged murder of workers in his country and the murder of so-called Baha'i workers, requested the speaker concerned to present statistics. Baha'ism was not a religion, but had been created by foreign intelligence services, which was why it was being defended in the Committee. He asked whether the ILO had ever asked about the situation of the workers in Iran and their poverty before the revolution. Why had the ILO taken no steps when workers were murdered during the Shah's regime?

The Government member of Belgium believed that it was not this Committee which was closing the doors to dialogue. He pointed out to the Government representative that this was an international community based only on the principles of international law and united by reciprocal commitments undertaken towards one another, to respect Conventions which had been freely ratified. Even where changes of government had taken place, the ILO applied the theory of continuity of state responsibility; when a government did not agree with this concept it could always choose to denounce the Convention in question. It could not be accepted that a member of this international community wanted to continue within the community but chose its own rules and ignored others completely, yet that was more or less what had been said here. He noted that the Government representative had stated that there had not been enough reflection on those higher principles which should guide man's activities and pointed out that, in fact, this international community had a long past and was the fruit of much reflection, long-standing commitments and sacrifices. It was not by accident that the ILO was the repository for so many Conventions and Recommendations and it could not accept that one of its Members stated that it could only accept these standards on condition that they were not contrary to that Member's religious principles.

The Workers' members noted that the replies they had received to their three questions proved, that, just as last year, there was no effective dialogue on this case. They accordingly proposed that this case be mentioned in a special paragraph with an indication that there was continuing concern over it and that three questions had been put in the hope of a reply from the Government to the Committee of Experts. They believed that the discussion showed a desire to help the country to implement the Convention fully and effectively.

The Employers' members agreed with the proposal of the Workers' members and hoped that through the special paragraph there would in fact be some positive dialogue and developments in the future.

The Committee noted the information given by the Government representative. It expressed concern at the serious problems which continued to exist in the Islamic Republic of Iran as regards the application of this Convention, and stressed that observance of the Convention had to ensure, whatever the political, social or economic system in force. Following the discussions in the past few

years, the Committee called upon the Government to ensure, as required by the Convention, that a national policy of equality of opportunity and treatment in employment and occupation was pursued, and to repeal or amend all legal texts and administrative practices which were inconsistent with such a policy. The Committee expressed the hope that full information on further developments, and in reply to the questions raised during the discussion, would be available next year and that such information would show significant progress in the observance of the Convention.

The Committee decided to reflect these conclusions in a special paragraph. The Government representative stated that it appeared that the same conclusions were being reached by the Committee despite the clarifications provided to it which seemed to have been heard by all its members. He considered that the Committee of Experts should invite representatives of Islamic jurisprudence (representing about 1,000 million Moslems throughout the world) in making judgments concerning the conformity of the provisions of the Conventions with Islamic precepts.

*Norway (ratification: 1959).* A Government representative stated that section 55A of the Workers' Protection and Working Environment Act of 1977, with subsequent amendments, had two main objectives. One objective was to ensure that workers were not excluded from working life because of political, religious or cultural views or because of trade union membership. A second objective of this legal provision was to ensure that political, religious and cultural organisations could pursue their activities in accordance with their objectives. In the view of the Government, section 55A in its present form represented a satisfactory balance, admittedly difficult to achieve, between the two objectives. The Government in March last year submitted to Parliament a document called Proposition No. 49, 1983-4, a copy of which was also forwarded to the ILO together with a copy of a judgement in the Eidsivating High Court, which reversed an earlier decision of the Oslo District Court in a case concerning the application of section 55A as previously worded. An appeal against the judgement of the High Court has now been made to the Supreme Court. Having now considered both the judgement of the High Court and Proposition No. 49, the Committee of Experts had not concluded that section 55A of the Act had to be amended. The Parliament had now considered the observations made by the Committee of Experts concerning the statement on section 55A contained in Proposition No. 49. In the Parliamentary Committee which dealt with Proposition No. 49, the majority had felt that there was no conflict between the legal provisions contained in section 55A and the Convention. The minority, one member, disagreed but did not propose any amendment. The whole Committee asked the Government to carry out a thorough analysis and evaluation of the relationship of section 55A to the Convention, as well as to European and United Nations' Conventions touching upon fundamental human rights. Once the Government had done this and had considered the question of amending the Act, the Parliamentary Committee would like the Government to submit the matter once more to Parliament. The Government would now start work on the comprehensive analysis and evaluation, and the results would be forwarded to the ILO together with the text of the judgement of the Supreme Court in the case referred to by the Committee of Experts.

A Worker member of Norway observed that there had not been any progress in Norway since last year with regard to bringing section 55A of the Act into conformity with the Convention. Already in March 1983 the Governing Body had asked the Government to take measures to ensure that section 55A was worded, and was being interpreted and applied in conformity with Article 1, paragraph 2 of the Convention. Last year the Norwegian Government had informed the Conference Committee that it would not propose any amendment whatsoever to section 55A, and the Workers' members of inter alia Norway, Austria, Denmark and the Netherlands had made a special appeal to the Government to accept direct contacts between the ILO and Norway, an appeal supported by the Workers' members. However, the Government had rejected these appeals and the situation in Norway had grown worse. The trade unions had stepped up their efforts to press the Government to take the initiative to reword section 55A in accordance with the earlier decision taken by the Conference Committee. On the basis of all these facts, the Parliament had decided to ask the Government to reconsider its earlier position and to prepare and submit a completely new proposal to the Parliament at the first convenient opportunity with the purpose of establishing a legal basis in Norway sufficient to ensure compliance with the Convention and the Governing Body's recommendation of 1983. Over the years, the Government had repeatedly taken the stance that its declaration that section 55A should be interpreted in accordance with the Convention, would in itself represent a satisfactory fulfilment of Norway's obligations to prevent discrimination in employment and occupation. Given the

separation of powers, however, a declared interpretation by the Government today or in the future was certainly not in any way binding on the courts. An important distinction needed to be made: there was a 1977 version of section 55A, which posed no problems, and a 1982 version, which was the paragraph before the Committee. There were court decisions on the 1977 version, but as yet there existed no court decision regarding the interpretation of section 55A as amended in 1982. In his opinion, the Government had today demonstrated its need for direct contacts to assist in its preparation of the new proposal regarding section 55A as requested by the Parliament and the Governing Body. He urged the Government to accept the invitation for direct contacts already offered last year, so that this case need not be brought up next year.

The Employers' members noted that when this case had been addressed on an earlier occasion, they were of the view that the provision had to be brought into conformity with the Convention. Now a decision from the Supreme Court was being awaited, and they did not know at this stage what more could be asked of the Government, apart from doing what it already intended to do.

The Workers' members noted that if this were only a matter of waiting for a Supreme Court decision, the case would not have been dealt with this year; it also involved the wording of section 55A. They hoped that a solution could be found through tripartite negotiation, and perhaps by direct contacts so that the Office could assist in finding wording which would be in conformity with the Convention.

The Worker member of the United States expressed his support for what the Workers' members had said. It was difficult to draw the line of demarcation between jobs for which it was prohibited by the Convention to question applicants with respect to their political, religious or cultural views and on the other hand, those for which the inherent nature of the job was such as to fall within the exception to that rule. Perhaps the assistance of the Office could be helpful in that regard. Even in the courts of Norway, the problem had given rise to difficulties because of this delicate balancing, and the Supreme Court had not yet ruled on the matter.

The Worker member of Norway reiterated the point that the case before the Supreme Court did not involve the 1982 version of section 55A, which was the one under consideration.

The Government representative reaffirmed that his Government would start work on a thorough analysis and evaluation of the relationship of section 55A to the Convention, which would include the question of amending the Act. Given the difficulty of the question involved, the Government would be pleased to consult the Office on legal and other matters in this regard.

The Workers' member took note with great satisfaction of what the Government representative had just said.

The Committee noted the developments mentioned by the Committee of Experts and the information provided by the Government, particularly as to the interpretation of the relevant legislation by the courts. It also took note of the statement made by the Government that it would carry out a further analysis and evaluation and consider the question of amending the Act, and that it would be very pleased to consult with the Office on legal and other problems. The Committee noted that the Government would keep the Committee of Experts and the Conference Committee informed of further developments both as regards legislation and its interpretation and application, and expressed the hope that the problems noted in previous years would consequently be finally resolved.

*Turkey (ratification: 1967).* A Government representative stated that the Government's ultimate objective was to lift martial law throughout the whole country. Since parliamentary democracy was restored in Turkey two years previously, martial law had been lifted in 50 provinces out of a total of 67. Even the information contained in the Committee of Experts' report regarding the number of provinces where martial law is in force was already outdated, and there were only 17 provinces where martial law still remained in force. Therefore, any concern arising from the implementation of martial law was fast becoming rather theoretical in view of the process which had been embarked upon, and the Government was determined to continue this process. The Committee of Experts stated in its report that Act No. 1402 (Martial Law) did not allow the martial law commanders to dismiss or transfer public employers because of wrong-doing arising from their work. Section 1 of Act No. 2301, which added a provision to section 2 of Act No. 1402, clearly stated that "the request made by the martial law commanders with respect to dismissal or transfer of public employees to some other places, because their services are no longer required for reasons of general security, peace or public order or the dismissal or displacement of the employees of local administrations shall be promptly met by the concerned public institutions or organisations". It could be seen that the authorisation given to the martial law commanders by law could not be used

other than for those whose work was either deemed harmful or whose services were no longer required with respect to general security, peace or public order. It should be understood that the martial law commanders had no authority for the dismissal or transfer of public employees for any reasons which might stem from the nature of the work they performed. The sole authority that could decide whether the services rendered by a civil servant were useful or not was the public institution or the public organisation that employs him, as mentioned in the report of the Committee of Experts. For the past two years no action had been taken whatsoever by the martial law commanders under section 2 of Act No. 1402. On the other hand, if such a wrongful action was clearly defined as an offence in the Penal Code and if it was of a nature that might jeopardise the general security, peace and public order in the martial law region, then a request could be received from the martial law commander to dismiss or displace the public employee in accordance with the last paragraph of section 2 of Act No. 1402. The Committee of Experts had stated that the dismissal or transfer of the public employees by the martial law commanders should not be based upon the criterion that "the service of the public employee is no longer needed", because this could not be related to the protection of the security of the State, and had further pointed out that such a decision should only be taken by the organisation that employs the civil servant. There might be a misunderstanding about this criterion. As was indicated earlier, the authority given to the martial law commanders by section 1 of Act No. 2301 was used only for those persons whose activities were deemed harmful from the point of general security. In general, in case of dismissal or transfer, public employees could appeal to the Council of State or Regional Courts, and this was felt to be a sufficient safeguard.

The Committee of Experts had requested information on the possibility of reviewing the cases of persons dismissed, and of reinstating those found suitable for the public service in accordance with Act No. 2766. In order to enable the re-employment of those who had been dismissed for the reasons stated, a temporary clause was included in Act No. 2766 which had so far enabled some 2,079 civil servants to return to work. In accordance with the principles set forth in Act No. 2766, a review commission had been set up in each Ministry (an entirely civilian body), in order to review the situation of those who had been dismissed. The civil servants for whom the reason for dismissal was no longer valid had thus been able to resume their work. For those civil servants who wished to return to their original work or for those who were transferred to some other places, the official document indicating the "eligibility for appointment to a vacancy in the martial law region" was no longer required by the employing public organisation or institution, as from April 1985. In addition for those who had been dismissed but not yet been reinstated, a draft law for a general amnesty had already been submitted to the Parliament.

The Committee of Experts had asked about legal arrangements to control dismissals and lay-offs in the regions where martial law had been lifted. The dismissal of a worker imposed a heavy financial burden on the employer. In this respect, an amendment had recently been introduced in the Bankruptcy Act. With this amendment, the workers' wages and compensation payments were given the top priority by bringing them from the sixth to the first place in priority. The Committee of Experts had asked the Government to supply information under section 25/B of Act No. 1475 with regard to facilitating the re-employment of all ex-convicts. The Government was continuously in co-operation with the representative workers' and employers' organisations in every aspect of industrial life including the employment of ex-convicts and the handicapped. On the other hand, section 25/B of Act No. 1475, as amended by Act No. 2869, stipulated that undertakings where 50 or more workers were employed should hire ex-convicts at least at the rate of 2 per cent (before the amendments this rate was only 1 per cent) of the total labour force in the workplace, a provision which placed a burden on the employer but still had to be strictly observed. In addition, in case of any complaints regarding the implementation of this provision, the Ministry of Labour and Social Security sent labour inspectors to such workplaces, investigated the matter and gave priority to finding quick and just solutions within the legal framework. The matter had also been included in the inspection programme by the Employment Office inspectors. A few weeks earlier studies on the draft regulation concerning the measures to facilitate the re-employment of ex-convicts and to improve their working conditions had been completed and submitted to the Council of Ministers for approval.

The Committee of Experts had indicated in its report that measures designed by the Government to protect the security of the State within the meaning of Article 4 of the Convention should be clearly defined so that the expulsion of persons suspected of threatening public order or security under the provisions of martial law would not lead to discrimination based on political opinion.

The present drafting of section 3, paragraph D of the Act No. 1402 had not in practice led to any discrimination based on political opinion. In any case, no use of this section had been made for the last two years. The phasing out of martial law was in its final stage.

The Workers' members, after referring to the problems raised by the application of this Convention, with particular reference to the authorisation given to the martial law commanders to transfer or dismiss without evidence public employees who were suspected, drew attention to the matter of reinstatement of those dismissed public employees. The Committee of Experts had mentioned in its report that, out of 4,530 dismissed civil servants, 880 had been reinstated in their job, which meant that a large number of them had not been reinstated. The Government had indicated that a review commission now existed: it was to be hoped that that body would effectively contribute to the reinstatement of those civil servants who had been revoked and dismissed on political grounds. A return to normal social relations in Turkey also required that former prisoners be reinstated in their normal rights. It was to be hoped that by 1986, further progress and a return to normal conditions would be achieved in both law and practice.

The Worker member of Norway stressed that, in its observations, the Committee of Experts had asked the Government to indicate the measures taken or under consideration to ensure that decisions of expulsion made under the provisions of martial law did not lead to discrimination based on political opinions, and it had also asked the Government to furnish detailed information on the application in practice of those provisions. Quoting the case of a journalist, a member of the Norwegian Federation of Iron and Metalworkers' Associations, who had been arrested and sentenced in Turkey for having expressed himself as a trade unionist and journalist and whose case was currently before the Military Supreme Court, explained that people could be arrested and imprisoned in Turkey merely because they had used their right to speak on and to address political questions.

The Employers' members said that the application of the Convention raised serious difficulties, as it involved the question of martial law which, by its very nature, was a temporary measure, but the consequences of which were felt for a longer period and posed a number of problems. The Government representative had mentioned that his Government was ready to lift the martial law by stages and was considering the possibility of reinstating dismissed employees, who would then have access to legal resources and regular judicial proceedings. A number of measures were still needed. The Government should take appropriate steps and supply the Committee of Experts with detailed information of the developments under consideration. The situation had improved; in contrast with the previous years, steps were being taken in the right direction, and as the context of the problem improved, better results would be achieved.

The Government representative explained that the number of employees and officials who had been reinstated so far was not 800 but 2,079. Generally speaking, it should be pointed out that the Government, while facing complex problems of an economic, political and social nature, did its utmost to apply international standards, bearing in mind the particular circumstances of the country.

The Committee took note of the information supplied by the Government representative. It expressed the hope that full information would be communicated concerning the reinstatement of dismissed persons and other items raised by the Committee of Experts. It pointed out that a direct contacts mission dealing, in particular, with the application of the Convention, had taken place in 1983 and that the Government appeared not to have reviewed its position on the measures to be taken to eliminate all discrimination in the public sector. The Committee once more expressed the hope that real progress would be achieved in the near future in bringing the law and practice into conformity with the Convention.

#### Convention No. 119: Guarding of Machinery, 1963

*Jordan* (ratification: 1964). In reply to the comments made by the Committee of Experts, the Government has indicated that the Jordanian Labour Code of 1960, as amended, does not contain provisions comparable to those of the Convention. The Committee in charge of examining the draft of the new Labour Code has deemed that it is not necessary to include provisions concerning this subject in the draft, given the fact that the provisions of the Civil Code (which is the law commonly applicable in case of the absence of a provision in the Labour Code) governs all of the matters addressed by this Convention.

#### Convention No. 122: Employment Policy, 1964

*Canada* (ratification: 1966). A Government representative explained that, as regarded the situation in British Columbia, while



the overall unemployment level remained high by historical standards, the rate of employment had increased in agriculture and in the service sector and had declined in manufacturing, forestry and mining; it remained constant in construction and in public administration. In its 1985 budget (tabled last March) the Government of British Columbia had announced a series of measures designed to bring about economic renewal and to create jobs. For instance: \$558 million had been allocated for economic renewal initiatives: a two-year tax credit of \$300 annually was being provided for each employee of small business corporations to assist with the cost of employing several thousand employees in the small business sector and to provide a \$150 million stimulus over a period of two years; other measures included the provision of a small business capital tax credit and grant programme to encourage investment in small businesses operating in manufacturing and processing, in research and development, and in tourism and aquaculture. These and other measures were designed to provide a powerful incentive for business and industry to undertake job-creating investments in new economic activity and to allow British Columbia's businesses to become more competitive.

As regarded the employment situation in Canada as a whole and the employment initiatives of the Federal Government, she informed the Committee that, since the period covered by its last report, the national unemployment rate had decreased from 11.2 per cent to 10.5 per cent, an admittedly high figure, but one which did represent concrete progress. This decline would have been greater had it not been held in check by a fast-growing labour force which, during the same period, increased by 3.2 per cent. A total of 1 billion dollars was allocated in 1984/1985 to the Special Recovery Capital Projects Programme which was designed to upgrade facilities in key sectors of the economy. An additional \$150 million had been allocated to the 1 billion dollar Youth Opportunity Fund which had been established to assist young Canadians in acquiring new skills and meaningful jobs. Moreover, in February 1985, the Government launched a \$205 million Summer Students' Job Programme which placed major emphasis on job opportunities related to the students' study and career objectives.

Also in February 1985, the Government had announced a new labour market strategy which put emphasis on training and employment development; this approach was based on greater public sector and regional and local participation and had been unanimously endorsed by all the provincial governments. Nine hundred million dollars had been allocated to these programmes in 1985/1986 and an additional \$900 million would be allocated in 1986/1987.

She also informed the Committee that, in its 1985 budget, the Government had applied a series of initiatives designed to reduce the deficit, to assist small and medium-sized businesses, to encourage greater investment, to sustain economic growth and thus create durable jobs. The preparation of this budget was preceded by a series of extensive consultations with representatives of many groups involving labour, business and the provincial governments. These consultations culminated in March 1985 in a National Economic Conference, chaired by the Prime Minister. The budget itself, as the Minister of Finance had stated when tabling it, was about jobs—good, satisfying and durable jobs which Canadians and particularly young Canadians wanted and needed.

The Government representative considered that all the measures just described were fully in accordance with the Convention in that the Government was pursuing a policy aimed at promoting full, productive and freely chosen employment.

The Worker member of Canada thanked the Government representative for her comprehensive statement but regretted that the Government had not submitted a written reply to the Committee as it had done last year, at least in part. In relation to paragraph 1 of the observation, he welcomed the Government representative's statement that unemployment had dropped to 10.5 per cent because the seasonally adjusted jobless rate for Canada, according to the Government's figure at the end of the first quarter of 1985, had still been 11.2 per cent, the same level as that in June 1984. He noted that sharp increases in unemployment had been reported in six provinces between February and March: the worst situation was in New Brunswick where the ranks of the unemployed swelled by 13 per cent to a new all-time high of 17 per cent; while Newfoundland remained the highest unemployment province, staggering increases had occurred in the other Atlantic provinces and Quebec; Saskatchewan had perhaps the lowest unemployment rate in the country, but at 8.6 per cent this was still the highest rate ever reported in that particular province; Alberta and British Columbia were the only two provinces to report lower unemployment rates in that period. He considered that one reason for that reduction had been the fact that unemployed workers were giving up the search for a job. The unemployment rate for young persons (under 25 years of age) had increased to 17.5 per cent in

March, and women of 25 years of age and over were hit by the biggest increase: a jump of 9.8 per cent.

In spite of the fact that the latest unemployment figures for May showed a national rate of 10.5 per cent, certain of the provinces, notably Newfoundland, experienced increased rates. He observed that the Committee of Experts had noted with interest the attention given by the Government to various measures and the information supplied concerning a certain upturn in the economy and employment situation following its re-examination of its approach to the problems. He pointed out, however, that, by Canada's recent historical standards and comparison with the OECD average of 8.5 per cent in 1984, the level of unemployment remained high. He stressed that Canadian workers found this unacceptable and inconsistent with Article 1, paragraphs 1 and 2, of the Convention.

He recalled that paragraph 2 of the observation referred to public sector legislation in British Columbia and asked the Government how long would the situation established under that Act continue. Since the Committee of Experts had requested the Government for all available information and data on the development of the employment situation in the private and public sectors in this province, he hoped that the ILO study and information mission which was to visit Canada in September 1985 would also go to British Columbia.

The Government representative stated that she would keep in mind the Canadian worker member's request for written replies, should they be needed in the future. Noting that the Worker member of Canada had referred to situations in specific provinces, she stressed that the new labour market strategy was precisely designed to involve consultation with all the provincial governments concerned so as to discover what were the best methods and programmes for a given region. For example, this strategy provided for local advisory councils — made up of representatives from a variety of groups — precisely in the hope of achieving progress in that vital objective: full, productive and freely chosen employment. She recognised that it was youth which was most affected by unemployment and stressed that the measures she had described earlier (such as the Youth Opportunity Fund and the Summer Student Programme) were designed specifically to achieve some solution to the problems facing young Canadians. She did not consider that the forthcoming study and information mission was a matter for discussion by this Committee but gave the assurance that she would pass on to the proper authorities the comments of the Worker's member of Canada.

The Employers' members noted that, in 1981, this Committee had already discussed the questions connected with this Convention in some detail and that everyone was familiar with some of these problems. They stressed that the most characteristic feature of the situation was that it was changing all the time and that one had to be able to react to that in a flexible manner. They considered that there were some very positive features in the report of the Committee of Experts which reflected the information supplied by the Government: a certain amount of success had been registered and in some cases there had been a halt or very little change. They considered that all the measures just described were equally important, but highlighted in particular the new tax measures to promote investment and the special programme to deal with youth unemployment. These were particularly important from the employer's point of view because if undertakings had greater ability to invest this could create jobs and young workers might keep their jobs longer. They stated that this was a question which should retain the Committee's full attention.

They noted that the Committee of Experts had generally come to the conclusion that the Government was implementing an active employment-oriented policy towards the employment goals of the Convention (paragraph 50 of its report), even if the overall level of unemployment was still relatively high. They realised that there was no recipe for complete success in all cases and could only note that governments had to take all necessary measures, having regard to the circumstances in their countries, and should be flexible enough in their approach to meet the changing needs. The Employers were always in favour of this flexibility and were ready to support this; wide-ranging consultations were also necessary. Given that the Canadian Government was ready to undertake such consultations, they considered that this was the best way to reach meaningful and appropriate results.

The Workers' members stressed the importance of the Convention for employment in general and particularly youth employment. They recalled that the 1981 Conference discussion of this case had been difficult because the Government had believed that it should first fight inflation with an anti-inflationary policy. On the other hand, the 1984 Conference discussion had taken another approach. Although there had been a slight victory over inflation and an improvement in the world situation at the moment, the scourge of unemployment still had to be attacked. They considered that high levels of unemployment were unacceptable, particularly

for young persons, and could jeopardise democracy, morality and could lead to discouragement. They welcomed the initiatives undertaken by this country and encouraged the Government and the social partners to try to find specific approaches at the structural and conjunctural level. Not only federal initiatives, but also provincial approaches – by some provinces more than others – were needed.

They also suggested the possibility of collaboration to stimulate the private sector. The State did have a role to play there to plan and encourage and adopt fiscal and investment policies or even large public works. They were pleased that in Canada all the parties, both generally and in the provinces, could discuss the problems from all sides because the workers also had a responsibility here.

The Committee noted the information provided by the Government representative. It welcomed the positive developments noted with interest by the Committee of Experts in its comments. It hoped that in its next report the Government would be able to supply full information on further favourable developments in the application of the Convention.

*Chile* (ratification: 1968). A Government representative referred to the economic problems facing his country and to the promotional character of this Convention, which encouraged States to adopt an active policy for full, productive and freely chosen employment. A degree of flexibility was allowed in the application of the Convention to permit adjustments in employment policies to the realities of each ratifying country. On 19 January 1984, the National Employment Commission had been created whose terms of reference recognised the priority function of the State to promote such employment and to adopt measures to eliminate unemployment which had resulted from temporary situations or structural changes in the economy. The National Employment Commission had the highest national standing since it was composed of the Ministers of the Interior, Housing, Labour and Director of National Planning. In carrying out its tasks, the Secretariat of the Commission had to consult the workers and employers on matters related to employment. The creation of this body showed his Government's determination to fight unemployment within the framework offered by the Convention. In accordance with Article 2 of the Convention, the economic and social policy adopted by Chile as a development strategy, the market played a major role, but the State also had a part to play in finding a solution to the problems, including unemployment. To this effect the Government had used policies covering customs duty, fiscal areas, rates of exchange and tax and monetary procedures to achieve an upturn in the levels of employment. For example, customs duties had been increased from 10 to 20 per cent to protect the levels of employment in national industry, and the system of exchange rates had changed from a fixed to a variable one. From the fiscal point of view, the deficit for the fiscal year 1985 had increased with an accompanying rise in expenditure and increased economic activity which had, in turn, increased the levels of employment in the public sector. The Convention also required that every worker be given the possibility of appropriate training to allow him the employment he wished and his Government, in 1976, had set up the National Training and Employment Service by Legislative Decree No. 1446 aimed at encouraging the high qualification of the labour force. The training programme was carried out in two different ways: first, it encouraged the undertakings through tax relief up to the total amount of training expenses which they had incurred under the supervision of the Service and reimbursed them directly for expenses involved if they incurred losses. In case that limitation was insufficient for the training of workers in small undertakings, Act No. 18391 of 12 January 1985 also allowed the deduction of a sum equal to three minimum incomes even if 1 per cent of the remuneration was less than this amount. That same Act provided an encouragement to the training of the least qualified sectors. In 1983, 127,223 workers had been trained by this method which had amounted to a total expenditure for the State of 1 billion pesos. At the same time, there was a programme for training through scholarships for the poorest sections of the population which had led to 21,500 workers being trained in 1983. In application of the Convention, the National Training Service had set up activities to avoid unemployment brought about by structural changes in the economy, for example, during the coal industry crisis it had trained 1,227 workers for other productive activity. His Government had also encouraged free public job centres and Act No. 18391 required consultation with workers' and employers' organisations concerning the function of these centres. As a result of the recommendations of the National Employment Commission, the Government had adopted a series of measures to improve the situation, including the following: a subsidy for the employment of additional manpower; budgetary increases for the housing and public works sectors where there was intensive use of manpower; a

40 per cent increase in the budget of public sector undertakings; the adoption of a criterion in the awarding of public works contracts as to the number of workers which would be employed by the tenders. In addition, his Government had increased aid to the unemployed through minimum employment programmes and programmes to occupy the heads of households. He recognised that these programmes had been questioned by the ILO which saw in them more than subsidies and considered them to be a means of cheap labour. He stressed that this was not the case because if work was required, it was only controlled to be sure that the subsidies did in fact go to the unemployed. Moreover, the principal employers' organisations in his country had informed the Government of their opposition to these subsidies which discouraged the hiring of workers. In any case, a complete study on the subject had been begun. He undertook to send to the ILO information on the measures adopted to relieve unemployment through public works. He considered that these explanations showed considerable progress by his Government in this field.

The Employers' members stated that very many questions had to be examined with regard to the application of the Convention. The Government representative had supplied information on programmes in hand and measures taken. All that information would have to be transmitted to the Committee of Experts for examination. With regard to special employment programmes, the Employers' members observed that it was not a matter of full and freely chosen productive employment in the sense of the Convention. It was rather one of emergency programmes. It was difficult to tell whether the workers preferred to benefit from those measures or to remain unemployed. The Committee of Experts recognised that the Government had set up certain structures aimed at promoting the objectives of the Convention. It was clear that Chile had greater difficulties in respect of employment than other highly industrialised countries that had been considered during the past few days. Nevertheless, Chile should adopt other measures, and much remained to be done. Finally, the Employers' members took note of the fact that the Government representative had said that he would supply more information in future reports.

The Workers' members said that a representation had been made by the National Trade Union Co-ordinating Council of Chile, under article 24 of the ILO Constitution, with regard to the application of the Convention. Obviously, the economic situation of Chile was difficult, as was the case in most countries. The implementation of an employment policy in conformity with the Convention required the reinstatement of tripartism and freedom of association. The Workers' members considered that employment policies which civilian governments had difficulty in implementing could not possibly be carried out by a military government. Confidence had to be restored together with the vital forces of the country. They recalled also that in the special paragraph adopted by the Committee in its 1983 report, the Government had been asked to give exiled workers the right to return to their country.

The Employer member of Portugal said that the Government of Chile had taken account of the recommendations of the Committee of Experts and the Governing Body by setting up a national employment commission and an economic and social council with a view to attaining the objectives of the Convention. The abnormally high level of unemployment noted in the report of the Committee of Experts did not appear to him to be altogether correct. The statistics published in Latin American papers and *The Economist* rated unemployment at 12 per cent compared with 19 per cent in 1983. Inflation, only 25 per cent, was one of the lowest in the continent, and the gross domestic product gave grounds to hope that unemployment could be brought down to 10 per cent in the course of the next two years, with the help of employment policies and a revival of building in the public sector.

The Committee noted the detailed information supplied by the Government representative. The matter had been considered by the Committee at its previous sessions and also by the Governing Body under the procedure for representation under article 24 of the ILO Constitution. The Committee expressed the firm hope that the Government would take account of the Governing Body's recommendations and the comments of the Committee of Experts and adopt the necessary measures to give effect to the Convention, particularly as regards the minimum employment programmes.

*Federal Republic of Germany* (ratification: 1969). The Government has communicated the following information:  
*The employment market.*

During the period under review, a change has taken place in the present developments in the Federal Republic of Germany. When the new Government took office in autumn 1982, the situation was characterised by a drop in economic development and by a strong increase in unemployment. Since the spring of 1980, the economy as a whole had registered zero growth. On the other hand, a slight

economic upturn took place in 1983 and the gross national product (GNP) grew by 1.3 per cent on monthly average with a rising tendency all through the year. The GNP growth rate was evaluated at 2.5 per cent for 1984.

Developments in the economy have also had a determining effect on the employment market. The active population fell by 1.8 per cent in 1982 and 1.7 per cent in 1983, and this falling off was even more pronounced for salaried employees where the figures were 2 per cent for 1982 and 1.9 per cent for 1983. In absolute figures, the active population in 1983 was 25.2 million persons of which around 22 million – or 87.2 per cent – were wage earners, salaried employees or public servants.

The average number of unemployed increased from 1,833,000 in 1982 to 2,258,000 in 1983. During the second half of 1983, the economic revival was also evident in the employment market. Due to the well-known delay in repercussions this revival has less effect on the number of unemployed than on the fall in partial unemployment and the increase of vacant posts and jobs. For the first time since March 1980, the number of unemployed – adjusted for seasonal variations – had slightly fallen in September 1983; this adjusted figure did not undergo any major change until June 1984 apart from minor fluctuations. On the other hand, vacant posts as a whole registered a constant increase: again after seasonal corrections increasing from 74,000 in June 1983 to 86,000 in June 1984, although at the same time there were more placements (1 September 1984: 850,000 placements or 15 per cent more than the previous year).

At the end of June 1984, the rate of unemployment had reached 8.5 per cent. As always, unemployment affects different groups to a different extent. While the rate of unemployment for men was 7.8 per cent, that for women was much higher, being 9.7 per cent. Unemployment well above the average especially affected foreign workers, the level being 13.3 per cent. This high percentage is essentially attributable to the below-average professional qualifications of foreign workers and their concentration in the economic sectors particularly hit by unemployment and structural adaptations. On the other hand, youth unemployment developed more favourably than the average. The level of youth unemployment – for those aged under 20 – was 6.5 per cent in June 1984, i.e. two points below the general unemployment rate. The previous year the difference was only 0.9 points.

#### *Causes.*

The national economy owes its weaknesses, on the one hand, to the challenges and difficulties resulting from the world market and, on the other hand, to unfavourable developments at the national level, particularly because of the serious deterioration in general conditions and a major increase in public budget deficits; on this point there is an interdependence between the external and internal causes of the crisis. For some time now the necessary adaptations to the profound structural changes in the world economy in relation to supply, demand and costs have not been made as smoothly as in the past.

In particular, innovation and investment have not progressed at the required rate to enable the creation and guarantee of a sufficient number of jobs.

Since the mid-1970s, the active population has increased by more than half a million, in particular because of the arrival on the employment market of young persons born during the years of high birth rate. From now to 1990, the number of active persons will again increase purely due to demographic reasons.

To this must be added the profound structural changes in the economy and technological changes which exert constant pressure on the employment market. The employment system's capacity to absorb this is limited in the sense that the productivity per active person has increased more rapidly during this last decade than the real national product.

#### *Economic and financial policy aimed at encouraging investment.*

The priority objective is a return to a dynamic and self-generating economic growth. In this respect, investment plays a key role. In fact, it is only by turning to new investment that it will be possible to create the jobs indispensable to an effective struggle against unemployment.

Nevertheless, the Federal Government does not consider the employment programmes financed by credits to be an appropriate means of attaining this objective.

In autumn 1982, the Government implemented an emergency programme aimed at reviving the economy and combating unemployment which comprised the following measures: an increase in housing, tax exemptions for economic activity, an intensification of assistance in the setting up of undertakings, fiscal relief for small and medium-scale undertakings which take over undertakings which are either bankrupt or facing bankruptcy, improvement of youth training and the opening of additional training places to facilitate job integration of young persons and to reduce the structural part of the Federal budget deficit while strengthening investments which would generate job growth.

The 1984 Federal budget and the legislation accompanying it constitute a new and important step towards revitalising public finances and economic revival. The deficit, however, is still too high and it must, therefore, be reduced to enable a lowering of interest rates and to give the national economy more productive capital which, in turn, creates employment.

The Federal Government's emergency programme of autumn 1982 and the legislation on tax exemptions of 1984 have improved the circumstances for a durable strengthening in the capacity for innovation and investment in the economy. Mainly involved are relief for professional tax and fortune tax accompanied by improvements in methods of redemptions, particularly for small and medium-scale undertakings and for research and development.

It is these small and medium-scale undertakings which should be at the heart of employment policy since they employ a greater number of workers than the large-scale undertakings and ensure the major part of occupational training.

A dynamic economy, born of new techniques, is another prerequisite important for a revival of economic growth. Technical development is necessary and the State should also particularly encourage this. It is true, however, that such technical development may eliminate a particular job.

Technical innovation is, however, necessary to maintain jobs in whole branches of the economy and to the adaptation to structural changes at the international level. It therefore also largely contributes to employment and income security.

The new Capital Accumulation Act which came into force on 1 January 1984, introduces provisions applicable in the short term with a view to increased participation of workers in the capital of undertakings. The encouragement of investment is thus developed so as to enable not only the holders of capital, but also the workers, to benefit. The Federal Government intends to prepare during the present legislature a new Bill on the formation of capital.

#### *Reduction and flexibility of working time.*

The reduction of working time is also an additional means, necessary in the struggle against unemployment. In the past, the surplus in the national economy was divided between an increase in nominal salaries and the reduction of working time, and this should be the same in the future; but efforts should also be made to find reversible solutions so as to enable appropriate adjustments when changes occur in the employment market.

In the Federal Republic of Germany, it is first of all the signatories to collective agreements who are responsible for the organisation of working time. Certain sectors, such as metallurgy, have agreed to reduce the average work week to 38 1/2 hours as of 1 April 1985 and the different departments in each undertaking have a flexible margin between 37 and 40 hours.

The Pre-retirement Act came into force on 1 May 1984. It was a start towards a more flexible organisation of the length of working life. This Act in fact authorises workers of 58 years of age or more to take anticipated retirement over the next five years (until 1988) thus vacating their jobs for younger workers. One prerequisite is that this should be provided for in collective agreements or other agreements between employers and workers.

To lighten the financial burden brought about by agreements on anticipated retirement, the Federal Employment Office pays the employer a subsidy of 35 per cent of its charges (basis of the calculation: 65 per cent of gross salary) when it undertakes to replace a retired older worker by an unemployed person or a qualified young person, in excess of the needs of the undertaking.

A series of collective agreements concluded since 1984 contain provisions on pre-retirement based on the Pre-retirement Act.

The Federal Government also sees part-time work as a means of creating new jobs through greater flexibility. It is up to the employer first to open posts for part-time work in accordance with the individual wish of the workers. For its part, the Federal Government will make proposals which should remove all disadvantages from part-time work and thus contribute to its expansion. New legal provisions will enable the extension of part-time work to public servants and the grant of leave because of the state of the employment market.

#### *Offensive to stimulate employment.*

The Federal Office for Employment and Unemployment Insurance will also assist in the struggle against unemployment by attacking on the employment policy front.

Many measures having specific objectives taken by the Federal Office are helping many hundreds of thousands of workers. The measures implemented for this purpose have the advantage chiefly of being rapidly adaptable to particular targets. The Employment Market Research Institute has calculated that, in 1983, the benefits for reduced work, further training, retraining and employment-creating measures had a yearly average effect on the employment of 400,000 persons and permitted 320,000 unemployed persons to find work. In 1984, these results should be 460,000 persons (effect on employment) and 370,000 persons

(relief of pressure on the employment market). The budget for the Federal Employment Office takes account of these considerations.

For example, on average for 1983, the employment creation measures enabled 45,000 workers to obtain jobs, even if only temporary. In 1984, 1.6 billion DM (as against 1.2 billion DM in 1983) was to be allocated to job creation. The aim of these measures is to create jobs for about 70,000 persons as a yearly average (some 78,000 in June 1984).

In its 1984 budget, the Federal Employment Office allocated 3.9 billion DM to encouraging individuals to undertake occupational training and 2 billion DM to occupational rehabilitation of the handicapped. This represents for each category an increase of 100 million DM over the previous year; 224,000 persons benefited from these measures by the end of 1984, or 10 per cent more than the previous year.

The improvement of the quality of occupational training and the opening of jobs to young persons are of the highest political and social priority. The Federal Government is actively supporting the occupational qualification – particularly of young workers – which is also vital to the national economy. This applies both to basic training and further occupational training and retraining.

In addition to global employment policy measures, particular programmes aimed at combating youth unemployment include the following:

- an exceptional programme begun by the Federal Government in October 1983 to obtain training posts outside or between undertakings (160 million DM for about 7,000 additional places);

- a programme for training assistance for young unemployed persons (in May 1984, the Act on training assistance was extended until the end of 1987 and the programme was expanded to cover new groups; it has helped over 17,000 young persons; the amounts allocated to this in 1984 reached 120 million DM and, in 1985 to 1987, will be 205 million DM).

In the inter-undertaking "Programme for encouragement of occupational training for underprivileged youth" which began in 1980, the accredited training institutes received for the 1983-84 school year more than 8,000 young persons coming from special institutions or underprivileged social classes or who failed to complete schooling or were foreigners who had not been able, after their occupational training, to find places as trainees. In addition, some 2,000 young persons have been granted training grants (168 million DM in 1984). This programme will be continued as needed.

The proportion of unemployed women is higher than the general average. On the training market girls are still more disadvantaged than boys. To improve the situation of women in the employment market, the Federal Government is taking the following measures:

- an increase in the participation of women in the measures for employment promotion;

- participation of young women in the present promotion programme for unemployed and underprivileged young persons;
- opening up a greater range of occupations for women;
- the creation of more and better qualified work opportunities for part-time work, both for women and for men.

Undeclared employment, clandestine employment of foreigners and the unlawful hiring-out of workers (subcontracting of labour) upsets the employment market and endangers the State, the economy and social security. The regulations and provisions of the Act to combat illegal employment, which came into force at the beginning of 1982, will enable more effective action against these abuses.

The Federal Employment Office is also involved in these measures to reorganise the Federal budget; Acts to complement the 1984 budget include the following provisions aimed at improving returns and reducing the Federal Office spending:

- a stricter integration of exceptional remuneration (such as vacation compensation, end-of-year bonuses) in the calculation of social insurance dues and also therefore of payments to the Federal Employment Office;

- for beneficiaries without children, reduced working time and bad weather allowances will be reduced by five percentage points, and assistance to unemployed persons by two points. Once progress has been made in training, the unemployment benefit will be calculated on the basis of half of the salary of a specialised worker.

*Ireland* (ratification: 1967). The Government has communicated the following information:

While it is the case that continuing economic recession, together with a growing labour force, has resulted in a further increase in the rate of unemployment, a positive feature is the slower increase in unemployment compared with previous years. At the end of 1984 there were 225,445 persons registered as unemployed,

representing an unemployment rate of 17.0 per cent compared with 15.9 per cent at the end of 1983.

#### Registered unemployed:

	Total (%)	Female (% of total)	Youth (% of total)
December 1984	17.0	25.7	30.8
March 1985	17.2	25.3	30.7

While registered youth unemployment (i.e. under 25 years) rose faster than adult unemployment in previous years, the increase in 1984 was 7.6 per cent compared with 8.7 per cent for persons over 25 years.

Ireland's economic and industrial strategy remains as summarised in paragraph 3 (first nine lines) of the Observation of the Committee. In its Social and Economic Plan for 1985-87 the Government has explicitly recognised the importance of employment considerations in the context of economic policy. The primary objective of the Plan is to increase employment, and the Government's macro-employment policy is detailed in the Plan. An employment growth in the region of 25,000 in industry and private services is anticipated in the period 1985-87. In addition, a range of new initiatives were announced, including the Social Employment and Alternance Training Schemes. It is anticipated that unemployment will begin to level out during 1985 and will be in decline in the latter part of the period of the Plan.

On the question of developments in respect of the 1984 Bill relating to hours of work and overtime, the Hours of Work Bill, 1984, is still before Parliament. The Committee will be advised when the legislation has been enacted.

*Spain* (ratification: 1970). A Government representative stated that more than a year had passed since the report on this Convention had been presented, and that important new events had occurred in the meantime regarding the drawing up of the employment policy instruments called for by the Convention. He indicated that the documents which had been presented to this Committee contained broad information on these events. A series of adjustments in the national economy had been made and important progress in correcting certain basic imbalances had been achieved. In particular, he referred to the reduction in the inflation rate. If this economic recovery had not occurred, employment policy could not have rested on a solid and lasting base. He referred to various instruments designed to alleviate the unemployment situation. Among them were: changes in the Workers' Charter promulgated in August 1984, extension of possibilities for short-term and part-time contracts, thus permitting both employment promotion and retirement of workers approaching normal retirement age, strengthening of the relationship between the educational and industrial systems and on-the-job training to stimulate job integration of young persons, and the Economic and Social Pact signed on 9 October 1984 by the Government, the Spanish Confederation of Managers' Organisations (CEOE), the Spanish Confederation of Small and Medium-Sized Undertakings (CEPYME) and the General Union of Workers (UGT), the objective of which was the preservation and creation of employment. He noted the creation of the Solidarity Fund, whose aim was to complement and stimulate special programmes of employment promotion and vocational training inspired by the benefits of the European Social Fund which would apply following Spain's entry into the European Economic Community. He recalled that the Government had decided to discount by 50 per cent the employer contributions to social security for young workers employed in permanent jobs. Some of these measures had meant that the total amount of placements had increased (between October of 1984 and April 1985 by 37.9 per cent) and that placements on programmes of employment promotion had grown by 75 per cent from October to March when compared with the same period the year before.

The Workers' members indicated that during the meeting of the Committee there had been discussion on various occasions of the importance of a genuine employment policy and thus of the importance of Convention No. 122, a promotional Convention which serves as a stimulus to all governments having ratified it to adopt measures to promote employment. They felt that the problems relating to unemployment were more or less similar in all countries. It was true that the situation was much more serious and troubling in developing countries, so that those problems could not be considered in an isolated way, country by country, but rather at the continental and world levels. They recalled that there was great interdependency, and to the extent that specific measures were not adopted, especially at the world level, it would be difficult to overcome the problem of unemployment. They commented that in discussing employment policy, one could not speak only of specific measures in one country, but rather a new effective world economic order, involving greater financial, economic and commercial stability and modifying the existing relationships between

the large groups of countries and between North and South, was implied. The Workers' members welcomed the entry of Spain, along with Portugal, in the European Economic Community and felt that there was a need for a true European policy on employment. They recalled that economic policy should not only refer to inflation and to balancing the budget of a country, which could imply a deflationary policy entailing increased unemployment, but rather the adoption of a balanced policy which would contribute to the solution of economic, budgetary and employment problems. They welcomed the fact that the measures adopted by Spain were measures taken in conjunction with the social partners, by consensus, which should permit effective results to be achieved in the short and long terms in the field of employment. They recalled finally that the situation of youth employment was a matter of particular concern, since young persons were usually the major victims of unemployment. For this reason, they called on the Government of Spain, along with all other governments, to continue pursuing specific efforts to benefit this segment of the population.

The Employers' member of Spain stated that Spanish employers were equally concerned with employment, the dimensions of which were reflected very well in the figures given in the report of the Committee of Experts. He commented that, as had been pointed out by the Government representative, progress had in fact been achieved in relation to the contracting of workers, indicating that there had already been a significant effect on the number of jobs. However, there remained major obstacles in labour relations which should be removed. Greater flexibility in the legislation regarding adjustments in personnel rosters, adapting them to models and standards used in the European Economic Community, should be adopted; this was a commitment made by the Government in the Social and Economic Pact. He stated that this commitment should be fulfilled by taking into account Spain's entry in the European Economic Community, since otherwise its firms would be disappearing and jobs lost. Another point in the Pact which affected employment dealt with the high cost of social security imposed on Spanish employers, almost 30 points above the average in countries of the European Economic Community. He indicated that the Tripartite Committee on Social Security Reform, constituted in accordance with the Pact, had not proved to be an effective instrument for dialogue between the Government and the social partners. The Government had not announced firm plans to reduce the employers' contributions, which was the source of serious concern. If the Government were to adopt reform measures, increased flexibility in employment policy and a reduction in employer contributions to social security, in a decisive and speedy manner, this would contribute significantly to generating expectations and to bolster industrial confidence.

The Employers' members stated that in its report, the Committee of Experts had listed a series of measures which the Government had taken and had reported on, showing that employment policy had to be world-wide and linked to economic, political, financial and other activities. While the Government had cited the fight against inflation as its priority, it should be noted that progress had been achieved in this field. Nevertheless, the figures cited on unemployment and underemployment in Spain gave rise to concern. For this reason the Committee wished to be informed of concrete measures adopted to combat unemployment, while reiterating that employment policy should not be considered in isolation from other activities. Finally, they indicated that the efforts made in this field should be taken in close co-operation with the social partners, while at the same time, Spain would have to base its actions on provisions applicable in the European Economic Community.

The Government representative of Spain said, regarding the foregoing observations, that he was in complete agreement on the need to create effective international co-operation machinery in the fight against unemployment, and that had perhaps been one of the reasons prompting the unanimous vote for Spain to enter the European Economic Community. He reiterated that although priority should be given to the fight against inflation and budget deficits, the fight against unemployment and underemployment should be carried on at the same time. Undoubtedly, more satisfactory results had been obtained in the areas of economic recovery and the fight against inflation, but that was because the effects were felt more rapidly in those areas than in jobs. He insisted that the Government should do its utmost because tripartite agreements mobilised the maximum unanimity. He agreed that greater priority should be given to the employment of young persons. He recalled that with the entry of Spain into the European Economic Community, the law of the Community would be applicable in Spain from 1986, provided that the accession was ratified by the Parliaments of the Member States. With regard to social security, a good number of reforms had been adopted and the Government had done what was necessary to see that they were made in a spirit of understanding even if they might

not at once be fully successful. With regard to the reduction of the costs of the employers' contributions, what was more important than the reductions themselves was that they should be selective as well as substantial, since that would make them more effective in creating jobs. He acknowledged that employment policy was a part of general policy, and should be set in the framework of a dynamic economic policy designed to restore equilibrium and promote continuous growth.

The Workers' members, referring to the observations made on the reduction of the costs of social security and the flexibility of working methods, said that the terms "flexibility" and "rigidity" were fashionable, but what was important was to reach at all times an equilibrium which should be attained through tripartite negotiations between the Government and the social partners in order to find formulas that would contribute effectively to the creation of employment.

The Committee took note of the information communicated by the Government representative and hoped that the Government would take into consideration the comments of the Committee of Experts in its application of the measures implementing the Convention and that the next report would contain full information in that respect.

*United Kingdom* (ratification: 1966). A Government representative, said that he was ready to address his comments to the Committee, but would be equally prepared to give the floor to the representatives of the Employers and Workers of the United Kingdom.

The Worker member of the United Kingdom said that he had already spoken in the Committee in the past on the failure of the British Government to fulfil its obligations on that very important Convention, but there had been no improvement at all since then. The Committee of Experts had again sharply criticised the British Government, stating that the measures taken appeared to have had little impact and once again expressing its concern. The Committee of Experts had recalled the conclusion of the Committee's discussion in 1983 when it had stated that priority should be given to the objective of full employment and that the Government had a prime responsibility in that area. Paragraphs 1 to 6 of the Committee of Experts' observation contained the excuses made by the British Government. Attention was drawn in particular to the creation of the Greater London Enterprise Board, set up to seek viable employment for the socially disadvantaged, young ethnic groups and the disabled. That might be a small but proud achievement. The Government had, however, just abolished the Greater London Council which had the responsibility for the Greater London Enterprise Board. Furthermore, the British Government was about to denounce Convention No. 26 on minimum wage-fixing machinery on the pretext of a simple principle that if unprotected workers could be exploited, more jobs would be created. In fact, if any new jobs were created, it would be jobs for people who would be equally exploited. It was clear that the British Government would continue to ignore the results of the previous year's discussion in another Committee of the Conference on employment policy which had adopted Recommendation No. 169, supplementing Convention No. 122, even if it had said that it would take them into account. Unemployment in the United Kingdom was over 4 million and was growing. Forecasts continued to be very unfavourable. The Committee should note with considerable concern that once again there had been no progress in that case and that no proposals had been received from the Government which could give grounds for hope that changes in policy and practice would enable the British Government to conform with the Convention. He suggested that one of the conclusions of the Committee should be that the Government should be asked by the Committee to provide further written evidence to the Committee of Experts of its intentions to fulfil its obligations under the Convention, and that the case should be examined again next year in the hope that the Government would meanwhile have been led by the pressure of Parliament and the people of Great Britain to change its current policy and conform more strictly with the principles laid down in the Convention.

The Employer member of the United Kingdom recalled that the Convention imposed an obligation on the Government to declare and pursue as a major goal an active policy designed to promote full, productive and freely chosen employment, but did not require that such full employment should be achieved irrespective of internal or external circumstances. Policies should rather be devised in good faith, aiming at that objective. In the days of boundless economic optimism, when governments could take increasing national wealth almost for granted, government policies were mainly directed to increasing the level of government expenditure, particularly on social services. Thus, at that time the qualifications expressed in the 1944 Government White Paper on Employment Policy (the major landmark committing post-war British governments to a policy of full employment) had been



forgotten. The White Paper stated that employment could not be created by Act of Parliament or by government action alone. Government policy should be directed to bringing about conditions favourable to the maintenance of a higher level of employment, but success would ultimately depend on the understanding and support of the community as a whole and especially on the efforts of employers and workers in industry, since without a rising standard of industrial efficiency the United Kingdom could not achieve a higher level of employment combined with a rising standard of living. Great Britain in 1966 had full, perhaps overfull, employment which was certainly freely chosen, since there was a general labour shortage. It was generally recognised that that employment had been far from productive. Between 1960 and 1982 average productivity in the manufacturing industry had grown by 500 per cent in Japan, over 120 per cent in the Federal Republic of Germany and under 80 per cent in the United Kingdom. In recent years the European Economic Community had looked on Britain with some disfavour as not showing any enthusiasm for the concept of work-sharing, but no country in western Europe had shared out work over more people over so long a time as Britain in the post-war era, when the unemployed were the underemployed within factories and offices. In the 1970s and 1980s economic circumstances had been totally different, and there had been a limitation on the part of governments, not just in Britain, to maintain full and productive employment and therefore to satisfy the Committee of Experts that they were meeting their obligations under the Convention. He found it difficult to believe that in any government with a market economy, democracy was not committed to the development of policies to stimulate full, productive and freely chosen employment, but perhaps the intention that the employment should be freely chosen was all that could be tested against some absolute criteria. It was a matter for debate whether a government was choosing the right mix of policies to produce a long-term stable situation of full and productive employment. The Committee of Experts was composed of distinguished lawyers, not economists, although many employers would be sceptical as to whether an equally distinguished committee of economists would produce an agreed conclusion on the validity of the United Kingdom Government's economic policies. The United Kingdom employers had no doubt whatever that the Government was committed to the development of policies that would meet its obligations under the Convention; to do otherwise would be political suicide. He regretted that the United Kingdom Workers' member was not prepared to recognise that. Alternative policies were certainly available. The socialist countries in the Committee had commented on their commitment to the right to work, and he noted that they had often had difficulty in meeting the requirements of other ILO Conventions, for example on the free choice of employment.

Even in the market economy countries of western Europe, alternative policies were being implemented, and yet three of those countries were being brought before the Committee because of the difficulties of reconciling their action to restrict prices and incomes with the provisions of Convention No. 98. British employers were sceptical that any increase in employment could be obtained by reducing working hours without commensurate reductions in remuneration, which those in employment were usually unwilling to accept without legislative coercion.

The United Kingdom employers did not necessarily agree with all aspects of government policy on the economy and employment, particularly on the pay-off which might be obtained from more investment in infrastructure. They believed that the measures taken by the Government showed that it could not be charged with ignoring its obligations under the Convention, although there might be differing views about the effectiveness of those measures.

British employers knew from their exposure to the world competitive environment that the present problems of the British economy would not disappear overnight. The present economic situation, moreover, was not entirely gloomy; United Kingdom exports in 1984 had reached a record level in real terms (7 per cent higher than in 1974) and total investment was also a record (3 per cent over the previous peak in 1979). That first improvement had to be translated into more employment. He pointed out that the numbers in employment were rising.

British employers were prepared to continue to make British industry and commerce internationally competitive and ensure that the employment created was fully productive. They would also co-operate in labour market measures, particularly in the provision of youth training and programmes to bridge the gap between the educational system and the world of work.

Noting that the members of the Committee classified as employers from market economy countries were in fact mainly manager representatives of companies (most of which companies had a wide and diversified ownership, including an increasing proportion of employee shareholders), he said that they knew the personal tragedy of unemployment and wanted to see improve-

ment in employment opportunities. They differed from their trade union colleagues in their historical perspective and perhaps their economic analysis, their perception of the limitations on the power of government and their views on the appropriate measures for a long-term solution to the problem.

The Worker member of the United States referred to the strategy and action of the United Kingdom's employment policy as set forth in the report of the Committee of Experts and the latest observations of the Trades Union Congress denouncing the failure of the government policy in respect of employment and in the context of declining inflation (reduced from 15 per cent in 1981 to 5 per cent in 1984). Unemployment had not stopped increasing: it had doubled between 1980 and 1984 (rising from 6.2 per cent to the present 12-13 per cent). The Trades Union Congress was of the opinion that the number of unemployed estimated by the United Kingdom at 3.2 million in December 1984 was more realistically about 4.5 million. They invited the Government, which had stated in 1981 that it adhered to the principles of the Convention, to reconsider the objectives and means of its policies in order to ensure their greater conformity with the principles of the Convention.

The Government representative, referring to the comment of the Worker member of the United Kingdom that in the view of the Trades Union Congress the total of unemployed in the United Kingdom was substantially higher than the official figure, said that the Trades Union Congress counted as unemployed workers who were engaged on some major government schemes such as the Youth Training Scheme and the Community Programme, which currently engaged some 600,000 people in all and were being expanded as rapidly as possible. Most of those 600,000 people, however, would otherwise be unemployed, and it was central to the Trades Union Congress's claim that they should be counted as unemployed. In reality, it was irrational to depart from normal international classification standards in order to regard those people as unemployed.

He agreed with the United Kingdom Employer member's analysis of the development of the labour market in Britain. The Convention was concerned with productive employment as well as full and freely chosen employment, and he regretted that Britain had been only partially successful in that connection. Many workers, including white collar workers, had in fact been underemployed when actually in employment. The situation was not exclusive to the United Kingdom, and was also an aspect of the Convention which deserved more attention in the deliberations of the Committee and possibly also of the Committee of Experts.

Referring to the sharp growth of employment in Britain, there had been a concurrent slow increase in unemployment; that was clearly a question of different categories of workers and categories of demand. The concern of the Committee of Experts was unemployment; that of the Convention was employment, and full employment. In measuring full employment, activity rates - that is, the proportion of workers of working age who were actually engaged in work - were equally important. Looking at the figures in other OECD countries, he noted that his country compared favourably. Moreover the latest OECD economic outlook (for June 1985) indicated that the United Kingdom was likely to experience above-average gains in employment during the next 18 months and some decline in unemployment. He cited various problems associated with matching supply and demand; there was a tendency for the activity rates of women to rise dramatically and for working hours to fall, profound changes were taking place in the labour market, and his Government was promoting flexibility of employment, by which was meant the possibility for workers to get more jobs. The question of unemployment was a major issue in the United Kingdom, of concern to all and above all to the Government. Many countries of western Europe, some with very different ideological approaches to the problem, were also experiencing unemployment. Yet the measures governments were introducing were very similar throughout western Europe.

The Worker member of the United Kingdom, replying to the statement by the Employer member of his country, said that as unemployment rose so did stock exchange prices and profits, and the Committee might be able to draw some conclusions from that fact. There was a dispute between the Trades Union Congress and the Government about the number of unemployed. The Trades Union Congress considered that the Youth Training Schemes would, if properly organised, be a useful measure until the Government could provide real employment, but at present those young people were often employed, and productively employed, at rates of pay equivalent to unemployment benefit, and were thus being exploited. The Committee of Experts had said that the Government had given no indication of the time scale on which it expected its strategy and its macro-economic policies to produce the employment aimed at by the Convention and hoped that the Government would consider the necessity of reviewing its policies. He had heard nothing indicating that the Government was

prepared to review its policies in the way the Committee of Experts had recommended.

The Worker member of Nigeria stated that the Workers' members were very bitter about the case of the United Kingdom. They, particularly those from the former British colonies, agreed with what the Worker member of the United Kingdom had said. They knew that whatever policies were adopted in the United Kingdom found their way to the former colonies, even the economic policies that the Government carried out, because their economies had a large participation by British multinationals and those policies were invariably followed.

The Government representative had said that the problem of unemployment was a problem of the labour market, but, regarded from the more humanitarian aspect, was a problem of unemployment. He did not consider that youth training schemes were employment, although they might be responses to unemployment. The Government had followed monetarist policies which had only given rise to unemployment. In many of the developing countries those policies had been copied and were leading to the same results: unemployment and underemployment.

The Employers' members noted that this matter actually called for market economics specialists, labour market experts and those familiar with conditions in the United Kingdom. Governments could not create jobs the way they could draw up reports. Governments could do many things to favour the creation of jobs, but in a market economy the jobs themselves would be created by the market. Account had to be taken of world competition and of many economic and financial factors. The Employers' members had the impression, having read the report of the Committee of Experts and having heard the statement of the Government representative, that this Government was taking a certain number of factors into consideration and was adopting measures to face up to the problem. For many years, this Government had been willing to co-operate with the ILO. Tremendous difficulties remained, as shown by the unemployment figures, but measures had been adopted to confront a changing situation with the help of the social partners, who should maintain a flexible attitude in this field. The Employers' members felt that the discussion had been very constructive and they hoped that it would be continued in the future.

The Committee welcomed the possibility it had had of discussing the application of this Convention on employment policy in the United Kingdom on the basis of the comments of the Committee of Experts. Noting the high level of unemployment in the United Kingdom, it called on the Government not only to continue but to increase its efforts in order to take measures which would permit employment to be increased. It also called on the Government to consult with the social partners in order to create a favourable climate and to achieve better results. It further requested the Government to provide information on the measures it had taken in order to permit examination by the Committee of Experts.

#### **Convention No. 131: Minimum Wage Fixing, 1970**

*Bolivia* (ratification: 1977) A Government representative stated that in its report his Government had replied in detail to the comments of the Committee of Experts and had stated clearly that the fixing of minimum wages was carried out in consultation with the organisations of workers and employers concerned. He admitted that, in view of the prevailing social pressures and the threat to public disorder, the Government had been obliged to adopt certain wage measures without prior consultation with the employers' organisations, but stressed that this was not a deliberate or premeditated policy on the part of the Government. It was an emergency situation taken in special circumstances. He pointed out that the government policy was laid down by the Wages Council—a tripartite body.

The Workers' members were pleased that the Convention had been ratified despite the problems facing the Government. They noted, however, that under the Convention both employers' and workers' organisations had to be consulted when changes or adjustments were made to the wage-fixing system. They hoped, like the Committee of Experts, that such consultation would take place in the near future.

The Employers' members recalled that the report of the Committee set up to examine the representation made under article 24 of the ILO Constitution, and noted by the Governing Body, had concluded that Bolivia was not respecting its obligations under this Convention. When minimum wages were laid down, the Government was supposed to consult the workers and the employers, but it had not consulted the latter. They understood the Government representative to state there was in fact no obligation to do this and considered that he was mistaken. They pointed out that Article 1, paragraph 2, of this Convention stated clearly that the competent authorities in every country should act in agreement

and after extensive consultation with the workers' and employers' organisations if such existed. Failure to consult employers was not just a violation of the Convention, but was surprising since it was they who would have to pay the wages under discussion. The Employers' members considered that underlying this there was the general problem of tripartism, which had been discussed in some detail in 1983 when the General Survey on freedom of association and collective bargaining had been presented. At that time, the Employers had indicated that those who should be consulted by preference perhaps found it an advantage to have this preference; but such an advantage was rather deceptive because it usually led to dependence on the State. Given the clear wording of the Convention, they asked the Government representative whether his Government was prepared to consult both parties on an equal footing in the future.

The Government representative, pointing out the great social tension in his country, stated that it was extremely difficult, if not impossible, to undertake consultations which, by their very nature, required free participation of the social partners especially as regarded wages. He considered that the Government had been faithful to the principles of tripartism and assured the Committee of his Government's sincere intention to abide by its obligations with regard to tripartite consultation. He considered that, in the future, events would confirm this.

The Committee noted with interest the detailed information supplied by the Government. It stressed the importance of observance of the requirement of the Convention as regarded consultation and hoped that it would, in the future, be able to note full compliance in this respect.

*Sri Lanka* (ratification: 1975). See under Convention No. 99.

#### **Convention No. 135: Workers' Representatives, 1971**

*Sri Lanka* (ratification: 1976). In reply to the comments of the Committee of Experts, the Government refers to its reply under Convention No. 98. The Establishment Code is with the printer and a copy will be sent to the ILO as soon as it is released after publication.

#### **Convention No. 144: Tripartite Consultation (International Labour Standards), 1976**

*Bahamas* (ratification: 1979). In reply to the comments made by the Committee of Experts, the Government has indicated that it is committed to the tripartite approach to labour and industrial relations and to this end has contacts with all employers' and workers' organisations registered in accordance with the Industrial Relations Act. Workers' organisations and employers' organisations are given equal representation both on a consultative basis and as representatives on tribunals and committees.

*Ireland* (ratification: 1979). In reply to the comments made by the Committee of Experts, the Government has indicated that consultations were held with the Irish Congress of Trade Unions and the Federated Union of Employers on the question of issuing an annual report on the working of the procedures provided for in the Convention (Article 6). Their object was to seek the agreement of the two organisations to a proposal to defer a decision on the advisability of issuing an annual report until presentation to Parliament of the instruments adopted at the International Labour Conference had been brought up to date. The proposal was made against the background of the concerted effort being made at present to deal with the arrears in relation to the presentation process; and it was accepted by the Irish Congress of Trade Unions and the Federated Union of Employers.

The Government has also sent its detailed report on Convention No. 144.

#### **Convention No. 151: Labour Relations (Public Service), 1978**

*Cyprus* (ratification: 1981). In reply to the comments of the Committee of Experts concerning the observation made by the Cyprus Civil Servants Trade Union (PASDYD) on Convention No. 151, the Government has communicated the following information:

The House of Representatives on two occasions, i.e. on 25 February 1982 and on 1 March 1984, turned down and/or modified the Supplementary Appropriation Bills which contained the final result of an agreement reached between Government and PASDYD, after extensive collective bargaining. This action of the House of Representatives is considered by PASDYD as constituting a violation of Articles 7 and 8 of the Convention.

The Attorney-General of the Republic considers the action taken by the House of Representatives on these two occasions to be in absolute conformity with the relevant provisions of the Constitution (articles 46 and 54). According to these provisions, the power of the Council of Ministers for any kind of expenditure is limited within the ambit of the budget which is voted by the House of Representatives. Therefore, any collective agreement providing for increased expenditure which is concluded between the Government, in its capacity as an employer, and the Civil Servants Trade Union must be introduced in the Budget and

finally be forwarded for approval by the House of Representatives. Although the Constitution and Rules of the Joint Committees mentioned in the Government's first report on the application of the Convention provide for "consultations" between the parties and not "negotiations", in effect it is negotiations that take place in these Joint Committees. This is so even for subjects which in the private sector are considered as proper for joint consultation. Thus there is nothing to prevent the union in question from acting in a similar manner as a union in the private sector.



### C. Detailed Reports on Ratified Conventions

*Reports received and reports not received by 27 June 1985*

Reports due: 1,669      Reports received: 1,412      Reports not received: 257

The table published in the Report of the Committee of Experts, p. 356, should be brought up to date in the following manner:

State Member	Reports received		Reports not received		Grand total
	Total	Conventions Nos.	Total	Conventions Nos.	
Angola . . . . .	8	1, 7, 26, 68, 91, 92, 98, 111	0		8
Argentina . . . . .	17	1, 3, 9, 11, 15, 26, 30, 35, 36, 58, 68, 87, 98, 105, 107, 111, 115	1	19	18
Austria <sup>1</sup> . . . . .	13	11, 26, 27, 87, 98, 99, 102, 103, 105, 111, 122, 128, 144	0		13
Bahamas <sup>1</sup> . . . . .	6	7, 11, 26, 97, 98, 144	0		6
Bolivia . . . . .	19	1, 19, 20, 26, 30, 87, 95, 98, 100, 102, 103, 106, 111, 120, 122, 124, 128, 131, 136	0		19
Central African Republic <sup>1,3</sup> . . . . .	8	3, 11, 26, 98, 99, 111, 118, 119	3	67, 87, 105	11
Cyprus . . . . .	14	11, 15, 87, 97, 98, 106, 111, 114, 119, 122, 128, 143, 144, 150	0		14
Democratic Yemen <sup>1</sup> . . . . .	3	15, 58, 98	0		3
Denmark . . . . .	19	9, 11, 15, 29, 42, 58, 87, 92, 102, 111, 112, 120, 122, 126, 130, 141, 142, 144, 151	1	98	20
Dominican Republic . . . . .	10	1, 7, 77, 87, 88, 95, 98, 105, 111, 119	1	26	11
Egypt . . . . .	22	1, 9, 11, 30, 55, 56, 62, 68, 69, 71, 73, 87, 92, 98, 111, 131, 134, 135, 139, 142, 144, 149	1	137	23
Fiji <sup>1,3</sup> . . . . .	9	11, 26, 29, 58, 59, 84, 85, 98, 105	0		9
Germany, Federal Republic of . . . . .	17	3, 9, 11, 26, 87, 92, 97, 98, 99, 102, 111, 120, 122, 126, 128, 144, 152	0		17
Ghana <sup>1,3</sup> . . . . .	9	1, 11, 15, 26, 58, 87, 98, 119, 120	3	30, 92, 111	12
Guinea-Bissau <sup>1,3</sup> . . . . .	9	1, 7, 26, 68, 91, 92, 98, 105, 111	0		9
Haiti . . . . .	9	1, 24, 25, 30, 87, 98, 100, 105, 111	0		9
Iceland <sup>2</sup> . . . . .	1	144	8	11, 15, 58, 87, 91, 98, 102, 111	9
Ireland . . . . .	19	11, 23, 26, 29, 43, 49, 62, 68, 81, 87, 92, 98, 99, 100, 105, 118, 122, 142, 144	1	102	20
Israel . . . . .	14	1, 9, 20, 30, 79, 87, 91, 92, 97, 98, 102, 111, 122, 150	0		14
Jamaica <sup>1</sup> . . . . .	5	11, 26, 87, 97, 98	5	15, 16, 58, 111, 122	10
Liberia <sup>3</sup> . . . . .	11	22, 23, 55, 58, 87, 92, 98, 111, 112, 113, 114	0		11
Luxembourg . . . . .	18	1, 9, 11, 19, 20, 26, 29, 30, 77, 78, 87, 98, 100, 102, 103, 105, 130, 132	0		18
New Zealand . . . . .	19	1, 8, 9, 11, 15, 23, 26, 30, 47, 49, 58, 68, 84, 88, 92, 97, 99, 122, 145	0		19
Philippines . . . . .	6	77, 87, 99, 110, 111, 122	1	98	7
Peru <sup>3</sup> . . . . .	24	1, 9, 11, 20, 24, 25, 26, 35, 36, 37, 38, 39, 40, 58, 67, 68, 87, 98, 99, 102, 105, 111, 112, 122	3	56, 71, 107	27
Senegal <sup>1,3</sup> . . . . .	8	11, 26, 87, 99, 102, 111, 120, 122	1	98	9
Swaziland <sup>1</sup> . . . . .	5	29, 87, 98, 131, 144	4	11, 26, 99, 111	9
Sweden . . . . .	22	9, 11, 15, 47, 58, 87, 92, 98, 102, 111, 119, 120, 122, 128, 137, 143, 144, 146, 150, 154, 155, 156	0		22
Syrian Arab Republic . . . . .	15	1, 11, 29, 30, 63, 87, 98, 105, 106, 111, 117, 119, 120, 129, 131,	0		15
United Arab Emirates . . . . .	3	1, 29, 81	1	89	4
Zambia . . . . .	11	11, 29, 95, 97, 103, 111, 122, 131, 148, 149, 150	1	144	12

<sup>1</sup> These data modify the indications concerning this country, contained in paragraph 96 of Part One (General Report) of the Report of the Committee of Experts. <sup>2</sup> These data modify the indications concerning this country, contained in paragraph 101 of Part One (General Report) of the Report of the Committee of Experts. <sup>3</sup> These data modify the indications concerning this country, contained in paragraph 103 of Part One (General Report) of the Report of the Committee of Experts.

# D. Statistical Table of Reports on Ratified Conventions as at 27 June 1985

(Article 22 of the Constitution)

Period	Reports requested	Reports received at the date requested		Reports received in time for the session of the Committee of Experts		Reports received in time for the session of the Conference	
		Number	Percentage	Number	Percentage	Number	Percentage
1931-1932	447	—	—	406	90.8	423	94.6
1932-1933	522	—	—	435	83.3	453	86.7
1933-1934	601	—	—	508	84.5	544	90.5
1934-1935	630	—	—	584	92.7	620	98.4
1935-1936	662	—	—	577	87.2	604	91.2
1936-1937	702	—	—	580	82.6	634	90.3
1937-1938	748	—	—	616	82.4	635	84.9
1938-1939	766	—	—	588	76.8	—	—
1943-1944	583	—	—	251	43.1	314	53.9
1944-1945	725	—	—	351	48.4	523	72.2
1945-1946	731	—	—	370	50.6	578	79.1
1946-1947	763	—	—	581	76.1	666	87.3
1947-1948	799	—	—	521	65.2	648	81.1
1948-1949	806	134 <sup>1</sup>	16.6	666	82.6	695	86.2
1949-1950	831	253	30.4	597	71.8	666	80.1
1950-1951	907	288	31.7	705	77.7	761	83.9
1951-1952	981	268	27.3	743	75.7	826	84.2
1952-1953	1 026	212	20.6	840	81.8	917	89.3
1953-1954	1 175	268	22.8	1 077	91.7	1 119	95.2
1954-1955	1 234	283	22.9	1 063	86.1	1 170	94.8
1955-1956	1 333	332	24.9	1 234	92.5	1 283	96.2
1956-1957	1 418	210	14.7	1 295	91.3	1 349	95.1
1957-1958	1 558	340	21.8	1 484	95.2	1 509	96.8
1958-1959	995 <sup>2</sup>	200	20.4	864	86.8	902	90.6
1958-1960	1 100	256	23.2	838	76.1	963	87.4
1959-1961	1 362	243	18.1	1 090	80.0	1 142	83.8
1960-1962	1 309	200	15.5	1 059	80.9	1 121	85.6
1961-1963	1 624	280	17.2	1 314	80.9	1 430	88.0
1962-1964	1 495	213	14.2	1 268	84.8	1 356	90.7
1963-1965	1 700	282	16.6	1 444	84.9	1 527	89.8
1964-1966	1 562	245	16.3	1 330	85.1	1 395	89.3
1965-1967	1 883	323	17.4	1 551	84.5	1 643	89.6
1966-1968	1 647	281	17.1	1 409	85.5	1 470	89.1
1967-1969	1 821	249	13.4	1 501	82.4	1 601	87.9
1968-1970	1 894	360	18.9	1 463	77.0	1 549	81.6
1969-1971	1 992	237	11.8	1 504	75.5	1 707	85.6
1970-1972	2 025	297	14.6	1 572	77.6	1 753	86.5
1971-1973	2 048	300	14.6	1 521	74.3	1 691	82.5
1972-1974	2 189	370	16.5	1 854	84.6	1 958	89.4
1973-1975	2 034	301	14.8	1 663	81.7	1 764	86.7
1974-1976	2 200	292	13.2	1 831	83.0	1 914	87.0
1977	1 529 <sup>3</sup>	215	14.0	1 120	73.2	1 328	87.0
1978	1 701	251	14.7	1 289	75.7	1 391	81.7
1979	1 593	234	14.7	1 270	79.8	1 376	86.4
1980	1 581	168	10.6	1 302	82.2	1 437	90.8
1981	1 543	127	8.1	1 210	78.4	1 340	86.7
1982	1 695	332	19.4	1 382	81.4	1 493	88.0
1983	1 737	236	13.5	1 388	79.9	1 558	89.6
1984	1 669	189	11.3	1 286	77.0	1 412	84.6

<sup>1</sup> First year for which this figure is available.

<sup>2</sup> As a result of a decision by the Governing Body, detailed reports were requested as from 1958-59 until 1976 only on certain ratified Conventions.

<sup>3</sup> As a result of a decision by the Governing Body (November 1976), detailed reports are now requested, according to certain criteria, at yearly, two-yearly or four-yearly intervals.

## II. OBSERVATIONS AND INFORMATION CONCERNING THE APPLICATION OF CONVENTIONS IN NON-METROPOLITAN TERRITORIES (ARTICLES 22 AND 35 OF THE CONSTITUTION)

### A. General Observations and Information concerning Certain Territories

*Denmark Farøe Islands.* A Government representative expressed his regret that the authorities of the Farøe Islands had not been able to submit the first report on Convention No. 27. The Danish authorities had taken many steps to make the authorities of the Farøe Islands fulfil their obligations. The Government would again contact these authorities and would propose that they receive a sort of direct assistance to draw up the report. He expressed hope that the report would be made during the coming year.

The Employers' members noted that the failure to provide a first report on a ratified Convention was of course a shortcoming, but

that the Government representative had indicated that the authorities would be receiving support to fulfil their obligations in full and on time. This should be mentioned in the Committee's report.

The Workers' members endorsed the position taken by the Employers' members.

The Committee noted the explanations given by the Government representative on the difficulties encountered. It noted, however, that the first report due had not been received. The Committee hoped that the reports requested would be communicated in the near future. It decided to include this case in the appropriate part of its report.

### B. Detailed Reports on the Application of Conventions in Non-Metropolitan Territories

*Reports received and reports not received by 27 June 1985*

Reports due: 399      Reports received: 324      Reports not received: 75

The table published in the Report of the Committee of Experts, p. 379, should be corrected and brought up to date in the following manner:

Countries and Territories	Reports received		Reports not received		Population* (thousands)
	Total	Conventions Numbers	Total	Conventions Numbers	
<i>Denmark:</i>	3		22		
Greenland . . . . .	3	87, 122, 126	3	7, 11, 15	49.6
<i>France:</i>	159		6		
<i>Overseas Departments:</i>					
French Guiana . . . . .	23	9, 15, 32, 35, 36, 37, 38, 43, 49, 58, 68, 74, 87, 91, 92, 98, 99, 100, 112, 120, 126, 136, 144	1	3	73.0
Guadeloupe . . . . .	24	9, 11, 15, 32, 35, 36, 37, 38, 43, 49, 58, 68, 74, 87, 91, 92, 98, 99, 100, 112, 120, 126, 136, 144	1	3	323.7
Martinique . . . . .	24	9, 11, 15, 32, 35, 36, 37, 38, 43, 49, 58, 68, 74, 87, 91, 92, 98, 99, 100, 112, 120, 126, 136, 144	1	3	323.7
Reunion . . . . .	24	9, 11, 15, 32, 35, 36, 37, 38, 43, 49, 58, 68, 74, 87, 91, 92, 98, 99, 100, 112, 120, 126, 136, 144	1	3	474.9
<i>United Kingdom:</i>	143		28		
Falkland Islands <sup>2</sup> (Malvinas) . . . . .	1	141	23	7, 10, 11, 12, 14, 17, 19, 22, 26, 29, 32, 35, 36, 42, 45, 58, 59, 82, 84, 87, 98, 105, 108	1.8
Isle of Man <sup>2</sup> . . . . .	15	7, 11, 15, 26, 35, 36, 37, 38, 39, 40, 92, 97, 99, 122, 150	3	87, 98, 102	64.6
<i>United States:</i>	4		0		
Puerto Rico . . . . .	1	58	0		3 196.5
Virgin Islands . . . . .	1	58	0		96.5

\* Source: United Nations: *Demographic Year Book*, 1982.

<sup>1</sup> These data modify the indications concerning this country, contained in paragraph 96 of Part One (General Report) of the Report of the Committee of Experts. <sup>2</sup> These data modify the indications concerning this country, contained in paragraph 101 of Part One (General Report) of the Report of the Committee of Experts. <sup>3</sup> These data modify the indications concerning this country, contained in paragraph 103 of Part One (General Report) of the Report of the Committee of Experts.

### III. SUBMISSION TO THE COMPETENT AUTHORITIES OF THE CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE (ARTICLE 19 OF THE CONSTITUTION)

#### Observations and Information

*Bolivia.* A Government representative referred in general terms to the economic difficulties facing his country. In spite of these conditions, his Government was making a real effort to respect its commitments to the ILO especially as regarded international labour Conventions and Recommendations.

As regarded submission, the instruments adopted by the ILO from 1973 to 1979 and Recommendations Nos. 151 et seq. had been submitted to the national Parliament; studies had been made and measures taken and the President of the Senate had transmitted the Conventions and Recommendations mentioned to Members of Parliament in accordance with the Bolivian Constitution. His country was not at the moment in a position to ratify the Conventions, but hoped to apply their provisions or at least be inspired by them. All this information had recently been sent to the ILO.

The Workers' members noted that efforts had been made in meeting the obligation to submit instruments to the competent authorities, but had to note that no concrete information on submission had been supplied and that no proof that such submission had been carried out had been provided. In particular, they noted that there had been no information on the submission of instruments adopted since the 63rd Session of the Conference. They therefore urged that these instruments be submitted and that proof be supplied as to how and when this was carried out, failing which this Committee would have to mention this case in the appropriate part of its report.

The Workers' member of France addressed the following questions to the Government representative: since Convention No. 144 was among those Conventions to be submitted to the competent authorities, what could be hoped in relation to it? Would it be ratified? He recalled that the Government had shown exemplary co-operation in the Governing Body discussion of another matter concerning this country and hoped that it would proceed in the same manner on this point.

The Government representative stated that in July-August this year, Parliament would be presented with the whole series of Conventions for its consultation.

The Employers' members endorsed what had just been proposed by the Workers' members.

The Committee noted the explanations provided by the Government and decided to mention the absence of information concerning the submission of Conventions and Recommendations adopted by the Conference during its last seven sessions in the appropriate part of its report.

*Botswana.* The Government has indicated that the instruments adopted at the 69th and 70th Sessions of the Conference have been submitted to the competent authority.

*Brazil.* A Government representative regretted his country's situation with regard to the submission of instruments to the competent authorities, but explained that the new Brazilian administration had been only three months in office. The new administration had taken definite steps to examine such matters and was about to set up, inter alia, a committee to deal with the case and with the application of ratified Conventions. His delegation hoped that the information and documents requested by the Committee of Experts would reach the Office soon.

The Workers' members expressed satisfaction at the fact that a new civilian administration had been in office in Brazil for several months, which explained why it had been unable to comply with its obligations towards the ILO. Bearing in mind the importance of submitting instruments adopted by the ILO to the legislative authorities of member States, they hoped that submission of the instruments in question would take place soon, as it would result in better protection for the workers.

The Employers' members pointed out that the Committee of Experts had received no reply to the questions it had raised about the submission of instruments to the competent authorities. Bearing in mind the length of the delay and the number of instruments involved, it was a clear case of violation of a member State's obligation. They nevertheless noted with satisfaction the intentions of the new Brazilian administration and hoped that the measures referred to by the Government representative would speed up submission of the instruments and that the request for information which had been addressed to the Government would receive a reply.

The Committee took note of the information provided by the Government representative and of the difficulties he had referred to. The Committee hoped that the Brazilian Government would be able to submit the instruments to the competent authorities in the near future and would supply information on the fact.

*Chad.* In reply to the comments made by the Committee of Experts, the Government has indicated that all of the instruments adopted by the Conference from its 55th to its 69th Sessions will be submitted shortly to the competent authorities.

In addition, a Government representative indicated that the draft document concerning submission to the competent authorities had been prepared by the Ministry of Labour but was temporarily shelved pending the receipt of further information. A number of recommendations adopted by the Conference were lacking, and a request had been sent to the Director-General so that the documentation relating to those texts could be completed. His Government reviewed the request for technical assistance made the year before; that assistance could take the form of a direct contacts mission or the seconding of a regional adviser on standards. His Government regretted that the Office had not been able to grant that request sooner. It was, however, in contact with the Office secretariat, specifically with the Regional Adviser on standards, and hoped that it would in the near future receive technical assistance enabling it to fulfil its obligations in respect of the submission of instruments.

The Workers' members were aware of the difficulties that had faced Chad during recent years. If the request for technical assistance from the Office, which had already been mentioned the year before, could be granted, it would no doubt contribute to a solution of the very acute problem concerning the submission of instruments. Indeed, as the Committee of Experts had noted, the instruments adopted by the Conference at its 55th to 69th Sessions had not been submitted during seven consecutive years. Until the necessary assistance could be provided, the Workers' members considered that the case should be mentioned in the Committee's report, specifying that no information on submission had been supplied from the 55th to 69th Sessions of the Conference.

The Employers' members noted that the case had been the subject of discussion for some years and that in the preceding year the possibility of technical assistance from the Office had already been mentioned. They wondered why that assistance had not been granted. They supported the wish of the Government to have its request granted and hoped that, with the co-operation of the Office, it would quickly be able to fulfil its obligations.

The representative of the Secretary-General, replying to the previous speakers, informed the Committee that the Office had indeed intended to grant technical assistance to Chad in the preceding year, but it had not been possible to carry out the project owing to the serious occurrences in that country. The secretariat was in contact with the delegation of Chad at the Conference and there were good prospects of a mission to Chad in October.

The Committee took note of the information given by the Government on the nature of its difficulties. It also noted the statement that the submission of instruments to the competent

authorities would take place shortly. It decided that the case should be mentioned in the appropriate part of its general report, in the hope that it would be able to note real progress in the following year.

*Democratic Yemen.* In reply to the comments of the Committee of Experts concerning the submission of the instruments adopted by the Conference, the Government has indicated that the instruments in question are still under examination and as soon as any measures are taken in this respect, the Government will inform the ILO.

*Fiji.* A Government representative stated that work on the instruments adopted from the 64th to the 69th Sessions of the Conference had now been completed, and that they were awaiting presentation to the House of Representatives at its next convenient sitting. He explained that the Parliament did not sit year-round, and that the Government was anxious to fulfil its obligations regarding submission. Once the instruments had been presented to the House, the Government would forward copies of the submission documents to the ILO and to the workers' and employers' organisations.

The Workers' members thanked the Government representative for having made a constructive statement regarding the problem. They recalled that the primary duty regarding newly adopted Conventions and Recommendations was to submit them to the competent authorities. Otherwise, the follow-up work would not be possible. They also welcomed the news that, upon this Committee's request, the procedure for presenting the instruments adopted from the 64th to the 69th Sessions of the Conference had already begun. It had been a good number of years since instruments had been submitted. This Committee had adopted the practice of mentioning in the Conference report the cases in which this obligation had gone unfulfilled for seven consecutive years. This was not, however, yet the case this year for Fiji, and it would be a shame to have to resort to this. It was for this reason that they hoped that, given the assurances made today, it would not be necessary to take up this case again next year. They hoped that what the Government representative had said would become reality as soon as possible.

The Employers' members took note of the statement by the Government representative. They stressed the importance of the primary obligation to submit adopted instruments to the competent authorities within a specified period. To be able to decide on ratification, the authorities had to have official notification that a Convention had been adopted. Notification of adopted Recommendations was also important since many measures could be taken at the national level on the basis of them. They saw no impediment to submission of these instruments to the competent authorities in fulfilment of a constitutional obligation. Referring to the statement of the Government representative that the preparatory work for submission had already been done, they expressed their hope that at the next session of this Committee it could be noted that the Government of Fiji had met its commitments.

The Committee took note of the information supplied by the Government representative, including the statement that the instruments relating to the 64th to the 69th Sessions of the Conference would be submitted during this year to the competent authorities. The Committee expressed its hope that the Government would be able to submit instruments as rapidly as possible, and requested the Government to inform the Committee when this had been done.

*Guinea-Bissau.* In reply to the comments made by the Committee of Experts, the Government has indicated that the instruments adopted at the 63rd to the 70th Sessions of the Conference have been submitted to the competent authorities (the State Council) which has decided not to ratify these instruments, recommending instead that the process of approval of the Labour Law (the draft of which includes matters encompassed by those Conventions and Recommendations), already under way, be accelerated. The State Council has also decided to instruct the Government to resubmit these instruments after the adoption of the Labour Law, along with concrete proposals taking into account the status of the national legislation.

*Islamic Republic of Iran.* A Government representative said that as had been stated by the Government in 1984, it had been impossible in practical terms for the Islamic Republic of Iran to examine the instruments adopted by the International Labour Conference for their submission to the national competent authorities, being the post-revolutionary conditions in the country and the difficulties resulting therefrom. Specialised committees set up for the purpose had already held their first session, and these instruments had to be examined with care to determine the degree to which they conformed with national law and practice. Those

committees had decided that the instruments would first be translated into Farsi and measures had been taken to that effect. The conclusions would be communicated to the ILO.

The Employers' members observed that the explanations given by the Government representative for the failure to submit a number of instruments to the competent authorities were the same as those given in 1984 and previous years. While appreciating the administrative difficulties and translation problems experienced by the country in submitting the instruments, it should be noted that by failing to submit the instruments to the competent authorities the Government was not fulfilling its obligations, and the fact must once again appear in the appropriate part of the report.

The Workers' members expressed their agreement with the statement by the Employers' members.

The Committee took note of the explanations given by the Government representative on the reasons why the Government had not yet fulfilled its constitutional obligations as to submission. The Committee observed that there were no indications that steps had been taken to submit the Conventions and Recommendations adopted at the last seven Conferences to the competent authorities, and it decided to take note of this fact in the appropriate part of its report.

*Ireland.* In reply to the comments made by the Committee of Experts, the Government has indicated that instruments adopted from the 62nd to 65th Sessions of the Conference were presented to both Houses of Parliament. As regards the instruments adopted by the Conference during its 66th to 69th Sessions, they will be submitted to Parliament. Moreover, the Government has ratified two ILO Conventions, Nos. 53 and 124. In connection with the Committee's earlier comments on the submission to the competent authorities of the European Communities of Convention No. 153 and Recommendation No. 161 the Government communicated the views received from representative organisations of both sides of the transport industry to the EC Commission in January 1984 but there have been no further developments at the EC level in relation to these instruments.

See also under Convention No. 144.

*Kenya.* A Government representative recalled that when the Government had stated that for instruments adopted at the 64th to the 68th Sessions of the Conference, the submission papers were still in the Cabinet. Since then they had been presented to Parliament, where they had been placed on the agenda. The instruments adopted at the 69th Session had been discussed at the Labour Advisory Board, with the next step to be drafting of the submission paper for the Cabinet and then Parliament.

The Workers' members welcomed the news that the instruments adopted at the 64th to the 68th Sessions had been presented to Parliament.

The Employers' members said that the progress made regarding submission was to be applauded.

The Committee took note of the information supplied by the Government. It noted that certain steps had been taken with a view to the submission of the instruments adopted by the Conference to the competent authorities but that there was still a delay in this respect. It hoped that it would be possible to note real progress next year.

*Libyan Arab Jamahiriya.* A Government representative said, in connection with the submission of instruments to the competent authorities, that the Department of Social Affairs had had all those instruments translated into Arabic and had submitted them to the legislature to be examined at its next session in February 1986. His Government would communicate the results of that examination to the Committee of Experts.

One Workers' member expressed satisfaction at the fact the constitutional obligations concerning submission would soon be met. They stressed the importance of quickly communicating to the ILO the documents dealing with submission: six Sessions had passed since Conventions and Recommendations adopted by the International Labour Conference had been submitted to the competent authorities.

The Employers' members supported the conclusions of the Workers' members.

The Committee took note of the information supplied by the Government and expressed the hope that measures would soon be taken to ensure submission to the competent authorities of the instruments adopted by the International Labour Conference at its 64th, 65th, 66th, 67th and 68th Sessions and that real progress could be noted in 1985.

*Malawi.* The Government has provided the following information:

Although the Government has been most anxious to take action on the instruments adopted at the 56th and the 58th to the 69th

Sessions of the Conference, progress in this direction has not been possible because of a difference of opinion between the legal advisers of the ILO on the one hand, and those of the Government on the other, on what constitutes the competent authority. While the ILO legal advisers have maintained that Malawi's National Assembly constitutes the competent authority, the law officers of the Government have argued that the Head of State and Government is the competent authority.

Happily, however, this stalemate, which has existed for the past ten years, has now been resolved, and the Head of State and Government has approved that the instruments be tabled before the National Assembly when it meets later in the year with a view to ratifying those which are relevant and applicable to the Malawi situation. This procedure, it is hoped, will satisfy the requirements of the Committee of Experts and will lead to the satisfactory resolution of this question for now and for the future.

*Mauritius.* A Government representative admitted that his Government had not yet submitted to the competent authorities the instruments adopted over the past few years. As he had explained last year, in his country submission to Parliament inevitably led to debates and, since his Government had decided to review the labour legislation, it was obliged during the debate to explain its policy which, in turn, had to be first reflected in the revised legislation. Although last year the revision had reached an advanced stage of preparation, the World Bank—which was assisting his country in its economic situation—had insisted that a study be undertaken, which was at present being carried out by ILO consultants. This report was due next month and would include proposals on how the systems should be modified and the legislation framed. He expected that new legislation would be ready by October and that, after this, all the instruments adopted by the ILO would be submitted to Parliament.

The Workers' members thanked the Government representative for the careful way in which he had addressed the problems set out in the report of the Committee of Experts. They noted that assurances had been given to the effect that important instruments would very shortly be submitted to the competent authority, and welcomed this.

The Employers' members were pleased that every effort was going to be made as soon as possible to make up for the shortcomings as regarded submission. They noted that the question was not whether ratification was going to take place as well but, basically, only that of submitting the texts to the competent authority.

The Committee took note of the information supplied by the Government representative and of the difficulties mentioned by him. It noted that certain steps had been taken with a view to the submission of the instruments adopted by the Conference to the competent authorities, but there was still a delay in that respect. The Committee decided to mention this case in the appropriate part of its report in the hope of being able to note real progress next year.

*Syrian Arab Republic.* The Government has communicated the following information:

The Government has taken the necessary measures to submit to the competent authority (the Peoples' Council) Convention No. 137 and Recommendation No. 145, adopted at the 58th Session of the Conference, the instruments adopted at the 63rd and 64th Sessions, Conventions Nos. 152 and 153 (65th Session), the instruments adopted at the 67th and 68th Sessions, and Convention No. 159 (69th Session).

Given that certain provisions of the legislation in force are not in conformity with the provisions of these instruments, the Government has proposed to defer the question of ratification of the Conventions and adoption of the Recommendations to await the promulgation of amending legislation.

*Tunisia.* The Government representative said that in his country, until 1983, submission to the competent authorities consisted in communicating the texts of the adopted Conventions and Recommendations to the departments concerned, asking them to examine the texts and give their opinion on the possibility of

ratifying them. Since 1984, his Government had noted that the results obtained by that procedure were not satisfactory in so far as the officials of the different departments concerned were unfamiliar with the standards and failed to give enough importance to the texts referred to them. It had therefore been decided that, starting in 1984, a national seminar on international standards would be organised every year, and would be attended by representatives of the departments concerned in order to familiarise them with the procedures involved, including those relating to the submission of Conventions and Recommendations to the competent authorities. The seminars afforded an occasion not only for the communication of the texts of Conventions newly adopted by the International Labour Conference to the departments concerned, but also for the overall evaluation of the prospects for the ratification by Tunisia of some of those Conventions. The first seminar had been organised in October 1984, and the minutes of its proceedings had been communicated to the Committee of Experts. Unfortunately, that Committee had not mentioned those minutes and had noted only that the texts of the instruments concerning some sessions had not been communicated to the competent authorities. He wished to know whether the Office had received the minutes in question, the more so since a second seminar was to be held in September 1985 to deal with the despatch of the documents to be submitted to the Committee of Experts.

The Workers' members recalled that the Committee of Experts had been awaiting information on submission for six sessions. The Government must know that the instruments had to be submitted to the legislative bodies concerned, which meant Parliament. The Government had to be informed, but as the legislative body concerned was Parliament, Parliament was the body to which the new Conventions and Recommendations had to be submitted, as was stated in the ILO Constitution. They hoped that next year the study of the documents would be completed and that, even before that study was completed, submission would be effected so that Parliament could take the appropriate affirmative or negative steps regarding ratification. The question of ratification was not discussed there, although they hoped that following submission, ratification would take place.

The Employers' members likewise stated that the instruments should be submitted to the competent, namely the legislating, authority. It was not enough to submit them to ministerial departments, or distribute them at seminars. They hoped that any remaining difficulties would be overcome.

The representative of the Secretary-General explained that in the course of an informal mission to Tunisia in October 1982, he had been able to see that several ministries were responsible for the various instruments. It had been suggested to the Government that seminars should be organised with a view to bringing together the responsible officials in the different ministries to make them more aware of those questions. That suggestion had been followed up, and a seminar had been held at Tunis in October 1984. The report of that seminar had been communicated to the Office. The Office had taken note of the report with interest and had encouraged the Government to continue that initiative. Nevertheless, that document was obviously not an official submission. Besides, in respect of submission, the Government of Tunisia had had difficulties in the past because the instruments had been submitted to the Presidency of the Republic. The Government had later taken account of the comments of the Committee of Experts, which had specified that the competent authority was not the Presidency but Parliament. The Government would from then on transmit instruments adopted by the International Labour Conference, through the intermediary of the Ministry of Social Affairs, to the Secretary-General of the National Assembly, without comment. The purpose of the seminar organised by the Government was only to provide a basis for the preparation of proposals which the Government might make with regard to possible ratifications.

The Committee took note of the information supplied by the Government representative and expressed the hope that steps would be taken to provide in the near future for the submission to the competent authorities of the instruments adopted by the Conference at its 62nd, 64th, 65th, 66th, 67th and 68th sessions.

*United Arab Emirates.* See under General Observations.

#### IV. REPORTS ON UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

**Reports received by 27 June 1985 relating to the Labour Inspection Convention, 1947 (No. 81); the Labour Inspection Recommendation, 1947 (No. 81); the Labour Inspection (Mines and Transport) Recommendation, 1947 (No. 82); the Labour Inspection (Agriculture) Convention, 1969 (No. 129); and the Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)**

*(Article 19 of the Constitution)*

In addition to the reports listed in Appendix II on page 171 of the Report of the Committee of Experts (Report III, Part 4 B), reports have now been received from:

*Democratic Yemen, Guinea-Bissau, Ireland and the Sudan.*

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### *Afghanistan:*

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### *Austria:*

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### *Bahamas:*

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### *Bangladesh:*

Part One, General Report, Para. 88.  
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Part Two, I B, No. 98.

### *Benin:*

Part One, General Report, Paras. 75, 79, 99.

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Part One, General Report, Para. 76.  
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### *Czechoslovakia:*

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### *Denmark:*

Part One, General Report, Para. 79.  
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Part Two, II A.

### *Dominican Republic:*

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### *Ecuador:*

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Part Two, I B, Nos. 77, 78, 87, 98, 103.

### *Egypt:*

Part Two, I B, Nos. 87, 98.

### *Ethiopia:*

Part One, General Report, Para. 75.  
Part Two, I B, No. 87.

### *Fiji:*

Part Two, III.

### *Federal Republic of Germany:*

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### *Ghana:*

Part One, General Report, Para. 81.

### *Greece:*

Part Two, I B, Nos. 87, 90.

### *Guatemala:*

Part One, General Report, Para. 90.  
Part Two, I B, Nos. 87, 98.

### *Guinea:*

Part One, General Report, Paras. 81, 82, 88, 97.  
Part Two, I A and B, No. 111.

### *Guinea-Bissau:*

Part Two, I B, No. 98.  
Part Two, III.

### *Haiti:*

Part One, General Report, Para. 91.  
Part Two, I A and B, No. 105.



*Honduras:*

Part One, General Report, Para. 87.  
Part Two, I B, No. 87.

*Islamic Republic of Iran:*

Part One, General Report, Paras. 76, 92.  
Part Two, I B, No. 111.  
Part Two, III.

*Iraq:*

Part One, General Report, Para. 75.

*Ireland:*

Part Two, I B, Nos. 23, 100, 105, 122, 144.  
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*Israel:*

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*Jamaica:*

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*United Arab Emirates:*

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*United Kingdom:*

Part Two, I B, Nos. 87, 122.

*Yemen:*

Part One, General Report, Paras. 81, 82, 88, 93.

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## ***Provisional Record***

Seventy-first Session, Geneva, 1985

### **Communication to the Conference**

#### **Report of the Appeals Board Set Up by the International Labour Conference's Decision of 8 June 1959**

1. By an undated letter communicated to the President of the 71st Session of the General Conference of the International Labour Organisation on 15 June 1985, the Employers' delegates of Bulgaria, the Union of Soviet Socialist Republics, the German Democratic Republic, Cuba, Hungary, Czechoslovakia and Mongolia submitted to the President and Officers of the Conference a request for certain Employers' delegates from the afore mentioned countries to be allowed to sit on certain Conference committees as titular members with the right to vote.

2. As announced to the Conference by its President at a plenary sitting on 18 June, the Officers of the Conference, after discussing the matter, decided that, as suggested in the letter mentioned above, this request should be dealt with under the procedure adopted by the Conference on 8 June 1959 for the appointment of Conference committees, and that it should therefore be referred to the Appeals Board provided for under that procedure.

3. The Appeals Board appointed by the Governing Body of the International Labour Office at its 229th Session (25 February-1 March 1985), selected from among the persons designated for that purpose by the Conference at its 69th (1983), 70th (1984) and 71st (1985) Sessions, was composed of Mr. J. A. Barboza Carneiro, Mr. Luigi Cottafavi and Mr. Pierre Laroque. It met at the Palais des Nations on 20 and 21 June 1985, under the chairmanship of Mr. Laroque, to examine the above-mentioned request in accordance with the terms of reference assigned to it by the Conference decision of 8 June 1959.

4. In discharging the responsibility entrusted to it, the Board considered, as all its predecessors had done, that it was essential, firstly, to guarantee the right of all the parties concerned to appear before the Board, and, secondly, to follow an expeditious procedure so as to enable its decision to become effective at as early a stage of the Conference as possible. On this latter point, in view of the circumstances mentioned above which led to its being requested to meet, the Board is required to give its ruling towards the end of the session of the Conference, which will of necessity reduce the practical effects of the decisions it is called upon to take. It is pointed out that the Conference's decision of 8 June 1959 did not set any deadline for the lodging of appeals for hearing by the Board, and the Board is of the opinion that in future, to enable it to discharge its responsibilities

properly, it would be desirable to set a specific time limit for the lodging of such appeals, which might perhaps be 48 hours as from the publication of the decisions of the Conference relating to the composition of committees, as well as similar time-limits for the submission of observations by the parties involved.

5. Owing to the circumstances recalled above, to ensure equality of treatment between the delegates appealing and the group against which their appeals had been made, and to afford an opportunity for the former to state the grounds for their appeals and for the latter to explain the decisions appealed against, the Board decided at its meeting on 20 June to invite the appellants and the spokesmen for the Employers' group to put forward their arguments on the afternoon of the same day and, if they thought fit, to hand in to the Office of the Clerk of the Conference the following morning a recapitulation note in writing. The Board wishes to thank both the appellants and the Officers of the Employers' group for responding, with one exception, so promptly and readily to its requests for their attendance. Thanks to the co-operation of all concerned, even at very short notice, the Board is of the opinion that the parties concerned have been able to exercise fully their right to be heard on a footing of complete equality.

#### **STATEMENTS OF THE EMPLOYERS' DELEGATES OF THE SOCIALIST COUNTRIES**

6. Summarising the point of view of the socialist Employers, Mr. Tesař (Employers' delegate, Czechoslovakia) and Mr. Khokhlov (Employers' adviser, USSR) stated that the restriction of the right of the delegates heads of socialist enterprises to participate fully in the work of Conference committees was one of the most obvious forms taken by the discrimination to which they were subjected by the so-called majority of the Employers' group. This discrimination, which according to them had been practised since the socialist countries first began to participate in the activities of the ILO, was contrary to the principles of co-operation on a footing of equality in the Organisation and jeopardised its universal character. The position in which the managers from socialist countries were placed in the ILO did not take account of the significance of the economy of the socialist countries in the world of today and was in contradiction with the development of working relationships between countries with different social systems.

7. In their view, the restriction, on the pretext of "group autonomy", of their right to full membership of committees of their own choosing also constituted an infringement of their right to vote individually, as conferred by paragraph 1 of article 4 of the Constitution on every delegate nominated in accordance with paragraph 5 of article 3 of the Constitution whose credentials were recognised by the General Conference.

8. They emphasised that such a restriction made it extremely difficult for delegates of heads of socialist enterprises to defend the interests of the managers of industrial enterprises in socialist countries whom they represented. It was the representatives of each country, and not the majority of the Employers' group, who should have the right to decide which committee they would sit on and what position they would adopt when called upon to vote. The participation of Employers from a series of capitalist countries, such as the United States, as members, in the work of the most important Conference committees was glaring evidence of this discrimination and of the hollowness of the hackneyed arguments put forward by the majority of the Employers' group in its defence. This discriminatory practice, first applied to heads of enterprises from East European socialist countries, had now been extended to Employers' delegates of countries in other regions.

9. In conclusion, the socialist Employers' delegates requested the Appeals Board of the 71st Session of the General Conference of the ILO to give favourable consideration to the statement of the delegates of heads of enterprises of socialist countries so as to enable them to participate as members in the work of the Conference committees of their choice and so as to ensure that the number of members of committees was not subjected to an arbitrary limitation.

10. Mr. Marx (Employers' delegate, German Democratic Republic) observed that under the Constitution all delegates could participate in votes during the Conference, but this was not the case in the Employers' group. Under the terms of article 4 of the Standing Orders of the Conference, only the Selection Committee had the right to take decisions as to the composition of committees.

11. He pointed out that the rate of growth of socialist enterprises and the active part they played in international trade demonstrated that they were genuine enterprises. They traded also with Western countries, and yet they were not represented in Geneva. The reason why they often voted in the same way as their governments was that they had the same aim of enhancing the well-being of the workers, unlike the capitalist countries, which were only interested in making profits.

12. Bearing in mind their economic activities, the socialist enterprises did not deserve this arbitrary treatment by the majority of the Employers.

13. Mr. de Los Reyes (Employers' delegate, Cuba) remarked that Cuba was discriminated against in the same way as the East European Employers, even though this rule did not apply to certain socialist countries located outside Europe, and he asked the reasons for this.

14. As he saw it, the decision of 1959 on the appointment of committees was of a general nature and did not explicitly limit the number of representatives per committee to two. It was a purely verbal agreement and nothing more.

15. Mr. Martos (Employers' delegate, Hungary) had wished to sit on committees, but had been informed without being consulted that his country could only have deputy members. He had represented the socialist States on the Committee on Structure for two years, but he had been refused the right to vote.

16. Mr. Khokhlov conceded that all States could not be represented on committees. However, the Employers' group must be more democratic and must give favourable consideration to requests for titular membership of committees without in posing arbitrary restrictions upon the number of representatives.

17. Mr. de los Reyes observed that certain countries, such as the United States, had titular members on all the committees, which was not the case for the socialist countries.

18. Mr. Tsembe (Employers' delegate, Mongolia) had wished to be a titular member of the Committee on Structure and the Resolutions Committee, but the Employers' group had denied him this possibility on the pretext that in these committees there were already two representatives of socialist countries.

19. Mr. Mardoniev (Employers' delegate, USSR) confirmed that he had not been consulted as to the committees on which he might sit, and deplored this situation.

20. Mr. Tsembe expressed the view that it was the socialist Employers and the Employers from third-world States who constituted the real majority.

#### STATEMENT OF THE CHAIRMAN OF THE EMPLOYERS' GROUP

21. By a letter dated 20 June 1985, the Chairman of the Employers' group informed the President of the Conference that he had just received from the Clerk of the Appeals Board a communication informing him that the Employers' delegates of the following countries had challenged the decisions taken by the Employers' group on 7 June 1985 and requested their appointment as voting members of certain Conference committees:

- Bulgaria, German Democratic Republic, Mongolia, Hungary and Czechoslovakia: Committee on Structure.
- Bulgaria and USSR: Resolutions Committee.

22. He recalled that the great majority of the members of the Employers' group were of the opinion that the system adopted, which empowered a Board composed of persons from outside the Conference to take decisions without appeal relating to the functioning of the Conference, was in contradiction with the right of all delegates to vote individually on all matters before the Conference (article 4 of the Constitution). He remarked that this procedure, which had been adopted by the Conference in 1959

by a small majority, struck a severe blow, in their opinion, at the principle of tripartitism, which was the cornerstone of the International Labour Conference.

23. The Chairman wished to deal with the matter from the standpoint of the Conference's decision of 8 June 1959, which had defined in the following terms the principle whereby it was incumbent upon the Board to examine the appeals put before it:

The Conference has the duty to ensure equality of treatment for all members attending the Conference. Specifically this principle applies to the question of full participation in the work of the committees of the Conference.

24. As concerns the membership of the committees, he pointed out that this equality of treatment was assured by the provisions of paragraph 2 of Part II of the aforementioned decision, which provided that "every delegate making application to his group for membership of a committee shall be placed on the list of members of that committee".

25. The Chairman of the Employers' group claimed that there was no questioning the fact that all Employers' delegates who had applied for membership of a committee had been placed on the list of members of that committee by the secretariat of the group, on a footing of complete equality, as could be seen from the annex to the first report of the Selection Committee. He emphasised that under article 56, paragraph 5, of the Standing Orders of the Conference, all the members of a committee had the same rights and the same possibility of participating in the work of that committee, with the exception of the right to vote, which they could, however, in fact exercise when they replaced a voting member.

26. As regards the granting of this right to vote to certain members of Conference committees, on the recommendation of their group, he considered that this should be deemed to be a delegation of powers on the part of the group in question to a small number of persons with the responsibility of representing it when votes were taken. This number needed to be limited to ensure that the group could vote in full strength whenever votes took place. Paragraph 3 of Part II of the Conference's decision provided in fact that the Conference, on the recommendations of the groups, should decide how many and which members of each group would have the right to vote in each committee, and it followed from this that certain members might not have this right.

27. In the circumstances, how was the principle of equality of treatment applied in practise? It certainly did not give any delegate a right to be appointed as a voting member simply because he had expressed the desire to be granted this right. Such a procedure would render meaningless both the elections and the decisions of the groups as to the number of voting members on each committee. As for the principle of equality of treatment, the Chairman declared that he had on the other hand insisted that all the applicants should be placed on the same footing in their group and that the final choice should be made by means of a democratic procedure designed to ensure that the voting members of a committee really had a mandate from their group.

28. The Chairman of the Employers' group stressed that the democratic character of the procedure followed was attested to by the report of the representative of the Secretary-General on the Employers' group meeting of 7 June 1985.

29. Moreover, the situation today was basically different from that of the years 1959 to 1967, when the Appeals Board had acceded to most of the requests made by Employers from the East European countries, Mongolia and Cuba. In effect, since 1968, an agreement of principle had been concluded each year, on the first day of the Conference, between the Employers of these countries and the majority of the Employers' group whereby the group registered all the applications for titular and deputy membership and transmitted them to the Selection Committee, on the condition that the Employers' delegates from the East European countries, Mongolia and Cuba, together, had not applied for more than two seats on each committee. Two seats being the maximum number that the Appeals Board could award to delegates who considered that they had been unfairly treated because they had not been included in the voting section of their group in Conference committees, the purpose of this agreement was to make it unnecessary for the delegates from the aforementioned countries to file appeals every year the outcome of which was not in any doubt in view of the decisions taken by the Appeals Board in previous years.

30. The Chairman recalled that this year, as stated in the report of the representative of the Secretary-General on the Employers' group meeting held on the morning of 7 June, the above-mentioned agreement had been confirmed without comment or objection.

31. Before dealing with the substance of the issue raised by the requests before the Appeals Board, he wished to draw attention to two particular cases:

1. Upon the resumption of the meeting of 7 June, after the group had decided without objection to transmit to the Selection Committee a list of applicants for membership of the Committee on Structure containing the names of two of the five delegates from the socialist countries mentioned above who had applied this year for a voting member's seat, Mr. Marx (German Democratic Republic) had requested—after the expiry of the time limit for applications for voting membership, set at 1 p.m. on the same day—that his application for a seat as a deputy member be accepted as an application for a third seat as a titular member. The Chairman had pointed out to Mr. Marx that his request had been made too late, and that furthermore it was in breach of the agreement renewed that very day in the Employers' group. As Mr. Marx pressed his point, his application was put to the vote and rejected by 51 votes to 3, with 4 abstentions.

2. Mr. Tesař (Czechoslovakia), who asked to be a titular member of the Committee on Structure, had applied to be a deputy member of that Committee, as could be seen from his application form. His request could not therefore be taken into consideration.

32. The Chairman of the Employers' group had the following comments to make on the substance of the matter:

1. In accordance with an agreement renewed at every session—including the present session of the Conference—the Employers' group had made no objection to the appointment of two of their colleagues from Eastern Europe, Mongolia and Cuba as titular members of the Committee on the Application of standards (Czechoslovakia and USSR) and the Committee on Structure (USSR and Cuba). In the case of the Resolutions Committee, by virtue of the same agreement, the delegates of Bulgaria, the German Democratic Republic and the USSR were able to register as titular members, one of these three registrations being the result of a material error and not the making of an exception by the group. The group had in fact refused the applications of the delegates of Bulgaria and the USSR on the basis of the aforementioned agreement. In the case of the Committees on Equality in Employment, Occupational Health Services, Apartheid and Convention No. 63 (Statistics), only one application from the countries in question was registered and transmitted to the Selection Committee.

2. In view of these seven applications the granting of which would have had the effect of calling in question the agreement concluded on 7 June in respect of two of the Conference committees, the group could of course have reconsidered all its nominations for all the committees, and it was possible that none of the voting members' seats might have been attributed to any employer from the East European countries, Mongolia or Cuba, as had been the case from 1954 until 1967, prior to the conclusion of the agreement between the delegates of these countries and the majority of the group. Such an attitude would have considerably hampered the functioning of the Conference, and for that reason it had been decided not to take that course this year.

33. The Chairman of the Employers' group expressed the view that, without prejudice to the opinion of the majority of his group as to the conformity with the Constitution of the decision of 1959 to set up the Appeals Board or the attitude the group might adopt in the future on the question of the renewal of the 1968 agreement with the Employers from the Socialist Countries of Eastern Europe, Cuba and Mongolia, the only course open to the Appeals Board was to take note of the agreement confirmed on 7 June and dismiss the appeals the granting of which would be in breach of that agreement.

#### RULING OF THE APPEALS BOARD

34. The uncontested principle laid down by the Conference on which the Appeals Board must base its ruling is as follows:

The Conference has the duty to ensure equality of treatment for all members attending the Conference. Specifically this principle applies to the question of full participation in the work of the committees of the Conference.

The Board notes, however, that the decision of 8 June 1959 does not lay down any criteria to be observed by the Board in implementing this principle. Even though it thus enjoys a very broad measure of discretion, the Board is of the opinion that it must avoid any arbitrary action, and it has prescribed for itself, in the exercise of its discretion, the following rules of conduct:

- the appeals which the Board is called upon to hear relate to decisions concerning the composition of committees taken by the Conference itself, which is sovereign in this respect;
- in view of the restricted membership of Conference committees and the need to ensure that their composition is representative and well balanced, it is not possible for each group to meet all the individual requests for voting membership and choices have to be made;
- in the formulation of proposals by the groups for the seating of their representatives as members of committees, the exclusion of delegates purely on the ground that they belong to a particular economic-social system is not in conformity with the principle of equality of treatment for all members of the Conference.

35. It appears from a comparison of the explanations furnished by the delegates appealing and by the Chairman of the Employers' group that the limitation to two of the number of Employers' delegates from certain socialist-economy countries in the voting section of each committee, in pursuance of an unofficial agreement concluded within the Employers' group which has today been challenged by the delegates of these countries, is not based on any specific objective criterion and is tantamount to a purely arbitrary distinction. Moreover, when the Appeals Board has been called upon in the past to rule on appeals by delegates, it has always held that any distinction made between delegates from socialist-economy countries and those from other countries infringed the principle of equality for all delegates to the International Labour Conference and was to be condemned as such.

36. The Appeals Board accordingly recommends that if a general agreement cannot be reached among the members of the Employers' group with respect to the distribution of voting members' seats on the Conference committees among the Employers' delegates of all the countries represented in the International Labour Organisation, efforts should be made to establish objective criteria applicable uniformly to all delegates.

37. In these circumstances the Board cannot consider itself bound by the unofficial agreement concluded in the group, particularly since this agreement has been challenged by some of the parties to it.

38. The Board notes that a certain number of Employers' delegates from the European socialist-economy countries, Mongolia and Cuba have been refused membership of the voting sections of several committees solely on the basis of the above-mentioned agreement, without any other consideration being invoked in support of this refusal, apart from the limitation to two of the number of Employers' delegates from these countries in the voting sections in question. These delegates can therefore consider

themselves to have wrongfully and unfairly treated by the making of such a distinction. The Appeals Board has therefore considered that it should examine whether there were other valid grounds for the refusals in question.

- (i) the appeal of Mr. Tesař, Employers' delegate of Czechoslovakia, could not be entertained as his application to the Employers' group for a non-voting deputy member's seat and not a voting member's seat, on the Committee on Structure had been accepted;
- (ii) the application of Mr. Marx, Employers' delegate of the German Democratic Republic, for membership of the voting section of the same committee was submitted after the stipulated deadline, the only application made before the deadline having been for non-voting deputy membership. The appeal of this delegate has therefore had to be disallowed;
- (iii) Mr. Glavanakov, Employers' delegate of Bulgaria, did not answer the personal summons to appear addressed to him by the Board and has furnished no justification for his absence, nor any explanation in support of his appeals against the refusal to allocate him seats as a member of the voting sections of the Committee on Structure and of the Resolutions Committee. It has therefore not been possible to allow these appeals.

39. The Appeals Board accordingly has had to deal with the following appeals:

- one from Mr. de los Reyes, Employers' delegate of Cuba, for the Committee on the Application of Standards;
- one from Mr. Martos, Employers' delegate of Hungary, and one from Mr. Tsembe, Employers'

delegate of Mongolia, for the Committee on Structure;

- one from Mr. Mardoniev, Employers' delegate of the USSR, for the Resolutions Committee.

In the absence of any valid grounds for the refusal of these four requests, the Appeals Board has decided that they should be granted.

40. Consequently, the Appeals Board decides as follows:

- (1) Mr. de los Reyes, Employers' delegate of Cuba, is to be added to the voting section of the Committee on the Application of Standards;
- (2) Mr. Martos, Employers' delegate of Hungary, and Mr. Tsembe, Employers' delegate of Mongolia, are to be added to the voting section of the Committee on Structure;
- (3) Mr. Mardoniev, Employers' delegate of the USSR, is to be added to the voting section of the Resolutions Committee.

41. Under the terms of Part III, paragraph 3, of the Conference's decision of 8 June 1959, it is incumbent upon the Conference to make the necessary arrangements to preserve the equality of voting strength of the three groups where the composition of the voting sections is altered by the decision of the Appeals Board. The vote weighting system in operation will enable this requirement to be met.

Geneva, 21 June 1985.

(Signed) Pierre LAROQUE,  
Chairman,

J. A. BARBOZA CARNEIRO,  
LUIGI COTTAFANI.







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# **Provisional Record**

Seventy-first Session, Geneva, 1985

## **Twenty-Sixth Sitting**

Saturday, 22 June 1985, 10.00 a.m.

*Presidents: Mr. Ennaceur, Mr. Grekov*

### **TWELFTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION**

*Interpretation from French:* The PRESIDENT—We shall first of all consider the 12th report of the Selection Committee.

I would ask Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to submit his report.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua; Chairman of the Selection Committee*)—I have the honour to submit to this Conference the 12th report of the Selection Committee. This report contains recommendations concerning representation of a non-governmental international organisation at the Conference. It also contains certain changes in the membership of committees.

I commend this report for adoption by the Conference.

*Interpretation from French:* The PRESIDENT—The discussion on the 12th report of the Selection Committee is now open. If there are no objections, I will take it that the report is adopted.

*(The report is adopted.)*

### **REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (concl.)**

*Interpretation from French:* The PRESIDENT—We now go on to the discussion of the Reports of the Governing Body and the Director-General.

Mr. LOFBLAD (*representative of the International Federation of Building and Woodworkers*)—Mr. President, let me first of all congratulate you on being elected to the position of President of this year's session of the International Labour Conference. It is an honour to your country, Tunisia, and you are well qualified for the task as you have already shown by so diligently leading the work of the Conference here.

Secondly, I should like to congratulate the Director-General on his excellent Report which continues to be an annual document that is of extreme value for us all in the labour movement, not only at this Conference but useful for reference on many occasions.

Let me once again thank the Director-General for putting such emphasis on the work of the industrial committees of which two come within the jurisdiction

of the organisation that I have the honour to represent here, the International Federation of Building and Woodworkers: the Tripartite Technical Committee for Building, Civil Engineering and Public Works and the Tripartite Technical Committee for the Forestry and Wood Industries.

The First Session of the Tripartite Technical Committee for the Forestry and Wood Industries will take place in September this year. We are attaching the greatest importance to this meeting since the following items are on its agenda: the achievement of full employment in the wood industries; and working, living and social conditions in forestry.

I have no doubt that this committee meeting for such a world-wide important industry as wood and forestry will be useful, interesting and productive.

Let me only express the wish and hope that the ILO itself and even more the member countries will follow up the decisions taken at the meeting as far as resolutions and conclusions are concerned. In the past, we have found a deplorable negligence on the part of the member countries in their understanding of the importance of these committee meetings within the framework of the ILO and the necessity to follow up their work in every country. Only when we have good follow-up procedures will the work of the committees themselves have a real impact on developments. We are looking forward to a change in attitude in this respect.

As always, the trade unions in our International Federation are at your service when it comes to co-operating in the work of the industrial committees, because we consider them as one of the most important instruments of the ILO for contributing to rational developments in the industry concerned, in the interest both of the workers, employers and of society as a whole.

All the items on the agenda of this 71st Session of the International Labour Conference are of the utmost importance. But let me say that we, in the International Federation of Building and Woodworkers, are especially satisfied that item VI, Safety in the use of asbestos, has been put on the agenda for the first discussion this year. From our own experience in the industry and the result of research in the medical profession, it has been proved that asbestos is an extremely dangerous material to handle. It took a long time to prove that it was such a great cause of cancer in the human body. The time is overdue for swift action. Our hope is that, very soon, the use of asbestos will be abolished. But the problem is complex because asbestos has been used for quite some time and it has been used as building material in so many buildings which will stand there for a long time

to come. However, I wish to express the concern and hope of the workers that the work of the ILO on this great health hazard will be taken seriously also by governments and employers and that it will result eventually in an ILO Convention that can be adopted and ratified when the work is over here after next year's session. We will have to come back to the problem of asbestos and we will continue to fight for our members' rights to be informed about the danger of working with this material and to be protected against this kind of health hazard. We demand the full co-operation of governments and employers, regardless of economic interests involved.

On the whole, I should like to express my appreciation of the work done by the ILO in the field of health and safety. It is of outstanding importance to us all and it deserves the support of all of us in the international organisation, the workers, the employers and governments of Member countries.

Allow me to express the gravest concern about violations of the Freedom of Association and Protection of the Right to Organise Convention; 1948 (No. 87). I notice a strong trend toward a hardening of the attitude of governments and employers against free trade unions. In 1981, we applauded Lech Walesa when he came here and spoke for 12 minutes to the Conference. We honoured him for his courage to stand up to his Government and build a free trade union movement. But was it only in Poland that we wanted a free trade union movement? No. It was everywhere, because we believe that a free trade union movement can make a contribution to society as a whole and that only free trade unions can represent workers against strong governments and tough employers. It is a disgrace to the free world that, in so many countries, ILO Conventions Nos. 87 and 98 are being violated. I know that this is giving the ILO a great deal of serious concern. Let me go on record as saying that this anti-trade union attitude on the part of governments and employers must come to an end. The violations of international labour Convention and the trade union busting that we are witnessing today are against the tripartism that we are supposed to honour so proudly within the framework of the ILO. Not only do we have violations of international labour Conventions and outright union busting; we have now in every country to live with one kind of anti-trade union activity or another. If it is not so brutal, it is still always there. The anti-trade union activity takes on more sophisticated shapes and forms. We hear all this talk now about unions being too strong, too influential and too militant. This picture is untrue. In reality, the trade union movement is very weak in many countries, even in economically well developed countries. We in the trade union movement respect governments and employers. We demand the same in return. We demand that free trade unions also be respected everywhere.

The ILO itself is built on the tripartite principle. That is the foundation of democratic society. If this principle is being undermined, it will be detrimental to society and all its citizens. A union-free society will not be a problem-free society.

Therefore, let free trade unions grow according to the will of the wage earners. That will also make this Organisation, the ILO, more meaningful and effective on behalf of all peace-loving people on the earth. Then, together, let us work together in trying to get

rid of the scourge of unemployment, whose terrible social ramifications we only see the beginnings of.

Mrs. DAM (*representative of the Federation of Associations of International Civil Servants*)—It is a great privilege for the Federation to be given this opportunity to address the International Labour Conference. As you may be aware, the Federation of Associations of International Civil Servants is a world wide federation of associations and unions of the staff of the United Nations common system. It includes among its members not only the Staff Union of the ILO but unions of other major agencies and also associations in a number of smaller duty stations in the field. The Federation co-ordinates activities of its members and is the representative and spokesman for over 30,000 staff.

I shall confine my remarks today to two issues which your Conference has had under discussion—issues which are of great concern to the staff of the United Nations common system as a whole and the staff of the ILO in particular. These two issues are the post adjustment freeze, which has been mentioned by your Finance Committee in its report, and the status of women workers in the international civil service, the status of women workers having been examined by one of your technical committees.

Your Finance Committee has noted a reduction in the ILO's budget for 1986-87 of \$2.1 million, as a result of a freeze in the post adjustment of the ILO's staff. This reduction is not unique to the budget of the ILO. Reductions of a similar magnitude have been noted by the governing bodies of other organisations in the United Nations common system. I should like to draw your attention to the fact the staff of the common system consider that this action to freeze post adjustment violates the rules governing our system of salaries and allowances. As a result, staff who have been affected by the post adjustment freeze have lodged appeals against the action.

The post adjustment system is a complex device for equalising the purchasing power of salaries paid to international civil servants in duty stations throughout the world. The International Civil Service Commission, a body which has been established by the General Assembly of the United Nations to regulate and co-ordinate the conditions of service of the United Nations common system and whose statute was accepted by the ILO, decided last year, after full staff consultation, to correct an error in the calculation of the post adjustment index for New York, the base of the post adjustment system. This meant an increase in the post adjustment for New York, which had a direct impact on many other duty stations where the post adjustment had to be recalculated.

Subsequent to the promulgation of this decision and the implementation of the first part of the increase, the General Assembly adopted a resolution by which it requested the Commission to suspend implementation of the increase for New York and to take whatever related measures were required in respect of the post adjustment level at other duty stations in order to ensure equivalence of purchasing power with New York.

In response to this resolution the International Civil Service Commission decided to freeze the New York post adjustment retroactively and to suspend announcements of increases in post adjustment for other duty stations. This was done in spite of a strong

plea by the staff who pointed out that the freeze was of doubtful legal validity and interfered with the normal operation of the post adjustment system. Furthermore, the decision to freeze the post adjustment had been taken without staff consultations.

The instructions from the General Assembly to the International Civil Service Commission to reverse the Commission's earlier decision are in violation of the Commission's statute and, in effect, invite the Commission to disregard that statute. The decision to freeze the post adjustment in New York and to take consequential measures in other duty stations is in contradiction to the former decision to correct the post adjustment index in New York. The Commission has thus disregarded its own statutory powers. Since it is a general principle of law that any authority is bound by the rules it has itself laid down until such time as it has modified or abrogated them, the General Assembly's action of interfering with the normal post adjustment system is patently illegal.

International civil servants are no different from other workers—be they in public service or the private sector. These are times of economic austerity where it is necessary to show restraint. We do not claim special privileges of consideration but ask only that decisions which affect us be taken with regard to the due process. The General Assembly has set a very bad example by its actions, when in fact the United Nations should be setting a good example as a good employer.

Appeals against the decision to freeze the post adjustment have already been launched by staff in New York, Washington and Iraq. The post adjustment was frozen in Switzerland on 1 April 1985, and in the next days appeals will be addressed to the executive heads of the organisations based in this country.

The post adjustment dispute is something which will be settled in the appropriate forums—the Administrative Tribunals of the United Nations and of the ILO. As pointed out by both Mr. von Holten and Mr. Muhr, the Conference should take note that savings being anticipated as a result of the freeze may be negated if the appeals being made by the staff are successful.

With regard to the second issue, that of the status of women in the international civil service, the Federation which I represent applauds the International Labour Conference for its efforts concerning equality of opportunity and treatment for women workers. We are anxious to see women increase their participation in the international organisations and thus play a more important role in the development process.

This is the year in which the United Nations Decade for Women draws to a close. In reviewing the achievements made during the Decade we note that some international organisations have actively pursued policies to improve the recruitment and advancement of women, but in general there has been very slow progress in achieving the targets the organisations themselves had set at the beginning of the Decade. There is a need to improve career prospects through training and the enhancement of upward and lateral mobility. In the international organisations women are still concentrated in clerical and secretarial jobs, translation and editorial sections, libraries and the lower levels of administration rather than in key policy-making posts. The govern-

ing council of our Federation identified a series of measures which should be adopted by the organisations to correct the imbalance between men and women. These proposals will be brought to the attention of the international organisations, through the appropriate inter-agency bodies in the course of 1985. In addition, we will provide input to discussions to be held next month by the International Civil Service Commission on the recruitment of women.

A delegation from our Federation will attend the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women in Nairobi. We sincerely hope that resolutions coming out of the Nairobi Conference will also address the issue of women's role in the international organisations. We ask for your support in our efforts to achieve this.

*Interpretation from Spanish:* Mr. PLA RODRÍGUEZ (*Government delegate, Uruguay*)—Mr. President, I shall not refer in my remarks to the situation in our country since the other Uruguayan delegates, who preceded me, have already spoken about it from their respective standpoints. They all concurred in stressing the significance of the return of democratic Uruguay, the real Uruguay, to the ILO. In my own capacity as a university professor, I associate myself in this national manifestation in which all Uruguayans are involved, regardless of possible differences of opinion or outlook. It is my intention to confine myself to considering the main topics dealt with by the Director-General in his Report, namely tripartism.

I must begin by congratulating the Director-General on the wisdom of his choice of this subject, which bears witness to the sensitivity, perspicacity and lucidity of this very special universal body which observes and encompasses the whole of the world of labour.

Not only is the theme of the Report important in itself it focuses attention on the situation today in many countries, who are adventuring into the realm of concerted social dialogue, which is what we call this great subject dealt with in the Report. It does not matter what this process is actually called in the different countries, with their varying systems; the basic idea is what counts.

Of course, this is by no means a new subject, since it has been the cornerstone of the ILO since its foundation; however, what is new in this approach is that we are not merely concerned with tripartism inside the ILO, but outside it.

In other words, we are going beyond the structure of an Organisation and looking into the very spirit of our action. The conception of the social issue, which was implicit in the thinking of the ILO's founders when they decided on the form it should take, is today being extended to encompass the whole of the economic and social life of nations. The spirit in which we undertake our mission is inextricably linked with the structure and points the way, the action, we should take; this, in itself, becomes a goal and an objective and a valid means of dealing with social and economic problems.

This action involves two basic alternatives, on which I should like to make a few comments.

The first of these involves the adoption by the social partners of a policy of understanding and not conflict.

The second presupposes that the public authorities opt for negotiation rather than impose their will on the multiple problems existing in the social and economic field.

The first alternative implies that dialogue takes precedence over the adversarial approach, as the Director-General points out in his Report.

Objectively speaking, it is better to opt for compromise and dialogue rather than confrontation, provided that this is used to unite forces and save the energy wasted in useless conflict.

In so far as peace is preferable to conflict and harmony to discord, we have to prefer agreement to misunderstanding.

Conflict presupposes a struggle between two parties, to determine which is the strongest, the cleverest, the most resistant, the most powerful. Consequently, each of the parties seeks to fortify itself and weaken the other, which leads to impoverishment on both sides.

At a time when all countries, developed or not, rich or poor, big or small, are faced with serious problems, it is vital that we should prefer to join forces and co-operate with each other in order to overcome these problems and not waste our efforts in clashing with each other, which only does harm to everyone.

This does not imply that we should be weak or abandon our positions.

The policy of negotiation and dialogue can be just as energetic as a policy of conflict, but it can be more fruitful than blind and systematic hostility and more advantageous in the short and long term than a policy of conflict. Everything depends on our perseverance, ability and patience in trying to attain our objectives.

Although these arguments might seem clear and simple viewpoints often differ so much that it appears impossible to reach a basic understanding. There can only be a truce in a long-lasting and inevitable conflict.

However, the Director-General's Report contains a statement which overrides this objection when he asserts that: "the sides have common and diverging interests" (page 53 of the English text).

Indeed, this problem cannot be simplified. It cannot be brought down to the mere consideration of whether employers and workers have common or opposed interests. The reality is much more complex and cannot be dealt with so lightly. It is not a question of two extremes; those with common interests or opposed interests. It is a matter of concern to everyone to keep the undertaking running as it is a source of labour, and to increase its production and guarantee its profitability. However, views differ as to how the profits should be distributed and powers shared. There are many situations in which common and diverging interests coexist.

It is quite certain that the alternative of compromise is the most difficult to achieve. After all, it is always easier to quarrel than to reach agreement. To reach an agreement, the two parties with different points of view and concerns must reconcile their opposing interests and give way on some points. However, if both parties keep to their positions and make no efforts whatsoever at conciliation, confrontation is inevitable.

The easiest and most natural way out of a situation is conflict and not agreement. Agreement requires

efforts, imagination, broadmindedness, a vision of the future, flexibility and a capacity for negotiation.

In addition, without needing to share any ideological conception of class struggle, the different positions occupied by the social partners determine the differences in their approach and points of view. While those who belong to the same political trade union movement have differences of approach according to the position which they occupy and which bring them face to face with different problems, it is much more understandable that people who occupy very different positions on the social and economic level should disagree. This means that a concerted effort, however necessary and useful it may be, calls for a serious and courageous effort. There is no automatic remedy or infallible solution.

Furthermore, there are certain indispensable conditions which may be summed up in three main ideas. First, there must be a strong trade union organisation at the national level, since the majority of agreements are concluded at this level. It is clear that this presupposes a sound and active general structure. Second, the occupational organisations on the employers' and workers' side must be genuinely representative. The delegates who are involved have great influence, but they also assume commitments and responsibilities which must be backed by the working masses and all the employers concerned. Otherwise the system will not work. A purely symbolic organisation is not enough. It has to have some authority vis-à-vis the rank and file and reflect their aspirations. Thirdly, there must be a will to work together. It is not just a question of occupying high posts in order to obtain information and influencing people. To reach an agreement, there has to be a genuine willingness to negotiate. This means that it is possible to defend the viewpoints of each party but not always make them prevail.

The second option presupposes the solution of one of the most difficult problems of the world today.

Within the context of the ILO it is not necessary to justify the autonomy of the social partners or the importance of collective bargaining, which can be used to deal with all the subjects relating to the working world.

But the importance of this basic idea, which has the prestigious backing of Convention No. 98 and the case law of the Committee of Experts, should not make us disregard another no less important fact.

I refer to the responsibility of the public authorities to deal with the economic problems of the community.

It is many years since we went beyond the liberal view that the less government there is the better or that the internal laws of the economy are so effective that they can be relied on to solve any problems that arise.

The problems facing the economies of our countries are so serious that we cannot forget them. They can be summarised in three tragic words: inflation, unemployment, foreign debt. Governments cannot remain indifferent to these problems. They have to face them, decisively, rapidly and energetically.

If a government acts on its own and restricts the autonomy of the social partners, it is violating the principles of the ILO.

If the social partners act alone, they lose control of the economy and fail to discharge a fundamental and untransferable duty.

The solution of dialogue tells us that economic policy should not be imposed exclusively by the government but should be discussed with the social partners so as to find a common solution.

A Spanish author said not long ago that in the present economically and politically developed societies government by prerogative is not viable in the long term because governments tend to rely to an increasing extent not on their prerogative to impose a final decision but on their capacity to carry out coherent and effective policies through general consensus and within a context of concerted participation. Governments in free and developed economies must be promoters and negotiators and have the necessary strength, initiative and vision, instead of being only the final arbiter of what has to be done.

This wise assertion, which we consider valid for every type of economy, calls for a clarification both as to terminology and substance.

We prefer to use the expression "tripolar negotiation" because though it is less well known it seems to us more expressive than the word "tripartism".

It can cover government attitudes of various types: arbitration pure and simple, which confines itself to ironing out the differences between the parties; or direct involvement in which the government intervenes as one of the negotiators with its own ideas, concessions and goals.

The expression "tripolar" seeks to highlight the latter approach, where the State intervenes with all the resources at its disposal, puts forward for negotiation a host of issues, broadens the scope of the debate and enables wider participation by the social partners.

It is this type of attitude of the State and government which is the best form of concerted effort and opens up the best prospects for a solution and for the aspirations of the world today.

It is symbolic that the first session of the Conference in which an authentic Uruguayan delegation takes its place once again should be that which offers us precisely this main topic for reflection.

*Interpretation from Farsi:* Mr. NEMATZADEH (Employers' delegate, Islamic Republic of Iran)—As the representative of the employers of the Islamic Republic of Iran, I wish to congratulate you on your election to high office. I hope that under your leadership the Conference will be able to take effective steps towards attaining the positive goals of the Organisation.

Whenever an international conference or a seminar is held, and representatives from different parts of the world gather to study an issue, the deprived people of the world ask themselves "What positive steps will be taken to remove the poverty and abasement of the deprived?" Unfortunately, experience has shown that in most cases a definite answer is not given to meet the needs and wants of the deprived of the world.

According to the Report of the Director-General, the present world situation is undergoing basic changes. Countries are faced with a series of problems such as: decrease in economic growth, changes in the patterns of international trade in commodities, manufactures and services, imbalance of payments, debt crisis, the high rate of inflation and issues stemming from technological changes.

The totality of these problems have a deep and extensive effect upon socio-economic institutions.

The Director-General in his Report has suggested tripartism as one of the basic solutions for the acute economic problems the world is facing today. Without doubt, if tripartism exists in the true sense of the word, the social partners would sit beside each other to regulate labour relations and employment conditions, having noted the realities of their society. In this way, they could solve many of the problems of their society. But the problems which many of the Third World countries are facing cannot be solved with the normal mechanisms of tripartism because of the functions of the systems of world arrogance of the East and the West.

Models imposed by the Powers ruling the world have changed the social, economic and political structures of these countries in such a way that any kind of development and progress is dependent upon the use of those models.

On the one hand, industrialised societies which have developed technology refrain from transferring their appropriate technology to these countries and attempt to impose the type of technology which makes those countries dependent upon them more than ever, making the continuation of work without foreign advisers impossible.

On the other hand, as developing countries, for their production, require a large number of technical staff and local specialists, the industrialised and rich countries continue to find, encourage and attract the limited number of educated and technical experts available in poor and developing countries. Daily, thousands of these individuals who have received technical training and education from the resources of their own country are employed to carry forward the goals of arrogance, having been alienated by them. As a result, these individuals who were supposed to be defenders of the rights of their own people have been made into tools for multinational companies among whose goals are the exploitation of natural resources and a cheap labour force.

In addition, as to the fact that in some societies the governments themselves are agents of World Arrogance, and have attained power and are supported by them, in order to preserve themselves and the interests of their masters, they implement labour policies for their own benefit and all of this is done without any consideration of the real interests of workers and employers. These kinds of governments, through various means, prevent the real partnership of workers and employers in solving their problems and they themselves deepen the cleavage between workers and employers.

In addition to these issues, the continuous military and political interference by Eastern and Western Superpowers in these countries increases the economic and social problems of these countries. These Powers, by creating internal disturbances, or applying pressure from the outside upon the deprived people, for instance by imposing an undesired war upon them, diminish the remaining material and human resources of their countries so that no capital remains for productive activities and, as a result, it can be seen that the capacity for national development of these countries declines.

In view of the economic, social and political problems imposed on the developing countries, as has been briefly mentioned here, perhaps no way



exists other than sincere co-operation between the government, employers and workers of these countries for their self-reliance and progress.

One of the achievements of the Islamic Revolution was the creation of a sense of sincere co-operation, understanding and a collective spirit among the various social groups. Among the various groups of the people, the Moslem people of Iran, because of their Islamic faith, community of values and unified expression, conflicts of interest do not arise. While it is possible that a difference of opinion as to certain employment policies or wages may arise between the worker and the employer, nevertheless, because their final interests are the same as they have relied upon the Quranic idea of "counsel among themselves" (Suca 42:38) and "consult with them upon the conduct of affairs" (Suca 3:159), they have succeeded in taking positive steps towards the increase of production. It is a fact that in spite of the dependencies of inherited assembling industries and in spite of the withdrawal of foreign experts and expulsion of the directors of multinational companies and managers affiliated to the former regime, today, in most of the industries, production has reached 1.5 times that of before the Revolution.

In addition to the increase of production in former industries, many new producer co-operatives and many private enterprises, production enterprises owned by revolutionary institutions and government-owned undertakings have been established.

Employers, experts and workers active in industrial enterprises, regardless of the type of ownership of the enterprise, with political awareness which stems from the policy of neither East nor West, know themselves to be responsible to their society and participate in raising the level of national production.

The Zionist and usurper regime occupying Palestine, with the all-out support of world imperialism, kills the defenceless Moslem people of Palestine and Lebanon and buries them in mass graves. With the co-operation of the Zionist mass media, in order to cover up the crimes of Israel, many countries have chosen silence in the face of these crimes. The disturbing situation of workers in the occupied lands calls for the ILO to confront this issue seriously and support the struggle for truth of the people of Palestine and Lebanon.

The policy of apartheid continues its brutality in South Africa. Unfortunately, although the Pretoria regime has been condemned by many of the countries of the world and international organisations, it still continues its disgraceful life and the reason for this is none other than the support of world imperialism and a few other Western countries for this racist regime. Because of this, the supporters of this regime must also be condemned by international organisations.

Following the victory of the Islamic Revolution of Iran under conditions where our people endeavoured to put all of their efforts into building the country, they were faced by multiple conspiracies instigated by the superpowers. As these conspiracies did not affect the resistance and perseverance of our people, a full-scale war was imposed by world imperialism upon Islamic Iran. Throughout the 57 months of the war, the aggressor, who gained nothing by his military attack and has suffered a great many defeats, has made use of chemical weapons and has bombed our residential areas, schools, hospitals, factories and

industrial plants causing the martyrdom of thousands of innocent and defenceless people. Unfortunately, these anti-human acts which contravene all international laws have not been condemned by international organisations. Because of the indifference of these organisations, the aggressor insinuates that it wants peace so that, in this way, he can hide his aggression and confuse world opinion. The real lover of peace is the Islamic Republic of Iran, not the regime of the aggressor, and it is because of this that we are attempting to bring about a just and real peace in the region, which can only be achieved if the aggressor is punished so that the people of the region can then live in peace. As the Holy Quran says: "Fight them! God will punish them by your hands and bring them to disgrace and assist you against them and heal the hearts of a believing people." (Suca 9:14).

*Interpretation from French:* Mr. GEORGET (*Employers' delegate, Niger*)—Mr. President, first of all, on behalf of my organisation, the National Union of Small and Medium-Sized Enterprises of Niger, and on behalf of the Employers' delegation of Niger attending this session, I should like to express our satisfaction at your election to this very important post. Only you, we are convinced, could provide the guidance necessary for the deliberations of this Conference at a time when, more than ever before, we have to discover the path to effective international co-operation based on a sincere common endeavour to construct a world of peace, equity and social justice. Your election is an honour for the whole of Africa and especially your great country Tunisia, a constant friend of Niger. I also congratulate the Vice-Presidents, whose long experience of international conferences will help you to perform your very arduous task. Allow me also to make a very special mention of our Employer colleague Charlie Smith, Vice-President of this session who, by his very long experience, his devotion and unshakeable attachment to the Constitution of the ILO, will give you invaluable help. I would add that he was elected unanimously by the employers attending the Conference.

Once more, we note with satisfaction that the Director-General has carefully chosen the themes for his Report for the essential reinforcement of standard-setting activities of the ILO. Allow me to congratulate him most warmly and thank him for this excellent document. I also congratulate and express my gratitude to all his officials who serve this Organisation with such exemplary devotion.

I should like to dwell chiefly in what follows on co-operation and apartheid.

Firstly, may I say that we were delighted to observe that the Conference yesterday unanimously approved the report by the tripartite Committee on Apartheid, but we are, rightly I think, disappointed by the number of reservations expressed, and especially those mentioned in paragraph 52 and explained in detail by our spokesman at the plenary meeting on 20 June.

Having said this, allow me to offer just a few brief words about international co-operation seen from the point of view of our Organisation and its activities.

The Director-General of the ILO, in his Report to this session, speaks of the essential part to be played

by the social partners, that is to say the employers' and workers' organisations, in the economic and social development process of member States. This is, above all, true for the developing countries in general, and those of Africa in particular, where the employers' organisations play an exceedingly important part in implementing development plans. These development plans have been conceived and approved with the active participation of the social partners. In all cases, this is the practice observed in most of the African countries.

This positive and constructive part played by the social partners has been emphasised in the programme of action for Africa, as adopted by the Governing Body of the ILO last spring. This programme of action is embodied in the resolution on assistance to Africa which will quite certainly be adopted very shortly by this Conference, and I would add that we thank most sincerely all those members of the Resolutions Committee who have supported that draft resolution.

I should like now to offer you a few examples of the activities carried out by the employers' organisations of the developing countries and especially those of Africa, the aim of which is to ensure the economic and social development of each of our States: the development of small and medium-sized undertakings which, with the so-called informal sector, that is to say handicrafts, mobilise more than 65 per cent of the active manpower of our countries; the training and advanced training of staff for our enterprises and industries; improvement of the working and general environment; and improvement of industrial relations, which are essential for the inauguration of a policy of real social peace which will profit to the economic development of our countries.

I am exceedingly happy to tell you, or more exactly to confirm, that the African employers enormously appreciate the assistance given by the ILO in these fields, and notably its assistance to employers. Nevertheless, I cannot hide our deep disappointment at the systematic opposition of the socialist countries of Eastern Europe to this development and co-operation programme. I should like to say, as the Director-General said in his reply to the statement made by the socialist countries, this assistance to employers' organisations is limited to the organisations of the developing countries. I agree with him, too, that it is for the ILO, under its Constitution, to give equal assistance to the three social partners so that all may be able to perform their respective parts.

I hope and wish that the countries which have voted against the Programme and Budget for 1986-87 will change their point of view, for no member State of the ILO can pick and choose the programmes it approves of in the budget.

We thank most sincerely all those who have supported the programme for 1986-87.

I should like now to turn to the problem of training, which in our view is essential for development.

We have heard a good deal of talk here about employment, and this is a preoccupation which all of us share. However, I would emphasise that there can be no lasting or satisfactory employment without proper training.

The Office's training programme, in our view, is the major programme of the Organisation and I think personally that it will remain so.

The demand for training also develops qualitatively under the effect of two factors.

The first has to do with technological developments which at present are very much in evidence in the developing countries, as well as in the industrialised ones. The development of technology and manufacturing processes is made more complicated by the structural changes observable in our societies, which means that major parts of the population have to do jobs quite different from their traditional ones.

Also, we notice that training, contrary to a widespread view, can actually create jobs, and this applies more especially to such training as is designed in our countries to create and render profitable the small and medium-sized undertakings. Those who are familiar with the economies of the developing countries know full well that it is precisely this sector which generates the most employment and it is still necessary that adequate training be provided to give a stimulus to it.

I am happy at the choices made and the activities adopted and I also welcome the decision taken by the Director-General to give due attention to co-operation by deciding to revive the technical co-operation branch.

Obviously, you will understand my desire to make reference to my appreciation, and more than that, the appreciation of my employer colleagues, of the very great contribution made to the ILO's co-operation activities by the Turin Centre, whose Board celebrated the twentieth anniversary of the Centre last May at a discreet and solemn ceremony.

The Board of the Centre was able at its meeting to take stock of its activities in a realistic manner, analysing the progress achieved and the difficulties encountered and, fortunately, overcome with the constant support of the ILO and of all the States who are convinced that international co-operation is not merely an empty expression. Among these I would refer to the Italian Government and its generous assistance in making a regular contribution supplemented by an almost equal amount allocated to fellowships.

It is not for me here to retrace the various vicissitudes in the life of the Centre, which has become a valuable tool of the ILO, a real instrument for international co-operation, but allow me to state again that it is thanks to the tenacity of Mr. Francis Blanchard, Director-General of the ILO and statutory Chairman of the Board of the Centre, thanks to his faith in the future and the role to be played by the Centre in the ILO's co-operation activities, that this Centre has today become operational. The employers have given it their full support, provided that it is well managed, and we have ensured that our position has been strictly respected. We are convinced that with the implementation of the new agreements reached with the Government of Italy, which we thank for its financial efforts, and with the support of other friendly countries, the Centre will continue to offer our developing countries a positive response by the ILO to the numerous requests for assistance registered by the secretariat.

I noted with great pleasure the statement made on 19 June last by Mr. Brock, Secretary of State for Labour of the United States, concerning the financing of a tripartite pilot project with which the Turin Centre is associated. I hope that this first response to the numerous appeals of the Board of the Centre will

mark the beginning of active co-operation which will be expanded in future and we would appeal to all countries to support the ILO's co-operation activities and those of the Turin Centre, which co-operates very actively with our regional offices.

However, my satisfaction is somewhat tempered by the fact that we have observed over the past few years a very substantial reduction in the technical co-operation resources available. This trend runs counter to the increasing number of requests for assistance made by the developing countries. I would plead that increasing resources be allocated to technical co-operation in general, to meet our increasing needs regarding training and advanced training of manpower for all undertakings in our developing countries.

Finally, I should like to put forward an opinion which I am sure is shared by a very large majority of my colleagues in the Employers' group. There are two major problems which are dominating this session: standards and structure.

As regards standards, I would confirm our desire to improve the procedures relating to the adoption of standards in order to take account of the developing countries' requirements. On the other hand, the system of supervision must remain strict and rigorous so as to ensure equality among all member States.

The structural reform which we all wish to see implemented must enable the member States to fulfil their responsibilities more effectively. All will feel happier within the Organisation as a result. The creation of such a climate will benefit all our activities, above all programmes relating to standards.

I am convinced that the Employers are ready to make every effort to improve co-operation within our group. We have taken the first steps, but those on the opposite side of the floor seem to have shied away. They cannot be elected by their colleagues if they use every opportunity to oppose them, and if they vote systematically in our committees and in the Conference against our own amendments and against all ILO activities in favour of the Employers' organisations and of our small and medium-sized undertakings in the developing countries. The confidence of a whole group cannot be won by systematically and categorically opposing all the aims which it defends and I would add that in no democratic State is there an unconditional guarantee for election. I hope that a more serious discussion will take place among us to bring about a better understanding and better collaboration among all employers with full respect for the autonomy of the groups and of tripartism.

Finally, allow me, Mr. President, to thank you for the very warm welcome which you, your Government and the employers' and workers' organisations of Tunisia gave us when the last African Labour Conference met in Tunisia.

*(Mr. Grekov takes the chair.)*

Miss HORIUCHI (*representative of the United Nations Centre for Social Development and Humanitarian Affairs*)—I should like, first of all, to express my appreciation to the International Labour Conference for allowing me to convey this message from the Branch for the Advancement of Women, Centre for Social Development and Humanitarian

Affairs, United Nations Secretariat, which serves as the Secretariat of the Nairobi Conference that will be held to mark the end of the United Nations Decade for Women. It is an honour and a great pleasure to address this august assembly. On behalf of my Branch, I should like also to associate myself with previous speakers in offering my sincere congratulations to the President and to the other Conference Officers on their election. I am confident that under their able guidance the Conference will be crowned with success.

As you are aware, the United Nations Decade for Women is drawing to a close. On the occasion of the conclusion of the Decade, a World Conference, the third one in a series, will take place in Nairobi, in the coming July. I should like to take this opportunity to express our sincere appreciation to the International Labour Organisation for its major contributions to preparations for the Nairobi Conference, as mentioned in the Report of the Director-General.

The ILO is a most active participant on the Joint United Nations Information Committee (JUNIC)/Non-Governmental Organisation (NGO) Subgroup on Women. In this regard, the ILO was the main contributor in the preparation of the development education packages, with financial assistance from the Government of Japan. Thus, I would like to thank our colleagues of the ILO for providing us with such extensive and invaluable assistance which has enabled us better to plan for the Nairobi Conference and to build on this work with a view to future inter-agency co-operation after the Conference in an ongoing joint programme for the advancement of women.

The Report of the Director-General contains critical dimensions on the life of women. Equality is one of the objectives of the Decade and employment one of its sub-themes. The discussions and results of this meeting will, I am sure, greatly contribute to the review and appraisal of the Decade's progress and to the development of a strategic and concrete operational framework in the area of employment up to the year 2000 during the Nairobi Conference. It is both appropriate and important to note that the item "equal opportunity and equal treatment for men and women in employment" has been placed on the agenda of the current session of the International Labour Conference which immediately precedes the Nairobi Conference. The achievement of genuine equality between men and women in employment will not be easy. It requires arduous and untiring work to transform the value-system of society.

Since the international community has been making intensive efforts to promote the status of women for almost ten years, at this time we must assess the nature and degree of progress made during the Decade for the advancement of women. In addition, we must renew our commitment to the promotion of the status of women and decide upon the course of action to be taken to ensure the equal participation of women in all aspects of social life. The Nairobi Conference is to tackle these important questions for the benefit of all the women who live in different regions under different political systems and have different cultures and levels of economic development.

Let me briefly describe some of the accomplishments of the Decade. Much has been achieved as regards many aspects of women's lives even though

the period was marked by major economic and political difficulties. Substantial progress was made in the area of *de jure* equality. With only a few exceptions, governments have constitutional or legislative provisions guaranteeing equality of rights for men and women. The adoption of the Convention on the Elimination of all Forms of Discrimination against Women in 1979 was a major achievement for the international community, since eradication of discrimination against women has been studied and advocated since the beginning of the century. To date, 67 countries have ratified the Convention and 92 countries have signed it. However, it is also widely believed that the recognition of legal instruments is insufficient to ensure *de facto* equality for women. Significant progress was also made during the Decade through the establishment of national machinery in many countries to facilitate the examination of women's problems.

Let me briefly mention developments in the area of employment which presents rather a mixed picture. The information and data provided by governments indicate that the conditions of women workers are steadily improving in some countries. More and more women, particularly married women, are seeking employment in most parts of the world, thereby reflecting women's need to work both out of economic necessity and as a source of personal and professional satisfaction. According to recent ILO estimates, women comprise almost 35 per cent of the total labour force. Yet occupational segregation by sex is obvious in many respects. Women still predominate in a narrow range of traditional or certain "female" occupations, and occupy the lower ranks of occupational hierarchies. Consequently, everywhere they earn less than men. Furthermore, available evidence suggests that the deterioration of the economic situation which has characterised the middle and latter half of the Decade has adversely affected women even more than men. The Decade has brought about an increasing understanding of the economic contribution of women to their families and countries. The long-term problem of not counting a variety of activities performed by women, in particular in the home and in subsistence/family farming, still remains unsolved.

To sum up, the Decade has witnessed an improvement in the status of women. In most areas, however, further action is required, since the Decade has only partially attained its goals and objectives. Obstacles that hamper progress still remain in our society, among them attitudes centring on the image of women as different from and frequently inferior to, men. Perhaps the most disappointing area is that of the participation of women as policy decision-makers. The voice of womenkind is hardly heard at all when decisions are being made. It is our firm belief, from Mexico City to Copenhagen to Nairobi, that the world would be a different and a better place if women, who bear and today rear the world's children and look to the environment as the source of all sustenance, were to be among those who decide if our planet and its inhabitants are to survive in these troubled times. Our ultimate objective is to attain a greater and more equitable growth and development through the incorporation of women in all aspects of social life both as contributors and as beneficiaries. We all know that national development cannot be attained without the contribution of women's work.

Sexual equality in employment is crucial not only to the promotion of the status of women, but also to the advancement of society, because no society can achieve its optimal utilisation of human resources, which is fundamental to the development in society, without proper utilisation of the capabilities of half of the population. The dawn of the new century must see a truly equal partnership between women and men in the home, the workplace, the halls of power, governments, international organisations and in society at large.

Mr. NEDZYNSKI (*representative of the Postal, Telegraph and Telephone International*)—The Postal, Telegraph and Telephone International on behalf of which I have the honour to address this Conference represents free and democratic trade unions of communications workers in 96 different countries, with an overall membership of almost exactly 4 million. The PTTI is part of the Common Front of genuine and democratic international trade union organisations in the public sector, on behalf of which our colleague Coen Damen has addressed the International Labour Conference this year. Therefore he spoke also on behalf of the PTTI and I want to make it quite clear that the PTTI fully supports his statement. It is not my intention to cover the same ground again, as this would be superfluous, but only to emphasise certain points and elaborate on them.

To begin with, it gives me great pleasure to congratulate the Director-General on his stimulating, objective and excellent Report and to express our profound appreciation to him for his high qualities of leadership and for the strength of conviction and courage with which he directs the activities of the Organisation and defends its good name, its ideals and principles. Some governments pretended in the past that in their countries the workers lived in a paradise and that the standards set in the ILO Conventions, particularly those concerning trade union rights, were fully respected. When an objective analysis showed that this claim was spurious and violations of ratified Conventions were exposed, these governments, not wanting to accept that their policies and actions were wrong, turned against the ILO and the standards established by the ILO, the standards that they had freely ratified.

The case of the Polish People's Republic is a flagrant example. The Committee on Freedom of Association and the Commission of Inquiry have confirmed what is general public knowledge, namely that an independent, genuine union, Solidarność, had been suppressed in spite of the overwhelming support of the Polish workers for its legitimate objectives and activities. The military dictatorship was established in December 1981 and brutal repression has reigned in Poland ever since. Trade union rights are trampled underfoot and leaders of Solidarność are persecuted and imprisoned. The latest example of a judicial farce and the condemnation of Frasiński, Lis and Michnik, once again demonstrated the situation in Poland.

It is because the truth about this country has been exposed and because the situation in other countries in that part of the world is not much different that the ILO is now under attack and efforts are made to undermine it.

The PTTI fully supports the ILO Director-General when he defends the Organisation against these and

Cheltenham of the right to remain in their union; and by the Government of Kenya which five years ago abolished the Union of Kenya Civil Servants are an affront to the trade union movement as a whole.

They are a danger not only to the labour movement but to the whole social fabric of our society. Let me once again refer to the Report of the Director-General which states that, and I quote: "Trade unions are a force for social justice, for human dignity, for progress and for making the voice of the working people heard in society."

Some governments obviously do not want to hear the voice of their own workforce. And I would like to support my colleague, Mr. Coen Damen, when he spoke here earlier on behalf of the Common Front of the International Trade Secretariats that the next session of the Joint Committee on the Public Service should be held in 1988; together with my colleague from the Common Front, I have asked that the next Joint Committee on the Public Service should be convened at an earlier date. But there is no point in just holding joint meetings if the resolutions and recommendations from those meetings are allowed to lie on the table without adequate provisions being made for their implementation. I urge that these matters should now be implemented and that an action programme be established which will be fulfilled before the next joint meeting.

The public services must not be allowed to stagnate. If they do, then we are selling the heritage of the next generations. There are many problems confronting the public services: the disparity in labour protection between private and public sectors, highlighted here in the labour inspection survey by the Committee of Experts on the Application of Conventions and Recommendations, and increasing interference and intervention in the employment and working conditions of public sector workers by other international organisations, such as the International Monetary Fund and the World Bank.

If the ILO is to fulfil its obligation to public service workers, it is essential that these matters are considered by the joint committee at intervals of less than five years.

In his Report, the Director-General also draws attention to the increasing number of complaints made to the ILO regarding infringements of freedom of association and collective bargaining. He cites increasing government intervention in these matters as a symptom of this increase.

We, in the Public Services International, have initiated or been associated with complaints on behalf of affiliated organisations against a number of countries in the past few years, and all of them in respect of the use of discriminatory government action against public service workers and their unions.

In a few cases, the problem has been resolved but others are still a matter of deep concern in Turkey, Kenya, the United Kingdom, Hong Kong and, most recently, a follow-up complaint against the Government of Japan. This latter case concerns two outstanding violations. We are deeply committed to a non-discriminatory policy in regard to freedom of association and the right to collective bargaining. All workers, without any distinction, also in Japan, should have the right to organise.

The second violation by the Japanese Government concerns the non-implementation of the National

Personnel Authority recommendations relating to wage rates of public employees. Guarantees given by the Japanese Government that these recommendations would be implemented have not been honoured and so, with our Japanese affiliates, a further complaint has had to be made. The ILO supervisory machinery is being undermined by governments which do not fulfil their commitments, either at home or here in Geneva.

We believe that this supervisory machinery and the associated action by the Committee of Experts and the Committee on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards still remain one of the most vital functions of the Organisation. Any attempts to weaken the system must be strongly opposed. Indeed, if anything, it should be strengthened. No one can deny that there are differences between economic and social conditions throughout the world. But equally no one should deny that there can only be one standard of social justice. The Conventions and Recommendations which have been adopted by this Conference have been reached through the means of this unique tripartite machinery. Also unique is the universality by which the Conference is composed and it is from this universality that the strength the ILO standards is derived.

If I could now turn again to the Director-General's Report and relate it to his proposals in the Medium-Term Plan and then to the Programme and Budget Proposals. The Medium-Term Plan envisaged a world symposium to be held on the settlement of disputes in the public service. We welcome this proposal as a means of fulfilling our objective to bring this subject into open discussion and to focus attention on the special difficulties under which public service unions have to operate. Unfortunately, it seems that the Director-General's proposals have not found so much favour with the Governing Body and there has been some considerable watering down of this idea. The PSI has stressed repeatedly that such a symposium is a necessary step towards solving some of the problems under which disputes develop into bitter confrontation between governments and public service unions. But it seems that governments, as a major employer and, I regret to say, the Governing Body, do not totally share our belief. We firmly believe that this part of the programme should be strengthened and I hope that, even at this late stage, more priority will be given to this important matter.

There is one more subject on which I should like to focus attention. Again, in the Director-General's proposals, there was provision for research into the special problems of non-established staff in the public service. This item was included in the agenda of the Meeting of Experts on Conditions of Work and Service of Public Servants held in 1963, more than 20 years ago, and the experts at that time noted the need for a fuller and more comprehensive study of this subject. But, again, after more than 20 years of waiting, it has been axed from the proposals. It is pertinent here for me to say that estimates show that probably 75 per cent of non-established staff in the public service are women and yet, in the Report to this Conference on the subject of equal opportunities and equal treatment for men and women in employment, this section of the 122-page document merits only four lines relating to the problems of women workers in the public service.

Perhaps from these few examples you can understand our frustration. On the one hand, it is recognised that public service workers constitute the largest single sector of workers under one employer, and that because that employer is the government—and again I quote from the Director-General's Report—"industrial relations system can differ substantially from that of the private sector" and, again, "that, in many cases public servants have had to bear the brunt of austerity policies, being the obvious group upon which governments can most easily impose such policies".

It is for these reasons—and many more which I could give—that we now urge the Director-General, in having drawn attention to some of the difficulties and problems in the public sector, to equip the Office with the means to deal with them. Public service workers urgently need the ILO to undertake more of the activities which are necessary to deal with this large and extremely complex sector. We most firmly believe that a specific branch should be created in the ILO to deal solely with the ILO activities in the public service.

Of course, we realise the budgetary limitations with which the Director-General is faced; they are something most organisations have to contend with. We are not asking for an increase in the budget but a reallocation of expenditure in a more effective way. The public service is a huge and growing sector of employment, a sector which I believe we will have to depend on increasingly in future years in our efforts to contain unemployment. As such, its problems merit far more concern than they currently receive, and I think that the creation of a public service branch is essential if those problems are to be fully understood and tackled in a serious way.

In conclusion, I should make clear that many of our workers are sometimes critical of the ILO. They

see Conventions not ratified and not implemented; they see complaints dragging on for years; they see recommendations of the Governing Body ignored. Those who want to weaken this great Organisation do not understand what workers want. They want the ILO to be strong and to be able to defend them by ensuring that the universal standards it represents are upheld. I hope that this International Labour Conference will confirm our faith in the ILO and strengthen the resolve of all member States to live up to the expectations of workers throughout the world.

*Interpretation from Russian:* The PRESIDENT (Mr. GREKOV)—I now give the floor Mr. Sakharov, Workers' delegate, Byelorussian SSR, for the right of reply.

*Interpretation from Russian:* Mr. SAKHAROV (Workers' delegate, Byelorussian SSR)—I should like categorically to object and protest against the statement made by the representative of the Postal, Telegraph and Telephone International who, in his statement, made gross and false statement regarding the sovereign State of the Polish People's Republic. This is quite unacceptable and goes beyond the framework of the subject under consideration. It is a clear attempt to interfere in the internal affairs of a sovereign State.

Furthermore, this is an attempt to create obstacles to the further development of the trade union movement and socio-economic stabilisation in the country.

I would like to have this statement included in the record.

*(The Conference adjourned at 12.00 noon.)*

## CREDENTIALS

### Third report of the Credentials Committee

#### *Objection to the nomination of the Employers' delegate of Afghanistan*

1. The Committee had before it an objection to the nomination of the Employers' delegate of Afghanistan, Mr. Said Amanuddin Amin, submitted by Mr. J.-J. Oechslin, Employers' delegate, France, Chairman of the Employers' group, and by Mr. Nasr, Employers' delegate, Lebanon, Mr. J. Halliwell, Employers' delegate, Canada, Mr. N. Said, Employers' adviser, Tunisia, and Mr. A. Leiva Perez, Employers' adviser, Nicaragua, Vice-Chairman of the Employers' group.

2. The authors of the objection pointed out that Mr. Amin was listed in the provisional list of delegations as Deputy Minister for Light Industry and Food Products, functions which corresponded to those of a Government representative and not of an employer.

3. In a *note verbale* addressed to the Chairman of the Committee, the Permanent Mission of the Democratic Republic of Afghanistan explained that the provisional list contained an error which had since been corrected. The most representative employers' organisations in Afghanistan were the Economic Advisory Council, the Association of Industrialists and Private Investors, the Union of Private Transport Operators, the Union of Handicraft Industries and Local Trades and the Union of Retailers.

4. The note added that Mr. Said Amanuddin Amin, who was a member of the Economic Advisory Council, Chairman of the Committee on Production attached to the Council (responsible for employers' affairs in the light industry and food products sectors) and, in addition, member of the Board of Management of the Afghan Textiles Company (ATC) composed of 4,500 shareholders, had been elected as the Employers' representative at a meeting of the Advisory Economic Council, which was the most representative employers' body in Afghanistan.

5. The Committee noted that the Employers' delegate of Afghanistan was shown in the revised provisional list of delegations as being "responsible for employers' affairs in light industry and food-stuffs" and, according to the information at its disposal, he had been chosen in agreement with the organisations representing the employers' sector in Afghanistan.

#### *Objection to the nomination of the Workers' delegate of Bangladesh*

6. The Committee had before it objections to the credentials of the Workers' delegate of Bangladesh from six trade unions of that country, namely: Bangladesh Jatiyatabadi Sramik Dal, Bangladesh Trade Union Sangha, Bangladesh Sramik Federation, Jatiya Sramik League Bangladesh, Jatiya Sramik Federation and Samajtantrik Sramik Front.

7. The objecting organisations contended that, after the promulgation of martial law in March 1985, the Government of Bangladesh banned all trade union activity, that the Workers' delegate nominated by the Government did not represent the most representative workers' organisations and that, in the circumstances, the Conference should not accept the credentials of that delegate.

8. In a written communication addressed to the Committee, Mr. Nur-un-Nabi, Chowdhury, head of the Government delegation of Bangladesh to the 71st Session of the Conference, stated that there were 16 workers' federations in Bangladesh and that all of them had been consulted. Furthermore, that the Workers' adviser, Mr. Nazrul Islam Khan, belonged to one of the objecting organisations, the Bangladesh Jatiyatabadi Sramik Dal, which demonstrated the efforts made by the Government to appoint a delegate and an adviser representative of workers in the country.

9. The Committee noted that the situation differed in certain respects from that of last year. The Workers' adviser and substitute delegate was the Secretary-General of the Bangladesh Jatiyatabadi Sramik Dal, which was one of the objecting organisations and which, according to the information available to the Committee, was the second most important organisation in the country.

10. In the light of the above and while some doubt remained as to the manner in which consultations had been conducted with the representative workers' organisations of Bangladesh, especially considering the martial law situation prevailing in the country, the Committee considered that it was not in a position to uphold the objection.

#### *Objection to the nomination of the Employers' delegate of Nicaragua*

11. The Committee had before it an objection to the nomination of the Employers' delegate of Nicaragua submitted by Mr. J.J. Oechslin, Employers' delegate, France, Chairman of the Employers' Group



of the Conference, Mr. M. Nasr, Employers' delegate Lebanon, Mr. J. Halliwell, Employers' delegate, Canada and Mr. N. Said, Employers' adviser, Tunisia, Vice-Chairmen of the Group, and Mr. M. Eurnekian, Employers' adviser, Argentina, Mr. F. Illanes de la Riva, Employers' delegate, Bolivia, Mr. R. Della Manna, Employers' delegate, Brazil, Mr. C. Valdez Saenz, Employers' delegate, Chile, Mr. M. Rodriguez, Employers' adviser, Colombia, Mr. W. Malo-Harris, Employers' delegate, Ecuador, Mr. J.J. Martinez, Employers' delegate, Honduras, Mr. M.M. Morales, Employers' adviser, Mexico, Mr. J. Costarangos, Employers' delegate, Panama, Mr. L. Galliani Winder, Employers' delegate, Peru, Mr. J. Villar, Employers' delegate, Uruguay, and Mr. H.G. Villalobos, Employers' delegate, Venezuela.

12. The authors of the objection maintained that Mr. Núñez Rodríguez had been appointed Employers' delegate after consulting, but without the agreement of, the Higher Council for Private Enterprise (COSEP) which was the most representative organisation from the point of view both of the number of enterprises which it represented and of the variety of sectors which it covered and had been recognised as such by the Credentials Committee at the 68th Session of the Conference in 1982, as well as by the Government of Nicaragua itself which, in 1983 and 1984, had designated the nominees of COSEP as Employers' delegates to the Conference. They pointed out that Mr. Núñez Rodríguez belonged to the Unión Nacional de Agricultores y Ganaderos (UNAG) whose activities were limited to a sector in which another organisation, the Unión de Productores Agropecuarios de Nicaragua (UPANIC), which itself was a member of COSEP, was more representative than UNAG as it covered a larger number of enterprises employing a greater number of workers. UNAG was more a workers' organisation than a real employers' organisation since it was affiliated to the Coordinadora Continental de Obreros Agrícolas y Campesinos de América Latina y el Caribe as was demonstrated by an extract from the journal *Barricada*, appended to the objection. Finally, the authors of the objection requested the invalidation of the credentials of the said Employer's delegate but said they would refrain from asking for the invalidation of the credentials of his advisers, although COSEP had not agreed to their nomination.

13. In a written communication to the Committee, the Head of the Delegation of Nicaragua to the 71st Session of the International Labour Conference, Ambassador Gustavo Adolfo Vargas, declared that the Government of Nicaragua had acted in strict conformity with article 3, paragraph 5, of the ILO Constitution in consulting the most representative employers' organisations in the country. In the absence of agreement between COSEP and UNAG, the Government had opted for UNAG which in addition to bringing together small and medium-sized farmers and representing the major part of Nicaraguan agricultural production (producing 54.08 per cent of coffee, 95.02 per cent of cotton, 52 per cent of meat, 81 per cent of maize, 91.9 per cent of kidney beans, 29 per cent of sorghum, 98 per cent of potatoes, 90 per cent of fruit and vegetables and 73 per cent of yucca), had steadily grown into a multi-sectoral organisation. On the other hand, COSEP

comprised a number of bodies which were not employers' organisations such as the Colegio de Médicos, the Asociación de Contadores Públicos and the Confederación Nacional de Profesionales. The alleged proof contained in a press article that UNAG was a workers' organisation could not be accepted since information published in the Press could not necessarily be regarded as absolute truth. Subject to respecting the law, periodicals in Nicaragua could publish what they pleased and such articles could not be regarded as constituting proof. Although the Credentials Committee had concluded in 1982 that COSEP was the most representative organisation, such a conclusion could not be considered static and indefinite as the position could always vary with the circumstances. The Government was not seeking to deny that COSEP represented a section of employers. It was for this reason that that organisation was represented on the Employers' delegation of Nicaragua and its members were participating in important Committees. Finally, the Government had acted in conformity with ILO principles in the field of freedom of association, in recognising the existence of various representative employers' organisations and, in the absence of agreement between them, by proceeding to make a nomination based on the criteria of equity and relative representative character. One should not forget that although UNAG was as representative of employers as COSEP, the Employers' delegate to the Conference in 1980, 1981, 1983 and 1984 had belonged to the latter organisation and that UNAG had only been represented by an Employers' delegate in 1982 and again at the current session of the Conference.

14. In an oral statement, followed by replies to questions put to them by the Committee, Mr. Adrian Meza Soza, Government delegate of Nicaragua to the 71st Session of the Conference, explained that both UNAG and COSEP claimed to be the most representative organisation. Notwithstanding the Government's efforts, this had made it impossible to reach agreement and the Government had to base its decision chiefly on the relative importance of the two organisations to the national economy. Nicaragua was a developing country and its economy was essentially based on agriculture and cattle-breeding, sectors in which the employers affiliated to UNAG represented a major part of the activities. UNAG participated actively in collective bargaining on wages and working conditions both in the rural and agricultural sectors as well as in the commercial sector. Although, the organisation also comprised independent producers, it did not include workers. As a result of recent growth, which had transformed it into a multi-sectoral body, UNAG had ceased to belong to the Coordinadora Continental de Obreros Agrícolas y Campesinos de América Latina y el Caribe.

15. In a further communication to the Committee, the Government produced the following figures for COSEP: in the agricultural, commercial and industrial sectors, approximately 6,250 employers were affiliated to COSEP out of which 3,950 came from the agricultural sector and its membership accounted for 30 per cent of the industrial production and 30 per cent of the commercial activity.

16. The authors of the objection, on the other hand, also provided additional information in writing



according to which the membership of UPANIC, an association affiliated to COSEP and grouping agricultural enterprises, was 160,000 employers producing some 65 per cent of the total output of the main agricultural products.

17. The Committee noted that the information provided by the authors of the objection, on the one hand, and by the Government on the other, showed wide discrepancies in figures. The Committee also noted in this connection that both organisations had members who were self-employed or professionals.

18. While questions relating to representative character could not be regarded as immutable, the Committee, without basing itself on any of the figures given, considered that it was difficult to conceive that within the past three years COSEP had ceased to be the most representative employers' organisation in the country, given the fact that in 1982 the Committee had found that COSEP continued to be the most representative organisation of employers in the country and that, in 1983 and 1984, the Government had appointed the Employers' delegate from that organisation. Since no agreement had been reached between the two organisations concerned on the nomination of the Employers' delegation, the Government should have appointed the titular Employers' delegate in agreement with the most representative organisation, which was apparently COSEP.

19. However, the Committee was reluctant in the present situation to go as far as to invalidate the credentials of the Employers' delegation of Nicaragua and decided not to retain the objection.

#### *Objections to the credentials of the Workers' delegation of Pakistan*

20. The Committee had before it two objections to the credentials of the Workers' delegation of Pakistan, one of them submitted by the Pakistan National Federation of Trade Unions and the other by the National Labour Federation of Pakistan. The Pakistan National Federation of Trade Unions challenged the credentials of the Workers' adviser, Mr. Habibuddin Junaidi, inter alia on the grounds that the Pakistan Bank Employees' Federation which he claimed to represent was neither representative nor registered, nor was it affiliated to any recognised national centre of trade unions or international trade union body.

21. The other objecting organisation, the National Labour Federation of Pakistan, challenged the credentials of the entire Workers' delegation of Pakistan, and in particular that of Mr. Junaidi, the Workers' adviser. It alleged that while the Workers' delegate, Mr. Khurshid Ahmed, and the substitute Workers' delegate, Mr. Chaudhry Rahmatullah, merely represented provincial organisations, the Workers' adviser, Mr. Junaidi represented only a small section of bank workers, the majority of whom were represented by other organisations including the objecting organisation, the National Labour Federation of Pakistan, which was clearly the most representative labour organisation in the country with a membership of 350,000 workers.

22. In a written communication to the Committee, Mr. Ashraf Ali, Government delegate, Pakistan,

declared that the Government had acted in full conformity with article 3, paragraph 5, of the ILO Constitution since, as in the past, it had consulted the most representative organisations of workers and employers in appointing the non-government delegates and advisers. The Government had appointed Mr. Khurshid Ahmed as the Workers' delegate because he was the General Secretary of the largest national union centre in Pakistan, the All Pakistan Federation of Trade Unions (APFTU) which had an acknowledged membership of 458,103. It pointed out that Mr. Khurshid Ahmed had been Workers' delegate to successive ILO Conferences since 1972, while the signatories of the objections had, on more than one occasion, served as his advisers. As regards the substitute Workers' delegate, Mr. Chaudhry Rahmatullah was the General Secretary of the second largest national trade union centre, the All Pakistan Federation of Labour (APFOL), which had a membership of 375,000. As regards the Workers' adviser, the Government's letter pointed out that it had been the practice of the Government to rotate the posts of Workers' advisers amongst the remaining unions and this year the Secretary General of the Pakistan Bank Employees' Union, which represented workers in banks, insurance companies and other financial institutions in the country, had been selected.

23. The Committee, while noting that the information provided by the Government did not reflect total membership figures in the country, considered that the evidence before it seemed to indicate that the Government had consulted the most representative workers' organisations in appointing the Workers' delegation although the two objecting organisations had not given their assent to the selection made. While it was desirable that the agreement of all the most representative organisations should be secured in appointing non-governmental delegates and advisers, the Committee was unable to conclude that the Government had not acted in conformity with article 3, paragraph 5, of the ILO Constitution in appointing the Workers' delegation of Pakistan.

#### *Communication from the delegation of Afghanistan*

24. The Committee had before it a communication from the Government of the Democratic Republic of Afghanistan stating that, following the communication of the delegation of Pakistan referred to in the Second Report of the Credentials Committee, the delegation of the Democratic Republic of Afghanistan reaffirmed its Government's position in the matter which it had already expressed at the 37th as well as at the last session of the United Nations General Assembly.

25. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 22 June 1985.

(Signed) S. REANTRAGOON,  
Chairman.

E. HOFF.

J. SVENNINGSEN.

#### Fourth report of the Credentials Committee

##### *Objection concerning the nomination of the Workers' delegation of Chile*

1. The Committee had before it an objection to the nomination of the Workers' delegation of Chile submitted by the International Confederation of Free Trade Unions (ICFTU).

2. The objection maintained that the Government of Chile continued to violate trade union rights as the recent reports of the Committee of Freedom of Association of the ILO Governing Body amply demonstrated. In appointing the Workers' delegation, the Government had not consulted the Comando Nacional de Trabajadores (CNT) which comprised all the legitimate and authentic unions in the country, nor had it consulted the most important trade union organisations in Chile, namely the Coordinadora Nacional Sindical (CNS) and the Confederación Democrática de Trabajadores (CDT). The delegate appointed by the Government, Mr. Torreblanca Guerrero, was president of an organisation having 700 members. The substitute delegate, Mr. Medina Gálvez, represented an insignificant section of the Confederación de Trabajadores del Cobre (CTC), whose national leaders did not recognise him as their representative. The same could be said of Mr. Estívalles Sánchez, another Workers' adviser. The other advisers were office-bearers in small trade unions. All this went to prove that the Workers' delegation of Chile had not been appointed in conformity with the Constitution of the ILO.

3. In a written communication to the Committee, Ambassador Washington Carrasco, head of the delegation of Chile, affirmed that the nomination had been made in full conformity with the ILO Constitution and that the objection should therefore be rejected. The organisations which, according to the authors of the objection, the Government of Chile should have consulted, namely the CNT, the CNS and the CDT, had no legal personality despite the fact that under the national Constitution a trade union organisation automatically obtained legal personality from the moment it deposited its statutes. If these organisations nevertheless continued to operate as *de facto* bodies, it was probably due to the fact that they did not have as many members as they claimed. It should be noted that neither the Committee on Freedom of Association nor any other ILO organ had objected to the procedures existing in Chile for the setting up of trade unions.

4. The Government had consulted the organisations which had legal status and, among them, 12 of the most important ones, including the CEPCH and the CTC. In the light of the replies received, the Government appointed the Workers' delegation. Some of the persons proposed, who had formed part of the Chilean Workers' delegations at previous sessions of the Conference, were not appointed. Nor was the proposal of the CTC to appoint Mr. Rodolfo Seguel accepted, because he did not satisfy the requirement of belonging to the enterprise concerned, which was an essential prerequisite to qualify for trade union leadership. In his place, Mr. Estívalles, whose right to represent Chilean workers was unquestionable, was appointed. All this showed that in addition to their being appointed in confor-

mity with the Constitution of the ILO, the Workers' delegate and Workers' advisers of Chile were selected from among trade union leaders who took up an openly independent stand vis-à-vis the Government. The communication added that it was surprising that the ICFTU was now complaining that the Government had not consulted organisations which were led by persons whose credentials the ICFTU itself had challenged in previous years and that some of the trade union leaders who had declined to serve on the delegation now challenged its representative character.

5. The Committee heard a representative of the objecting organisation, Mr. de Vries, who stated that the Government had not consulted the central workers' organisations which grouped the most representative trade union confederations and federations in Chile. These organisations, together with the CTC and the CEPCH which had legal personality, were listed in a table appended to the ICFTU objection and it was clear that the great majority of them had not been consulted. Now, according to the principles of freedom of association, the representative character of a workers' organisation did not depend on legal recognition but on the number of its members. When the trade union legislation at present in force in Chile was adopted in 1979, the Committee on Freedom of Association pointed out that the legislation concerning federations and confederations contained certain provisions which, in the opinion of the Committee, were, "incompatible with the principles of freedom of association" (Committee on Freedom of Association, 197th Report, November 1979). This explained why, on seeing their scope for action reduced to a minimum, these organisations did not seek official recognition.

6. In reply to a question from the Committee, Mr. Guillermo Arthur Errázuriz, Under-Secretary of Labour, Chile, asserted that the most representative organisations had been consulted. *De facto* organisations could not be included amongst them as there was no means of assessing their representative character. The CTC's proposal to nominate Mr. Seguel was made by Mr. Seguel himself without the agreement of the Council of the CTC, and various CTC leaders objected to this proposal. As regards the CEPCH, its president, Mr. Mújica, declined the invitation to participate in the delegation. Although, in the copper sector, the organisation directly consulted was the CTC, the Government had received other proposals in response to the notices which had appeared in the Official Bulletin. The figures given in the table appended to the ICFTU protest were not reliable as regards *de facto* organisations, since there was no way of ascertaining their numerical strength. In reply to another question from the Committee, the Under-Secretary of Labour stated that it was often impossible to ascertain the exact membership figures of registered organisations.

7. The Committee recalled that two years ago it had considered the objections receivable since the facts and allegations were not identical to those of previous years. The Government had continued its procedures of exclusively consulting registered organisations. However, with the exception of two organisations, the CTC and the CEPCH, whose representative character was recognised both by the

Government and by the complainants, there was no agreement as to which were the most representative organisations, since three of the organisations mentioned in the complaints were, according to the Government, *de facto* organisations, without legal personality. Furthermore, it was uncertain, from the information available, whether the persons designated had the support of the majority of the organisations consulted.

#### *Conclusions of the Employers' and Workers' members*

8. The Employers' and Workers' members recalled that in the two preceding years the Committee, in unanimous reports, had affirmed that the lack of representativeness of the Workers' delegate of Chile was evident. They also recalled that the Committee had repeatedly stressed that further changes not only in the procedure of consultation and nomination but also in the wider field of freedom of association were necessary to enable it to consider that the Workers' delegation of Chile was really representative. Unfortunately, the situation continued to be nearly the same as in the two preceding years.

9. For the above reasons, the Employers' and Workers' members considered that they had no alternative but to request the Conference by virtue of article 3, paragraph 9, of the Constitution, to invalidate the credentials of the Workers' delegate and Workers' advisers of Chile to the present session of the Conference since they had not been appointed in agreement with the most representative workers' organisations in the country as required by article 3, paragraph 5, of the Constitution.

#### *Conclusions of the Chairman*

10. The Chairman considered that even though the trade union situation in Chile was unsatisfactory, the examination of credentials by the Committee was purely formal and had to be carried out exclusively in terms of article 3, paragraph 5, of the Constitution of the ILO. There was no evidence to show that the Government had not appointed the Workers' delegate and his advisers "in agreement with the industrial organisations, if such organisations exist, which are most representative of employers and work people, as the case may be".

11. The Government had carried out consultations with the workers' organisations which had legal existence in Chile and had proceeded to appoint the members of Workers' delegation in accordance with these consultations. The question as to whether *de facto* organisations should legally exist did not fall within the competence of the Committee but of other ILO organs and, in particular, that of the Committee on Freedom of Association.

12. For the above reasons, and quite apart from the doubts which he entertained as to whether the organisations consulted were sufficiently representative of the workers of Chile as well as the implications of the problem referred to in the preceding paragraph, the Chairman considered that he was not in a position to propose the invalidation of the credentials of the Workers' delegation of Chile.

#### *Late objections*

13. The Committee received on 11 June 1985 an objection to the credentials of the Workers' delegation of Chile submitted by the World Federation of Trade Unions (WFTU) and on 18 June an objection to the credentials of the same Workers' delegation submitted by the World Confederation of Labour (WCL).

14. As the Workers' delegation of Chile appeared in the list of delegations published on 7 June 1985, these objections were lodged after the expiry of the time-limit of 72 hours prescribed in article 26, paragraph 4(a), of the Standing Orders of the Conference and, as such, were not receivable.

#### *Communication from the Chairman of the Employers' Group*

15. The Committee received a communication from the Chairman of the Employers' group, dated 12 June 1985, indicating that an Employers' delegate whose name appeared in the provisional list of delegations published on 7 June 1985 had been unable to attend the Conference owing to the Government's failure to pay his travel and subsistence expenses in conformity with article 13, paragraph 2 (a), of the ILO Constitution. The communication requested that the name of this delegate should be deleted from the list.

16. The Committee was informed that the name of this delegate had already been deleted from the list following a modification of the credentials by the Government of his country.

17. In this connection, the Committee called attention to paragraph 17 of its first report, in which it recalled governments' obligations in the matter.

#### *Other questions*

18. In considering various ways whereby the information placed at its disposal each year might be improved, the Committee noted that despite the appeals appearing regularly in the Memorandum to the Conference calling attention to the resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the Conference at its 56th (1971) Session, the majority of member States continued to submit credentials without any indication of the employers' and workers' organisations consulted when appointing the non-governmental delegates and advisers. In some cases it was even impossible to identify clearly the delegate or adviser in the absence, in the credentials, of any indication of his functions or affiliation.

19. In this connection, the Committee was informed that, sometimes, when the information provided in the credentials did not permit it to determine the group to which a person belonged or the functions the person was assigned at the Conference, the ILO Secretariat, whenever possible, contacted the permanent mission of the country concerned to obtain the necessary clarifications. The Committee, while recognising the utility of such action, stressed the need for member States to include, in the credentials, the necessary information about the functions of the non-governmental delegates and advisers appointed by them and the organ-

isations which had agreed to their nomination. It was only in this manner that the Committee could carry out its task satisfactorily. The Committee also pointed out that in keeping with the Conference resolution referred to above, the member States, in submitting the credentials of their delegations, should also confirm that the travelling and living expenses of such delegates and advisers are in fact being borne by the member State in accordance with the terms of the Constitution.

20. The Committee decided to continue the examination of these questions at the next session of the Conference.

21. The Credentials Committee submits the present report to the Conference in order that it may take a decision on the proposal contained in paragraph 9 and take note of the other paragraphs of the report.

Geneva, 22 June 1985.

(Signed) S. REANTRAGOON,  
*Chairman.*

E. HOFF.

J. SVENNINGSSEN.

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Sixth Item on the Agenda: Safety in the Use of Asbestos

### Report of the Committee on Asbestos

1. The Committee on Asbestos was set up by the International Labour Conference at its third sitting on 8 June 1985. It was originally composed of 100 members (43 Government members, 26 Employers' members and 31 Workers' members). To achieve equality of voting strength, each Government member had 806 votes, each Employers' member had 1,333 votes and each Workers' member had 1,118 votes. The composition of the Committee was modified nine times during the session, and the number of votes attributed to each member was modified in consequence.<sup>1</sup>

2. The Committee elected its Officers as follows:

*Chairman:* Mr. B. Siccama (Government member, Netherlands);

*Vice-Chairmen:* Mr. M. Lesage (Employers' member, Canada) and Mr. P. Westerholm (Workers' member, Sweden);

*Reporter:* Mr. S. B. Hegde Patil (Government member, India).

3. At its eighth sitting, the Committee appointed a Drafting Committee composed of the following members: Mr. A. Schuster (Government member, Luxembourg), Mr. D. Bouige (Employers' member, France), Mr. P. Westerholm (Workers' member, Sweden); and the Chairman and the Reporter of the Committee.

4. The Committee had before it Reports VI(1) and VI(2) prepared by the Office for a first discussion by the Conference of the sixth item on the agenda: "Safety in the Use of Asbestos". The

Proposed Conclusions submitted by the Office were contained in Report VI(2).

5. The Committee held 13 sittings.

### Introduction

6. The representative of the Secretary-General reviewed the considerations which had led the Governing Body of the International Labour Office to place the item of safety in the use of asbestos on the agenda of the Conference. In the last two decades, the harmful effects resulting from exposure to asbestos dust had become matters of great concern, not only for organisations of employers and workers and the responsible health and labour authorities, but also for the public at large. In view of the serious nature of asbestos-related diseases, the Governing Body had several times expressed its interest in keeping the asbestos hazard under control. In 1973 it convened a Meeting of Experts to advise on appropriate preventive and control measures and on the future action of the ILO. The experts' report included, among other recommendations, the need for the adoption of an international instrument or instruments on safety in the use of asbestos. At the same time the ILO was engaged in the preparation of more general international instruments in occupational health. This ultimately resulted in the adoption of the Occupational Cancer Convention (No. 139) and Recommendation (No. 147) in 1974, the Working Environment (Air Pollution, Noise and Vibration) Convention (No. 148) and Recommendation (No. 156) in 1977, and the Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164) in 1981; all of these instruments contained general provisions relevant to safety in the use of asbestos. Other activities were directed more specifically towards the control of the asbestos hazard; these included codes of practice on safety and health in shipbuilding and ship repairing in building and civil engineering work and in the iron and steel industry. The ILO *International Classification of Radiographs of Pneumoconioses* was revised in 1980 to take account of asbestos. Lung cancer and mesothelioma caused by asbestos were included in the Employment Injury Benefits Convention, 1964 (No. 121), amended by the International Labour Conference in 1980. The Occupational Safety and Health Information Centre (CIS) published two bibliographies on asbestos, the second volume of which covered the period 1979 to 1984. The Governing Body, at its 219th Session in March 1982, authorised the preparation of a *Code of practice on safety in the use of asbestos*. This Code was finalised at a Meeting of

1. The modifications were as follows:

- (a) 10 June: 101 members (43 Government members with 416 votes each; 26 Employers' members with 688 votes each; 32 Workers' members with 559 votes each);
- (b) 11 June: 103 members (44 Government members with 39 votes each; 26 Employers' members with 66 votes each; 33 Workers' members with 52 votes each);
- (c) 12 June: 100 members (44 Government members with 775 votes each; 25 Employers' members with 1,364 votes each; 31 Workers' members with 1,100 votes each);
- (d) 13 June: 99 members (44 Government members with 186 votes each; 24 Employers' members with 341 votes each; 31 Workers' members with 264 votes each);
- (e) 14 June: 96 members (44 Government members with 667 votes each; 23 Employers' members with 1,276 votes each; 29 Workers' members with 1,012 votes each);
- (f) 15 and 17 June: 85 members (44 Government members with 105 votes each; 20 Employers' members with 231 votes each; 21 Workers' members with 220 votes each);
- (g) 18 June: 83 members (44 Government members with 95 votes each; 20 Employers' members with 209 votes each; 19 Workers' members with 220 votes each);
- (h) 19 June: 80 members (45 Government members with 4 votes each; 20 Employers' members with 9 votes each; 15 Workers' members with 12 votes each);
- (i) 24 June: 78 members (45 Government members with 52 votes each; 20 Employers' members with 117 votes each; 13 Workers' members with 180 votes each).

Experts in October 1983, and published in 1984. At its 224th Session in November 1983, the Governing Body decided to include the subject of safety in the use of asbestos on the agenda of the 71st Session of the International Labour Conference in 1985. The ILO's activities concerning safety in the use of asbestos should also be seen within the broader framework of the International Programme for the Improvement of Working Conditions and Environment (PIACT), which reflected the determination of the Organisation to use every means at its disposal to encourage and support its members in setting and achieving, with the participation of employers, workers and their organisations, a number of objectives for the improvement of working conditions.

#### General Discussion

7. During the general discussion, there was wide acceptance of the need for a Convention and Recommendation on safety in the use of asbestos. The Proposed Conclusions prepared by the Office were regarded as an acceptable basis for discussion.

8. The spokesman for the Employers' members referred to the common objective of employers, workers and governments that there should be no uncontrolled exposure to asbestos. He pointed out that no other substance had been more intensively investigated than asbestos and that it should be possible to provide objective recommendations covering the use of asbestos world-wide, especially for developing countries where the majority of the world's workers are employed. He regretted that the Code of Practice prepared by the Office in 1984 was not available at the same time as the questionnaire. Subjects to which he would return were the definition of asbestos and the effects of other fibrous materials.

9. The spokesman for the Workers' members referred to the tragic chronicle of enormous proportions represented by death and disease caused by asbestos exposure. A broad range of processes and exposure situations were involved; thousands of workers had already died and there would be many more before the end of the century. It was difficult to make quantitative estimates of the health costs attributable to asbestos exposure. In view of the numerous types of use of asbestos, a range of preventive and control techniques would have to be applied. The time lag between awareness of the risks arising from asbestos and preventive action was a cause of concern for the workers. More information and education were needed to control the problem and to overcome obstacles and difficulties in obtaining compensation. The asbestos hazard was of primordial importance, especially for developing countries, where millions of workers were exposed.

10. The Government member of the United Kingdom welcomed the ILO proposals. He stressed that the risk varied according to the type of asbestos and the nature of the process. Public concern was high, leading to anxiety and sometimes hysteria. It was therefore necessary to make as honest an assessment as possible and, in particular: (1) to license certain processes; (2) to prohibit the most hazardous processes; and (3) to adopt stringent exposure limits. Thus in the United Kingdom, from 1 August 1984, regulations required the licensing of asbestos-removal contractors and the notification and registration of

licence holders. The import, marketing and use of amosite and crocidolite and any spraying of asbestos or installation of asbestos insulation were prohibited. Amosite was regarded as being equally dangerous as crocidolite. Exposure limits were 0.2 fibre/ml for amosite and crocidolite and 0.5 fibre/ml for all other types. This was twice as strict for chrysotile as in other countries, as indicated in the appendix to the ILO Code of Practice. He compared the use of asbestos in manufacturing processes with its use in buildings, where his Government took a more relaxed view. If an asbestos-containing surface was damaged, it should be sealed or, if necessary, removed; if it was undamaged it should be left alone. According to a recent report by Sir Richard Doll and Professor Julian Peto, the risk of lung cancer due to living or working in a building containing undamaged asbestos was less than that of being struck by lightning and one hundred times less than sharing a room with a person who smoked.

11. The Government member of Mexico said that the most important objective was to ensure that workers did not inhale asbestos. He also insisted on the need to establish a minimum employment age.

12. The Government member of Japan was broadly in favour of the Proposed Conclusions. His main concern was with Point 18 as the system used in Japan for assessing exposure did not correspond to the intention of this Point referring to exposure limits.

13. The Government member of Zimbabwe, in accepting the principles of the Proposed Conclusions, called for a common-sense rather than an hysterical approach to asbestos. He pointed out that current cases of asbestos-related diseases were the result of exposure many years earlier, when control measures were inadequate. The use of many carcinogenic substances had been made possible because practical control measures had been developed. It would be wrong to perpetuate the erroneous concept that asbestos could not be used safely. The main issue for developing countries was to develop an instrument which could be implemented in order to make use of a material that was durable and readily available. He stressed the need to consider fibrous silicates other than asbestos.

14. The Government member of India indicated the concern of his Government and the general public about the asbestos hazard. Action had already been initiated under existing legislation and studies had been undertaken in the asbestos industry. An important issue was the training of factory managers, inspectors, workers and doctors. Particular attention was needed in the field of environmental monitoring and in this respect he thanked the ILO for the possible provision of instrumentation to the Central Labour Institute of India. He considered that there should be a reference to the responsibilities of multinational companies, to workers' participation and to the difficulties involved in the protection of the self-employed and in keeping medical records for 30 years.

15. The Government member of Canada said that his country had long experience of the potential dangers of asbestos, but he was concerned about the lack of clarity in the proposed instruments with

regard to other mineral fibres. The control of asbestos alone, without similar provision for substitute products, could lead to dangerous exposure to other mineral fibres which had not been shown to be safe. The scope of the proposed instruments should therefore cover mineral fibres in general. It would not be appropriate to have an instrument for each type of fibre.

16. The Government member of Sweden referred to the ubiquitous nature of asbestos, of which his country was one of the smallest importers. Although scientists had known of the hazard for a long time, workers only became aware of it in the early 1970s. All types of asbestos were regarded as dangerous. Action taken by the Swedish Government included the banning of crocidolite in 1976; the tightening of exposure limits of other types of asbestos to 0.5 fibres/ml; the medical examination of 60,000 workers; and strict rules on health surveillance. New uses of asbestos had to be individually sanctioned. Building workers and garage workers should undergo health checks at the employer's expense. Sixty new cases of mesothelioma and 500 cases of pleural plaques had been detected among workers formerly exposed to asbestos. A new Asbestos Commission had been formed. Its first action had been to ban, from 1 January 1987, the sale of passenger cars unless they had non-asbestos brake linings. Proposed future action would include: the elimination of all asbestos from lorries, buses, machinery and elevators; the prohibition of asbestos in buildings—for example, in heating and ventilation systems—though it was recognised that present building stock would exist for a long time. In addition the Commission would eliminate asbestos from drinking water, control the disposal of asbestos waste, check building stock, ships and trains for emission of asbestos fibres and provide medical examinations free of charge. Compensation was already paid automatically for asbestos-related disease, including pleural plaques. It was recognised that substitutes for asbestos were not entirely harmless and that stringent standards would have to be applied to glass and rock wool. Sweden did not accept the Proposed Conclusions, which he believed were based on a misleading premise. Any use of asbestos would lead to ultimate exposure, either by do-it-yourself enthusiasts or by the release of asbestos fibres from asbestos cement as a result of acid rain, so that the only satisfactory solution was the complete banning of asbestos, starting with crocidolite.

17. The Government member of Finland agreed with his Swedish colleague but said that a start had to be made and the Proposed Conclusions were a useful basis for preliminary action. Spraying of asbestos was already prohibited in Finland. Crocidolite should be totally prohibited and all forms of asbestos replaced by harmless substances where possible.

18. The Government member of Norway was in favour of a general ban on asbestos, with some exceptions. He believed that the Committee should come to a conclusion about asbestos and not other fibres.

19. The Government member of China referred particularly to the hazards of cancer related to asbestos exposure and emphasised the importance of international standards in the protection of workers.

These standards needed to be renewed periodically to take account of new knowledge.

20. The Government member of Hungary said that his country had been one of the first, in 1905, to use asbestos cement. He congratulated the ILO on its action in the field of asbestos. Special attention should be paid, in his view, to the protection of pregnant women and young workers against the hazard.

21. The Government member of Italy, spokesman for the member States of the European Community (EC), welcomed the ILO initiative. Most of the subject-matter of the Proposed Conclusions was already a part of Community Directives. The marketing and use of crocidolite were prohibited except for pipes, gaskets and torque converters. Where exposure to crocidolite was likely to occur, as in demolition and shipbreaking, the exposure limit was 0.2 fibres/ml. An important aspect of the Community Directives was the adoption of a uniform labelling requirement.

22. The Representative of the Commission of the European Communities recalled that a joint answer had been sent to the ILO questionnaire to take account of the extensive Community Directives which existed in relation to asbestos both for workers' protection and with respect to the limitation of use and labelling. Member States had until March 1986 to introduce legislation prohibiting the placing on the market and use of crocidolite with three exemptions which member States might make use of, including asbestos-cement pipes. Products containing other asbestos fibres would have to have a standard label with, in particular, the inscription "Warning: contains asbestos – Breathing asbestos dust is dangerous to health". At the workplace the limit for crocidolite may not exceed 0.2 fibre/ml, as compared with 1.0 fibre/ml for the other forms of asbestos, member States having the option of adopting more stringent measures.

23. The Government member of the USSR supported the Proposed Conclusions. He was concerned to avoid the exposure of young workers and further exposure of those already affected. The latter should be maintained at their normal level of remuneration. It was also important to ensure protection from asbestos in the home.

24. The Government member of Austria opposed the statement of the Government member of Canada concerning fibres other than asbestos. He said that the Governing Body had decided that the Committee should discuss asbestos and not other fibres.

25. The Chairman, in summarising the discussions, said that this General Discussion provided a useful overview of the situation concerning the safe use of asbestos. The picture which emerged gave hope of achieving a good discussion. He paid tribute to the concern on the part of all speakers with regard to the health of workers. The question of the dangers of fibres other than asbestos was an important one, on which more information was needed. The proposal of the ILO for a Convention and Recommendation had come at a particularly opportune time. He congratulated the Office for the take-off provided by the Proposed Conclusions.



## Extension of the General Discussion

26. On the question of fibres other than asbestos, the Chairman ruled that two amendments submitted by the Government member of Zimbabwe, having the effect of extending the scope of the proposed instruments to all fibrous silicates and even to fibrous material other than silicates, could not be discussed within the context of the Proposed Conclusions. Based on the decision of the Governing Body of the ILO, the Committee had before it the agenda item Safety in the Use of Asbestos and could not adopt substantive conclusions going beyond that agenda item. These amendments would bring into the scope minerals which clearly did not belong to the asbestos family and even other materials. This would be going beyond the powers of the Committee under article 14 of the Constitution and article 39(4) of the Standing Orders of the Conference. Nevertheless, in view of the importance of the subject and the fact that it had already been raised at an earlier stage in the general discussion on a number of occasions, he decided to extend the general discussion in order to provide an opportunity for discussion on the background of these amendments.

27. The spokesman for the Employers' members welcomed the opportunity of dealing with the problem of other fibres, though he recognised the difficulties. The hypothesis that all other fibres had the same effect as asbestos was not entirely valid. Technological development had led to the use of several alternative fibres, organic, mineral, natural and synthetic, but not all had the same properties. The retention in the lungs varied considerably. Erionite, for example, a naturally-occurring fibre of the zeolite family found in Turkey, behaved in the body like crocidolite and epidemiological studies had shown that it caused mesothelioma. The Employers agreed on the potential risk factors of all fibres and stated that when a risk was demonstrated the same standards of prevention were required. The subject had considerable importance for the future, though it was not within the strict limits of the discussion.

28. The spokesman for the Workers' members said that he had read the proposal of the Government member of Zimbabwe with much interest and sympathy. The preparatory meetings of experts and the background documentation produced had been geared to asbestos as defined in the Code of Practice and to widen the scope would require much more preparation. A broadening of the task laid before the Committee was not supported by the Workers since it could lead to confusion and imperil the objective of producing an ILO instrument on asbestos. From the Workers' point of view, a separate initiative from the ILO to bring up the subject of other fibre types for a closer examination and for evaluation of health hazards would be welcomed.

29. The Government member of Canada said that he would have supported the amendment had it been discussed. Several countries had suggested that workers should be protected against all dangerous fibres. His country had produced a list of fibres, including attapulgite, sepiolite, wollastonite, ceramic fibres and man-made mineral fibres (MMMF). The results of epidemiological studies on MMMF were not reassuring. There was an increased risk of cancer after 30 years from first exposure. Most respirable fibres were

not biologically inert, and so it was prudent to control all fibres. Asbestos was not a scientific, but a commercial term and included six minerals, among them actinolite, which had no commercial applications. The other fibres were not included even though some of them, e.g. erionite, were as damaging as asbestos. There was clearly an inconsistency.

30. The Government member of China said that the Committee should concentrate only on asbestos, as indicated in the Proposed Conclusions, and leave the discussion of other fibres to a future meeting.

## Examination of the Proposed Conclusions contained in Report VI(2)

### FORM OF THE INTERNATIONAL INSTRUMENTS

#### Point 1<sup>1</sup>

31. One amendment submitted by the Government member of Zimbabwe proposed the replacement of the word "safety" by the words "occupational safety and health" in view of the fact that the term "safety" tended to be restricted to injuries, while the main issues in handling asbestos concerned effects on health. Both the Employers' and Workers' groups agreed with the amendment; it was adopted unanimously.

32. Point 1, as amended, was adopted.

#### Point 2

33. Point 2 was adopted without change.

## Proposed Conclusions with a view to a Convention

### I. PREAMBLE

#### Point 3

34. The Workers' members proposed an amendment to refer both to the list of occupational diseases revised in 1980 appended to the Employment Injury Benefits Conventions, 1964 (No. 121), and to the *Code of practice on safety in the use of asbestos of 1984*. After some discussion about the desirability of including both of these items, legal advice was requested. The representative of the Secretary-General, having consulted the Legal Adviser, said that no problem existed in referring in an international labour Convention or Recommendation to a Code of Practice, quoting the precedent of the Occupational Cancer Convention, 1974 (No. 139). In these circumstances all objections were withdrawn and the amendment was adopted.

35. Point 3, as amended, was adopted.

### II. DEFINITIONS

#### Point 4

36. The Workers' group proposed to use the definition of asbestos in the ILO Code of Practice in

<sup>1</sup> The numbering of the Points reproduces that of the Proposed Conclusions in Report VI(2). It does not necessarily correspond in every case to the numbering of the Points in the Proposed Conclusions reproduced at the end of the Committee's report, which are based on the decisions of the Committee and, in some cases, of the Drafting Committee.

place of that in 4(a) of the Proposed Conclusions. The Government member of Canada had proposed a similar amendment, which he withdrew. The Employers' group gave complete support to the amendment, which was accepted without opposition. The definition of asbestos would therefore read as follows:

["asbestos" as] the fibrous form of mineral silicates belonging to the serpentine and amphibole groups of rock-forming minerals, including: actinolite, amosite (brown asbestos, cummingtonite-grunerite), anthophyllite (white asbestos), chrysotile crocidolite (blue asbestos), tremolite, or any mixture containing one or more of these.

37. A number of amendments were proposed to clause (b). The Employers' members wanted to make it clear that exposure applied only to the workplace. It was pointed out by the Workers' members that the proposed instruments as a whole applied to occupational exposure, but the Employers' members preferred to have it stated explicitly. After discussion, the phrase "at work" was adopted unanimously to qualify the word "exposure". The Government member of Canada proposed an amendment stressing that the health risks of asbestos were not due to the presence of asbestos as such, but to activities involving the use of asbestos. The Workers' members opposed the amendment, saying that exposure to asbestos could occur during many activities not directly involving asbestos, such as demolition. The amendment was submitted to a vote and rejected by 78 votes in favour, 2,613 against, with 1,911 abstentions. The Government member of Cyprus believed that the word "respirable" was superfluous, but after an explanation that "respirable" meant only those particles which could reach the deeper recesses of the lung, he withdrew his amendment. The Workers' members proposed an additional definition of asbestos dust from the ILO Code of Practice. This was unanimously accepted as an additional clause (b).

38. The Government member of Cyprus proposed the deletion of clause (c) as there was evidence of the carcinogenicity of asbestos fibres below 5 µm (micrometres) in length. The Workers' members preferred their own amendment, which included fibres of less than 5 µm. In the course of a long discussion it was made clear that, although there might be health problems with fibres less than 5 µm in length, the ILO Code and international practice depended on a counting method in which only fibres longer than 5 µm were counted. The inclusion of shorter fibres would present considerable technical problems making the administration of the law difficult. The Workers' members were concerned to keep apart the biological and regulatory aspects of the question. Any confusion between these two approaches could lead to undesirable consequences when assessing health hazards from asbestos exposure. On the other hand it was believed that there was a need for a pragmatic method related to existing figures and, in fact, to the level of risk. The amendment of the Workers' members was rejected by 39,525 votes in favour, 43,400 votes against, with 6,975 abstentions. On a record vote, the Workers' amendment was rejected by 38,750 votes in favour, 44,175 votes against, with 7,750 abstentions.

39. Point 4, as amended, was adopted.

### III. SCOPE

#### Point 5

40. The Government members of the member States of the EC proposed an amendment seeking to make the instrument apply to "any work with asbestos or products containing asbestos" rather than "all activities involving exposure". The Workers' members, while agreeing with the principle, thought that the wording was too restrictive. There were circumstance, such as on construction sites or in dockyards, where workers could be exposed to asbestos even though not directly working with it. The Employers' group agreed and the amendment was rejected. A proposal to add the word "economic" before "activities" was rejected because both Employers' and Workers' members were against it. The amendment to add the word "dust" after "asbestos" was put to a vote and was rejected, as the quorum was not reached (2,325 votes in favour, 17,050 against with 70,525 abstentions; quorum 40,920).

41. Point 5 was adopted without change.

#### Point 6

42. The Workers' members and the Government members of Sweden, Norway and Finland proposed the deletion of Point 6 on the grounds that it was damaging to the principles of the proposed Convention to remove areas of economic activity from its protection. It was sufficient, in their view, to have the opportunity of granting exemptions, as provided elsewhere in the text. Conversely, other Government members and the Employers' members believed that governments should have the right to exclude particular branches of economic activity, as there were similar provisions in other Conventions. The amendments were rejected by 39,525 in favour, 47,275 against, with 3,875 abstentions. The Government member of the United Kingdom proposed some textual alterations which, after discussion and amendment, were accepted. The Government member of China proposed the deletion of the words "in whole". There was considerable discussion, some members believing that the term applied to the proposed Convention, while others believed that it applied to branches of economic activity. In order to resolve the ambiguity, advice was sought from the Legal Adviser, who confirmed that the term applied to the Convention. The amendment was accepted by 11,160 votes in favour, 8,742 against, with 1,302 abstentions. Paragraph (1) would therefore read as follows:

6 (1) The proposed Convention should provide that the competent authority, after consultation with the most representative organisations of employers and workers concerned, may, on the basis of an assessment of the health hazards involved, decide to exclude from its application, in part, particular branches of economic activity or particular undertakings when it is satisfied that their inclusion is unnecessary.

Proposed textual changes to paragraph 6(2) were rejected by a vote (2,315 votes in favour, 8,525 against with 73,100 abstentions) and the Office text was accepted.

43. Point 6, as amended, was adopted.

#### IV. GENERAL PRINCIPLES

##### *Point 7*

44. The Government member of India proposed the deletion of the word "occupational" in paragraph (1). A number of Government members had strong reservations against extending the scope of the proposed Convention to the general public as occupational safety and health legislation was usually confined to workplaces. The Workers' and Employers' members were equally concerned to maintain the occupational coverage, so the amendment was rejected. The Workers' group proposed an amendment seeking to eliminate the use of asbestos by replacing it with less harmful materials or alternative technology. They pointed out that it was not only a question of substituting one fibrous material for another. Alternative technology could, in many cases, eliminate the need for fibres of any kind. In the course of a long discussion, several Government members and the Employers' members insisted that the proposed instruments were on safety in the use of asbestos and were not concerned with the elimination of this product. Asbestos was a valuable material which could be used safely and there was no guarantee that substitute fibres were safe or that alternative technology was available to developing countries. The economic impact of such a decision was considerable as it would mean the end of asbestos mining activities in many countries. The Workers' members said that the principle of substitution was well established and was included, for example, in the Occupational Cancer Convention, 1974. The Employers' member drew attention to a number of reports indicating that the hazard could be controlled without banning the use of asbestos. Finally, after a vote on a subamendment of Government members of the Scandinavian countries to replace the word "decreasing" by "eliminating" had been rejected (8,850 votes in favour, 10,602 against, with 2,124 abstentions), the amendment was withdrawn. Two amendments proposed by the Government member of Zimbabwe, one recommending the encouragement of research and the other on measure for the education and training of workers on the hazards of asbestos, after minor textual changes, were accepted. The new texts were as follows:

7(4). The competent authority should encourage research studies into technical and health problems relating to exposure to asbestos.

7(5). The competent authority should ensure that employers have a written policy and procedures on measures for the education and periodical training of workers on hazards of asbestos and methods of control.

45. Point 7, as amended, was adopted.

##### *Point 8*

46. Point 8 was adopted without change.

##### *Point 9*

47. With one change (the replacement of the word "medical" by the word "scientific"), Point 9 was adopted.

##### *Point 10*

48. An amendment to paragraph (2) submitted by the Workers' members, sought the deletion of the

words "in appropriate circumstances". This was accepted by 10,320 votes in favour, none against, with 9,300 abstentions. The Government member of Zimbabwe proposed the introduction of a new paragraph to deal with emergency situations such as leaks. Both the Employers' and the Workers' members agreed with the amendment in principle, but made proposals for some textual changes. These were accepted, the new text to read: "10(3). Employers should, after consultation with representatives of workers concerned, prepare procedures for dealing with emergency situations".

49. Point 10, as amended, was adopted.

##### *Point 11*

50. The Workers' members submitted an amendment to include at the beginning the words "Without prejudice to the employers' responsibility in terms of Point 10(1)" but accepted a subamendment by the Employers' members which said "Within the limits of their responsibility". A proposal by the Government member of Zimbabwe to add the words "and health" to the word "safety", led to a discussion on the relative meanings of the English "health", the French "hygiène" and the Spanish "higiene". Finally, the words "and hygiene" were accepted. A further proposal—that workers should not interfere with personal protective equipment—was rejected.

51. Point 11, as amended, was adopted.

##### *Point 12*

52. Point 12 was adopted without change.

##### *Point 13*

53. The Workers' members submitted two amendments, one to bring the wording into line with Article 9 of Convention No. 155, and the other, a new Point, but coming from the same Convention, to provide for adequate penalties for violations. The first was accepted by Government and employers' members without a vote. The second was accepted by 41,354 votes in favour, none against, with 37,352 abstentions. The new text of Point 13 would therefore read:

13(1). The enforcement of laws and regulations concerning prevention of health hazards arising from exposure to asbestos should be secured by an adequate and appropriate system of inspection.

(2). The enforcement system should provide for adequate penalties for violations of laws and regulations.

54. Point 13, as amended, was adopted.

#### V. PROTECTIVE AND PREVENTIVE MEASURES

##### *Point 14*

55. Nineteen amendments had been submitted and the Workers' and Employers' members suggested that the Point should be discussed as a whole because amendments were interrelated and the texts represented a package, or a listing of strategies from which Governments could select those measures which were most suitable for particular cases. The Chairman ruled that the amendments should be discussed successively as they applied to the intro-

ductory phrase and then to the three clauses (a), (b) and (c) and that subsequently it would be possible to bring them all together as a package. The main objection of the Employers' members was that some of the amendments were tantamount to a ban on asbestos and that this was outside the scope of the proposed Convention. The Workers' members, on the other hand, said that the four clauses were not mutually exclusive and that it was up to each country to create its own blend of measures.

A subamendment submitted by the Employers' members to the Workers' members' amendment to replace the word "prevented" by "limited" was rejected by a vote (32,016 votes in favour, 35,351 against, with 11,339 abstentions). A subamendment submitted by the Government member of the United States to replace "prevented and controlled" by "prevented or controlled" was put to a vote and accepted by 44,022 votes in favour, 29,348 against, with 6,670 abstentions. The amendment replacing the word "limited" by "prevented or controlled" was finally adopted by a vote with 44,689 votes in favour, 30,682 against, with 4,669 abstentions. In conclusion an amendment by the Employers' members to replace the word "limited" by the word "controlled" was withdrawn. An amendment by the Government members of Denmark, Finland, Norway and Sweden to delete the words "one or more of" was rejected by the majority.

The amendment of the Employers' members concerning the deletion of clause (a) and its replacement by a new text concerning technical control measures in order to eliminate or reduce exposure to asbestos dust to the lowest possible level was withdrawn after a lengthy discussion in order to support the amendment of the Workers' members concerning adequate engineering controls and workplace practices for the control of asbestos exposure.

An amendment to clause (a) submitted by the Workers' members concerning the replacement not only of asbestos but also of asbestos products by harmless or less harmful materials, alternative technology or products in order to accelerate the use of substitute products would, in the opinion of the Employers' members and some Government members, amount to a ban on asbestos. The Workers' spokesman emphasised that his group did not aim at a ban on asbestos, but considered that Governments should have more choice in the control strategies. The amendment, put to the vote, was accepted by 40,342 votes in favour, 35,351 votes against, with 3,013 abstentions.

An amendment to clause (a) proposed by the Government member of Canada to replace the words "harmless or less harmful substances" by the words "substances scientifically established as harmless or less harmful" was subamended by the Government member of Zimbabwe to replace the word "established" by "evaluated" and finally, as subamended, was accepted by the majority of the Committee.

The proposal of the Government member of Canada to replace clause (b) by a new text concerning control measures or the prohibition of asbestos was withdrawn.

The amendment to clause (b) submitted by the Workers' members concerning national laws or regulations on the prohibition not only of asbestos but also of asbestos products was strongly opposed by the Employers' members. Put to a vote, the amendment

was accepted by 40,342 votes in favour, 34,017 against, with 3,013 abstentions.

An amendment of the Employers' members to link prohibition of asbestos to insufficient dust control measures was rejected by 31,349 votes in favour, 43,355 against, with 2,268 abstentions.

Two proposals, submitted by the Employers' members and by the Government members of Denmark, Finland, Norway and Sweden, to delete clause (c) concerning the authorisation of the use of asbestos were withdrawn after several Government members strongly supported the Office text as being a useful tool in preventive methods. Consequently an amendment submitted by the Government member of Canada concerning the authorisation of the use of asbestos was withdrawn. The extension of authorisation procedures in respect of asbestos products, import and trade, or work processes was subamended to delete "import and trade" and to refer to "certain" work processes. The amendment was adopted as subamended. In view of the policy of regarding amendments to Point 14 as a package and of the decisions taken by the Committee, the Employers' members withdrew their amendment seeking to add a new clause concerning substitute products.

An amendment submitted by the Workers' members to add a new clause concerning engineering controls and workplace practices was adopted. The Government member of Canada withdrew his amendment concerning asbestos exposure limits.

Two amendments proposed by the Government members of Denmark, Finland, Norway and Sweden and by the Government members of Belgium, Denmark, France, Federal Republic of Germany, Greece and the United Kingdom respectively, aiming at the prohibition of crocidolite and products containing this asbestos fibre, and an amendment made also by the latter group of countries, proposing derogations from the prohibition through permission by the authorities, were withdrawn with a view to introducing the amendments into the Recommendation.

The revised text of Point 14 was presented as follows:

14. National laws or regulations should provide that exposure to asbestos should be prevented or controlled by one or more of the following measures:

- (a) replacement of asbestos or of certain types of asbestos or asbestos products by materials, alternative technology or products scientifically evaluated as harmless or less harmful whenever possible;
- (b) prohibition of the use of asbestos or of certain types of asbestos or asbestos products, totally or partially, in certain work processes;
- (c) making the use of asbestos or of certain types of asbestos, or of certain asbestos products or certain work processes subject to authorisation;
- (d) making work in which exposure to asbestos may occur subject to regulations prescribing adequate engineering controls and workplace practices, including workplace hygiene, for control of asbestos exposure.

56. Point 14, as amended, was adopted.

#### *Proposed new Point (after Point 14)*

57. The Workers' members proposed the insertion of a new Point encouraging research and development into new materials and alternative technology and, with the modification of the word "promote" by the word "encourage", this was accepted. The new text would read: "The competent authority

should encourage research on and development of harmless or less harmful substitution materials or alternative technology, decreasing the risk for the workers."

58. The new Point, as amended, was adopted.

#### *Point 15*

59. An amendment submitted by the Employers' group aiming at the deletion of paragraph (1) was withdrawn in view of other amendments proposed. The Committee then accepted an amendment to paragraph (1) proposed by the Government member of Canada and the Workers' members, and sub-amended in discussion, adding after word "manner" the words "and to the extent" and replacing the word "any" by the words "certain types of", the new text of paragraph (1) to read: "National laws and regulations should provide that employers should notify, in a manner and to the extent prescribed by the competent authority, certain types of work involving exposure to asbestos." The Employers' and Workers' members submitted amendments to delete paragraph (2), which were accepted.

60. Point 15, as amended, was adopted.

#### *Point 16*

61. The Employers' members pointed out that asbestos was a natural product which was mined and so there were no "manufacturer" as such. The Workers' members submitted an amendment to insert the word "suppliers" and a subamendment to insert the word "vendors". The subamendment concerning "vendors" was rejected by a vote (840 votes in favour, 1,575 against, with 10,175 abstentions) as the quorum of 5,544 votes had not been reached. The amendment was put to a vote and accepted by 6,930 votes in favour, 630 against with 4,830 abstentions. The proposal that the labelling should be in the vernacular language understood by the workers concerned was accepted, subject to the consideration of the Drafting Committee, which should also place the words "producers", "manufacturers" and "suppliers" in proper reference to asbestos and asbestos products.

62. Point 16, as amended, was adopted subject to changes by the Drafting Committee.

#### *Point 17*

63. An amendment submitted by the Government member of Zimbabwe proposed an additional paragraph concerning assistance by the competent authority to small undertakings lacking in technical knowledge. After a discussion in which several Government members, while recognising the usefulness of the amendment, said that it would be more appropriate in a Recommendation, and that it would impose indeterminate burdens on governments and endanger ratification, the amendment was accepted with modifications, the new paragraph to read:

17(2). The competent authority should, in accordance with national practice, undertake activities to assist in particular small undertakings where technical knowledge may be lacking with the establishment of preventive programmes where exposure to asbestos may occur

64. Point 17, as amended, was adopted.

#### *Point 18*

65. As indicated in the general discussion, the Government member of Japan was not clear whether the proposed text covered the method of assessment used in his country. He therefore proposed the addition of the words "or provide assessment criteria for the evaluation of the working environment". This was supported by the Employers' and the Workers' members and accepted. The Workers' members proposed the deletion of paragraph (2), objecting to a calculation based on the duration of workers' exposure. The Employers' members said that the Point was straightforward and clear, reflecting the method adopted internationally, and that it should be retained. Put to a vote, the amendment of the Workers' members was accepted by 5,565 votes in favour, 420 against with 6,300 abstentions. A record vote was requested, with the result that the amendment was accepted by 5,670 votes in favour, 420 against, with 6,300 abstentions. The Government members of the EC proposed an additional paragraph recommending that exposure limits should be periodically reviewed in the light of technical and scientific advances. This was similar to an amendment previously withdrawn by the Workers' members. It was accepted by the Employers' members and, with some textual alterations to conform to previous decisions, it was accepted. The Workers' members submitted an amendment, later sub-amended, suggesting that all sizes of fibres should be taken into consideration when assessing risk. Some Governments were in favour of the proposal; some agreed, though they preferred that it should go into the Recommendation; others pointed out that it was possible to count small fibres, but only at considerable cost, which would be beyond the financial and personnel resources of developing countries. The spokesman for the Employers' members said that the present method of assessment, which counted fibres over 5µm in length, characterised levels of concentration in a standardised manner which made results of measurements comparable. Any cloud of dust was a granulometric spectrum and it was not possible to present the whole range. He requested the opinion of the Secretariat. It was said that the biological effects of asbestos depended on its fibrous character and the longer the fibre, the greater the effect. The shorter the fibre, the more it behaved like other silicate dusts. The figure of 5µm was already a compromise, many experts believing that the cancer hazard did not arise below 10µm though animal experiments could produce cancers with small fibres in some circumstances. Fibres below 5µm could be measured by electron microscopy, but the technique was difficult and expensive in time, money and scientific personnel. The spokesman for the Workers' members said that they were not demanding new standards of measurement but that 5µm was an exposure correlate, strong or weak, depending on the type of work and industrial process and that many jobs, for example drilling asbestos cement or the maintenance of braking systems, involved the evolution of shorter fibres. They wanted a proper hygiene assessment, which included fibres not measured by the measurement methods commonly used. Since asbestos fibres were carcinogenic, they could not, in the opinion of the Workers, be regarded as safe or non-carcinogenic when shorter than 5µm in the light of current

scientific knowledge. A vote on a subamendment to include the words "as far as possible" was accepted by 5,355 votes in favour, 315 against, with 6,720 abstentions. A vote on the amendment was accepted by 5,250 votes in favour, 420 against, with 6,825 abstentions. A record vote was requested by the Employers' members which resulted in the amendment being rejected because the quorum (5,544) was not reached: 5,250 votes in favour, 0 against, with 7,350 abstentions.

66. Point 18, as amended, was adopted.

#### *Point 19*

67. An amendment submitted by the Government member of Japan to include the words "assessment criteria" as already done in Point 18 was accepted. The Workers' members submitted an amendment seeking the deletion of some phrases and their replacement by others. After discussion on a number of subamendments, the revised text of Point 19 was accepted as follows:

19. In all workplaces where there is exposure to asbestos, the employer should take all appropriate measures to prevent or control the release of asbestos fibres into the air of the workplace, and to ensure that the exposure limits, or assessment criteria, complied with.

68. Point 19, as amended, was adopted.

#### *Point 20*

69. The Workers' members proposed a rewording of the Point and the Government member of Canada stressed that respiratory protective equipment should be approved by the competent authority. After discussion, both amendments were accepted, the first with modifications to reconcile it with the Office text.

70. Point 20, as amended, was adopted.

#### *Point 21*

71. The Government member of Zimbabwe proposed an amendment concerning the importance of educating workers regarding the dangers of asbestos to their families due to taking home contaminated clothing. After discussion, this was referred to Point 58 of the proposed Recommendation. The Workers' members proposed the transfer of Point 48 of the proposed Recommendation to Point 21. This was agreed. The Government member of Zimbabwe proposed a new paragraph regarding the responsibilities of employers to provide washing facilities at the workplace. Although in the course of discussion it was acknowledged that this might be difficult, especially with mobile workplaces, the principle was agreed and the amendment, with the addition of the words "as appropriate", was accepted.

72. Point 21, as amended, was adopted.

#### *Point 22*

73. There was a long discussion on this Point. The Workers' members had submitted an amendment aiming to make the employer responsible for the disposal of waste. Some Government members objected to the inclusion of such a provision in an ILO document, saying that waste disposal was properly the function of the local health authorities; others thought it was appropriate, as there were

international agreements on waste disposal. There was some objection to the fact that the Office text contained no mention of responsibility, but the representative of the Secretary-General said that it merely expressed a principle and not a responsibility. The Employers' members pointed out that the responsibility of the employer was limited. He could not be responsible when the waste had left his premises. The Workers' members said that the employer on a waste disposal site would have the same responsibility. Recognising that government departments other than the labour department were involved in the responsibility of waste disposal, it was finally agreed that the text should read: "In accordance with national law and practice, employers should dispose of waste containing asbestos in a manner which does not pose a health risk to workers." Although some Government members still preferred the Office text which mentioned public health and the environment, the amendment, as earlier subamended, was accepted.

74. Point 22, as amended, was adopted.

#### *New Points (between Points 22 and 23)*

75. The Workers' members wished to insert a new Point concerning the protection of a worker who removed himself from his work because he believed that he was in imminent danger to his life or health. Although some Government members denied the possibility of "imminent" danger (the hazard of asbestos being long-term rather than immediate), the Employers' members were not averse to the principle, which was already embodied in Article 13 of Convention No. 155. They preferred—and in this they were supported by several Government members—that it should be transferred to the proposed Recommendation. This was agreed, subject to the Drafting Committee ensuring that the discrepancies between the French and English texts were reconciled.

76. Two other amendments were submitted by the Workers' members, both concerning contractors engaged in demolition. The Employers were sympathetic to the Workers' viewpoint, though they felt there was some ambiguity. The main problem arose as regards the removal of friable insulation material of low density rather than with "locked-in" products such as asbestos cement sheets and pipes. In such circumstances the employer was often a contractor with a transient and peripatetic workforce, neither he nor they having adequate knowledge of the hazard. Governments had responsibilities, already being exercised in some countries, to ensure that recognised experts were doing the job. On the first of the two amendments, the principle of authorisation had already been accepted under Point 14(c). Several Government members believed that this was an unreasonable responsibility for them to bear and that it was an erosion of the employer's responsibility. To include such a provision in a Convention was going too far. The Government member of Luxembourg, supported by the Government member of Italy, wished to have his amendment recorded. It stated:

The employer or contractor, undertaking the demolition of plants or structures containing asbestos insulation materials and removal of asbestos from buildings or structures in which asbestos is liable to become airborne, should be qualified to carry out such work in accordance with the provisions of this Convention.

This was rejected by a majority. The second of the Workers' amendments concerned the drawing up by the contractor of a work plan before demolition or removal began. The Employers agreed and the two amendments were accepted.

77. The three amendments were adopted, the first to be transferred to the Recommendation and the second and third to be included in the Convention.

## VI. SURVEILLANCE OF WORKING ENVIRONMENT AND WORKERS' HEALTH

### *Point 23*

78. The Employers' and Workers' members accepted an amendment submitted by the Government member of Zimbabwe, to the effect that employers should be responsible for establishing concentrations and monitoring the levels of exposure, and this was adopted. The Government members of the EC countries proposed that monitoring should be undertaken "at appropriate intervals and using recognised methods", believing that this was more flexible than the Office text. Both the Workers' and Employers' members wanted to know who recognised the methods and who decided what was appropriate. The Government members referred to various internationally recognised standards such as ISO or DIN and recommendations of the WHO, but the Employers' and Workers' groups preferred the Office text, and so the amendment was rejected. Two new paragraphs were proposed by the Workers' members. The first involved the right of workers and their representatives to have access to the results of monitoring. With the introduction of the word "concerned" to qualify "workers", this was accepted. The second related to the transfer of Point 56 of the proposed Recommendation to the text of the proposed Convention. This was also accepted.

79. Point 23, as amended, was adopted

### *Point 24*

80. The Workers' members submitted an amendment stressing that the requirement of medical examinations should apply not only to workers currently exposed to asbestos but also to those who had been exposed in the past. They also wanted to ensure that their right to confidentiality of medical information concerning them and to refuse invasive medical procedures should be preserved. The Employers' members agreed with the first part of the amendment, but considered that the second part should more properly be included in the proposed Recommendation. Some Government members expressed reservations about the inclusion of previously exposed workers. Whose responsibility would it be to trace such workers? They also considered that the amendment regarding workers' rights should be part of the proposed Recommendation. After discussion it was agreed that the latter part of the Workers' members amendment should be transferred to the proposed Recommendation, the text of the proposed Convention to read as follows:

- (1) Workers who are or have been exposed to asbestos should undergo in accordance with national law and practice such medical examinations as are necessary to supervise their health in relation to the occupational hazard, and to diagnose occupational diseases caused by asbestos exposure.

- (2) The competent authority should ensure that provision is made for appropriate medical examinations to continue to be available to workers after termination of an assignment involving exposure to asbestos.

A further amendment submitted by the Workers' members, concerning discrimination against a worker in relation to the results of medical examination was accepted in principle, but it was agreed to transfer it to the proposed Recommendation. Two additional amendments from the Workers' members proposed new paragraphs. The first, that the competent authority should make provision for follow-up medical examinations after termination of an assignment involving asbestos exposure, was accepted. The second, that investigations and medical examinations should be free of charge to workers, was transferred to the proposed Recommendation.

81. Point 24, as amended, was adopted.

### *New Point (between Points 24 and 25)*

82. An amendment submitted by the Workers' members on the need for the competent authority to develop a system of notification of occupational diseases caused by asbestos was accepted.

83. The proposed new Point was adopted.

## VII. INFORMATION AND EDUCATION

### *Point 25*

84. As there was no amendment on this Point, it was adopted without change.

### *Point 26*

85. The Workers' members proposed the deletion of some words and the insertion of others, in order to strengthen the Office text. This was agreed. An amendment by the Government member of Zimbabwe proposed that the information on warning labels and signs should be communicated, in written and oral form, in the language understood by the majority of workers. He said that in his country workers came from a wide area and spoke different languages. Some Government members preferred the Office text and said that the question had already been covered. The Workers' members pointed out that it was often the minority of workers who would be most affected and in need of information. It was important that the information should be provided in a language and in a way that was clearly understood and this had already been dealt with. The Employers agreed with the Workers and the amendment was rejected.

86. Point 26, as amended, was adopted.

## **Proposed Conclusions with a View to a Recommendation**

### **I. SCOPE AND DEFINITIONS**

### *Point 27*

87. The Workers' members proposed a change in the wording of paragraph (1) to specify activities involving a risk of exposure to asbestos. This was accepted. Two Government members proposed the deletion of paragraph (2), but this was rejected. A



new paragraph was proposed by the Government member of Mexico referring to the prohibition of the employment of young workers under the age of 18. Both Employers' and Workers' members recognised the validity of the intention behind this amendment, but thought it was difficult to apply. The Government members agreed and proposed a subamendment that the matter should receive special attention. The Workers' members agreed in principle, but asked by whom this special attention should be given. On being assured it was by the competent authority they agreed and the subamendment was accepted.

88. Point 27, as amended, was adopted.

#### *Point 28*

89. A change in the wording of the introductory phrase was proposed by the Employers' members. Following a subamendment by the Workers' members, a new text was adopted as follows: "The present Convention and Recommendation should be applied to all activities involving risk of exposure of workers to asbestos such as:" The Workers' members proposed an amendment to clause (a) to introduce the words "refining, beating", but on being assured that milling included refining and beating, they withdrew their amendment. The Workers' members also proposed to amend clause (g) by using the word "activities" instead of "operations". This was accepted.

90. Point 28, as amended, was adopted.

#### *Point 29*

91. The Workers' members proposed the deletion of this Point, saying that the description of the various types of asbestos by CAS numbers could more properly be put in a footnote rather than in the main text. These numbers could become obsolete and should not appear in the text of an instrument. The representative of the Secretary-General said that the same question had been raised during the preparation of the Code of Practice. The CAS (Chemical Abstracts Service) was a private body which could change its numbers and so the Code of Practice contained a reference to the CAS only in a footnote. As several governments had proposed a reference to the CAS numbers, these had been taken into account during the preparation of the Office text. Several Government members, together with the Employers' and Workers' members, proposed the same definition as already adopted in the proposed Convention at Point 4(a) and this was accepted.

92. Point 29 was replaced by the text of Point 4(a).

## II. GENERAL PRINCIPLES

### *Proposed New Point (before Point 30)*

93. The Workers' members proposed the introduction of a new text referring to the Occupational Cancer Convention and seeking the replacement of asbestos or asbestos products by non-carcinogenic or less harmful substances or products. As a result of consultations between the Employers' and Workers' members, a revised text was accepted to incorporate Point 30. This read:

In accordance with Articles 1 and 2 of the Occupational Cancer Convention, 1974, the measures prescribed pursuant to Point 7(1) of the proposed Convention should be so framed as to cover the diversity of risks of occupational exposure to asbestos in all branches of economic activity.

#### *Point 30*

94. Point 30, thus amended, was adopted, subject to further consideration by the Drafting Committee as to whether to include the word "all" in reference to branches of economic activity as proposed by the Government member of Zimbabwe.

#### *Point 31*

95. The Workers' members proposed the addition of the words "on asbestos and its substitute materials" at the end of the Point. This was accepted.

96. Point 31, as amended, was adopted.

#### *Point 32*

97. A number of textual alterations were proposed by the Government member of India, the Government members of the EC countries, and the Employers' and Workers' members. After discussion, these were accepted, the new text to read: "The competent authority, in the application of the provisions of the proposed Recommendation, should act after consultation with the most representative organisations of employers and workers."

98. Point 32, as amended, was adopted.

#### *Point 33*

99. In paragraph (1), the Workers' members proposed the replacement of the word "eliminate" by the words "prevent or control". This was accepted. The Employers' members proposed the introduction of the words "concerned or" in the second line of paragraph (1) and the introductory words "In accordance with national law and practice" in paragraph (2). These were also accepted.

100. Point 33, as amended, was adopted, subject to a number of drafting changes.

#### *Point 34*

101. The Workers' members submitted an amendment modifying the wording of the Office text to replace the words "conform to the prescribed safety procedures ... others" by the words "be required to comply with the prescribed safety procedures including the use of adequate protective equipment". With the introduction of the words "and hygiene" after "safety" as proposed by the Employers' members the amendment was accepted.

102. Point 34, as amended, was adopted.

## III. PROTECTIVE AND PREVENTIVE MEASURES

#### *Point 35*

103. The Government member of Canada proposed the deletion of paragraph (1). He said that the issue of the prohibition of asbestos had already been addressed several times and that the main task of the Committee was to discuss the control of asbestos. It was particularly impracticable to talk about prohibit-



ing asbestos in developing countries in view of its heavy use there. The Workers' members preferred to keep the Office text. The Government member of Zimbabwe was in favour of the amendment. Control was more important than prohibition. The Government members of the Nordic countries were opposed and the Employers' members were, on the whole, against the amendment. The matter was put to a vote with the result that there were 570 votes in favour, 475 against, with 10,070 abstentions. The quorum of 5,016 was not reached and so the amendment was rejected. The Government member of the Federal Republic of Germany proposed an amendment to include the word "or" between paragraphs (1) and (2). He wanted to preserve the choice of governments between prohibition and authorisation. As there was no support from Employers' or Workers' members, the amendment was rejected. The Government member of Canada withdrew an amendment calling for the deletion of paragraph (2). The Workers' members proposed an amendment to paragraph (2), subsequently subamended by the Employers' members, which had the effect of deleting the words "in" and "the use of asbestos or of certain types of asbestos". This was accepted. The Government member of Canada proposed the replacement of the words "medical evidence as to" in paragraph (3) by the words "scientific assessment of". This was accepted, subject to the consideration of the Drafting Committee.

104. Point 35, as amended, was adopted.

#### Point 36

105. An amendment submitted by the Workers' members to paragraph (1) proposed the substitution of the words "particularly the concentration of airborne respirable asbestos fibres and duration of work involving exposure to asbestos, as well as on the", by the words "and the" and the insertion of the words "prevailing in" in place of the word "of" in the fifth line. This was accepted. The Government member of Canada proposed the deletion of paragraph (2) but, neither Employers' nor Workers' members agreeing, this was rejected. The Employers' members proposed that instead of authorisations being issued, according to the Office text, they should be "revised periodically in the light of technological progress". As a subamendment an additional phrase was suggested: "and, as appropriate, in compliance with performance standards as required by the competent authority". The Workers' members were in agreement, though some Government members sought clarification. The Chairman emphasised that there were two aspects of the amendment, the idea of periodical reviews and the idea of compliance with performance standards. There being consensus of Employers' and Workers' members, the amendment was accepted as subamended, though the Government member of Denmark indicated that he was opposed to the idea of authorisation in the Convention. He could accept it in the Recommendation.

106. Point 36, as amended, was adopted.

#### Point 37

107. There being no amendments, Point 37 was adopted without change.

#### Point 38

108. The Government members of the Nordic countries proposed the deletion of the word "voluntary". In some countries, schemes to eliminate asbestos were already being worked on, for example, the banning of asbestos brake linings from a specific date. The spokesman of the Employers said that if the word "voluntary" were omitted the provision would become meaningless. It was always possible to replace asbestos in some circumstances but he was opposed to the amendment. The Workers' members supported the amendment. The key issue was not the question of the word "voluntary" but the idea of fostering research into substitutes. The Government member of the United States felt that the issue of the capability of governments to require replacement had already been addressed, and that voluntary replacement was appropriate. The amendment was rejected by 4,750 votes in favour, 4,750 against, with 1,425 abstentions. A proposal by the Government members of the EC countries to delete paragraph (2) was opposed by the Employers' and the Workers' members and therefore rejected. The Government members of the Nordic countries proposed an alternative to paragraph (2) of the Office text, but this was not supported by either the Employers' or the Workers' members and so was rejected. An amendment by the Workers' members to add at the end of the paragraph the words "if judged necessary" was accepted.

109. Point 38, as amended, was adopted.

#### Point 39

110. The Workers' and Employers' members had proposed textual changes to paragraph (2) but as similar changes had been incorporated in Point 22 they were prepared to leave the matter to the Drafting Committee. The amendments were therefore withdrawn.

111. Point 39, as amended, was adopted.

#### Point 40

112. An amendment submitted by the Workers' members proposed to bring the Office text into line with previous decisions by replacing the word "minimise" by the words "prevent or control". This was accepted. The Employers' members proposed the replacement of clause (a) by a new text which, with further subamendments, read as follows:

(a) asbestos should be used only when its risks can be prevented or controlled. Otherwise, it should be replaced, when feasible, by scientifically evaluated harmless or less harmful materials or alternative technology.

This was accepted.

113. There was a long discussion on clause (f). The Employers' members had submitted an amendment seeking the deletion of the words "or products containing asbestos". They said that the important factor in the location of asbestos was the presence of friable asbestos and not the presence of sheets, pipes or tiles. The Workers' members and the Government members of Norway, Finland and Sweden preferred the Office text. The Government member of Denmark agreed with the Employers. It was difficult to make an inventory of all asbestos products in buildings. Other Government members, including

those of Austria, Zimbabwe and Canada also agreed. The Workers' members could not understand the difficulty. When a house was built, the plans should indicate what materials were used. It was not a question of setting up an inventory. The idea was to establish a means to preserve information on the location of asbestos and asbestos products in a building, for future use in the event of repair or demolition. The Chairman asked the spokesman for the Workers' members if he was referring only to newly constructed premises and the spokesman confirmed this, adding that consideration of an amendment submitted by the Government member of Canada to introduce an additional phrase "identified by the competent authority" would help to clarify the situation. The Chairman agreed. The Canadian amendment was subamended to replace "identified" by "prescribed". The Workers' members were in favour but the Employers' members could not accept the subamendment, though they were prepared to accept the amendment and withdraw their own. The Government member of Austria said that he could not imagine a legislator registering all pipes and roofing materials. The Chairman asked the meaning of "identified". Did it refer to structures containing asbestos? The Government member of Canada said that he was referring chiefly to the identification of asbestos products in insulation, though he recognised the difficulties. The Chairman concluded that it meant that the competent authority should indicate which products were important. The Workers' members said that "identified" was a loose term and gave rise to the problem raised by the Government member of Austria. They preferred "prescribed" but recognised that the provision should be used with discretion. The Government member of Cyprus proposed "designated" rather than "identified" or "prescribed". The spokesman for the Employers' members said that the discussion had revealed the nature of the problem. The amount of work required to locate the large number of products was such that the proposed Recommendation would be inapplicable. The Chairman pointed out that there was some flexibility in the proposed text. The competent authority could prescribe that only new buildings had to be recorded or establish a list as contemplated by the spokesman for the Employers' members. There was, in his view, the basis of a consensus. The spokesman for the Employers' members said that he was prepared to agree if insulation materials were mentioned and the responsibility for recording them was specified. The subamendment was rejected by 4,845 votes in favour, 95 against, with 5,415 abstentions, the quorum (5,016) not having been reached. The amendment was withdrawn. Returning to their amendment, the Employers maintained their position, saying that it was important to know the location of the asbestos that would produce fibres. The Workers' members called for a vote and the amendment was accepted by 4,940 votes in favour, 4,275 votes against, with 1,615 abstentions.

114. Point 40, as amended, was adopted.

#### *New Point (after Point 40)*

115. The Government members of the EC countries submitted two amendments, one calling for a ban on crocidolite and products containing it, the

other allowing for temporary derogations from prohibition when replacement was not reasonably practicable. The Chairman stressed that the two amendments were interconnected and that, in discussing the first, the second should be taken into consideration. The Workers' members supported the ban on crocidolite, noting that the second amendment provided the necessary flexibility. The spokesman for the Employers recalled that in the discussion on Point 14(b) of the proposed Convention, it had been decided that national law and practice could provide for prohibitions as required. To put one fibre type in the proposed Recommendation was inviting serious problems. Crocidolite could be used safely and it was not possible to produce asbestos cement pressure pipes, for example, without using some crocidolite. Measures, well applied, could control crocidolite. It would be dangerous to ban it. He proposed a subamendment stating that "in accordance with Point 14(b) of the proposed Convention, the use of certain types of asbestos, or certain products containing asbestos, should be prohibited". The Workers' members were in favour of the amendment because of the particular dangers of crocidolite. They recognised that a blunt prohibition could probably not be fully implemented immediately if adopted because of the crocidolite content, sometimes in minute quantities, of many widely used asbestos products. They thought however that the second amendment allowed for this. The Government member of Denmark, speaking for the Governments of the EC countries and the Nordic group of countries, drew attention to the specific grave danger of crocidolite. He said that it was not widely produced, so that there would be little economic impact in its elimination, but a very considerable health impact. Several countries had already imposed a total ban and there was still a possibility of derogations. The Government member of Cyprus had some sympathy with the Employers who said that crocidolite was used in special acid-resisting joints and in other materials in car manufacture. They asked how, in certain iron ore mines, the presence of crocidolite was dealt with. The Government member of Sweden said that the levels of asbestos fibres in iron ore mines had been checked and that they were too low to measure. His country had also examined which products required crocidolite and had come to the conclusion that there were none. The Government member of Canada pointed out that, even though the amount of crocidolite in asbestos cement pressure pipes was minimal, it was none the less irreplaceable. This was of great significance to developing countries, especially in the United Nations Water Decade. The subamendment proposed by the Employers' members was rejected by 204 votes in favour, 228 against, with 40 abstentions. The amendment by the Government members of the EC countries was adopted by 244 votes in favour, 192 against, with 40 abstentions. The Employers' members requested a record vote, resulting in 248 votes in favour, 196 against, with 32 abstentions, confirming the acceptance of the amendment. On the second amendment, the Government member of Cyprus proposed the deletion of the word "temporary". Some Government members said that the word included the possibility of extending the period of derogation; others were prepared to accept its deletion. The Employers' and Workers' members were prepared to accept this subamendment,

although the Nordic countries were not. The amendment, as subamended, was accepted by consensus.

116. The new Point, as amended, was adopted.

#### *Point 41*

117. An amendment by the Employers' members to paragraph (1) to replace the words "vendors and importers" by "suppliers" was accepted. A similar amendment by the Government member of Canada also proposed the deletion of the word "appropriate" and its replacement by "as established by the competent authority". As neither the Employers' nor the Workers' members supported it, the amendment was rejected. In paragraph (2) an amendment by the Workers' members proposed the replacement of the words "may be hazardous to health" with "carries a health risk". This was accepted.

118. Point 41, as amended, was adopted.

#### *Point 42*

119. An amendment by the Workers' members proposed the deletion of the word "technically" as applied to "qualified personnel" and the addition of the sentence "The inspection services should be able to obtain from the employer the information referred to in Point 37(2)." As Point 37(2) had already been accepted, this was agreed.

120. Point 42, as amended, was adopted.

#### *Point 43*

121. The Workers' members proposed to delete the words "commonly expressed in terms of an eight-hour day and a 40-hour week" in paragraph (1) but, after hearing from the representative of the Secretary-General that this might mean a reference period of one year, as practised in some countries, and comments from Government members and Employers' members in favour of the Office text, they withdrew their amendment. The Government member of India was not in favour, as in his country the working week was 48 hours. A further amendment by the Workers' members to insert the words "and updated" after "reviewed" in paragraph (2) was accepted. The Workers' members also wanted to include a new paragraph stating that the competent authority should take into consideration the risk posed by all sizes of asbestos fibres. The Employers' members said that this was the same issue as had been raised under Point 18 of the proposed Convention and rejected. The Workers had already heard expert opinion on this question which went back to the internationally adopted method of measurement which took account of the biological as well as the technical difficulties. It would be impracticable to count fibres less than 5  $\mu\text{m}$  in length. The Government member of Denmark said that the EC member States could not accept the Workers' amendment, though he was aware of the problems. He proposed a subamendment that "the competent authority should evaluate the scientific evidence of possible risk to workers posed by asbestos fibres with a length smaller than 5  $\mu\text{m}$ ". The Workers' members supported this, saying that expert opinion had revealed considerable uncertainty with regard to fibres less than 5  $\mu\text{m}$  and that they wanted them included. The Employers' members said that the proposed wording

was an improvement and suggested a further subamendment referring to "exposure to" asbestos fibres. The Workers' members were unwilling to accept this as it might be in conflict with the definition of exposure already accepted. The Employers' members withdrew their subamendment and the subamendment of the Government member of Denmark was accepted. The Workers' amendment was accepted as subamended.

122. Point 43, as amended, was adopted.

#### *Point 44*

123. There was a long discussion on this Point. The Workers' members proposed to add to the Office text the words "Even where exposure limits are not exceeded, additional measures should be taken, as are necessary, to protect workers' health". The Employers' members did not agree. They said that the employer should go further if he can and suggested an amendment that "appropriate means should be taken, as are necessary, to ensure a reliable margin of safety". In answer to a question from the Government member of the United Kingdom, who asked what additional measures could be taken, the Employers' spokesman said that employers often, voluntarily, achieved better standards than those prescribed. The Workers' members said that they had problems with exposure limit values, which were inadequate for carcinogenic substances. They were often used to trigger off various kinds of procedures, medical examinations, provision of respiratory protective equipment and improvements of the ventilation equipment. Moreover, exposure limit values were often used as the limit of ambition as regards improvement of the working environment even if it was possible to do more. In this way the limit values as practised defined the minimum rather than the maximum of control. The concept of a margin of safety was hard to accept as applied to a carcinogen, where exposure limit values did not give reliable protection. The Chairman pointed out that Point 44 did not include exposure limits. He wanted the reasoning to be clear. The Government member of Denmark said that Point 43 dealt with exposure limits, that Points 44, 45 and 46 were concerned with basic principles and that Point 47 returned to the question of exposure limits. The Workers accepted the comment of the Government member of Denmark but said they would not withdraw their proposal. The Government member of the United Kingdom proposed the following words: "such measures should be taken so as to reduce exposure to as low a level as is reasonably practicable". The Code of Practice made this an additional aim. The Employers' members preferred this formula and the Workers' members said it covered part of their problem, but not their objection regarding trigger points. Subject to the approval of the Drafting Committee, this wording was accepted.

124. Point 44, as amended, was adopted.

#### *Point 45*

125. One amendment, concerning the French text only, was referred to the Drafting Committee. With this proviso, Point 45 was adopted.

*Point 46*

126. There was one amendment, submitted by the Workers' members, to include the words "in a safe way" after the word "cleaned". This was accepted and referred to the Drafting Committee.

127. Point 46, as amended, was adopted.

*Point 47*

128. The Workers' members proposed the replacement of paragraph (1) by the text "The employer should provide and maintain, at no cost to the workers, such adequate respiratory equipment and special clothing as are necessary, when airborne asbestos hazards cannot be otherwise prevented." In presenting the amendment the Workers proposed adding "or controlled. In such situations the workers should be required to use such equipment". The Government member of the United Kingdom said that this provision already appeared in Point 20 of the proposed Convention and duplication was unnecessary. The Employers' members saw no problem in duplication and supported the amendment, which was accepted. The Workers' members proposed a new paragraph saying that "when respiratory equipment is used, adequate rest breaks should be provided for, taking into account the physical strain caused by the use of such equipment". The Employers' members said that such a provision was more appropriate to an instrument on collective agreements. They asked if the physical strain imposed by different models of respirators was to be measured. The Workers' members said that the use of respiratory equipment was indeed a burden and that the word "adequate" provided the necessary flexibility to deal with different types of equipment. The Government member of Italy, on behalf of the EC member States, suggested the inclusion of the words "required to be" after "equipment". The Employers' members said that this was an invitation to use respiratory protective equipment more frequently, when it should be used only in special situations. The amendment was accepted by 248 votes in favour, 0 against, with 22 abstentions.

129. Point 47, as amended, was adopted.

*Point 48*

130. The representative of the Secretary-General said that this Point, on which there were no amendments, had been transferred to the proposed Convention during the discussion on Point 21. The Government member of Luxembourg asked for legal advice. Point 48 as such had not been discussed and he wanted to know whether it could be retained in the proposed Recommendation as well as in the proposed Convention, since otherwise it could lead to a vacuum in the Recommendation. He was supported by the Employers' and Workers' members. The Legal Adviser said she could not give a definitive legal opinion, just an indication as to what the Committee might do. In the last resort, it was a question of the intention of the Committee. There was no legal objection to keeping the Point in the Recommendation. The Employers' and Workers' members recommended that the text should appear both in the proposed Convention and Recommendation.

131. Point 48 was adopted unchanged.

*Point 49*

132. The Workers' members submitted an amendment, the effect of which was to alter the Office text to read: "For workers who are involved in activities with a permanent risk of exposure to asbestos, double changing rooms, washing facilities and rest areas, as appropriate, should be provided." They said that this wording was sufficiently flexible to cover mobile as well as stationary workplaces. The Employers gave this text their full support. The Workers' members also suggested an additional paragraph saying that "time needed for changing and washing should be considered as working time". The Employers' members did not accept the amendment for the same reasons as a previous similar proposal which they considered to be more in the field of collective agreements than asbestos. The Government member of Finland supported the amendment on the grounds that in many countries the employer had no control over his workers outside working hours. The Government member of the United Kingdom, speaking on behalf of the EC members, including Spain and Portugal, suggested a subamendment according to which the new paragraph would read: "Reasonable time should be allowed for changing and washing." This was supported by the Government members of India and Malaysia, though other Government members thought that the question was one for collective agreements and had nothing to do with safety in the use of asbestos. A vote on the subamendment showed 276 votes in favour, 196 against, with 8 abstentions. A vote on the amendment, as subamended, showed 280 votes in favour, 0 against, with 196 abstentions. It was therefore accepted.

133. Point 49, as amended, was adopted.

*Point 50*

134. The Workers' members proposed an amendment to bring the text into line with Point 22 of the proposed Convention. The Employers were in agreement and the amendment was accepted.

135. Point 50, as amended, was adopted.

IV. SURVEILLANCE OF THE WORKING ENVIRONMENT  
AND WORKERS' HEALTH

*Point 51*

136. The Workers' members proposed the addition to the Office text of the words "and for the surveillance of the workers' health". This was accepted by consensus.

137. Point 51, as amended, was adopted.

*Point 52*

138. Two amendments by the Workers' members, one suggesting a specified reference period that could be shorter or longer than a working shift and the other adding the words "and extent" to "frequency" in paragraph (3) were accepted by consensus.

139. Point 52, as amended, was adopted.

#### *Point 53*

140. The Government members of member States of the EC proposed the replacement of the words "a pre-assignment medical examination" in clause (a) by "health assessment at assignment". The Workers' and Employers' members thought that this was too vague and the amendment was rejected. A further amendment to clause (b) by the EC members sought to replace the words "periodic medical examinations" by the words "medical assessment, including lung function tests". The spokesman for the Workers' members could not see the logic of this amendment. The health of a worker could not be evaluated without a medical examination and he could not see why lung function tests, which were already mentioned in clause (c), should be introduced into clause (b) without mention of other tests. The Government member of Ireland pointed out that "assessment" meant more than medical examination and that this was the term used in the proposed Occupational Health Services Convention. The reason for mentioning lung function tests in clause (b) was that they were of primary importance in the diagnosis of asbestosis and they should be promoted in the order of priority. The Government member of Australia supported her, saying that lung function tests were inexpensive and non-invasive. The Government member of Finland asked why the word "periodic" had been dropped. The Government member of Ireland said that "appropriate intervals" meant the same thing. The Employers' and Workers' members preferred the Office text and the amendments were rejected by consensus. An amendment to clause (c) submitted by the Workers' members proposed the addition of the words "and to identify early indicators of diseases caused by asbestos" after the word "health" in the second line. The Employers' members regarded this as an improvement and it was accepted. The Workers' members withdrew an amendment concerning workers' rights. This had already been discussed under Point 24 and it had been decided to transfer it to the proposed Recommendation at a place to be determined by the Drafting Committee. An amendment by the Workers' members to replace the words "free of charge" by the words "at no cost" was accepted. Another Workers' amendment concerning discrimination against workers had already been discussed under Point 24 of the proposed Convention and transferred to the Recommendation. It was left to the Drafting Committee to decide how it should be accommodated. A proposal for a new paragraph was made by the Workers' members. As subamended it would read: "Where the results of medical tests or investigations reveal that clinical or preclinical effects have occurred, measures should be taken, if necessary, to reduce exposure of workers and to prevent further deterioration of health." The Employers' members were in favour and the amendment, as subamended, was accepted.

141. Point 53, as amended, was adopted.

#### *Point 54*

142. There being no amendments, Point 54 was adopted unchanged.

#### *Point 55*

143. An amendment by the Government member of India suggested "reasonable period as determined by the competent authority" rather than the Office text. The Employers' members decided to let the Government members make the decision. The Workers' members did not support it. The Government member of Zimbabwe said that elaborate record keeping was not feasible in developing countries. On a vote being taken, the result was 12 votes in favour, 0 against, with 468 abstentions. The amendment was rejected, the quorum (216) not having been reached. The Government member of Japan proposed a text combining paragraphs (1) and (2) and omitting some words. Neither Employers' nor Workers' members were in favour and the amendment was rejected. The Workers' members sought to replace the words "30 years" by the words "40 years by the undertaking and thereafter deposited in accordance with the directives of the competent authority". The Employers' members decided to abstain for the same reasons as before and the amendment was rejected by 188 votes in favour, 4 against, with 288 abstentions, the quorum (216) not having been reached.

144. Point 55 was adopted unchanged.

#### *Point 56*

145. The Workers' members proposed an amendment to achieve consistency with the wording of Point 23 (3) already adopted. A corresponding amendment by the Government members of the EC was withdrawn.

146. Point 56, as amended, was adopted.

#### *Point 57*

147. Point 57 was adopted unchanged.

#### *Proposed New Point (after Point 57)*

148. The Government member of India introduced an amendment calling for multinational enterprises to provide safety measures in an equal and non-discriminatory way regardless of the place or country in which they were situated. The spokesman for the Employers' members said that this amendment had met with an emotional response on the part of the Employers' members. It was difficult to arrive at a conclusion. He proposed to add at the beginning of the text "In accordance with the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy...", then replacing the words "in an equal and non-discriminatory way" by "without discrimination to the workers in all establishments", adding at the end the words "in conformity with national requirements". The Government member of India, while appreciating the sentiments of the Employers, preferred the words "in pursuance of" to the words "in accordance with", explaining that "in accordance with" referred to the letter of the law while "in pursuance of" referred to the spirit. He further proposed the addition of "its" before "establishments" in the Employers' subamendment. The spokesman for the Workers' members strongly endorsed the amendment as subamended by the Government member of India, saying that this was a problem area for the workers of the world. He agreed

with the deletion of the words "in conformity with national requirements" as this added nothing to the text and might even be misleading with regard to national requirements in different parts of the world. The Employers' members were willing to delete the phrase "in conformity with national requirements" and the Government member of India was prepared to accept "in accordance with". The spokesman for the Employers' members asked for a vote on the subamendment, saying that the Employers' members could vote according to their conscience. The result of the voting was 364 votes in favour, 0 against, with 108 abstentions. The amendment was accepted as subamended.

149. The new Point was adopted.

#### V. INFORMATION AND EDUCATION

##### *Point 58*

150. There were no amendments to this Point. However, the Government member of Zimbabwe had submitted an amendment on this subject to Point 21 of the proposed Convention and this amendment had been transferred to the Recommendation. The Chairman said that the issue would be considered by the Drafting Committee. The Office text was accepted. The proposed amendment to Point 21 was concluded by the Drafting Committee as Point 60 (2) of the Proposed Conclusions.

151. Point 58 was adopted unchanged.

##### *Point 59*

152. The Government member of India proposed the replacement of the words "draw up" by the word "encourage". Neither the Employers' nor Workers' members were in favour and so the amendment was rejected. The Employers' members proposed to add the word "in conjunction with the most representative organisations of employers and workers concerned". This was accepted by the Workers' members.

153. Point 59, as amended, was adopted.

##### *Point 60*

154. The Workers' members proposed some textual changes to bring the text into line with previous decisions. These were accepted with the incorporation of a subamendment by the Employers' members.

155. Point 60, as amended, was adopted.

##### *Point 61*

156. The Workers' members submitted an amendment suggesting the replacement of the words "particular danger of cigarette smoking to the health of workers exposed to asbestos" by the words "increased danger of asbestos exposure to persons who smoke". The spokesman for the Employers' members said that this formulation changed the emphasis of the Point and missed an opportunity for education. Cigarettes were a much greater danger than asbestos. He quoted the United States Federal Register of 1980 which showed that non-smokers and pipe or cigar smokers ran the same risk as those not occupationally exposed to asbestos dust, whereas asbestos dust greatly enhanced the risk of cancer

among smokers. Do you tell the asbestos worker not to smoke or the smoker not to work with asbestos? The spokesman for the Workers' members referred to the combined risk. It was difficult to single out which factor was the more dangerous. There was a difference between smoking as part of the worker's life style and the working environment which was the employers' responsibility. Undue or one-sided emphasis on the life style component of smoking could be used as an excuse for not taking action to prevent or control asbestos exposure. The Government member of Cyprus proposed a compromise text as follows: "Educational measures should draw attention to the particular danger to the health of workers created by the combination of cigarette smoking and exposure to asbestos." With the deletion of the word "cigarette" the subamendment was accepted.

157. Point 61, as amended, was adopted.

##### *Point 62*

158. Point 62 was adopted unchanged.

#### **Adoption of the Report, Proposed Conclusions and a Resolution**

159. At its thirteenth session, the Committee adopted its report, subject to a number of changes requested by various members.

160. The Government member of Italy, on behalf of the member States of the EC and of Portugal and Spain, asked that his observations should be included in the report. He said that various paragraphs of the Proposed Conclusions included obligations and duties which went beyond the powers of competent authorities. This would give rise to difficulties of ratification if modifications were not introduced at the second discussion. Point 6 of the Proposed Conclusions was intended to convey the idea that, on the basis of an assessment of the health hazards involved, parts of the Proposed Convention could be excluded from application. However, the text as it stood was deemed to be ambiguous. Point 63 introduced an important new concept which, in view of its possible implications, deserved further consideration at the second discussion. The representative of the Commission of the European Communities wished to be associated with these views.

161. At the same sitting, the Committee adopted the Proposed Conclusions as presented at the end of the report, with some suggested linguistic modifications to reconcile the French and English texts.

162. The Committee discussed the resolution to place on the agenda of the next Ordinary Session of the Conference an item entitled "Safety in the Use of Asbestos." The resolution was adopted unanimously.

163. The present report, the Proposed Conclusions and the resolution are submitted to the Conference for its consideration.

Geneva, 24 June 1985.

(Signed) B. SICCAMÀ,  
Chairman

S. B. HEGDE PATIL,  
Reporter

## Proposed Conclusions

### FORM OF THE INTERNATIONAL INSTRUMENTS

1. The International Labour Conference should adopt two instruments on occupational safety and health in the use of asbestos.

2. The instruments should take the form of a Convention supplemented by a Recommendation.

### Proposed Conclusions with a View to a Convention

#### I. PREAMBLE

3. The proposed Convention should note, in its Preamble, the relevant international labour Conventions and Recommendations, and in particular the Occupational Cancer Convention and Recommendation, 1974, the Working Environment (Air Pollution, Noise and Vibration) Convention and Recommendation, 1977, the Occupational Safety and Health Convention and Recommendation, 1981, the list of occupational diseases as revised in 1980 appended to the Employment Injury Benefits Convention, 1964, as well as the *Code of practice on safety in the use of asbestos*, published by the International Labour Office in 1984.

#### II. DEFINITIONS

4. The proposed Convention should define—

- (a) “asbestos”, as the fibrous form of mineral silicates belonging to the serpentine and amphibole groups of rock-forming minerals, including: actinolite, amosite (brown asbestos, cummingtonite-grunerite), anthophyllite, chrysotile (white asbestos), crocidolite (blue asbestos), tremolite, or any mixture containing one or more of these;
- (b) “asbestos dust” as airborne particles of asbestos or settled particles of asbestos which may become airborne in the working environment;
- (c) “respirable asbestos fibres” as asbestos fibres having a diameter of less than 3 µm, a length-to-diameter ratio greater than 3 : 1, and a length greater than 5 µm;
- (d) “exposure to asbestos” as exposure at work to airborne respirable asbestos fibres, whether originating from asbestos or from minerals, materials or products containing asbestos.

#### III. SCOPE

5. The proposed Convention should apply to all activities involving exposure of workers to asbestos.

6. (1) The proposed Convention should provide that the competent authority, after consultation with the most representative organisations of employers and workers concerned, may, on the basis of an assessment of the health hazards involved, exclude parts of it from application to particular branches of economic activity or particular undertakings when it is satisfied that their inclusion is unnecessary.

(2) The competent authority, when deciding on the exclusion of particular branches of economic activity or particular undertakings, should take into account the frequency, duration and level of exposure, as well as the type of work and the conditions at the workplace.

#### IV. GENERAL PRINCIPLES

7. (1) National laws or regulations should prescribe the measures to be taken for the prevention and control of, and protection of workers against, health hazards due to occupational exposure to asbestos.

(2) The competent authority should be empowered to permit temporary derogations from the measures prescribed pursuant to Point 7 (1) under conditions and within limits of time to be determined after consultation with the most representative organisations of employers and workers concerned.

(3) In granting derogations in pursuance of Point 7 (2), the competent authority should ensure that all possible precautions are taken to protect the workers' health.

(4) The competent authority should encourage research into technical and health problems relating to exposure to asbestos.

(5) The competent authority should ensure that employers have a written policy and procedures on measures for the education and periodic training of workers on asbestos hazards and methods of control.

8. The competent authority should consult the most representative organisations of employers and workers concerned on the measures to be taken to give effect to the provisions of the Convention.

9. National laws and regulations drawn up in pursuance of Point 7 should be periodically reviewed in the light of technical progress and advances in scientific knowledge.

10. (1) Employers should be made responsible for compliance with the prescribed measures.

(2) Whenever two or more employers undertake activities simultaneously at one workplace, they should have the duty to co-operate in order to comply with the prescribed measures, without prejudice to the responsibility of each employer for the health and safety of the workers he employs. The competent authority should prescribe the general procedures for this co-operation.

(3) Employers should, after consultation with the representatives of the workers concerned, prepare procedures for dealing with emergency situations.

11. Within the limits of their responsibility, workers should be required to comply with prescribed safety and hygiene procedures relating to the prevention and control of, and protection against, health hazards due to occupational exposure to asbestos.

12. Employers and workers should co-operate as closely as possible at all levels in the application of the measures prescribed in pursuance of the proposed Convention.

13. (1) The enforcement of laws and regulations concerning prevention of health hazards arising from exposure to asbestos should be secured by an adequate and appropriate system of inspection.



(2) The enforcement system should provide for adequate penalties for violations of the laws and regulations.

#### V. PROTECTIVE AND PREVENTIVE MEASURES

14. National laws or regulations should provide that exposure to asbestos should be prevented or controlled by one or more of the following measures—

- (a) replacement of asbestos or of certain types of asbestos or asbestos products by other materials or products or the use of alternative technology, scientifically evaluated as harmless or less harmful, whenever this is possible;
- (b) total or partial prohibition of the use of asbestos or of certain types of asbestos or asbestos products in certain work processes;
- (c) making the use of asbestos or of certain types of asbestos, or of certain asbestos products or certain work processes subject to authorisation;
- (d) making work in which exposure to asbestos may occur subject to regulations prescribing adequate engineering controls and workplace practices, including workplace hygiene, for control of asbestos exposure.

15. The competent authority should encourage research on and development of harmless or less harmful substitute materials or alternative technology, decreasing the risk for the workers.

16. National laws and regulations should provide that employers should notify to the competent authority, in a manner and to the extent prescribed by it, certain types of work involving exposure to asbestos.

17. Producers and suppliers of asbestos and manufacturers of products containing asbestos should be made responsible for appropriate labelling of the container or product in a language and manner easily understood by the workers concerned, as prescribed by the competent authority.

18. (1) Each employer should be made responsible for the establishment and implementation of a programme of practical measures for the prevention and control of the exposure of the workers he employs to asbestos and for their protection against the hazards due to asbestos.

(2) The competent authority should, in accordance with national practice, undertake activities to assist in particular small undertakings, where technical knowledge may be lacking, with the establishment of preventive programmes in cases in which exposure to asbestos may occur.

19. (1) The competent authority should prescribe limits for the exposure of workers to asbestos or provide assessment criteria for the evaluation of the working environment.

(2) The exposure limits or the assessment criteria should be fixed and periodically reviewed and updated in the light of technological progress and advances in technological and scientific knowledge.

20. In all workplaces where there is exposure to asbestos, the employer should take all appropriate measures to prevent or control the release of asbestos fibres into the air of the workplace, and to ensure

that the exposure limits or assessment criteria are complied with.

21. When the measures taken in pursuance of Point 20 of these conclusions do not bring exposure to asbestos within the limits or assessment criteria specified in pursuance of Point 19, the employer should provide and maintain at no cost to the workers such adequate respiratory protective equipment, approved by the competent authority, and special protective clothing as are necessary. Respiratory equipment should be used only as a temporary or emergency measure and not as an alternative to technical control.

22. (1) Where workers' personal clothing may become contaminated with asbestos dust, the employer, in accordance with national laws or regulations and in consultation with the workers' representatives, should provide appropriate work clothing, which should not be worn outside the workplace.

(2) The transport and cleaning of used work and special protective clothing should be carried out under controlled conditions to prevent the release of airborne asbestos fibres.

(3) National laws or regulations should prohibit the taking home of work clothing and of personal protective equipment.

(4) The employer should be responsible for the cleaning, maintenance and storage of work clothing and personal protective equipment.

(5) The employer should provide facilities for workers exposed to asbestos to wash at the workplace as appropriate.

23. In accordance with national law and practice, employers should dispose of waste containing asbestos in a manner that does not pose a health risk to workers.

24. (1) Demolition of plants or structures containing asbestos insulation materials, and removal of asbestos from buildings or structures in which asbestos is liable to become airborne, should be subject to authorisation, which should be granted only to employers or contractors who are recognised by the competent authority as qualified to carry out such work in accordance with the provisions of the proposed Convention.

(2) The employer or contractor should be required before starting demolition work to draw up a work plan specifying the measures to be taken before the commencement of work, including measures to—

- (a) provide all necessary protection to the workers;
- (b) limit the release of asbestos into the air;
- (c) provide for the disposal of waste containing asbestos in accordance with Point 23 of the present Conclusions.

#### VI. SURVEILLANCE OF WORKING ENVIRONMENT AND WORKERS' HEALTH

25. (1) The employer should determine the concentrations of airborne asbestos fibres in workplaces, and the level of exposure of workers to asbestos should be monitored at intervals specified by, and using methods approved by, the competent authority.



(2) The records of the monitoring of the working environment and of the exposure of workers to asbestos should be kept for a prescribed period.

(3) The workers concerned and their representatives and the inspection services should have access to these records.

26. (1) Workers who are or have been exposed to asbestos should undergo, in accordance with national law and practice, such medical examinations as are necessary to supervise their health in relation to the occupational hazard, and to diagnose occupational diseases caused by exposure to asbestos.

(2) The competent authority should ensure that provision is made for appropriate medical examinations to continue to be available to workers after termination of an assignment involving exposure to asbestos.

27. The competent authority should develop a system of notification of occupational diseases caused by asbestos.

## VII. INFORMATION AND EDUCATION

28. The competent authority should make appropriate arrangements, in association with the most representative organisations of employers and workers concerned, to promote the dissemination of information and the education of all concerned with regard to health hazards due to exposure to asbestos.

29. The employer should ensure that all workers exposed or likely to be exposed to asbestos are informed about the health hazards related to their work and instructed and trained regularly in preventive measures and correct work practices.

### **Proposed Conclusions with a View to a Recommendation**

#### I. SCOPE AND DEFINITIONS

30. (1) The provisions of the proposed Convention and Recommendation should be applied to all activities involving a risk of exposure of workers to asbestos.

(2) Measures should be taken to give self-employed persons protection analogous to that provided for in the proposed Convention and Recommendation.

(3) Employment of young persons of less than 18 years of age in activities involving a risk of occupational exposure to asbestos should receive special attention, as required by the competent authority.

31. The proposed Convention and Recommendation should be applied to all activities involving a risk of occupational exposure to asbestos such as—

- (a) mining and milling of minerals containing asbestos;
- (b) manufacture of materials or products containing asbestos;
- (c) use or application of products containing asbestos;
- (d) stripping, repair or maintenance of products containing asbestos;

- (e) demolition of plant or structures containing asbestos;
- (f) transportation, storage and handling of asbestos or materials containing asbestos;
- (g) other activities involving a risk of exposure to airborne asbestos fibres.

32. The proposed Recommendation should define asbestos as the fibrous form of mineral silicates belonging to the serpentine and amphibole groups of rock-forming minerals, including: actinolite, amosite (brown asbestos, cummingtonite-grunerite), anthophyllite, chrysotile (white asbestos), crocidolite (blue asbestos), tremolite, or any mixture containing one or more of these.

## II. GENERAL PRINCIPLES

33. In accordance with Articles 1 and 2 of the Occupational Cancer Convention, 1974, the measures prescribed pursuant to Point 7 (1) of the proposed Convention should be so framed as to cover the diversity of risks of occupational exposure to asbestos in all branches of economic activity.

34. The competent authority should periodically review the measures prescribed, taking into account the ILO *Code of practice on safety in the use of asbestos* as well as other codes of practice or guides which may be established by the International Labour Office and the conclusions of meetings of experts which may be convened by it, as well as information from other competent bodies on asbestos and substitute materials.

35. The competent authority, in the application of the provisions of the proposed Recommendation, should act after consultation with the most representative organisations of employers and workers.

36. (1) The employer should use all appropriate measures, in consultation and co-operation with the workers concerned or their organisations and in the light of advice from competent sources, including occupational health services, to prevent or control exposure to asbestos.

(2) In accordance with national law and practice, consultation and co-operation between an employer and the workers he employs might be carried out through—

- (a) workers' safety delegates;
- (b) workers' safety and health committees or joint safety and health committees;
- (c) other workers' representatives.

37. Workers engaged in work with asbestos or products containing asbestos should be required to comply with the prescribed safety and hygiene procedures, including the use of adequate protective equipment.

38. A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health should be protected from undue consequences, in accordance with national conditions and practice.

### III. PROTECTIVE AND PREVENTIVE MEASURES

39. (1) The competent authority should periodically determine the types of asbestos whose use should be totally or partially prohibited and the work processes in which the use of asbestos or certain types of asbestos should be prohibited.

(2) The competent authority should periodically determine the types of asbestos whose use should be subject to authorisation and the work processes which should be subject to authorisation.

(3) The prohibition or authorisation of use of certain types of asbestos and their replacement by other substances should be based on scientific assessment of their danger to health.

40. (1) In prohibiting or granting authorisation for the use of asbestos or of certain types of asbestos in certain work processes, the competent authority should base its decision on the level of exposure and the circumstances and conditions prevailing in the working environment.

(2) Authorisations for the use of asbestos or certain types of asbestos in certain work processes should be revised periodically in the light of technological progress and, as appropriate, of compliance with requirements laid down by the competent authority.

41. (1) With a view to the effective enforcement of the national laws and regulations, the competent authority should prescribe the information to be supplied in the notifications of work with asbestos provided for in Point 16 of the present Conclusions.

(2) This information should include in particular the following—

- (a) the type and quantity of asbestos used;
- (b) the activities and processes carried out;
- (c) the products manufactured;
- (d) the number of workers exposed and the level of their exposure;
- (e) the preventive and protective measures taken to comply with the national laws and regulations;
- (f) any other information necessary to safeguard the workers' health.

42. (1) The competent authority should encourage the voluntary replacement, wherever possible, of asbestos by substitute materials, and should foster research into and development of such materials.

(2) All potential substitute materials should be thoroughly evaluated for their possible harmful effects on health before being accepted for use in any process, and the health of workers exposed to them should be continuously supervised, if judged necessary.

43. (1) Each employer should establish and implement, with the participation of the workers he employs, a programme for the prevention and control of the workers' exposure to asbestos. This programme should be reviewed at regular intervals and in the light of changes in the work process and machinery used.

(2) Demolition of plants or structures containing asbestos insulation materials, and removal of asbestos from buildings or structures in which asbestos is

liable to become airborne, should be subject to authorisation, which should be granted only to employers or contractors who are recognised by the competent authority as qualified to carry out such work in accordance with the provisions of the proposed Recommendation.

(3) The employer or contractor should be required before starting demolition work to draw up a work plan specifying the measures to be taken before the commencement of work, including measures to—

- (a) provide all necessary protection to the workers;
- (b) limit the release of asbestos into the air;
- (c) provide for the disposal of waste containing asbestos in accordance with Point 55 of the present Conclusions.

44. The measures to be taken to prevent or control the exposure, and to avoid unnecessary exposure, of workers to asbestos should include in particular the following—

- (a) asbestos should be used only when its risks can be prevented or controlled; otherwise, it should be replaced, when feasible, by other materials or the use of alternative technology, scientifically evaluated as harmless or less harmful;
- (b) the number of persons assigned to work involving exposure to asbestos and the duration of their exposure should be kept to the minimum required for the task;
- (c) machinery, equipment and work processes should be used which eliminate or minimise the formation of respirable asbestos fibres, and particularly their emission into the working environment;
- (d) the workplaces where asbestos may be used should be separated from the general working environment in order to avoid possible exposure of other workers to asbestos;
- (e) the areas of activity which involve exposure to asbestos should be clearly demarcated and indicated by warning signs restricting unauthorised access;
- (f) the location of asbestos used in the construction of premises should be recorded.

45. (1) The use of crocidolite and products containing this fibre should be prohibited.

(2) The competent authority should be empowered, after consultation with the most representative organisations of employers and workers concerned, to permit derogations from the prohibition contained in paragraph (1) when replacement is not reasonably practicable.

46. (1) Producers and suppliers of asbestos and manufacturers of products containing asbestos should be made responsible for the appropriate labelling of the container or product.

(2) The label should be printed in the language or languages in common use in the country concerned and indicate that the container or product contains asbestos, that the inhalation of asbestos dust carries a health risk, and that appropriate protective measures should be taken.

47. The system of inspection provided for in Point 13 of the present Conclusions should be based on the

provisions of the Labour Inspection Convention, 1947. Inspection should be carried out by qualified personnel. The inspection services should be able to obtain from the employer the information referred to in Point 41 (2).

48. (1) The exposure limits should be fixed by reference to the time-weighted concentration of airborne asbestos, commonly expressed in terms of an eight-hour day and a 40-hour week, and to a recognised method of sampling and measuring.

(2) The exposure limits should be periodically reviewed and updated in the light of technological progress and advances in technical and medical knowledge.

(3) The competent authority should evaluate the scientific evidence of possible risk to workers posed by asbestos fibres with a length of less than 5µm.

49. Technical protective appliances and appropriate work practices should be adopted to prevent the release of asbestos fibres into the air of workplaces. Even where exposure limits are not exceeded, such measures should be taken so as to reduce the exposure to as low a level as is reasonably practicable.

50. The installations, machinery and protective appliances for asbestos dust control should be regularly checked and maintained in good working order.

51. Workplaces should be cleaned by a safe method as frequently as is necessary to prevent the accumulation of asbestos dust on surfaces. The provisions of the proposed Convention and Recommendation should apply to the cleaning staff.

52. (1) The employer should provide and maintain at no cost to the workers such adequate respiratory protective equipment and special clothing as are necessary when airborne asbestos hazards cannot be otherwise prevented or controlled. In such situations, the workers should be required to use such equipment.

(2) Respiratory equipment should be used only as a temporary or emergency measure and not as an alternative to technical control.

(3) When respiratory equipment is required to be used adequate rest breaks should be provided for, taking into account the physical strain caused by the use of such equipment.

53. (1) Where workers' personal clothing may become contaminated with asbestos dust, the employer, in accordance with national laws or regulations and in consultation with the workers' representatives, should provide appropriate work clothing, which should not be worn outside the workplace.

(2) The transport and cleaning of used work and protective clothing should be carried out under controlled conditions to prevent the release of airborne asbestos fibres.

54. (1) For workers who are involved in activities with a permanent risk of exposure to asbestos, double changing rooms, washing facilities, and rest areas, as appropriate, should be provided.

(2) Reasonable time should be allowed for changing and washing.

55. In accordance with national law and practice, the employer should dispose of waste containing

asbestos in a manner that does not pose a health risk to workers.

#### IV. SURVEILLANCE OF THE WORKING ENVIRONMENT AND WORKERS' HEALTH

56. In the cases to be determined by the competent authority, the employer should make arrangements for systematic surveillance of the duration and level of exposure of workers to asbestos and for the surveillance of the workers' health.

57. (1) The level of exposure of workers to asbestos should be measured or calculated in terms of time-weighted average concentrations for a specific reference period.

(2) The sampling and measurement of the concentration of airborne asbestos fibres should be carried out by qualified personnel, using methods approved by the competent authority.

(3) The frequency and extent of sampling and measurement should be related to the level of risk, to changes in the work process or the other relevant circumstances.

58. (1) All workers assigned to work involving exposure to asbestos should undergo, as appropriate—

- (a) a pre-assignment medical examination;
- (b) periodic medical examinations at appropriate intervals;
- (c) other tests and investigations which may be necessary to supervise their state of health in relation to the occupational hazard and to identify early indicators of disease caused by asbestos, in particular chest radiographs and lung function tests.

(2) The intervals between medical examinations should be determined by the competent authority, taking into account the level of exposure and the worker's state of health in relation to the occupational hazard.

(3) The competent authority should ensure that provision is made for appropriate medical examinations to continue to be available to workers after termination of an assignment involving exposure to asbestos.

(4) The examinations, tests and investigations provided for in Point 58 (1) should be carried out as far as possible in working hours and should entail no cost to the worker.

(5) Where the results of medical tests or investigations reveal clinical or preclinical effects, measures should be taken, if necessary, to reduce exposure of the workers concerned and to prevent further deterioration of health.

(6) Results of medical examinations should not be used to discriminate against the worker.

(7) Workers subject to supervision of their health should have—

- (a) the right to confidentiality of personal and medical information;
- (b) the right to full and detailed explanations of the purposes and results of the supervision;
- (c) the right to refuse invasive medical procedures which infringe their corporal integrity.

59. Workers should be informed in an adequate and appropriate manner of the results of the medical examinations and receive individual advice concerning their health in relation to their work.

60. (1) The records of the monitoring of exposure of workers as well as the sections of their medical files relevant to health hazards due to exposure to asbestos and chest radiographs should be kept for a period of not less than 30 years following termination of an assignment involving exposure to asbestos.

61. The workers concerned and their representatives and the inspection services should have access to the records of the monitoring of the working environment.

62. In the case of closure of an undertaking, or after termination of engagement of a worker, records and information kept in accordance with Point 60 should be deposited in accordance with the directions of the competent authority.

63. In accordance with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, a national or multinational enterprises with more than one establishment should be required to provide safety measures relating to the prevention and control of, and protection against, health hazards due to occupational exposure to asbestos, without discrimination, to the workers in all its establishments regardless of the place or country in which they are situated.

## V. INFORMATION AND EDUCATION

64. The competent authority should take measures to promote the training and information of all persons concerned with respect to the prevention and control of, and protection against, health hazards due to occupational exposure to asbestos.

65. The competent authority, in conjunction with the most representative organisations of employers and workers concerned, should draw up suitable educational guides for both employers and workers.

66. (1) Employers should ensure that workers exposed to asbestos receive training and instructions in a language and manner which is easily understood by them, at no cost to them, on measures to be taken to prevent and control the formation and release of asbestos fibres in the air and the use of the general and personal protective equipment placed at the workers' disposal.

(2) Employers should inform workers of the health hazards to their families or others which could result from taking home work clothing contaminated by asbestos dust.

67. Educational measures should draw attention to the particular danger to the health of the workers created by the combination of smoking and exposure to asbestos.

68. Employers' and workers' organisations should take positive action to co-operate in and contribute to programmes of training and information with respect to the prevention and control of, and protection against, occupational hazards due to exposure to asbestos.

### **Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item entitled "Safety in the Use of Asbestos"**

The General Conference of the International Labour Organisation,

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

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

Decides that an item entitled "Safety in the Use of Asbestos" shall be included in the agenda of its next Ordinary Session for a second discussion with a view to the adoption of a Convention and a Recommendation.

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Resolutions

### Report of the Resolutions Committee

1. The Resolutions Committee, set up by the Conference at its third sitting on 8 June 1985, was originally composed of a total of 199 voting members (80 Government members, 42 Employers' members and 77 Workers' members). An appropriate weighting system ensured equality of voting strength.

2. The first business of the Committee was to elect its Officers. Mr. Sène (Government member, Senegal) was proposed by Mr. Williams (Government Member, Nigeria) on behalf of the African Government group. The decision to submit Mr. Sène's candidature had been taken by a meeting of Ministers of Labour organised by the Organisation of African Unity. Mr. Califice (Government member, Belgium) was proposed by Mr. Hoyneck (Government member, Federal Republic of Germany) on behalf of the Western European governments. While recognising that it was desirable to reach a consensus regarding the election of the chairman of a committee, and in particular the Resolution Committee, the Western European governments felt obliged to submit a candidate from their group because, contrary to established practice and previous understanding, no Western European governments felt obliged to submit a candidate from their group because, contrary to established practice and previous understandings, no Western European government had been able to accede to any other of the most important honours at the present session of the Conference. Mr. Morozov (Government member, USSR), on behalf of the governments of the socialist countries, had intended to propose Mr. Noack (Government member, German Democratic Republic) as a candidate for the chairmanship of the Committee. Although the Eastern European countries were the most discriminated against as far as honours were concerned, they were withdrawing his candidature in favour of Mr. Sène in order to facilitate agreement. After a recess to allow the Government members from Western Europe to consult, the Government member of the Federal Republic of Germany announced that the governments for which he spoke had agreed to withdraw Mr. Califice's candidature in order to reach a consensus. Mr. Sène was then unanimously elected *Chairman*. In accordance with the Committee's practice, the Chairman acted as *Reporter*. The Committee elected as *Vice-Chairman* Mr. Rowe (Employers' member, New Zealand) and Mr. Stagg (Workers' member, United Kingdom).

3. The Committee had before it 20 resolutions submitted in accordance with the Standing Orders of the Conference.

4. These resolutions were presented by their authors in accordance with article 17, paragraph 5(a), of the Standing Orders.

5. After the presentation of the resolutions (and before the vote held in accordance with article 17, paragraph 5(a), of the Standing Orders, the following resolutions on related subjects were combined by their authors:

- (a) a resolution concerning hazard control and accident prevention related to the use of dangerous substances and processes in industry, submitted by Mr. Ahmed (Workers' delegate, Pakistan), Mr. Benya (Workers' delegate, Austria), Mr. Brown (Workers' delegate, United States), Mrs. Carr (Workers' delegate, Canada), Mr. Dolan (Workers' delegate, Australia), Mr. Karlsson (Workers' delegate, Sweden), Mr. Mehta (Workers' delegate, India), Mr. Muhr (Workers' delegate, Federal Republic of Germany), Mr. Sánchez Madariaga (Workers' delegate, Mexico), Mr. Svenningsen (Workers' delegate, Denmark), Mr. Walcott (Workers' delegate, Barbados); and a resolution concerning studies and programmes of activities relating to the promotion of measures against major hazards arising out of the use of chemicals and other dangerous substances, submitted by Mr. Glesener (Workers' delegate, Luxembourg), Mr. Hordijk (Workers' delegate, Netherlands) and Mr. Bmoumouni Paré (Workers' delegate, Burkina Faso). The authors agreed to combine these two texts to favour the following resolution: resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry;
- (b) a resolution concerning a programme of support for food security in Africa, submitted by Mr. Ventejol, Government delegate, France; a resolution concerning the contribution of the International Labour Organisation to the solution of the most urgent economic and social problems of Africa, submitted by Mr. Bochow (Workers' delegate, German Democratic Republic), Mr. Dinglis (Workers' delegate, Cyprus), Mr. Galland (Workers' delegate, France), Mr. Kozik (Workers' delegate, Czechoslovakia), Mr. Luvualu (Workers' delegate, Angola), Mr. Ondonda (Workers' delegate, Congo) and

Mr. Timmer (Workers' delegate, Hungary); a resolution concerning the fight against hunger, submitted by Mr. Glesener (Workers' delegate, Luxembourg), Mr. Hordijk (Workers' delegate, Netherlands) and Mr. Paré (Workers' delegate, Burkina Faso); and a resolution concerning assistance to African countries affected by drought, submitted by Mr. Benlakhdar (Workers' delegate, Algeria). The authors agreed to combine these four texts to form the following resolution: resolution concerning the most urgent problems of Africa, and particularly food security;

- (c) a resolution concerning workers' access to education, submitted by Mr. Ahmed (Workers' delegate, Pakistan), Mr. Benya (Workers' delegate, Austria), Mrs. Carr (Workers' delegate, Canada), Mr. Dolan (Workers' delegate, Australia), Mr. Karlsson (Workers' delegate, Sweden), Mr. Knox (Workers' delegate, New Zealand), Mr. Mehta (Workers' delegate, India), Mr. Muhr (Workers' delegate, Federal Republic of Germany), Mr. Sánchez Madariaga (Workers' delegate, Mexico), Mr. Svenningsen (Workers' delegate, Denmark), Mr. Walcott (Workers' delegate, Barbados); and a resolution concerning the education, training and vocational upgrading of workers in today's society, submitted by Mr. Glesener (Workers' delegate, Luxembourg), Mr. Hordijk (Workers' delegate, Netherlands), Mr. Bmoumouni Paré (Workers' delegate, Burkina Faso). The authors agreed to combine these two texts to form the following resolution: resolution concerning workers' access to education, vocational training and further training.

6. Introducing the resolution concerning measures by the International Labour Organisation and its member States for the further implementation of the Declaration on Equality of Opportunity and Treatment for Women Workers (1975) and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975), the Government member of the German Democratic Republic proposed the referral of this resolution to the Conference Committee on Equality in Employment. He recalled that there were precedents in this respect, particularly the referral in 1984 the resolution on employment and the resolution on apartheid to the relevant committees.

7. With reference to this proposal, the Workers' member of Sweden asked the Committee to bear in mind that the Committee on Equality in Employment had an extremely heavy agenda and would therefore find it difficult to examine the resolution in addition to the other items already on its agenda. Furthermore, parts of the resolution were more within the competence of the Resolutions Committee than the technical committee. She was therefore not in favour of referral.

8. The Employers' member of Finland, speaking on behalf of the Employers' group, said that his group was opposed to the referral of the resolution in question to the Committee on Equality in Employment for the same reasons as those advanced by the Workers' member of Sweden.

9. The Government member of Cuba requested clarification from the Secretariat. Some of the arguments put forward against referral were far from convincing and gave no clear indication concerning the correct way of proceeding. The resolution dealt with an issue that was being examined by one of the Conference's technical committees and previous practice seemed to indicate that in such circumstances, in order to preserve unity of work in the ILO, resolutions of this type were referred to the relevant technical committee. He asked the Secretariat whether the objections that had been raised in the present case were well founded.

10. In reply to the previous speaker's request for clarification, the representative of the Secretary-General indicated that there were precedents for both possibilities. There had been cases where the Selection Committee had decided that a resolution fell within the competence of a technical committee and had recommended that it be referred directly to the competent committee. There had also been cases of resolutions that did not refer to items on the Conference agenda which had been submitted to the Resolutions Committee, which in turn had recommended to the Conference that the resolutions—and even, in one particular case, part of a resolution—should be referred to a technical committee. Consequently, both the Selection Committee and the Resolutions Committee could make recommendations to the Conference. It was then for the Conference to take the appropriate decision, taking into account various factors such as the terms of reference of the committee in question but also others, such as its workload. In the present case it was for the Resolutions Committee to make a recommendation to the Conference.

11. The Government member of Czechoslovakia emphasised that the Standing Orders should be strictly observed. The Standing Orders provided for two types of resolutions. Article 15 contained general provisions covering all resolutions, and paragraph 5 of that article referred to resolutions relating to matters not included in an item on the agenda of the Conference. Such resolutions were also covered by article 17 paragraph 3. It was not therefore for the Resolutions Committee to deal with resolutions which related to an item on the agenda. Arguments such as the workload were not in his view well founded, particularly as they were not envisaged in the Standing Orders. Furthermore, the obligation to present a report to the Conference under article 17.7(2) referred to resolutions mentioned in paragraph 7(1) of the same article—resolutions that did not relate to subjects falling within the competence of the Conference—and therefore did not apply in the present case. Finally, as some speakers had emphasised, precedents in this respect were numerous, and recent examples having occurred at the 70th Session of the Conference when the Resolutions Committee had referred two draft resolutions to technical committees with no discussion and without any difficulty. He regretted that this had not been made clear by the Secretariat.

12. The Employers' Vice-Chairman considered that the point at issue was to determine whether the resolution referred to an item on the agenda of the Conference and therefore came under article

17.7(1), and also whether it fell within the competence of the Resolutions Committee to decide upon referral. In his opinion, the Committee could decide to refer a resolution to a technical committee but it was not bound by precedent. It was for the Committee to decide according to the merits of the case.

13. The representative of the Secretary-General informed the Committee that it was free to make a recommendation to the Conference to refer a resolution to a technical committee. However, in doing so it should take into account the terms of reference of the Committee to which it proposed to send the resolution in question. With reference to the second question raised by the Employers' Vice-Chairman, the Resolutions Committee was not empowered to take a decision. It could only make a recommendation to the Conference, as in 1984.

14. The Workers' Vice-Chairman explained that the Workers' group had not yet had sufficient time to discuss the matter thoroughly and he could not therefore speak for all the members of the Workers' group. The issue at stake seemed a matter of common sense; the Committee should recommend transfer of the resolution to another committee if it considered that it would be more properly dealt with by another committee. It should therefore consider the substance of the draft text and the already heavy workload of the Committee on Equality in Employment. In view of its content, for example the many references to declarations and resolutions of the United Nations and the wording of paragraphs 2 and 3 of its operative part, the resolution should be examined by the Resolutions Committee, which was a more appropriate forum for the discussion of such issues. The fourth operative paragraph raised questions of substance which went clearly beyond the terms of reference of the Committee on Equality in Employment. The resolution had in any case already been formally introduced in the Committee by one of its sponsors, and nobody had contested its receivability. Referral to another committee would therefore be illogical and the Workers would oppose it, considering that the Resolutions Committee was the most appropriate body to examine it.

15. The Employers' member of Finland was surprised at the proposal. The Committee on Equality in Employment had been set up to conclude the ILO's participation in the United Nations Decade for Women and to produce guide-lines on the future work of the Office in the field of equal opportunities and the elimination of discrimination. It also had to complete its work in a single general discussion and had a heavy workload. Its main responsibility was therefore of an advisory nature and it was not empowered to consider aspects of standard setting or organisation. The political content of the text was overwhelming and took the resolution far beyond the competence of the Committee on Equality in Employment.

16. The Government member of the German Democratic Republic had not expected his proposal to give rise to such a long discussion. It seemed a simple matter to refer the draft to the Committee on Equality in Employment, and before making his proposal he had given careful consideration to precedents and to the Standing Orders. Reference had been made to the heavy workload of that Committee,

a fact which he did not contest, but such a consideration had never been advanced against referrals in the past, although one of the committees to which a resolution had been transferred had had to examine hundreds of amendments. The resolution clearly related to the item on the Conference agenda concerning equality in employment and should therefore be referred to the Committee set up to consider it. Another argument which had been raised was that the text contained some elements which had nothing to do with the work of the technical committee. It did not seem appropriate in the present circumstances to debate the substance of the draft text or whether it was suitable for consideration by a technical committee. He had never assumed that the Resolutions Committee or the Committee on Equality in Employment would accept everything in it, and amendments were naturally to be expected. As for the reference to declarations and resolutions of the United Nations, these were appropriate in a document of this nature and referred to documents which had already been taken into consideration by the Committee and which in some cases requested specialised agencies, including the ILO, to take measures. It was said that operative paragraph 3 contained points which were not acceptable. It was true that the Committee did not elaborate Conventions but it could recommend the elaboration of such Conventions if the existing instruments were not fully satisfactory. Concerning the reference to peace and disarmament, he remained the Committee that the motto of the United Nations Decade for Women was "Equality, Development, Peace" and references to these issues were therefore fully justified. In paragraph 4 of its operative part the resolution provided a concrete basis for the ILO's future activities. None of these elements placed it outside the competence of the Committee on Equal Opportunities and it should therefore be recommended for referral to that Committee.

17. The Employers' Vice-Chairman observed that the chief consideration to be made was whether the resolution fell within the terms of reference of the Committee on Equality in Employment. Here the answer seemed clear. The draft text was not really about equal opportunities but rather concerned a number of extraneous political issues and economic matters unrelated to the subject: the new international economic order, trade union rights, racism and so on. Much of its content was covered by other committees, and what was left was far better approached in the report submitted to the Committee on Equality in Employment. It should therefore remain with the Committee on Resolutions.

18. The Workers' member of the USSR, speaking on behalf of a number of Workers' members, thought that the resolution was directly related to the report submitted to the Committee set up to consider item VII on the Conference agenda and should therefore be referred to that Committee. This seemed a logical and expedient step and the arguments advanced against such a move were somewhat confusing. After reading the text carefully, he had reached the conclusion that it was clearly within the scope of the Committee on Equality in Employment. There was a precedent for the referral of draft resolutions to other committees, and the present instance was no different from any in previous years. Article 17, paragraph



3, of the Standing Orders did not seem to apply to the resolution, and it should therefore be referred to the Committee on Equality in Employment.

19. The Workers' member of the German Democratic Republic found it difficult to understand the surprise of the Workers' Vice-Chairman, as he had himself raised the question in the Workers' group. He regretted that precedents only seemed to be recognised when they suited one particular group. However, the Workers' member of Finland had made an interesting observation when he had said that the terms of reference of the Committee on Equality in Employment were to evaluate the achievements of the United Nations Decade for Women; the motto for the Decade, "Equality, Development, Peace"—which hardly seemed to interest the ILO—corresponded exactly to the theme set out in the resolution. He therefore requested the Committee to examine whether or not the issues dealt with in the resolution came within the competence of the Committee on Equality in Employment and to decide whether it could make a recommendation to this effect to the Conference.

20. The Employers' member of the United States supported the views expressed by the Employers' Vice-Chairman and the Employers' member of Finland and was not in favour of a transfer of the resolution to the Committee on Equality in Employment, as the subject-matter of the resolution extended to areas that were not consistent with the scope or objectives of that Committee as defined in the report on item VII of the Conference agenda. The resolution was therefore not relevant to the work or scope of the Committee on Equality in Employment and would only hinder its work.

21. The Workers' member of Ecuador said that it was clear from the explanations given by the secretariat that there were numerous precedents valid in the present situation. It should only be necessary to apply them in order to resolve an issue that had been discussed for too long. The arguments advanced by the Employers' group seemed to him only pretexts, particularly that concerning the extra workload that referral of the resolution would impose on the committee in question. In his opinion it was not a question of imposing a resolution on the Committee on Equality in Employment but rather of recognising that it was the most competent committee to deal with the issues concerned and therefore the one best qualified to take decisions with regard to the content of the resolution. He therefore supported the proposal to transfer the resolution.

22. The Employers' member of the German Democratic Republic did not think that the Committee on Equality in Employment could be overloaded to the extent that it would be unable to examine the resolution. Some speakers had referred in support of their arguments to the political nature of some paragraphs of the resolution. In his opinion, the political considerations could not be totally dissociated from its social aspects. Referring to the points raised by the Employers' member of the United States, he wondered whether the implementation of women's socio-economic and trade union rights in employment did not represent one form of equality of opportunity and whether training and a job were not the very foundations of such equality in society.

23. The Government member of the USSR, together with the Workers' member of Jordan and the Workers' member of Afghanistan, considered that the situation was clear and that the resolution should be referred to the Committee on Equality in Employment so that the Resolutions Committee could continue its work in a constructive manner.

24. The Workers' member of Nigeria wondered if it mattered very much whether the resolution was discussed by the Resolutions Committee or by the Committee on Equality in Employment. The work of both Committees would in the end be submitted to the plenary sitting of the Conference, which would take the final decisions. This resolution was designed to encourage the implementation by the ILO and its member States of the Declaration on Equality of Opportunity and Treatment for Women Workers. He therefore considered that the resolution fell within the competence of the Committee on Equality in Employment, which certainly had a heavy workload, but was that not also the case with the Resolutions Committee? In order to save time it would therefore be appropriate to refer the resolution to the Committee on Equality in Employment and to proceed with business.

25. The Employers' Vice-Chairman, considering that all the issues had been fully discussed, proposed the closure of the discussion in accordance with article 6 of the Standing Orders. The motion was supported by more than one-fifth of the members present and was put to the vote. It was adopted by 684,251 votes in favour to 0 against, with no abstentions. The quorum was 359,652 votes.

26. Exercising his right to speak in accordance with article 64 of the Standing Orders as sponsor of the resolution, the Government member of the German Democratic Republic requested that the account of the discussions should be faithfully reproduced in the report. He considered that all the arguments for and against had been advanced during the discussions. He thanked all those who had spoken in favour of referral and noted with regret that it was clear that no agreement would be possible. The selection of priorities should now no longer be delayed, particularly in view of the fact that it was not impossible for the Committee on Equality in Employment to be called upon to examine a draft resolution which might be submitted to it. He therefore withdrew his proposal.

27. In accordance with the procedure laid down by article 17, paragraph 5(a), of the Conference Standing Orders, the Committee subsequently determined the first five resolutions to be considered among the 15 that were still before it, and their order of priority. Account being taken of the various changes in the composition of the Committee, at the time of the vote there were 212 voting members (87 Government members; 42 Employers' members; and 83 Workers' members).<sup>1</sup>

<sup>1</sup> Subsequently, further changes were made in the composition:  
2nd sitting on 10.6.85, 203 voting members (83 G, 42 E and 78 W);  
3rd sitting on 11.6.85, 210 voting members (85 G, 43 E and 82 W);  
4th sitting on 12.6.85, 212 voting members (87 G, 42 E and 83 W);  
7th sitting on 14.6.85, 214 voting members (87 G, 42 E and 85 W);  
10th sitting on 18.6.85, 215 voting members (87 G, 43 E and 85 W);  
11th sitting on 19.6.85, 214 voting members (87 G, 42 E and 85 W);  
12th sitting on 20.6.85, 211 voting members (87 G, 39 E and 85 W);  
13th sitting on 21.6.85, 198 voting members (87 G, 38 E and 73 W);  
14th sitting on 22.6.85, 192 voting members (87 G, 37 E and 68 W);  
15th sitting on 24.6.85, 193 voting members (87 G, 38 E and 68 W).

28. After the vote, one of the scrutineers appointed by the Workers' group noted that an irregularity had occurred in the voting of his group; following consultations with the other scrutineers and the Legal Adviser it was decided to hold a plenary sitting of the Committee to enable the Workers' group alone to vote again, the urns containing the ballot papers of the other groups remaining sealed. The ballot papers of the three groups were then counted at the same time.

29. The first five resolutions and the votes cast for them were the following:

1. Resolution concerning the most urgent problems of Africa, and particularly food security (1,055,153 weighted votes);
2. Resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry (547,919 weighted votes);
3. Resolution concerning employment creation (538,171 weighted votes);
4. Resolution concerning working conditions and occupational health and safety in the rural sector (402,933 weighted votes);
5. Resolution concerning the Working Party on International Labour Standards (337,567 weighted votes).

30. In accordance with article 17, paragraph 5(b), of the Standing Orders of the Conference, at its sixth sitting the Committee set up a Working Party to make recommendations as to the order in which the remaining resolutions before the Committee should be examined. The Working Party was composed of the following members:

*Government members:* Mr. Melas (Austria), Mr. Morozov (USSR), Mr. Kamil (Egypt);

*Employers' members:* Mr. Al-Tibi (Jordan), Mr. Myrdal (Sweden), Mr. Valdés Sáenz (Chile);

*Workers' members:* Mr. Franke (German Democratic Republic), Mr. Aihara (Japan), Mr. Allouche (Tunisia).

31. At the Committee's seventh sitting, the Government member of Austria, Chairman of the Working Party, announced that the Working Party had met and that a majority of its members favoured the following order of priority for consideration:

6. Workers' access to education;
7. Drug and alcohol abuse;
8. Continuation of the Iraq/Iran War;
9. Personnel information and data privacy;
10. Workers' rights to information;
11. Reduction of military spending;
12. First of May centenary;
13. Equality of opportunity for women;
14. Trade union rights and democracy in undertakings;
15. Violations of humanitarian law by Iraq.

However, a minority of the Working Party preferred the following order of priority:

6. Workers' access to education;
7. Reduction of military spending;
8. Continuation of the Iraq/Iran War;

9. Trade union rights and democracy in undertakings;
10. Equality of opportunity for women;
11. First of May centenary;
12. Drug and alcohol abuse;
13. Personnel information and data privacy;
14. Workers' rights to information;
15. Violations of humanitarian law by Iraq.

32. The Committee decided to adopt the order of priority proposed by the majority of the members of the Working Party and took note of the order to priority preferred by the minority.

#### RESOLUTION CONCERNING THE MOST URGENT PROBLEMS OF AFRICA, AND PARTICULARLY FOOD SECURITY

##### Presentation of the four original texts

33. This resolution resulted from the combination of four resolutions, as stated in paragraph 5(b) of this report.

34. The Government member of France, introducing the resolution concerning a programme of support for food security in Africa, stated that its main concerns went further than its title suggested. Together with the other countries of the European Community, France was pursuing a twofold policy on the present critical situation in Africa, involving short-term aid to areas stricken by drought and famine and more long-term assistance consisting of the introduction of agricultural development programmes in the regions affected and in the framework of the OAU. The resolution itself took account of the respective roles of the Food and Agricultural Organisation of the United Nations, the World Food Council and the agencies concerned with agriculture, training and the other needs created by the crisis. Training in particular required serious attention, and he emphasised the requests made in paragraph 3 of the resolution's operative part concerning the promotion of employment, both agricultural and otherwise, the development of locally organised rural public works in accordance with the principles of the ILO's own special labour-intensive public works programmes, the promotion of small units for the manufacture, maintenance and repair of tools and machinery at the local level, the promotion and organisation of participatory structures of a co-operative or self-help nature and the implementation or development of different types of vocational training for very different purposes. As regards the financing of these measures, and particularly the special programmes, the resolution called, on the one hand, for allocations from the regular budget, and particularly the special provision for Africa, and, on the other, for the use of voluntary contributions from member States. France considered that the time had come to demonstrate its traditional solidarity with the African continent. He trusted that, in view of the gravity of the subject-matter, the resolution would receive the full support of the Committee.

35. The Workers' member of Angola, introducing the resolution concerning the contribution of the International Labour Office to the solution of the most urgent problems in Africa, stated that the constant deterioration in the situation in Africa could

not be halted by the Africans themselves, but called for rapid action by the international community as a whole. The African continent included three-quarters of the least developed and 50 per cent of the world's landlocked countries, which could not participate adequately in the consumption of world industrial or agricultural products. The causes of the current critical economic and social situation there were to be found in shortages of foodstuffs and water, unemployment and malnutrition, with all the dangers it presented for health. Population movements were the result of colonialism and of various forms of social injustice which constituted a serious obstacle to the continent's economic and social progress. This tragic situation emphasised the need for a new international economic order based on justice and international economic co-operation. He appealed to the Conference to take every opportunity and use all available means to help the African countries in the framework of the international development strategy, particularly as regards employment, respect for fair labour standards and the supervision of the operations of multinational enterprises in Africa.

36. Introducing the resolution concerning the fight against hunger, the Workers' member of Burkina Faso stressed that radio, television and the press had adequately demonstrated the seriousness of the situation in Africa and shown that emergency action was needed. On a world scale, 3,000 million people, or three-quarters of the world population, suffered from hunger, and their numbers were growing. Yet the FAO estimated that food production was greater than world food needs. Africa was ravaged by hunger, and it had millions of victims. Drought and desertification had resulted in food shortages, as had ineffective development plans and unjust trading relations. Wars, an act of man, had only aggravated the problem. Hunger was the result of the incompetence of certain governments and colossal military spending which could be put to better use. Agricultural technology was inadequate in Africa and international aid was of greater assistance to privileged minorities than to the rural poor. The international community had acted by granting aid which had saved millions of human lives, but in view of the scale of the disaster this aid, although appreciated, was still insufficient. Priority had in many cases been given to industrial development, to the detriment of working conditions in rural areas. A number of measures should receive priority, for the task was not easy and international co-operation was essential if poverty and hunger were to be overcome. The ILO was endeavouring to expand its activities in various fields, particularly in order to help rural areas. However, inadequate attention had been given in the past to development. The organisation of rural workers was a priority need, for no satisfactory results could be achieved until rural workers were fully associated in economic and social development and the fight against hunger.

37. Introducing the resolution concerning assistance to African countries affected by drought, the Workers' member of Algeria stated that the text before the Committee stressed the basic principles of the International Labour Organisation and its Declaration of Philadelphia. The entire international community was seriously concerned at the current situa-

tion in Africa and deeply sympathised with the victims of drought. Assistance was necessary for long-term development, and the efforts of the international community should be accompanied by similar efforts on the part of Africa itself. The preamble to the resolution stressed the humanitarian spirit that should underline international assistance, for economic adjustment by its nature detracted from national development policies. In its operative part, paragraph 1 of the resolution called on the international community, and particularly the developed countries and the international agencies, to make greater efforts to meet the urgent needs of the victims of drought for food and medicines and to gear their activities towards the strengthening of the capacity of African countries to ensure their own social and economic development. Paragraph 2 invited the Director-General of the International Labour Office to strengthen still further the activities of the ILO, so that it can make its full contribution to efforts to cope with the situation, to intervene with the international community in order to bring about a concerted approach, to maintain and develop close contacts with the Secretary-General of the United Nations, the UNDP, the World Bank and the African countries, to adopt a global approach, to strengthen the contribution of the ILO to the satisfaction of the food and medical needs of the victims of drought, to training and to technical assistance so as to promote specific skills and individual initiatives, to gear the ILO's activities towards the establishment of the new international economic order and, finally, to keep the Governing Body of the ILO regularly informed of the steps taken in this connection.

#### General discussion

38. The Government member of Ethiopia, speaking on behalf of the African group, said that the present situation in Africa was only too well known. The spectre of famine, disease and population displacement was a widespread phenomenon in present-day Africa; drought and other natural and man-made disasters had brought about a state of emergency which had aggravated a situation that was already extremely precarious. The multisectoral and multidimensional nature of the problem had far surpassed the capacities of the governments of the least developed countries to maintain or develop the socio-economic level of their societies. Thus, the situation in Africa would not improve in the short term, even if the conditions created by the natural disasters were to improve over the next few years. The situation required concerted national and international action directed towards the improvement of the emergency situation in the short term and the establishment of the conditions necessary for sustained economic and social development in the long term. Realising this twofold need, and following the adoption of the resolution and Declaration 39/29 by the General Assembly of the United Nations, the ILO, in collaboration with the African members of the Governing Body, had prepared a paper on the social and economic situation in Africa, which it had submitted to the 229th Session of the Governing Body. The paper (GB.229/OP/3/4), which identified the short- and long-term activities that the ILO could undertake to contribute to improving the situation and promoting the development of Africa, had been

duly considered by the Governing Body and unanimously endorsed. The document requested the Director-General:

- to seek the necessary financial support from a broad spectrum of donors, including the international financial institutions and the multi-bilateral agencies, for ILO operational activities in favour of Africa;
- to appeal to the international community, and in particular to the governments of developed countries and multilateral donors, to increase their assistance to African countries by providing additional resources to maintain and strengthen technical co-operation activities;
- to urge employers' and workers' organisations and non-governmental organisations to assist African countries, and in particular their counterparts in those countries, in their efforts to provide for the emergency needs of drought victims;
- to reorient the Office's ongoing activities in Africa so as to address nationally established short-, medium- and long-term priorities related to the present crisis in the region;
- to reinforce ILO activities in Africa with a view to providing effective assistance in areas of special ILO concern, for example training, employment, co-operatives and employers' and workers' organisations; and, finally,
- to keep the Governing Body and its Committee on Operational Programmes informed of the action taken in this respect.

While fully appreciating the efforts made by the sponsors of the resolution and concurring with the areas of concern identified therein, the African group felt that the form and content of the document endorsed by the Governing Body would be a useful addition to the text of the resolution. Consequently, the African group proposed that the resolution be amended to include the following operative paragraph: "Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares the short-, medium- and long-term programmes contained in document GB.229/OP/3/4 (paragraphs 25 to 65) be adopted as the ILO's Action Programme for Africa". The text of the document should be appended to the resolution. Finally, turning to the question of financing this programme, he reminded the Committee that the Organisation's budget had not provided sufficient resources to undertake a programme of this nature in such a vast region, and it was therefore necessary for the Conference to decide that it should be financed from a number of sources, namely, regular budget savings, the redistribution of the resources allocated for programmes in Africa in order to take account of national priorities related to the crisis, and the obtention of additional extrabudgetary resources for the expansion of social and economic activities in Africa.

39. The Government member of Czechoslovakia considered that the combination of the four resolutions had been fruitful and had yielded a sufficiently complete and balanced draft, particularly where emergency measures were concerned. The future and medium-term action recommended in Governing Body document GB.229/OP/3/4 should nevertheless also be taken into consideration. Measures taken in

the future should be well considered, and the action proposed in the resolution consisted essentially of measures of assistance, conservation and reinforcement of the economic fabric. However, other measures should be directed towards the creation of economic and social dynamism in the countries concerned. The ILO, in collaboration with other agencies in the United Nations system, should help African countries to analyse the major internal and external factors influencing the economic and social situation, the dynamics and the independence of the countries concerned. He intended to submit an amendment to this effect.

40. The Workers' member of Malaysia said that his delegation supported the resolution. The precarious situation in Ethiopia was well known; the details had been widely disseminated by television and the press and any help would be greatly appreciated. He appealed to all countries and international organisations in this respect. Regardless of their political creeds, all countries of the international community should support the terms of the resolution, while keeping a close watch on ILO activities in the region. Operative paragraph 7 requested the Governing Body to invite the Director-General to submit concrete proposals to it concerning the activities envisaged and the manner of their execution. He underlined that the ILO had a tendency to be slow-moving in carrying out its heavy responsibilities. In Africa, a large number of the people affected by drought were from rural areas, and there was a danger that simple assistance would not be sufficient in the present situation. He quoted the Chinese proverb which said that "if someone is hungry, give him fish, but above all, teach him to fish". Technical aid programmes should be carefully planned and implemented. He hoped that appropriate consideration would be given to a resolution which aimed at helping people to help themselves.

41. The Government member of the German Democratic Republic said that his delegation fully supported the spirit of this very important resolution. His Government shared the serious concern of the international community regarding the critical situation which in Africa, and regarded the proposed text as a further initiative aimed at assisting Africa in the light of the critical economic situation which had resulted from the drought. The German Democratic Republic, over the last 35 years, had invariably supported the African countries in a spirit of solidarity with their fight for independence and had made resources available to help them in that fight; 180 million marks had been provided in the last few years to provide, inter alia, food, seeds and pharmaceutical products. Special resources had been made available to Ethiopia. His Government felt that emergency measures covered only one side of the picture and it was essential for the future of Africa that projects be undertaken which tended to encourage economic and social independence and the long-term elimination of hunger and disease for the future. Citizens of the German Democratic Republic had shown active solidarity with Africa, in many cases going to Africa as experts in agricultural development and in the management of development. His delegation, while supporting the draft resolution, was not unaware of its weaknesses. The scope of the document was limited in that it did not explain the causes of the

emergency situation in Africa and proposed no concrete ways of bringing about improvements. The present economic and social crisis in Africa was rooted in its colonial past and the neo-colonialist policies of imperialist Powers, which were responsible for placing a heavy burden on Africa and developing countries as a whole. The resolution of Africa's problems was inseparably linked to a change in its economic system, which must be placed on a more democratic basis. An analysis of the causes of hunger and malnutrition revealed a complexity which would require equally complex measures to resolve them. Any genuine solution must involve the concentration of Africa's resources, strengthen the countries' sovereignty over their natural resources. National food programmes were needed, the state sector should be strengthened and democratic agrarian reform should be introduced in accordance with national development plans. The reduction of the armaments production and disarmament would release major resources which could be used in the fight against malnutrition. African countries were also involved in the arms race to the tune of some \$11,000 million, which represented a full two years' imports of cereals for the whole African continent. Disarmament would contribute substantially to the well-being of African countries. His delegation would be submitting amendments to the draft resolutions.

42. The Government member of the United Kingdom said that all those who had followed the developments had doubtless been moved by the appeal made in the resolution. In the interests of brevity, she would not supply details of the assistance that her Government had given and would continue to give to the countries affected by the situation. One of the aspects of the resolution that particularly appealed to her Government was its practicality in setting out the action that could be taken by the ILO to remedy this horrible situation. The present text was the product of much effort on the part of the authors of the four initial draft resolutions to merge their texts, and the Government of the United Kingdom had no hesitation in supporting the resolution as it stood. She was, however, also in favour of the amendment proposed by the Government member of Ethiopia.

43. The Workers' member of Yugoslavia expressed his satisfaction at the choice of the resolution on Africa as the first priority. There were many reasons behind the situation in Africa, but it was primarily the outcome of existing economic relations in the world and the world economic crisis, which had a dramatic effect on the African countries affected by drought and on developing countries in general, creating a situation that was exacerbated by natural catastrophes. There were two directions for action on Africa: first, everything possible should be done to provide food, clothing and medical aid for the countries concerned and to encourage international aid; secondly, the ILO should take measures designed to satisfy not only the nutritional and medical needs of the countries in question but also their training and technical assistance requirements. The assistance that the ILO could provide for the long-term development not only of the countries affected by drought but also the other developing countries should not be overlooked. The countries in

question should benefit from international conditions which, in conjunction with their own efforts towards economic development, would make possible their economic recovery and self-reliance. The ILO should develop and strengthen its action through a global approach. Emergency action should be incorporated into continued efforts to encourage the North-South dialogue and to establish the conditions for the new international economic order which was at present at a standstill. These were the conditions that would enable the objectives of social equality and equality of opportunity to be achieved. He requested that the draft resolution be adopted without reservation and with the addition of the amendment proposed by the Government member of Ethiopia.

44. The Government member of China said that the Chinese people were profoundly moved by the dramatic situation that the African continent was experiencing. The Chinese, in their history, had known disaster and suffering and were therefore specially conscious of the need to help those affected by the situation. In 1984, China had sent 120,000 tonnes of cereal to Africa, and this year it was sending 50,000 tonnes. Several social organisations in China had launched an appeal for solidarity, but China itself was a developing country and could only offer assistance according to its means. The Chinese Government had noted with satisfaction that the United Nations had taken measures in favour of Africa and that the ILO had drawn up an assistance plan. He hoped that the international community and the developed countries would increase their assistance to Africa. This principle was reflected in the draft resolution and his Government was wholly in agreement with it. In Africa, the immediate issue was one of life and death, but it was also an issue of long-term development, the two aspects being inseparably linked. The African countries should be given assistance in order to extricate themselves from their present difficulties so as to enable them to help themselves in the future. Only then would they be capable of reacting when faced with such situations. Although it was perfectly justified to emphasise the aspects relating to food security in the draft resolution, the measures proposed in the resolution should not be restricted to such assistance but should be designed to develop national economies in such a way as to strengthen the autonomy of the countries concerned. The efforts of African governments and peoples, combined with international assistance, should enable the African people to resolve their difficulties.

45. The Government member of Japan shared the concern of the international community over the unprecedented situation experienced by Africa. In view of the complexity of the problems encountered in Africa, the situation could not be resolved by simple, short-term measures but required large-scale assistance in the medium and long term. However, it should not be forgotten that millions of human beings simply needed to be fed on a daily basis in order to survive. It was therefore very important to secure a linkage between emergency assistance measures and development co-operation, which should broadly centre around agricultural development, the development of the agricultural infrastructure and vocational training in this field. The sixth preambular paragraph of the draft resolution referred to the

Declaration on the critical economic situation in Africa which had been adopted by consensus at the United Nations General Assembly the previous year. The Declaration symbolised the conscience of the international community towards the suffering of the people of Africa. Japan had acted as co-ordinator in the discussions on that Declaration and was convinced that the International Labour Organisation could play a useful role in the situation by promoting specific activities designed to provide assistance to African countries in collaboration with the other organisations of the United Nations system.

46. The representative of the Food and Agricultural Organisation of the United Nations wished to provide the Committee with background information on the FAO's perception of the problems involved and on the steps it was taking to assist the hard-pressed governments of Africa in their efforts to overcome them. He did not wish to do so, however, purely from the FAO's point of view: the ILO and the FAO shared a common interest and responsibility, especially as regards operative paragraph 4 of the resolution, and the greater their degree of harmonisation the greater would be the impact of their efforts on the situation in Africa. The FAO's chief concern was naturally the agronomic and agro-economic aspect of the situation. The precarious food situation in Africa had many complex causes. While the present emergencies were linked to widespread and persistent drought, as well as instability, the FAO's view was that the problem went much deeper. The rapid growth of the population, at an average annual rate of 3 per cent, was of particular relevance to food security in Africa. Although food production in the developing countries of Africa had increased since 1972, production per head had for this reason declined. Given Africa's ecological conditions, it would have been remarkable if food production had even kept pace with population growth. A remarkably high proportion of African food production—some estimates set it at 80 per cent—lay in the hands of subsistence or near-subsistence farmers. Yields were low, owing to the low level of technology used, especially as regards improved seeds and fertilisers. The amount of land under irrigation was also small in most countries. It was mainly in the subsistence farming sector that African agriculture needed to be improved, through the upgrading of technology so as to increase the productivity and output of individual farmers, together with the extension of reasonable incentives to the producers. Other factors also underlay this lack of dynamism. There were obstacles to the increased use of agricultural inputs; technical packages suited to the needs of individual farmers might not be readily available; the research facilities needed to elaborate such packages might be weak or unable to deal with the right food crops. There might be a lack of adequate inputs as a result of insufficient domestic production, import limitations or the lack of an infrastructure for their distribution. There might also be shortcomings regarding the provision of credit facilities, the marketing of agricultural produce, maintenance services and related infrastructure. Some of these needs were addressed in paragraph 4 of the operative part of the resolution.

47. The immediate requirement was to rehabilitate African agriculture. In the FAO's view, it should generally concentrate on ensuring adequate supplies

of the inputs necessary for food production in the coming season, particularly as regards seeds and fertilisers, providing the logistical capacity and the incentives necessary to make these inputs locally available when needed, guaranteeing access to these inputs for all through credit or other means, providing technical guidance on the best use of the inputs and ensuring that the benefits were shared in an equitable manner. On the basis of these considerations the Director-General of the FAO had undertaken consultations with the countries affected on the formulation of an agricultural rehabilitation programme designed to bring substantial results within the next three years. Rehabilitation was a complex matter and had to be suited to the requirements of each country and area, taking account of government priorities and ecological conditions. During the latter part of 1984 priority had been given to the formulation of a rehabilitation programme for Ethiopia which had been presented to potential donors in January 1985. This was followed by the presentation to potential donors of a programme for another 20 countries affected by the present crisis. This involved a total of 194 projects costing some \$108 million. The projects focused on the supply of the inputs necessary to increase production, particularly seeds, fertilisers and pesticides; irrigation and water supplies, involving the rehabilitation of irrigation systems, the repair of pumps and wells and the provision of spare parts and fuel; the protection of crops against losses in the field and after the harvest; the education of farmers through improved extension services and the training of manpower (16 projects); the strengthening of field veterinary services and the supply of vaccines and other pharmaceuticals; training, the improvement of livestock production centres, the purification of water resources for cattle and fodder production; the reorganisation of fisheries; and soil conservation measures involving forestry projects.

48. Finally, he emphasised that in the long term a radical break would have to be made with past agricultural practice and profound structural changes contemplated. A major study was in preparation by the FAO for presentation at its African Regional Conference in 1986. This would examine in depth the problems and prospects for future development and the measures necessary to advance towards greater food self-reliance. Among the challenges to be faced were demographic growth, the trade-off between food crops and cash crops grown for export to provide income for the purchase of food and other needs and the means of achieving significant increases in food production in situations that varied greatly as regards the land available, account being taken of the need to preserve the resource base. Africa had abundant energies and talents, as well as entrepreneurial and leadership capabilities. With the help of the international community Africa was sure to overcome its problems in this fields.

49. The Government member of Bulgaria stated that recent years had seen a sharp deterioration in the general world economic situation, especially as regards food production in a number of African countries. An unprecedented drought, which had brought deaths to hundreds of thousands of people and the loss of cattle and crops, had highlighted the overall downward trend in the economies of develop-



ing countries, particularly their agricultural sectors. This was the result of a long period of neglect for the problems of the developing world, aggravated by natural disasters. Estimates of the United Nations Economic Commission for Africa indicated that over a ten-year period the gross national products of developing countries had on the whole grown at a rate of less than 2 per cent a year, while population was constantly increasing and agricultural production diminishing by comparison with the more favourable 1960s. Africa differed from the other regions in a number of respects: it still awaited adequate agrarian reform, for much of its land remained in the hands of feudal or semi-feudal elements, and insufficient attention had been given to the need to produce food crops in national development plans, largely as the result of the policies of imperialist countries, which endeavoured to persuade developing countries to produce export crops for the capitalist markets rather than grow food crops to meet the food needs of their populations. The protectionist policies of the capitalist countries further complicated the issue. The resolution, which the Committee had done well to select as its highest priority, contained important provisions on training and the ILO's role in the economic development of Africa. Some points needed strengthening, however: the current crisis called for more wide-ranging measures, particularly as regards the need for disarmament and the use of the funds released for development, as well as measures to maximise the mobilisation of Africa's own human and material resources to overcome its present critical situation. His own country accorded assistance according to its means to improve efficiency in recipient developing countries, in accordance with its own social and economic structures but also taking into consideration the priorities determined by the developing countries themselves. Its aid extended to the extraction of useful minerals, the development of construction, transport and communications, the servicing of agricultural equipment, the use of chemicals, irrigation, storage of agricultural produce, the growth of fisheries and the selection of cattle for breeding and crops for production. It trained technical staff in these fields in order to provide an infrastructure for Africa's development. All such assistance programmes were based on voluntary subscriptions and strictly conformed to United Nations policy on the creation of conditions for the free adoption of sovereign decisions by States regarding their own development. Pessimism was inappropriate in the present circumstances; what was needed was an atmosphere of international solidarity and the mobilisation of the African people themselves, so that they could emerge from the crisis and embark on a path to progress.

50. The Employers' Vice-Chairman welcomed the high priority accorded to the resolution. The Employers' group had in the past consistently given high priority to the many resolutions submitted on Africa in recent years, and this year's results reflected a concern on all sides for the major problems faced by the continent. The resolution itself was valuable, particularly in its advocacy of a programme to ensure food security and its concern with the general problem of hunger and drought. The Employers' group had no complaints regarding the spirit of the resolution but had a number of proposals to make

regarding specific provisions. In particular, it should be realised that only certain parts of the continent were affected, even though the crisis was of major proportions, and the lack of any reference to the specific parts affected tended to weaken its impact. Some of the statements in it were ambiguous and required amendment. It should have a more tripartite bias; while the aim of promoting self-help and self-reliance was worthy of support, the economies of the countries affected would benefit from the training of entrepreneurs and managers, as employers also played a positive role in the overall development process. Such issues were all too often viewed in a macro-economic framework, which concealed their real nature. The resolution should also mention the importance of small-scale undertakings for development and for the solution of Africa's problems, particularly in its most stricken areas. These observations concerned mainly the preamble. The operative part was adequate in its general thrust but would benefit from some reorganisation and from the inclusion of a reference to its specific target audiences—the international community, the ILO and individual governments. The amendment proposed by the Government member of Ethiopia deserved support, particularly as regards the reference to the recommendations of the Committee on Operational Programmes of the ILO Governing Body for a plan of action for assistance to Africa. He stressed in conclusion that the amendments proposed by the Employers' group would be technical and practical and would in no way derive from extraneous ideological considerations, which were inappropriate in the present circumstances. The resolution must be practical in order to reflect the true humanitarian concern of its authors.

51. The Government member of Hungary welcomed the resolution, which concerned a major world problem—the economic situation of Africa. The sponsors had, however, mentioned only some of the continent's most important problems, such as the obvious issues of employment, underemployment, low productivity, famine, malnutrition and poverty. These were all obviously interlinked with and derived from the colonial history of Africa and its heritage of exploitation over a number of centuries. If the resolution clarified the causes of the situation, it would make its resolution more attainable. A specific concern should be the promotion of the role of co-operatives in the economy and society as a whole. He supported the draft text and would welcome constructive amendments.

52. The Workers' member of Israel was pleased that the resolution had received the highest priority. Its adoption would serve to make amends for past failures by playing the part of a catalyst and would lend impetus to this unique Organisation. The media had fully reported the disastrous food situation in Africa and those who claimed to be civilised could only feel close to the starving peoples. He was very pleased that nobody had raised objections of a financial nature to the implementation of the recommended measures. The means existed; it was only necessary to have the required determination to go ahead with action. The proposed amendment of the Government member of Ethiopia deserved full support. The situation would never have reached such a critical point if the international community had

responded in time to the direct appeal for massive assistance and had undertaken to engage in assistance activities in the medium and long term which would have enabled the suffering peoples to help themselves. That was the strength of this resolution: to take long-term action, taking into account the emergency nature of the situation, so that no similar disaster could occur again. Everybody could play a part in this process, and not only governments. This was indeed the approach that his organisation—as many others, and the ICFTU in general—had adopted with regard to development assistance. More and more governments were coming to understand the need to involve workers in the formulation of development policies and development assistance projects. Much still needed to be done in this respect, in both the developing and the industrialised countries, and a reference to the need to associate also workers in the latter category of countries in the elaboration of policies and in development aid projects should be added to the resolution, which would mean that it could be counted among the most comprehensive resolutions adopted.

53. The Government member of the Ukrainian SSR said that his delegation had been among those that had voted for the inclusion of the resolution concerning the most urgent problems of Africa, and particularly food security, among the first five resolutions. The Ukrainian SSR shared the concern of the international community at the economic situation of Africa and welcomed the initiative that the ILO had taken and the actions of various countries which were assisting African countries. His delegation shared the views of the authors of the resolution that the food problems and social and economic crisis in Africa were the product of factors other than drought. As the Government member of Bulgaria had said, poverty only worsened an already difficult situation that was a result of the colonial past and due as much to political as to natural factors, as the preamble of the resolution emphasised. Some of the economic problems of African countries were more important than others, and international assistance was indispensable. He shared the opinion of the representatives of the Governments of Ethiopia, the German Democratic Republic and others who considered that drought and famine could not be overcome by short-term external assistance. Assistance of this type alleviated the problems but did not solve them. A long-term solution was therefore needed which involved changes in the economic structure of the countries affected, the elaboration of national food programmes, the strengthening of the sovereignty of the countries over their natural resources, the introduction of methods of economic planning, and agrarian and demographic reform. It should be borne in mind that the recovery of the African countries depended on international economic relations being remodelled on a just basis. The delegation of the Ukrainian SSR supported the draft resolution and hoped it would be adopted by the Conference, as this would constitute a decisive step forward for the ILO and would enable it to increase its contribution to African countries in accordance with the Lagos Plan of Action, the International Development Strategy and the Declaration of the United Nations.

54. The Workers' member of the German Democratic Republic considered that the Resolutions

Committee had taken a wise decision in giving priority to this resolution. The gravity of the situation called for solidarity, assistance and action. Resignation and pessimism would be out of place in the face of such distress. The African continent was experiencing the repercussions of its past. Colonialist and capitalist policies had left behind them a heritage of exploitation of natural resources, impoverishment of the land, low productivity, a lack of industrial infrastructure and famine, which natural catastrophes had only worsened. Africa also suffered from a lack of training. Most African countries were directly affected by economic conditions in the capitalist countries, and their economies were often more dependent on those countries than in the past. Consequently, capitalist pressure was felt to a greater extent in developing countries. Many trade union organisations in African countries had complained of the power of the multinationals, whose profits from the developing countries were enormous. These unions were trying to associate in order to react against the conditions dictated by the IMF, since some countries were so heavily indebted that they could not service their debt. Attacks were frequently made against the internal economies of African countries when their growth rate was not high enough. Attacks had also been made against national liberation movements by forces that regarded such movements as only being useful when they served their particular interests. Real economic slavery was the result. The resources of the ILO should contribute to the promotion of national development programmes. At the last African summit meeting, the representative of the United Republic of Tanzania had emphasised that the growth of military expenditure had had serious consequences on African countries and on developing countries in general. Any attempt to purchase arms had a great impact on African countries. The rich countries and the developing countries were pitted against one another by reactionary interests. All parties were attempting to profit from the situation. More armaments would not serve the cause of development. The necessary resources had to be made available to enable these countries to resolve their difficulties. Finally, the resolution had weaknesses; it was too limited, because it made no mention of the true causes of this tragic situation, and should be improved.

55. The Workers' member of the USSR said that the Soviet Workers' delegation supported the text of the resolution, since it recommended specific practical measures to overcome the most urgent problems, such as the food shortage. He emphasised that paragraph 4(f) of the operative part envisaged "developing workers' education programmes on the reinforcement and development of rural workers' organisations". This was a very important paragraph, which took into account the existence of state agricultural co-operatives. The Soviet trade unions had supplied considerable assistance in the field of management; they had trained African trade unionists who worked in rural co-operatives. Paragraph 7 of the operative part, which requested the Governing Body to invite the Director-General to submit concrete proposals concerning the activities envisaged and the manner of their execution, should also include concrete and specific measures designed to improve the rural sector. The Soviet trade unions



were prepared to participate in the training of rural African trade unionists within the framework of the ILO.

56. The Workers' member of Nigeria thanked the Resolutions Committee for according highest priority to the resolution and all those who had made a positive contribution to the resolution, which the Nigerian workers regarded as their own. He also expressed his gratitude to the FAO observer for the interesting and useful information he had given and supported the proposals made by the Government members of Ethiopia and the German Democratic Republic. It was also important to take good note of the statement made by the Workers' member of the German Democratic Republic concerning the International Monetary Fund. The resolution recognised a number of responsibilities incumbent on the industrialised countries and the ILO and would gain from attributing a role to the governments of the African countries affected by the drought, taking into account the experience they had acquired in dealing with emergency situations and the objective of self-reliance. He therefore proposed adding a new paragraph to the operative part of the resolution, which would invite the countries affected by the drought to organise in an efficient manner the distribution of the aid they received so as to reduce suffering, particularly among workers, and to take the necessary assistance measures while awaiting international aid. Such an amendment would be beneficial to the resolution as a whole and would help reduce suffering.

57. The Government member of the USSR was convinced that a problem as complex as that faced by Africa required an in-depth study of its causes. His country attached great importance to efforts being undertaken by the international organisations, and by the ILO in particular, to provide emergency assistance to Africa. It was essential to find long-term solutions that would prevent recurrences of the drama. The natural catastrophes which had struck Africa could not hide the real reasons for the tragedy, which should be sought in its colonial past and in present neo-colonialist attitudes. Africa was a vulnerable continent and the world economic crisis had taken its toll there. The Western countries sought to profit from the situation in order to delay the economic decolonisation of Africa and to prevent the adoption of progressive solutions. The World Bank and the International Monetary Fund had undertaken to carry out this policy, which unfortunately seemed to exert a certain influence over the ILO. The USSR and African countries were calling for the establishment of a new international economic order. His country tried to co-operate with the countries of Africa to help them to attain economic sufficiency and had not been sparing in the provision of aid to African and other developing countries; its assistance had amounted to more than 1.2 per cent of its gross national product. The result of this co-operation had been the creation of more than 1,000 industrial enterprises, of power stations and the signature of technical co-operation agreements with 34 countries. The USSR was helping the African countries in several fields, such as land reclamation, veterinary services and irrigation projects designed to increase cultivated land area. Agriculture offered great possibilities for co-opera-

tion: a tractor production plant had been set up in Ethiopia, a factory in Mozambique and another in the United Republic of Tanzania. The solution of agricultural problems presupposed adequate training of staff in economic and social matters. The USSR was supplying economic and technical aid on favourable and advantageous conditions, and in this context it was providing emergency aid to Ethiopia to the value of approximately 120 million dollars, not to mention the assistance provided by Soviet organisations of a public nature. It intended to continue supplying aid to such countries as far as its means permitted, particularly to the young countries of Africa. Although he supported the resolution, he considered that it could be improved. Mention should be made in the preamble of the decision of the OAU and of the Lagos Plan of Action, which were designed to co-ordinate action in favour of the African continent. Several speakers had stressed that military expenditure had a detrimental effect on developing countries, and an amendment to this effect would improve the text of the resolution since the sums released by halting the arms race would make it possible for special assistance to African countries to be increased. The operative part should suggest measures to restructure international relations on a just basis, an increase in the ILO's role in the implementation of Conventions, and studies by the ILO on the role of multinationals in Africa and on the role of African trade unions in economic and social fields. The Director-General and the Governing Body should undertake to reduce the ILO's administrative expenditure and spend the funds saved in this way on assistance for Africa.

58. The Workers' member of Afghanistan said that the Committee had made a sound decision in according this resolution top priority. Africa faced major problems which were in no way simple. Drought had added considerably to the difficulties facing Africa, and urgent assistance was required from the international community and the developed countries, which should help the affected countries in Africa to the greatest extent possible. He supported any resolution which urged and encouraged the provision of assistance to Africa. The present text covered matters which were urgent and timely, and he therefore fully supported it.

59. The Government member of Bangladesh said that the gravity of the situation in the famine-stricken and drought-affected countries of Africa was well known to the international community. The fact that this resolution had received the highest number of votes was a testimony to the Committee members' awareness of such problems. The international community should pay greater attention to the problems of the drought-stricken countries in Africa. His delegation fully supported the resolution and hoped that it would be adopted by consensus. The amendment proposed by the Government member of Ethiopia would enrich the resolution and he would support it. As for the other amendments which had been mentioned, he felt that they should not be pressed unless they were strictly relevant to the main thrust of the resolution.

60. The Employers' member of Saudi Arabia said that he welcomed the opportunity to speak on behalf of the employers of his country, who had had many

close links with Africa for more than a thousand years. These relationships covered trade, religion and family ties. His country had always tried to provide assistance, particularly in the alleviation of drought, poverty and famine in Africa. He was not going to provide figures quantifying the aid his country had provided to African countries—any amount could only be a drop of water in the ocean of friendship between Africa and Saudi Arabia. His country would continue to give all possible aid to combat the emergency situation in Africa and had already made great efforts to support and consolidate development projects. It had set up investment companies for projects in Africa, primarily agricultural development projects of mutual interest. Saudi Arabian companies had been encouraged to increase trade with Africa, and many Saudi employers had made substantial investments there. His country was trying to provide food aid and medical care and drugs and would continue its efforts in these areas. Saudi employers were prepared to co-operate with non-Arab companies, and a number of them were planning to establish an agricultural venture. He invited all companies and banks to set aside investment capital to contribute to solving unemployment problems and meeting market needs in Africa. He fully supported the resolution.

61. The Government member of the United States said that the plight of millions of starving human beings in Africa did not need to be highlighted; everyone was aware of the grim tragedy which had befallen the continent in recent months. It was appropriate that the ILO should support the international efforts being made to alleviate the situation. At the United Nations Conference on the Emergency Situation in Africa, held recently in Geneva, the United States delegate, Vice-President Bush, had reaffirmed his country's commitment to continuing to provide assistance and aid to the needy nations in Africa. He had made the following remark: "We donors have a responsibility to our own citizens and to Africa alike to give both relief and forms of aid to that do not perpetuate dependency. Today Africans seek our help not because they want to depend on someone else, not because they want to depend on us, but because other models have failed and they want to get on their own feet". The resolution addressed two essential areas—emergency aid and development assistance—where efforts should be applied if the alleviation of the problems in Africa were to be successful. Since October 1984 the United States alone had approved emergency aid amounting to more than 1.5 million tons of food for Africa, and the figure for this year would reach 3 million tons of food for emergency and other requirements. Food and drought assistance would total more than 1,000 million dollars. Emergency aid was naturally needed but, if there was to be any hope of success in alleviating these problems in the long term, resources would have to be devoted to long-term agricultural development projects in the continent. As Vice-President Bush had said, it was necessary to create a situation in which those who depend on the food could help themselves to produce it. In many parts of the world there had been a major revolution in agriculture, research and development, the transfer of technology, institution building, incentives and policy reform. These were the necessary ingredients

to create a basis for successful long-term agricultural development. To this end, steps should be concentrated in the following areas, donors should increase their support for international agricultural research centres and for African agricultural research programmes. These efforts should be focused sharply on selected countries and on crop and animal production problems, where the greatest pay-off could be expected. The capabilities of the private sector and of universities should be concentrated on the application of new technologies and on the major training requirements for African agricultural scientists. Donors should support the creation of research networks between international and other research institutions working on common priority problems. African countries too should strengthen their support for agricultural research, and African agricultural universities should be strengthened to include research. They should ensure that market incentives existed to encourage adaptation to new technology. If a major effort was undertaken in these areas it should be possible to ensure that mass famine on the present scale would never be repeated. These points were fundamental to the resolution, which his Government endorsed, and they should be utilised to achieve successful results in long-term development in order to avoid recurrences of the present situation. More controls and more government shackles were not needed. Nor was empty ideological "anti-colonialist" sloganeering, which would contribute nothing to the solution of Africa's current problems.

62. The Government member of the United Arab Emirates firmly supported the resolution. His country had a tradition of giving assistance to friendly countries, and in fact 2.6 per cent of its national budget was spent on such assistance. His country also made a major contribution to the Arab Investment Fund and attached great importance to its relations with African countries. The international community had a responsibility towards Africa in the current situation, and for this reason he supported the resolution. All necessary urgent aid should be given to the countries in question, including food, medicines and habitat, but this aid should aim at creating the future agricultural structure of the recipient countries, their industrialisation and their management training. The resolution referred to measures concerning employment, productivity, agricultural development and food security, which were all essential considerations. The ILO should give assistance, in collaboration with other international organisations, in order to finance the projects and programmes necessary for the implementation of the resolution.

63. The Employers' member of Kuwait referred to a remark made by the Employers' Vice-Chairman relating to training for small-scale enterprises and small projects. In this respect paragraph 4(c) of the operative part of the resolution was no less important than other measures envisaged by the resolution. He wished to refer briefly to his country's intervention at the recent Conference on the Emergency Situation in Africa: the Kuwait Development Fund had invested \$6,000 million, and had collaborated in 28 projects in African countries in the past few years and had contributed \$501 million to the Arab Fund for the Development of Africa. Even young people in Kuwait had a role in its humanitarian work. Every-

body in his country was convinced of the need to contribute to assistance for Africa, and it was for that reason that he had referred to Arab aid to that continent.

64. The Government member of Afghanistan said that the resolution which addressed the question of solving the most urgent problems in Africa and that progress was inevitably linked with the struggle against apartheid. Disarmament on a global scale should make it possible to release funds for agricultural development which would provide assistance to African countries to enable them to break free of the current deadlock. While the aid received so far was appreciated, food problems could not be solved on a short-term basis. It was essential and vital to prevent any increase in military expenditure; a previous speaker had pointed out that 15 per cent of the budgets of African countries were spent on armaments. These funds should be released to provide food, improvements in the agricultural infrastructure of African countries and training for the working population in appropriate technology.

65. The Workers' member of Somalia pointed out that, as was well known, Africa was passing through a critical socio-economic period characterised by both natural and man-made disasters such as famine, drought, desertification, epidemic diseases, malnutrition, refugee problems, unemployment and the negative repercussions of the world economic recession. Somalia was one of the countries most affected by severe drought. At the same time it was hosting the largest refugee population in Africa. More than half the total number of refugees world-wide were to be found in Africa. The presence of such a huge and increasing refugee population had serious economic and social implications for the country's meagre national resources. While appreciating the generous assistance already received, he appealed to all Government, Employer and Worker delegations, the ILO and the international community at large to spare no efforts to find a just and durable solution to this particular man-made problem. It was encouraging that the African Heads of State had decided at their last summit meeting in November 1984 to convene a special conference to consider the economic crisis in Africa and to take concrete measures to resolve it. The OAU had established a special fund administered by the African Development Bank, aimed at increasing food sufficiency. His delegation fully supported the resolution and wished to thank all those who were sparing no effort to solve Africa's problems.

66. The Employers' member of the Sudan wished to express his gratitude to those who had drafted the four resolutions on Africa and to the Committee for according the highest priority to this important resolution. It was also appropriate to thank those who had already provided aid to the drought-stricken countries in Africa. He stressed that measures to achieve food security must include an analysis of basic needs in Africa. The resolution should specify those needs, which were a vital prerequisite for achieving food security. In Africa the distribution structure was weak, and the logistic of distribution should be taken into account. It was important that food should not only be available but should be distributed directly to the people who most needed it.

African countries could not afford even the fuel to distribute food supplies. This element should be an integral part of solutions to the food security question. In Africa even the provision of drinking water frequently posed severe problems. Hunger and famine were often accompanied by malnutrition and disease; medical attention too was an emergency matter. Famine and desertification had wide ramifications throughout the continent. The Sudan was hosting more than one million refugees who were sharing the country's meagre resources. The refugee question was not even mentioned in the resolution. The Sudan was grateful to the ILO as one of the first countries to have benefited from the ILO's income-generating projects, which should be widened and complemented by other ILO programmes.

67. The Workers' member of Bangladesh said that his delegation endorsed the resolution. Bangladesh had a long and bitter experience of the consequences of national calamities. The resolution strongly urged that priority be given to providing food aid to the starving millions in Africa and to improving the agricultural infrastructure in African countries. His delegation endorsed the resolution, which would serve the priority objectives of the African people.

68. The Workers' member of Benin stressed the gravity of events currently taking place in Africa and urged delegates to give their full support to the draft resolution, which would lend weight to the humanitarian measures recommended therein.

69. The Employers' member of Sweden endorsed the remarks made by the Employers' Vice-Chairman in support of the resolution. He strongly agreed that the participants in the discussion should concentrate on the emergency and refrain from discussing political and ideological issues. He would not therefore respond to the attacks which had been made by the Government and Workers' members of the German Democratic Republic, the USSR and Bulgaria regarding "neo-colonialism", "imperialism" and "economic slavery", as well as against Western countries, capitalism, multinational enterprises and the International Monetary Fund. The same speakers had also indicated that they would propose amendments along these lines. He hoped however that they would abstain from amendments which would only raise ideological issues, would not facilitate the adoption of the resolution and would certainly not be of any assistance to Africa. The degree to which those speakers were determined to press such amendments would show to what extent they were genuinely committed to helping Africa, or whether they preferred to use the resolution for other purposes. He pointed out that, as the draft resolution stated in the fifth preambular paragraph, the factors responsible for food shortages derived not only from nature but also from political issues. This wording would allow all members, including those from the socialist countries, to give it their own interpretation. He, and many other members of the Committee preferred a different interpretation that there was too much socialism and too much central planning in Africa, not least in the rural sector, and it was one of the causes of the food shortage there. African countries should take steps to create markets and stimulate enterprise. He hoped that both sides would abstain from proposing controversial amendments

which would give rise to ideological arguments. For the same reasons, he hoped that members would refrain from raising contentious issues in connection with disarmament. A more constructive approach would be to make efforts to reduce heavy military spending in Africa. He wondered what the Government member of Bulgaria had meant when he attacked, on the one hand, agricultural exports from Africa to the capitalist countries, and on the other, the "agrarian protectionism" of the capitalist countries. Was he for or against agricultural exports? Did he intend to prevent African countries from exporting their products—coffee, for example—to the developed countries?

70. The Chairman appealed to all members to concentrate on the two major themes developed in the resolution, food security and the most urgent problems of Africa, rather than indulge in personal attacks or ideological debate. He hoped that, as the resolution was the result of the merger of four texts, the amendments would be kept to a minimum and would relate only to the two major themes.

71. The Government member of Mongolia said that the emergency situation in Africa affected millions of human beings and so was of concern to humanity as a whole. He commended the steps and initiatives already taken by the United Nations and the ILO to help Africa overcome its critical situation. Many speakers had said that the present economic and social crisis in Africa was a consequence of its colonial past. The countries guilty of plundering and pillaging the continent in the past must now assume the major responsibility for the present crisis in Africa. He agreed with previous speakers who had pointed out that the problems of famine and drought could not be solved by short-term measures. Decisive measures were needed to eliminate the causes of the problems. It was essential, therefore, to organise economic co-operation on a long-term basis. The complex problems of food and malnutrition had to be seen in a social and economic context. Any realistic solution required the concentration and mobilisation of the resources of African countries themselves to implement the necessary measures. Priority should be given to unifying resources, to reasserting each State's sovereignty over its own natural resources, to developing national food production programmes and to introducing other social and economic transformations, including democratic agrarian reforms, in accordance with national development plans. His delegation felt that the resolution of the serious socio-economic problems of the African continent was inseparably linked with the reform of internal economic relationships on a just and equitable basis and with the strengthening of unity and solidarity with the peoples of Africa. He hoped that the resolution would receive wide support, but shared the view already expressed that it could and should be improved.

72. The Government member of Algeria said that she had been encouraged to note that the first priority had been given to this important resolution, which testified to a heightened awareness of the problems of Africa and to the urgent need for collective action to banish the spectre of famine. At the Conference on the Emergency Situation in Africa held recently in Geneva, her Government had

announced its intention of undertaking new efforts to help countries in distress. Algeria had not hesitated to show its solidarity with the countries of Africa even though it too needed financial support for its development. For several years it had devoted 1 per cent of its GNP to development aid and was currently making additional efforts in favour of countries affected by drought. Over and above this, Algeria had given several million dollars to the special emergency fund of the OAU. The resolution underlined the need to link emergency aid to development, which was reassuring and reflected the position of her Government, since only medium- and long-term assistance would permit these countries to recover. Nevertheless, international aid and co-operation should be accompanied by economic recovery efforts by Africa itself, a need fully recognised in the African continent and evidenced by its decision to hold an economic conference in July 1985. However, massive and sustained support from the international community was indispensable if Africa was to be able to carry out the necessary structural changes. She hoped that the present session of the Conference would provide the occasion for the international community to express its solidarity with Africa through action.

73. The Workers' Vice-Chairman welcomed the priority given to the resolution by the Committee and thought that sufficient had been said on the Workers' side to show their support for the resolution as it stood. Constructive amendments designed to strengthen the wording would be considered, and he could see no problems with the amendment proposed by the Government member of Ethiopia. His personal hope was to see a minimum of amendments to the resolution and that they would deal specifically with the most urgent problems of Africa, and particularly food security, and keep in mind the character of urgency which the resolution's title implied. The Committee should refrain from injecting extraneous matter into the resolution. The present situation was comparable to that of a house on fire. In that sort of situation one did not seek the causes of the fire but called the fire brigade. The resolution in question was a fire-brigade resolution. It was important to resist the temptation to level charges and counter-charges as to the causes of the present dreadful circumstances and to concentrate on the urgent remedies that were to be applied. Action was being taken by international and other organisations, but the hard reality was that much more action had still to be taken. He thanked the representative of the FAO for his timely and relevant intervention, which had pointed to the areas requiring immediate action. The resolution was not in itself sufficient response to the problem, but it imposed obligations on the governments in the Governing Body to ensure that the necessary financial means were made available to implement it. That would be the crucial test of the effectiveness of the resolution.

74. The Employers' member of France referred to the statement made earlier in the discussion by the Employers' Vice-Chairman concerning his group's support for the resolution and intention of proposing some amendments to reinforce the tripartite framework of the resolution, reflecting the tripartite nature of the ILO and the role of small- and medium-sized enterprises. His group also wished to propose a slightly different presentation of the resolution to

make it more precise, direct and therefore more effective. The resolution was addressed in turn to the international community, the Governing Body of the ILO and to the International Labour Organisation itself. In its present form the resolution's proposals were too dispersed, and the Employers' group would therefore propose an overall amendment which would identify the responsibilities incumbent, first, on the international community, second, on the Governing Body and, third, on the Director-General. He hoped that this amendment would receive the full support of the Committee, as it would improve the text substantially.

75. The Government member of the Islamic Republic of Iran supported the resolution concerning the most urgent problems of Africa. Everybody knew that Africa had been the victim of grave problems and that it had been used and abused by many countries and was the favourite area for exploitation by the multinationals. Natural disasters were tragic, but only when countries rid themselves of foreign domination could their development begin. The interest shown by the International community in the situation was commendable, but it was also true that the action taken by the old colonialist countries would not help their former subjects. The solution to the current problems had to originate in the social development of the peoples concerned. Aid should not become a new kind of colonialism and abuse, and the African people themselves should play a part in the identification of their own problems and in the development of their own future social infrastructure and their own material and spiritual growth.

76. The Employers' member of the Islamic Republic of Iran supported the resolution, but felt it was his duty to make some additions to the text. There would be no change in the condition of the people until the people changed themselves. Discussion of the African peoples' problems by others in fact tended to deny recognition of the capabilities and god-given wealth of the populations concerned. If Africans were sick and hungry and also illiterate, it was a result of the way in which the countries of the East and West ruled the world. There had been examples of countries switching from one sphere of influence to another without their situation being modified. The short-term measures included in the resolution were praiseworthy, but African countries should make use of the assistance provided under the resolution to solve their own problems in their own way and to make the best possible use of their own natural resources themselves.

77. The Workers' member of the United States, speaking on behalf of United States workers, supported wholeheartedly the resolution which had emerged from the combination of the four draft resolutions on Africa and expressed a wish that the efforts which had resulted in this compromise would continue to bear fruit. The situation in Africa was one of great urgency. One of the functions of the Resolutions Committee was precisely to examine situations which became urgent after the Governing Body had established the agenda of the Conference. Going beyond the immediate urgency of the situation, the ninth preambular paragraph of the resolution was a key paragraph concerning the role of the ILO in the area of long-term development. The

resolution stressed two problems. As regards the problem of food security, it invited the international agencies and governments to provide immediate assistance to disaster areas. Many speakers had provided details of action already undertaken and this was to be welcomed. But the appalling suffering which existed now in Africa required immediate measures to alleviate conditions for all the victims, and not only for some of them. In addition, the ILO should play a decisive role in the prevention of such disasters in future and in the long-term development of Africa. Many workers considered that the ILO should above all assist in the strengthening of workers' organisations because workers were the real creators of development. Strong workers' organisations were necessary to improve the capacity of African countries to promote agricultural technology, to encourage employment creation, to train workers for the jobs available and to inform them of the advantages and disadvantages of job changes. In this respect paragraphs 4(c), 4(e) and 4(f) of the operative part outlined the key elements of ILO action. The development of trade union organisations would give the ILO the means of increasing its participation in the drafting of legislation and labour codes, a task which fell within its competence, as specified in paragraph 3(b). Finally, much had been said about Africa's colonial past, of the role played by various imperialist powers and of the intention of certain members to present a great many amendments alien to the spirit of the resolution and potentially contentious. It should be underlined that no African country had spoken in favour of the proposed amendments to the resolution, with the exception of the amendment proposed by the Ethiopian Government. She hoped that those who appeared concerned at the effects of imperialism and neo-colonialism would follow through the logic of their arguments and not impose amendments on the Committee or on the countries of Africa which they did not want. The Committee had a unique chance to support without reserve and as quickly as possible an excellent text, which she hoped would be approved without giving rise to useless polemics.

78. The Government member of Cuba considered that the resolution on Africa was of the highest priority. The world could not remain indifferent to the African tragedy. In so far as its resources permitted, Cuba was making efforts to assist the African countries by sending them many doctors, agricultural technicians and industrial experts. The merger of the four resolutions on Africa bore witness to a definite effort to compromise. However, the resolution should be strengthened. He supported the proposal to append document GB.229/OP/3/4 to the text of the resolution. He also stressed that governments receiving aid should be given the chance to administer it, since that would make it possible for operative paragraph 4 concerning the priorities for ILO action to be put into effect. Furthermore, as other delegations had stressed, the considerable progress of science and technology should be placed at the service of millions of human beings in order to find long-term solutions and to study the profound causes of the current crisis. Those who today were dying of hunger did not need charity; the aid that had been offered, generous as it might seem, was minimal when compared with the enormous profits made by

the multinationals through the exploitation of the natural resources of African and other Third World countries. Africa did indeed need immediate assistance, but even more it needed long-term and decisive solutions.

79. The Government member of Indonesia welcomed the priority the Committee had given to the resolution concerning the most urgent problems of Africa, which testified to the feeling of profound solidarity which motivated the ILO's member States. Indonesia too was a developing country and therefore had a better understanding of the complexity of African problems. Experience had shown that concrete and diversified action at the national and international level was indispensable. The urgency of the situation in Africa required the immediate implementation of the resolution, which would only be possible if the international community showed co-operation. In conclusion, he supported the resolution, subject to certain amendments.

80. The Workers' member of the Islamic Republic of Iran considered that the African problem had given governments and employers a chance to report on the aid that they had supplied to Africa, as if such measures had absorbed all their efforts. The African problem had its roots in its colonial past, and Africa today was being pillaged by neo-colonialism. It was the United States, American companies and their partners in Africa that were continuing to exploit the African continent, its natural resources and people. He supported the resolution, but stressed that it should mention the causes of the situation and not only its effects. Some 80 per cent of the world's economic resources were owned by 20 per cent rich countries. The capitalist Powers continued to see Africa in terms of masters and slaves and simply did not wish to leave Africa to the Africans. They plundered the natural resources of Africa without bothering to help it to increase its food production, preferring to pour thousands of tons of cereal into the sea daily to preserve their economic domination. They claimed that the solution to the African problem lay in the mechanisation of agriculture, when this would serve only to strengthen their power. Curiously, those who were behind the problem were now suggesting the solutions. The true causes of the African tragedy should be disclosed. The resolution would only be useful if it could cause the exploiters—the Great Satan and its commercial partners—to make up for the harm they had done and give Africa their surplus cereal instead of tipping it into the sea. The colonialists and exploiters were indebted to Africa, and Africa was their creditor.

81. The Government member of the Byelorussian SSR considered that the fact that the draft resolution on Africa had received the first priority and that it had had so many sponsors reflected its importance. The text of the resolution referred to the prevailing critical situation in Africa, the link that existed between unemployment and underemployment and the problems that African countries in general were experiencing. To explain the situation by referring only to employment problems was insufficient; the causes of the situation should also be mentioned. Africa was still feeling the effects of colonialism and its aftermath. The producers of raw materials were always the losers, while those who processed the

materials continued to become richer. In order truly to resolve the African problem it was necessary to fight for restructuring on a more democratic basis. The Government of the Byelorussian SSR considered that the establishment of the new international economic order was necessary for developing countries to be able to strengthen their economic potential. African countries must be helped to exercise their sovereignty with regard to the exploitation of their natural resources under fair conditions. He supported the resolution.

82. The Employers' member of Somalia supported the resolution which described in great detail the most urgent needs of the African countries affected by drought and other natural disasters; he thanked all those who had supported the text of the resolution. In the immediate future Africa had great need of major contributions of a financial and technical nature to cover the essential needs of the countries that were affected by the drought and its consequences. Although the whole international community was making efforts to assist those suffering from famine and poverty, external aid would be really useful only if Africans themselves tried in the future to construct and consolidate their economic development and to take responsibility for their own affairs. Man could not live on charity alone. He called upon the heads of African States to take positive and decisive measures to ensure rapid development and social progress in their countries.

83. The Workers' member of China supported the resolution on behalf of the workers of China. The problem of famine concerned not only a number of African countries but the whole of the international community, which should organise itself in such a way as to assist the African countries. The Declaration of Philadelphia stressed that poverty anywhere constituted a danger to prosperity everywhere and the resolution closely followed the spirit of the founding principles of the ILO. He called upon all the countries of the world, and particularly the industrialised countries and the international organisations, to come to the assistance of Africa. He agreed with previous speakers who considered that this aid should be prompt and effective and that emergency aid should be integrated into long-term development programmes. The Chinese trade unions had taken measures according to their means, together with the Chinese Government and social organisation, to come to the assistance of their African brothers. He felt sure that, as a result of the efforts of the African people themselves, as well as international aid, African countries would be able to overcome their difficulties and further consolidate their political and economic independence.

84. The Employers' member of Senegal recalled that the Employers' Vice-Chairman had lent his group's support to the resolution. As an employer, but also as an African and a national of a country of the Sahel region, he welcomed the profound solidarity that had been expressed at all levels in favour of the affected populations. However, as indicated in the eleventh preambular paragraph, such solidarity should be linked to efforts by Africans themselves, by governments, employers and workers, without which the present difficulties could not be overcome. In his own country, for example, the social partners had



launched solidarity campaigns to assist rural areas. In 1984, more than 3,000 million CFA francs had been collected in his country and used to purchase food under the supervision of a national tripartite committee. However, the emergency measures were insufficient; it was essential to help those affected by the problems to help themselves. For this purpose he considered it was necessary to take advantage of the experience acquired over several years of independence, which had shown that, to attain the objectives of food production and self-sufficiency, it was essential to be able to count on the free initiative of people in all walks of life: production, distribution of inputs, marketing, etc. In order to resolve present difficulties it was also necessary to encourage a sense of responsibility in farmers and smallholders. Enterprises in all countries should give assistance in this respect. In conclusion, he once again thanked the international community for the concern it had shown for Africa in the resolution and hoped that its adoption by the Committee would not be impeded by a deluge of sterile amendments.

85. The Government member of Canada supported the resolution. The crisis that Africa was experiencing had its roots in a complex of negative factors that could not be easily unravelled. Drought, the deterioration of the environment, inadequate national and international policies and demographic growth were responsible for the food shortage in sub-Saharan Africa and, added to regional conflicts, civil wars and the world recession, had resulted in the present tragedy. She welcomed the efforts of the sponsors of the resolution, in paragraph 4 of the operative part, to suggest concrete practical measures that fell within the competence of the ILO. The ILO would in fact play an important role in this context, in collaboration with the other competent agencies of the United Nations system. Since the resolution called upon the international community and particularly the industrialised countries to increase their assistance to African countries, it seemed appropriate to make a brief summary of the action taken by Canada in this respect. In November 1984, the Canadian Government had appointed a Co-ordinator for assistance to Africa in order to facilitate the mobilisation of the aid offered by groups, individuals and communities. More than half a million Canadians had shown their concern and compassion by giving more than \$30 million in assistance to Africa. Furthermore, the Government had allocated \$65 million for emergency aid, to which would be added \$150 million in food aid and several million dollars in humanitarian assistance. Her country was aware that, while the first priority was to save human lives, it was also essential to pursue and intensify long-term development efforts. In order to meet the most immediate needs, Canada was proposing to allocate \$165 million in food aid for countries affected by the drought (or the equivalent of around 400,000 tons of cereal). Additional funds would be devoted to emergency assistance other than food. With regard to development, 40 per cent of the resources Canada was devoting to bilateral development assistance were earmarked for Africa, amounting to around \$330 million for the current year. To this should be added a very significant contribution, via international technical co-operation and financial institutions, and the allocation of funds to the pro-

grammes of non-governmental agencies, research institutes and other forms of development assistance representing a total of some \$850 million in the current year. Canada had also recently announced that it intended to make a contribution of \$100 million to the World Bank's Special Facility for Sub-Saharan Africa, which was designed to encourage reform of the political and institutional framework. This contribution reflected her Government's firm conviction that African countries must adopt appropriate policies to encourage economic growth and production as the precondition for long-term development. In conclusion, she reiterated her country's support for the resolution, which should be instrumental in resolving a problem that her Government took very seriously.

86. The Government member of Iraq considered that the economic and social situation in Africa called for the greatest possible efforts on the part of the international community and the international agencies to resolve the traffic situation created by the recent drought and the ensuing famine. His own country had given assistance to all the African countries affected, thereby expressing its belief in the need for technical co-operation between developing countries. It had channeled its aid through a regional development bank offering concessionary loans to help the most needy victims of the disaster. The resolution should accordingly include an appeal to the international community to increase its assistance to Africa, particularly to those areas affected by drought, and the paragraph to this effect in its operative part deserved support. In his view, training programmes were as necessary as food support. The resolution was therefore correct in focusing on job creation and food production, vocational training and the development of infrastructure. It deserved the full support of the Committee, and he hoped it would be adopted without difficulty.

87. The Workers' member of Jordan thought that the action envisaged in the resolution should concentrate on three main areas: the promotion of vocational training and job creation; the strengthening of the rural sector, including measures to assist the development of arable but hitherto unused land; and assistance to provide the African countries with the equipment necessary for the development of their agriculture. Help should also be given to the African countries which had experienced an influx of large numbers of refugees from the affected areas. Several speakers had considered that some reference should be included to the causes of the present situation, but in this connection it would be preferable to avoid a sterile debate and to concentrate on the chief humanitarian concern of the resolution.

88. The Government member of Cameroon thanked the sponsors of the resolution for voicing the concern of the entire international community at the present crisis in Africa. The tragedy was due to a number of causes, including the effects of the international recession, the fall in commodity prices, the rise in interest rates and the downward trend in international aid. These had been aggravated by the natural disasters of drought and desertification. The resolution would make a positive contribution to the alleviation of the plight of millions of people in the African continent and deserved full support. He drew

attention in particular to the role of women in food production in Africa, which should not be forgotten when implementing the action called for in paragraph 4 of the operative part of the resolution; women deserved special attention in the context of food production and should be associated in training and other activities.

89. The Government member of Saudi Arabia considered that the resolution was an expression of what was after all a natural humanitarian duty to help suffering fellow human beings. His own Government had responded immediately to the appeals for help to be provided to the African countries stricken by the present calamity: it had collected food and medicines and set up committees to gather funds and assign them to relief and other projects in Africa. This assistance reflected their deep moral and religious conviction that it was their duty to help their fellow human beings. Africa urgently needed assistance to ensure its food security, and he therefore trusted that the resolution would receive the full support of the Committee and would be duly noted by the international community, which should take appropriate action. In particular, the Director-General of the ILO should make every effort to generate assistance for Africa, both through the ILO's own work and through the efforts of the other United Nations agencies. However, referring to a previous statement by an Employers' member, he appealed to private employers not to withhold trade or financing agreements merely on account of the absence of guarantees in the recipient countries and to provide these countries with the necessary equipment to foster the development of the rural sector. He urged the ILO, in co-operation with other international organisations, to implement the necessary measures without delay.

90. The Government member of Tunisia said that his delegation was very happy to note that the resolution had received first priority and hoped it would be adopted without difficulty. He wished to join those who had emphasised the importance of adopting a resolution which stressed the ILO's tripartite nature. Full advantage should be taken of the presence of representatives of workers' and employers' organisations alongside governments in order to maximise the mobilisation of resources to assist the countries affected by the crisis. He also paid tribute to the modest but praiseworthy efforts of non-governmental organisations and employers' and workers' organisations to assist those countries. No effort, however modest, was negligible in view of the conditions prevailing in Africa, and his delegation would not oppose an amendment to the operative part to insert an appeal to employers' and workers' organisations, similar to the appeal addressed to governments, to maintain their highly appreciated assistance to Africa.

91. The Government member of Nicaragua said that his delegation strongly supported the resolution and felt that the ILO should pursue concrete initiatives to address the tragic situation. The international community and all the competent agencies should back this type of initiative. His Government unreservedly supported what it saw as a worthy cause. The origins of the situation lay in the colonial exploitation of Africa and continuing neo-colonialist policies

which could not be overlooked in the medium of long term. He stressed his delegation's full support for the resolution in view of the need for urgent measures to remedy the situation in Africa.

92. The Workers' member of Ecuador said that the Ecuadorian workers supported the draft resolution, and in particular the call for measures to guarantee food security. As previous speakers had suggested, however, it was important that the text be strengthened by the inclusion of the Governing Body paper on the ILO's operational activities in relation to the present situation in Africa. Long-term measures should be specified; the problems of Africa necessarily called for profound structural change in order to end the neo-colonialist policies which had brought about the problems to which solutions were now being sought. It was pointless to give crumbs to Africa when the multinational enterprises were taking huge profits out of the countries. The ILO therefore had an important role to play in helping to alleviate the situation in Africa.

#### Consideration of amendments

93. Twenty-nine amendments, numbered from D.4 to D.32, were submitted for examination.

94. Before proceeding to the examination of the amendments, the Workers' Vice-Chairman, speaking as the Workers' member of the United Kingdom and on behalf of a substantial number of other Workers' members, expressed his grave concern at the number and nature of the amendments submitted and feared that they were nothing more than a diversion which would serve only to hold up the Committee's work if they were not withdrawn. He regretted that there had been little or no response to his appeal to refrain from the presentation of amendments of a political nature, which might well distract the Committee's attention from the urgent problems of Africa. The resolution was aimed at people dying of hunger and was therefore of an emergency character. The Workers' members for whom he spoke intended to take no part in the discussion—they would simply vote on the amendments as quickly as possible.

95. The Government member of France subscribed to the remarks made by the previous speaker. The opportunity presented itself, through ILO co-operation, to render an immense service to Africa; such an opportunity should not be missed. If there were too many amendments which unintentionally caused a betrayal of the spirit of the resolution, then it might become unrecognisable to the point where it no longer reflected the concerns of its sponsors or of the great majority of the Committee. For this reason he warned against adventurous modifications for fear that the text, which had received very wide support both in the vote and in the discussion, would be modified to the point where it was incapable of securing the majority necessary for its adoption.

96. The Government member of the USSR said that the will of the majority had been expressed by the priority given to the resolution, and he supported the call for co-operation. However, the previous speaker had referred to the character of the amendments as being adventurous. Having read them through carefully, he personally did not find them extraneous to the matter under consideration. The



problems involved were complex. Various views reflecting different approaches had been expressed, and there were many members of the Committee who still wished to make a contribution to the debate. But he was aware of an unhealthy, competitive element which had been introduced by the two previous speakers; the Committee had to act in a normal, democratic manner. The amendments should all be considered and people should express themselves frankly on matters of principle, following which the Committee could take appropriate decisions. The amendments touched on such aspects as colonialism, neo-colonialism, racism, apartheid, foreign aggression, occupation and domination and the arms race—was this a simple politicisation of the problems? These aspects had to be discussed, as they prevented Africa from benefiting from international co-operation and from change and progress. He appealed to the Committee to pursue its work calmly.

97. The Workers' member of the German Democratic Republic reminded the Committee that during the general discussion everyone had agreed that the resolution was important and that it was necessary to take a positive attitude to its adoption. He felt that to strengthen the resolution would be to improve it, and there appeared to be much good will in the entire Committee in favour of a pragmatic approach to the resolution. He therefore found it strange to hear statements, which seemed to lack justification, alleging political manoeuvring through the submission of amendments. Such language should not be used in the Committee. On several occasions the claim had been made that some amendments were too political. He would not attempt to suggest that some of the questions dealt with were not political—many aspects of the Committee's discussions were indeed so. However, in a real dialogue, efforts should be made to clarify problems in ways which would improve the resolution, without preconceived ideas.

98. The Employers' Vice-Chairman said that the Employers had heard the appeals made in favour of withdrawing amendments with sympathy. The Employers' amendments were intended to strengthen or clarify the text; they were not political, would not waste the Committee's time and were genuine amendments, strictly within the ambit of the resolution. The Employers could not withdraw all of them but, as a gesture of good will, would withdraw amendment D.4.

99. Amendment D.4 submitted by the Employers' members, which sought to replace the word "Africa" by the words "in many parts of Africa" in the third preambular paragraph, was duly withdrawn.

100. Amendment D.5, submitted by the Government members of the Byelorussian SSR and the USSR, sought to insert the following new paragraph after the third preambular paragraph:

Considering that the chief obstacles to economic and social progress are colonialism, neo-colonialism, racism, racial discrimination, apartheid, foreign aggression, occupation and domination, as well as all other forms of injustice and exploitation of peoples, and recognising the need to overcome these obstacles rapidly and fully.

101. The Government member of the Byelorussian SSR, introducing the amendment, felt that it improved the text of the resolution and would not weaken it in any way. The problems it addressed had

been mentioned during the general discussion by a number of delegates; it listed the causes of many of the current problems of Africa. The amendment should be retained as it strengthened the resolution and reflected the Committee's discussions.

102. The Government member of the United Kingdom had hoped that the appeals addressed to the Committee by the Workers' Vice-Chairman, the Government member of France and the Chairman would be heeded. As this had not been the case, she would make one statement on this amendment, and there after would simply vote on the amendments as they were taken. Her delegation was astonished that some of the amendments had been put forward at all. She had understood that, in the process of merging the four original resolutions, a consensus had been arrived at among the sponsors. Her country could support the resulting absolutely unchanged, apart from the amendment proposed by the Government member of Ethiopia which she supported. It now appeared that a resolution which all were eager to support was in danger of containing crude, political polemic on subjects completely outside the mandate of the ILO, in spite of the Committee's wish to make a positive contribution to remedying the present, tragic situation in Africa. She deeply regretted that the resolution, which she could otherwise have supported whole heartedly, had been made a vehicle for purely ideological polemics which were extraneous to the substance. It would be a tragedy if the resolution failed to be adopted, but if amendment D.5 were adopted her Government would be forced to abstain.

103. The Employers' Vice-Chairman said that the Employers' group supported the view of the previous speaker and could not support either this amendment or several others.

104. The Government member of the German Democratic Republic drew the Committee's attention to the proposal contained in amendment D.11. Since both amendments dealt with the same subject perhaps the Committee would prefer to take them together. The fifth preambular paragraph drew attention to factors deriving not only from nature but from other considerations as well and stated that political issues played a part and had contributed to the present situation in Africa. Political aspects had thus already been introduced in the resolution and should not spelled out. If political issues were one of the causes, then the resolution should say so. It was important in the search for long-term solutions to go back to the causes of the problems in order to redress the situation, and in the process to identify the political issues at stake. He was not alone in holding this view; the Prime Minister of India had also spoken of fundamental issues in his statement. The amendment referred to apartheid, and the Committee on Apartheid would also be holding discussions on the subject. The new international economic order had often been discussed in the Resolutions Committee as a pre-requisite for development in developing countries. All these aspects should be listed in the preamble to the resolution. With good will the Committee could come to an understanding and if proposals to improve the text were made by one group there should not be an attempt to boycott them by another.

105. The Government member of the USSR said that the authors of amendment D.5 would withdraw it in favour of amendment D.11.

106. Amendment D.6 sought to insert the following new preambular paragraph after the third paragraph:

Developing the fact that, even 40 years after the creation of the United Nations Organisation, the eradication of racism in southern Africa is making slow and inadequate progress, which has a negative effect on the development of the continent.

Introducing the amendment, the Government member of the USSR stated that it referred to the fact that, unfortunately, millions of Africans were affected by the racism which had not been eradicated in southern Africa. This phenomenon could only be evoked in negative terms, as it had negative consequences for the economic and social development of the countries concerned. The amendment was, therefore, merely stating facts in line with the work of the Committee on Apartheid, and he felt that the members of the Committee could but approve it.

107. The Employers' member of Niger was certain that his colleagues in the socialist countries would understand his position, as his views on apartheid were well known. However, there was a Committee on Apartheid where it could be discussed. Some countries in Africa—in the Sahel region for example—were not affected by the phenomenon of racism but by drought. Apartheid should be discussed thoroughly but not in such a way as to diminish support for the resolution. He appealed to its authors not to utilise the feelings of the African people towards apartheid to further personal political objectives.

108. The Workers' member of the German Democratic Republic considered that the topic of the resolution concerned the most urgent problems of Africa, including food security, but it was not thereby confined to food security. The whole of the problems should be referred to, and such a decisive factor as apartheid could not be left out of the resolution; it should be condemned. The urgent problems had to be spelled out. The attitude of South Africa, for example, which had a bearing on the rest of the African continent, could not be merely ignored: it had to be condemned. It was urgent to eliminate apartheid, and no-one could contest this.

109. The Workers' member of Somalia recalled that the draft resolution had received overwhelming support from the Resolutions Committee and that there had been unanimous support in the general discussion. The only element of discord seemed to be the discussion of amendments of a political nature. He appealed for politics to be left aside. Those amendments that did not obtain full consensus should be withdrawn. He too was opposed to apartheid, but was eager for the resolution to obtain general consensus.

110. The Workers' member of the Dominican Republic thought that a number of speakers seemed to wish to eliminate from history the true causes of the famine that Africa was experiencing at present. He himself, a representative of the Dominican Republic, might well have been African but for the vicissitudes of African history which resulted in his being from Latin America. It seemed to him difficult

to deny historical facts and to forget that the real guilty parties had been the colonialists and racists. In order truly to assist Africa, the most important causes of the present situation should be mentioned, and for that reason he supported the amendment.

111. The Government member of France agreed with the Employers' member of Niger in his condemnation of apartheid. There was no ambiguity in his own position on the subject. The present amendment, however, should not be added to the resolution and should be discussed in the appropriate forum.

112. The Government member of Argentina wished to make a general statement concerning the position of Argentina on the present amendment and other subsequent ones. Argentina condemned apartheid and all forms of racism, colonialism, neo-colonialism and foreign occupations and this position had been reiterated in all appropriate international forums. The President of Argentina was also campaigning to raise public awareness of the issue of disarmament. No one could decide better than the African countries themselves what was needed in the resolution, and her delegation would be voting accordingly.

113. The Government member of Ethiopia suggested that amendments D.6 and D.11, which both referred to the fundamental causes of the situation in Africa, be combined.

114. The Government member of the USSR, after stressing the importance of the amendment which reflected the situation in Africa, withdrew amendment D.6 in favour of D.11.

115. Amendment D.7, submitted by the Government members of the Byelorussian SSR and the USSR, sought to insert the following new preambular paragraph after the third paragraph:

Considering that the existing inequality in international economic relations is also an obstacle to the progress of developing countries, and particularly the African countries, and that it has a negative impact on international relations, the guarantee of peace and international security.

Introducing the amendment, the Government member of the USSR stated that he shared the profound concern of African countries with regard to the grave economic situation of that continent. He was deeply convinced that these problems were caused by the economic crisis currently suffered by the capitalist countries. The Western developed countries were trying to check the progress of economic decolonisation in African developing countries and to force them to renounce the more progressive United Nations decisions relating to a change in international economic relations. His Government, on the other hand, was lending its support to those countries, particularly to young developing countries, as it felt it was necessary to help them to fight against a deterioration in international relations and against the outflow of capital, and to contribute to their progress. The injustice of the present international economic order was an obstacle to the progress of all developing countries, as it affected their development and had a negative impact on international security and peace. For this reason the authors had submitted the present amendment.

116. The amendment was supported by the Government members of Algeria and Ethiopia. The

latter stated that the international economic crisis had played a major role and was a fundamental cause of the present situation in Africa.

117. The Employers' member of Somalia felt that there were many problems related to food security and social development in Africa, and several delegations supported without reservation the concept of aid for the African continent. Most of the African countries affected by drought had requested aid in this international forum. He disagreed with the content of the amendments submitted by the socialist countries, as some of them ran counter to the interests of Africans suffering from hunger and poverty and bore no relation to the humanitarian aspect of the problem. They were purely political in nature. He requested all members of the Committee not to support them.

118. The Government member of the United States said that the real problems at the root of the tragedy in Africa were far too urgent and important to be confused by extraneous ideological considerations. The resolution offered real solutions that could be implemented. If the amendment before the Committee and similar amendments extraneous to the issue were adopted, his delegation would not be able to support the resolution.

119. The Government member of Czechoslovakia said that he had followed the whole debate with great attention and was beginning to be concerned by the atmosphere in the Committee. The authors of the amendment were being reproached because they deplored not only the effects of the crisis but also the causes of the present situation. The sponsors of the resolution had referred to international economic relations, but not in sufficiently explicit terms. Some speakers were trying to claim that the subject matter was of such urgency that it was not possible to take a few minutes to discuss an amendment on the causes of the situation. If the resolution did not refer to historical issues, such as the causes of the crisis, or denounce those responsible for it, no long-term solutions could be achieved. The Committee should not be discouraged from its task of discussing such causes.

120. The Employers' member of Niger stated that his country had undergone colonialism and had subsequently obtained independence. As a result of the healthy dialogue between the former colonial Powers and African countries, all bitterness had disappeared. Reference was made in the resolution to United Nations resolution 39/29 concerning the critical economic situation in Africa, and rightly so, as it contained the answer to some of the concerns expressed by previous speakers. The moment was ill chosen to show discord among those who wished to help Africa. Efforts were being made in Brussels to defend the interests of Africa. Politicisation of the resolution would in no way serve the interests of Africa, and the Committee should proceed without delay to the consideration of amendment D.14, which referred to the Declaration concerning assistance to African countries adopted by the Governing Body of the ILO, which had received the unanimous support of the African countries.

121. The Workers' Vice-Chairman said that, as there was no unified Workers' viewpoint, he was

speaking in his own right as the Workers' member of the United Kingdom and on behalf of a considerable number of Workers' members. He too was concerned at the atmosphere in the Committee, but there were a number of contraversial amendments and it was right for legitimate opinions to be expressed. However, he appealed to the authors of the amendments not to raise issues which were likely to divide the Committee on a matter of such urgency where unity was imperative. If amendments had to be voted upon, then by definition the final text would not be acceptable to all, a result which would be disastrous for the people of Africa. So far no vote had been taken in connection with the resolution. He hoped that the consideration of amendments could proceed in the same way. He appealed to members—in the humanitarian interests of the people of Africa—not to divide the Committee on a matter of such urgency.

122. The Government member of Belgium stated that he fully supported the statements of the two preceding speakers. He observed that the text of the amendment did not correspond to reality, for the work performed in pursuance of the Lomé Convention reflected a positive and effective search for a solution to the problems of Africa. It was impossible in this connection to claim that international economic relations were unfair, when genuine efforts were being made to improve the situation.

123. The Workers' member of the German Democratic Republic said that he had listened to the remarks made by the Workers' Vice-Chairman and shared his unease at the way the atmosphere in the Committee was developing. Complicated situations required dialogue, but those who were not prepared to participate in such a dialogue were also those who were creating political tension; the amendments were not an ideological diversion but addressed serious economic problems. The situation in Africa was related to politics and it was impossible to ignore the historical background or economic and social relations. All members were keen to adopt the resolution, but they should not for this purpose reject dialogue.

124. The Chairman considered that it was necessary to avoid an ideological debate and to uphold the virtues of dialogue by emphasising the urgent humanitarian aspects. It was essential to retain a genuine spirit of international co-operation in order to help Africa to emerge from its present difficult situation and to help it in its development efforts so that it would be in a real position to take up its role in international relations, particularly with respect to the examination of economic relations between nations. He urged the members of the Committee to endeavour to reach a consensus.

125. At the proposal of the Workers' members of Liberia, the Chairman decided to put the amendment to the vote.

126. The result of the vote by show of hands was 170,190 votes in favour to 0 against, with 432,507 abstentions. As the quorum of 381,582 was not reached, the amendment was not adopted.

127. Amendment D.8, submitted by the Government members of the Byelorussian SSR and the USSR, sought to insert the following new preambular paragraph after the third paragraph:

Considering that the arms race results in the deterioration of the social and economic situation, whereas disarmament would release resources for the progress of developing countries and would thereby improve the well-being of the population.

The Government member of the Byelorussian SSR, introducing the amendment, said that, as the vote on amendment D.7 had shown that there was not sufficient support to ensure unanimity, the authors were prepared to withdraw amendment D.8 in favour of D.16.

128. Amendment D.9, submitted by the Government members of the Byelorussian SSR and the USSR, sought to add the following new preambular paragraph after the third paragraph:

Expressing also its deep concern at the increasing outflow of capital from the developing countries, mainly through the channels of multinational enterprises, which has a negative effect on the socio-economic development of those countries.

The Government member of the USSR, introducing the amendment, said that the question of the outflow of capital from the developing countries, especially during the last decade, was occupying and increasingly important place in economic discussions within the United Nations. The developing countries, and Africa in particular, were often confronted with the phenomenon of capital outflow, particularly through the channels of multinational enterprises. This issue had been overlooked for some time, but the operations of such companies had now assumed such dimensions that capital outflow was visible. Countries trying to develop their national economies felt the lack of capital very acutely, and the problem of the indebtedness of developing countries was well known. If measures were drawn up by the United Nations to stop such capital outflows, then the problem of indebtedness could be resolved more successfully. The outflow of capital had a negative impact on the developing countries, which were unable to invest in their own future. The situation described in the amendment was a reality, and referring to it would contribute to solving the problem.

129. The Employers' member of Niger said that he did not want to appear to be an advocate of multinational enterprises, but capital outflows were governed by the investment codes in force in the countries concerned and by the availability of currencies, which were usually strictly supervised. Liberal economies required investment for development; if such investment, and the repatriation of resulting profits, were to be refused, development would come to a halt. All foreign investment, even for the import of a lorry, gave employment to local people. Without investment, the developing countries' access to new technology and training would be severely limited. It was necessary to maintain investors confidence that their investment would bear fruit. He could not accept anything that would tend to halt investment in his country.

130. The Employers' member of Venezuela agreed with the point of view expressed by the previous speaker. The decision to permit the export of capital was the responsibility of the government in each country. In Venezuela industrial development was in full spate and the net result had been a sharp increase in employment. Capital outflows were necessary to open up employment in developing countries.

131. The Government member of the German Democratic Republic expressed surprise at the way in which capital outflows from developing countries were being defended. It had been proved that the multinational enterprises exported enormous financial resources from the developing countries. For \$80,000 million invested, \$150 million were repatriated in profits by the parent company; this represented \$7 profit for each dollar invested. To assist development in the developing countries and not transfer capital elsewhere; capital outflows must be controlled and organised systematically. Previous speakers had said that it was for individual governments to decide on such matters, but it was possible that in some cases governments were placed in a position where they could not take such decisions freely. If the situation in the developing countries of Africa were to be taken seriously, it was necessary to call for change. A close and honest examination of the amendment would show that it was justified.

132. The Workers' member of the German Democratic Republic said that many comments had been made concerning human relations and needs, but in view of some of the opinions expressed in the Committee he wondered what humanity meant for some of those wishing to demonstrate their humanitarian spirit.

133. The Workers' member of Liberia said that much had been heard of world-wide balance-of-payments deficits. Through the experience of his own country he knew that more money went out than came in, and there was great concern at the outgoings. Many African countries were experiencing financial problems because of other outflows of capital occasioned by the high prices of imports as compared with the low prices of exports. Such constraints restricted other countries' abilities to meet their financial commitments and promote a more handsome development. In view of this state of affairs, the amendment deserved support.

134. The Government member of Hungary said that, although as a rule he did not think it fit to quote specific statistical data to support an amendment, beautiful works were not enough and it was sometimes necessary to back up words with facts and figures.

135. The Government member of the USSR said that, as a sponsor of the amendment, he had appreciated the discussion in the Committee. As the issue under discussion had not previously been raised in the ILO. Sooner or later the Organisation would have to deal with the subject in the context of the economic development of many countries. However, as the amendment concerned the preamble, he would not insist on a vote. The idea contained in amendment D.9 was also reflected in amendment D.11, and therefore to be constructive he withdrew amendment D.9.

136. Amendment D.10, submitted by the Employers' group, sought to insert in the fourth preambular paragraph the words "in Africa" after "regenerate" in the fourth line, and to delete "in Africa" in the fifth line.

137. The Employers' Vice-Chairman, introducing the amendment, pointed out that it was important to regenerate the production of foodstuffs in Africa

rather than their marketing. However, in order to be constructive, he withdrew the amendment.

138. Amendment D.11, submitted by the Government members of the German Democratic Republic and Hungary, sought to replace the text in the fifth preambular paragraph after the words "not only from nature" by the following:

but first and foremost from colonialism, neo-colonialism, apartheid and other forms of exploitation and oppression of peoples, as well as from the lack of a new international economic order on an equitable and democratic basis.

The Government member of the German Democratic Republic, introducing the amendment, explained that many of the reasons for proposing this amendment had been referred to in the introduction to amendment D.5. The sponsors had tried to identify the causes of the present situation in Africa with greater precision. Other draft amendments had been withdrawn in favour of D.11. There was no desire on the part of its sponsors to hold up discussion of the resolution or to complicate the situation with political considerations, but the amendment was in line with the real facts. Some people did not like to face up to reality but it was impossible to claim that colonialism, neo-colonialism and apartheid were not related to humanitarian issues. The socialist countries had agreed to withdraw certain proposed amendments and it was now for others to show flexibility, as everybody wanted to reach the highest degree of consensus.

139. The Workers' Vice-Chairman, speaking in his capacity as Workers' member of the United Kingdom and on behalf of a substantial number of other Workers' members, urged the Committee to look at the working of the original paragraph which the amendment sought to replace, as it contained the idea expressed in the amendment. There was a good possibility of achieving consensus on the original text, and he hoped the authors of the amendment under consideration would withdraw it.

140. The Government member of the German Democratic Republic felt that appeals were always being made in one direction. The wording of the original text did not make it clear which political issues were being referred to. The only reference was to world trading and economic relations, but it did not traceback the major causes of the present situation to the negative consequences of an unfair trading system or to the fact that a new international economic order had not yet been established on a democratic and just basis. He wondered why this amendment was being resisted. The socialist countries had withdrawn a number of amendments in favour of D.11 but could not withdraw this one. He requested the Chairman to appeal to all sides to obtain consensus on this issue.

141. The Workers' member of the German Democratic Republic appealed to the constructive spirit of the other side. The discussions at present consisted of a constant repetition of the same words, when dialogue should reign. The amendment under consideration was intended simply to make the resolution more specific. It was necessary to call things by their proper names, and the facts in this case could be fully corroborated. He appealed to the Chairman to use his influence with the Committee in the interest of obtaining consensus.

142. The Employers' member of Niger supported the comments made by the Workers' Vice-Chairman and was sure that other members of the Committee would be flexible in respect of future amendments.

143. The Government member of the USSR, referring to the various appeals that had been made, pointed out that the Government members of the Byelorussian SSR and the USSR had withdrawn many amendments in a spirit of compromise. Their position on this amendment was however clear. Reference had been made to the need for urgent measures and to the desire to help African countries and he therefore had no doubt that the resolution would be adopted, for its basis was constructive and sound and it contained some very important elements. The contents of amendment D.11 were suitable in the context of the resolution and he was sure that agreement could be reached.

144. The Government member of Hungary referred to the appeals for consensus that had been made. There had not, however, been any real discussion of the issue. discussions could only take place when counter-arguments were advanced and agreement could only be reached after real discussions had taken place. It would therefore be useful to hear counter-arguments so that agreement could be reached.

145. At the request of the Workers' Vice-Chairman, seconded by the Employers' Vice-Chairman, the amendment was put to the vote. The result was 114,593 votes in favour to 0 against, with 413,832 abstentions. As the quorum was not reached, the amendment was rejected.

146. At the opening of the eleventh sitting the Government member of Ethiopia said that he had consulted the African group and that the majority of the African group felt that consideration of this resolution had begun positively, with a commitment on all sides. The first amendment proposed by the Government of Ethiopia on behalf of the African group, which aimed at strengthening the substance of the resolution, had been followed by a number of amendments from other governments. During the discussion of those amendments the positive atmosphere prevailing hitherto had been somewhat marred and the spirit of solidarity diluted. The amendment proposed by Ethiopia had not been presented with the others owing to a misunderstanding between his delegation and the secretariat. The African group hoped that the resolution would bring substantial benefits to Africa and would enable the ILO to raise the necessary funds from donors. For this reason, he felt that the approach endorsed by the 229th Session of the Governing Body should be adopted by the International Labour Conference as Action Programme for Africa. In the absence of such a programme, it was unlikely that the objectives would be realised. He was therefore making a formal proposal: first, that all the amendments under consideration be voluntarily withdrawn; and, second, that the resolution, together with the amendment submitted by his delegation on behalf of the majority of the African countries, be adopted. The African group expected the solidarity and support of all governments on the Committee. He requested permission to present the amendment before the Committee proceeded with the discussion of amendment D.12.

147. The Employers' Vice-Chairman said that the Employers' group were happy to support the suggestion in view of their fundamental support for the resolution itself. The Employers' amendments had been intended to strengthen the resolution and not to cause diversion or delays. The main points embodied in those amendments (D.18, D.23, D.27 and D.32) had aimed at ensuring that the resolution was fully tripartite, thus ensuring that workers and employers and their organisations were mentioned on an equal footing, as was the custom in the ILO. The Employers' group would also have liked to see the importance of enterprises, public and private, large and small, in solving Africa's problems, acknowledged in appropriate places. However, if these comments were fully reflected in the Committee's report, the Employers would be happy to withdraw their amendments if all other amendments were also withdrawn.

148. The Workers' Vice-Chairman said that he had not had an opportunity to consult his group, but he invited the Committee to take due note that no amendments had been submitted by the Workers. He hoped he was expressing the views of the Workers when he said that he was happy to support the amendment submitted by the Government member of Ethiopia, as indeed he had during the general discussion, but prudence required that the report should make it clear that this did not create a precedent for proceedings in the Resolutions Committee. If this were done, he would be very happy to support the amendment, in line with his original statement.

149. The Government member of the United Kingdom said that her delegation and others from the Government group welcomed the proposal by the Government member of Ethiopia and could fully support it. She took the point made by the Workers' Vice-Chairman—that such action could not create a precedent—and, on that understanding, could accept the proposal made by the Government member of Ethiopia and hoped that with his support and help the Committee could proceed with the resolution of its difficulties.

150. The Government member of the USSR said that there was no need to repeat his delegation's point of view and that he was convinced that the resolution would be adopted. Whatever decision was taken, however, he was disappointed that a text which would become a resolution of the 71st International Labour conference should be adopted without, he felt, a sufficiently thorough examination of the causes of the situation in Africa. A great deal of work had been done in an attempt to improve and strengthen the resolution. The amendments submitted by the socialist governments had been intended to incorporate such improvements into the text. As the co-ordinator of the socialist countries, he asked the Chairman to grant a short recess so that his group could hold consultations.

151. The Employers' member of Niger said that he supported the proposal made by the Government member of Ethiopia; it was a positive proposal made in the name of all the members of the African group. While he would have liked to see it improved by constructive amendments, it was satisfactory that the text met the requirements of the African group as a whole, and he called on all members of the Commit-

tee to support the proposal. He felt that some of the amendments proposed by members of the socialist governments could have been acceptable, but the African Group had taken a position which should be supported by the Committee as a whole.

152. The amendment submitted by the Government member of Ethiopia sought to insert the following paragraph after the fourth operative paragraph:

Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares the short, medium and long-term programmes contained in document GB.229/OP/3/4 (paragraphs 25 to 26) the ILO's Action Programme for Africa and decides to append it to this resolution.

153. Following a recess, the Government member of the USSR said that the socialist group, of which he was the co-ordinator, had listened carefully to the amendment proposed by the Government member of Ethiopia and, in order to show their spirit of co-operation and their understanding of the position adopted by the majority of African countries, they were prepared to withdraw their amendments. However, he wished to pay tribute to the considerable amount of work that had been done by many members of the Committee, including members of his group, in an attempt to improve and enrich the resolution. Bearing this in mind, withdrawing the amendments would enable the Committee to continue with its work.

154. It was so decided. Amendments D.12 to D.32 were accordingly withdrawn and the amendment proposed by the Government member of Ethiopia was altogether exceptionally adopted by the Committee, without it constituting a precedent.

#### Adoption of the resolution

155. The text of the resolution, amended accordingly, was adopted by acclamation. It is reproduced at the end of this report.

156. The Government member of Ethiopia expressed his sincere gratitude to all the groups and representatives who had once again demonstrated their solidarity. He would continue to count on their support in the future in the face of the disastrous drought, desertification and famine. Support, solidarity and assistance had been demonstrated by governments, public organisations and other institutions in response to the news of drought and famine, and this was reflected again in the unanimous adoption of the resolution.

157. The Government member of the USSR congratulated the Chairman on the unanimous adoption of the resolution and made the following statement on behalf of the socialist group:

The delegations of the socialist countries to the Resolutions Committee of the 71st Session of the International Labour Conference have made no objection to the adoption of the resolution concerning the most urgent problems of Africa, and particularly food security, in the framework of development. We understand the efforts made by the African countries in order to have the resolution adopted by consensus and because in one way or another they hoped to attenuate their grave economic difficulties. But at the same time, we wish to stress that the resolution is essentially a technical resolution in nature, since it makes no mention of the many true causes of the critical situation in Africa or the specific means which would make it possible to ensure the long-term development of African States. The true solution to the serious socio-economic problems currently afflicting the African



continent is inextricably linked to the task of establishing a new international economic order on a just and equitable basis and to the task of strengthening the unity and solidarity of the peoples of Africa on a broad anti-imperialist, anti-racist and anti-colonial platform, together with other developing countries in other continents.

158. The Government member of the United Kingdom thanked the Chairman, the Secretariat, the employers and Workers, the Government member of Ethiopia and all who had been involved in the process of adopting the resolution. In particular she wished to thank the Government member of the USSR, who had shown flexibility, solidarity and co-operation in this exercise.

159. The Government member of France wished to take the opportunity of thanking in particular the Government member of Ethiopia, who by his proposal had succeeded in opening up the situation. It was essential for the countries of Africa that this resolution, whose importance was obvious to everyone, should have been adopted; it showed a genuine concern to co-operate with all of Africa and enjoyed the wholehearted support of his Government, which had been a co-sponsor of the resolution.

#### RESOLUTION CONCERNING HAZARD CONTROL AND ACCIDENT PREVENTION RELATED TO THE USE OF DANGEROUS SUBSTANCES AND PROCESSES IN INDUSTRY

##### Presentation of the resolution

160. The Workers' member of Mexico, introducing the resolution, said that it dealt with the same subjects as and was similar in content to resolution No. 14. The authors had expressed a wish to merge the two texts, and they had in fact already agreed on a final draft. Both resolutions contained elements of great importance for the protection of workers and the working environment, as well as of workers employed in the transport of hazardous chemical substances. Advanced technology was producing very dangerous substances, which made it imperative to take steps to control the hazards involved and to protect not only the workers but also the neighbouring environment. Public awareness of the problems had increased in the light of several catastrophes which had occurred recently and the apparent lack of preventive measures. The sponsors hoped this would be borne in mind by the Committee when it came to consider the resolution. Protective measures should be taken to avoid recurrences in future of the horrific disasters which had occurred. He hoped the merged resolution would be fully supported by the Committee, as its adoption would be fully supported by the Committee, as its adoption would provide a series of measures that would enable the ILO to give the necessary guidance and training in the area of hazard control and the prevention of accidents.

##### General discussion

161. The Government member of Norway stressed the importance her Government attached to the resolution. In 1977, Norway had introduced an Act covering the protection of workers and the working environment from harmful influences; it required that the workplace be organised in a fully satisfactory manner as regards the safety, health and welfare of workers. It applied to nearly all enterprises where

hazardous substances were manufactured, packed, used or stored, in order to protect workers against accident, injury and excessive discomfort. In such enterprises the working conditions and environment were kept under continuous supervision. The Directorate of Labour Inspection was the special national authority with responsibility for such matters. The manufacture, packaging, use or storage of hazardous substances could be forbidden if the working environment was unsatisfactory or if a health hazard existed. The workers' elected safety delegate had the right to halt dangerous work if the life or health of workers was in danger. There was also an obligation to register the components of all hazardous substances with a special agency. Her delegation felt that the ILO should play a role in stimulating the adoption of national and international regulations to control dangerous substances; the resolution could be an important step in that direction.

162. The Government member of Hungary said that the resolution dealt with a very important and topical problem. The whole world had been shaken by the tragic news of the accidents in Bhopal and in Mexico and other countries, which had involved several thousand deaths and injuries. There was an urgent need for emergency and long-term measures to protect workers. He welcomed the fact that the Governing Body of the ILO, after the catastrophe in Bhopal, had dealt rapidly with the question, but the Governing Body and the ILO could do more. The text of the resolution contained a number of very important elements, for example operative paragraph 2(a), which dealt with the economic and social responsibilities of multinational enterprises. The Prime Minister of India had said, in his speech to the Conference, that multinational companies must adopt a special attitude, as several disasters involving hazardous substances had occurred in connection with their operations. In many countries the supervisory and control mechanisms were inadequate, and it was not therefore possible to determine whether safety measures were used or respected. It was important to strengthen state control and supervision; regular monitoring of national as well as multinational enterprises should be carried out, and the participation of representatives of trade unions or, if none existed as was the case in many multinationals, representatives of workers, in such monitoring should be ensured. The draft resolution provided a good basis for the Committee's discussion but his delegation would welcome amendments designed to improve the text.

163. The Government member of Belgium said that the question of the type of undertaking involved in the production or use of toxic substances was largely irrelevant—a multinational company might have capitalist or socialist origins; the most urgent question was one of safety in the undertaking, both for the workers and for the neighbouring population. Recent examples which underlined this priority were the fire which had caused tons of toxic substances to be diverted into a river, and the accident at Seveso which had led to the emission of dioxin, which affected not only the workers but the population in the immediate vicinity of the plant. In this case, the waste had finally been collected and smuggled into France, where it was subsequently discovered and transferred to Switzerland. In the past week, a start

had been made on destroying the waste. The resolution was good, but two points needed clarification: what happened or should happen before the setting up of an undertaking, and subsequently after the production or use of dangerous, toxic or nuclear substances. It was for the state authorities to study the impact that the production of dangerous substances could have on the environment and population. Such studies should govern the granting of licences to start production. The resolution was weak in this area. Operative paragraph 1(c), for example, provided for the establishment of a centralised and independent national authority responsible for submitting recommendations concerning the issuing of licences for industrial operations. The submission of "recommendations" was not sufficient: such authorities should be responsible for granting licences, prior to the installation of an enterprise, or should review the situation with respect to undertakings already operating. Stringent conditions should be applied, particularly with regard to existing operations of that nature, to waste disposal and to the transport, handling, store and use of hazardous substances. The wording of the resolution, concerning the removal of such waste, was not strong enough. The word "disposal" in operative paragraph 2(b) could mean that the disposal of such products was not included among the various operations involved in the use of dangerous substance. "Disposal" should include the destruction of toxic waste or their disposal in specific conditions of safety and measures concerning their burial or dispersal at sea. Very stringent safety regulations were required to govern the use and disposal of dangerous substances with a full guarantee of safety for those concerned.

164. The Government member of Australia said that his Government had made occupational safety and health a significant part of its overall economic policy. A national economic tripartite meeting held in 1983 had called for concerted action in that regard. The national occupational safety and health strategy was based on the principle that everyone had the right to a healthy and safe environment. His Government had established an Occupational Health and Safety Commission, which was responsible for the development and co-ordination of occupational safety and health issues. It provided a forum for government, employers and workers to determine priorities and participate in the development of policies. Federal funding for occupational health and safety problems had been trebled. A subcommittee on chemicals had established a priority scheme for the notification and assessment of chemicals, which when implemented would make possible the development of a readily accessible data base to provide information on the hazardous and toxic nature of chemicals without delay. There was also a Federal code governing the transport of chemicals and dangerous substances and, in some States, regulations specifying the quantities of certain classes of hazardous substances which could be stored and conditions of transportation. The resolution rightly called upon all the social partners to make workplaces healthier and safer.

165. Welcoming the resolution, the Workers' member of Hungary said that in his country enterprises were responsible for all aspects of worker protection, including protection against occupational

risks. While he supported the resolution as a whole, it was unfortunate that the causes of certain catastrophes had not been examined in detail. It was important not only to expose the facts, but also to consider those events in their social, economic and political context, so as to establish a relationship between employers and workers conducive to ensuring health protection. The resolution needed to be strengthened in that respect.

166. The Workers' member of Czechoslovakia said that the development of new technology and productivity growth had greatly increased the risks involved in the use and production of hazardous substances, not only for workers but also for civilian populations and even for future generations. Such substances could cause irreparable damage to the environment, and the whole issue had become an international problem. The ILO should do more in that area, and, in particular, should pay greater attention to those multinational companies that escaped government control. The Bhopal catastrophe demonstrated that the conclusions arrived at in ILO studies on working conditions in multinational companies had been too optimistic.

167. The Workers' member of the Netherlands considered that the importance of the resolution lay primarily in the fact that it covered issues which dealt not only with the well-being of workers but with the welfare and safety of society as a whole. It was not necessary to refer to individual accidents, the more recent of which were well known to everyone. The resolution appeared to have no other aim but to develop action in the specific field of handling dangerous substances and processes in industry. Production should be so structured as to avoid exposure to dangerous substances. Continuing consultation, information and negotiations involving all groups were needed to establish successful safety and health programmes based on shared duties and responsibilities. Well formulated national and international legislation was needed in the future to institute effective control and prevent accidents and diseases. Legal provisions would not necessarily guarantee that safety and health policies were successful. Various technical skills and controls were needed to minimise risks. The resolution called for concerted and co-ordinated action. It was not acceptable that safety and health policies should be subordinated to purely technical aspects. He hoped the resolution would be fully supported and strengthened, if possible.

168. The Employers' Vice-Chairman pointed out that the employers were as interested in safe workplaces as the workers and shared the same concerns over safety: the only difference was how to secure safe workplaces. Technological progress was not necessarily inimical to safe workplaces; on the contrary it was often specifically designed to improve safety, for example, the automatic shut-off mechanism on oil rigs. It was obvious that most workplaces were safer than in the past. It was not in the interests of an undertaking to have unsafe workplaces. The resolution should be more positive in tone. The fifth preambular paragraph referred to serious concern at "the continued use and production in developing countries of potentially hazardous processes and substances which had been banned or restricted in



other countries". He challenged the assertion that if one country banned a process of substance, all other countries should follow suit. He also challenged the implication that all chemical substances were dangerous. The ninth preambular paragraph referred to "international labour standards on safety and health". It was not clear whether this referred to ILO standards or other standards. Operative paragraph 1 called upon the governments of all member States to adopt "integrated and comprehensive policies for hazard prevention". What did "integrated" in this context mean? Operative paragraph 2(a) called on member States to re-examine the possibilities for a wider and more effective application of the provisions contained in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as in other international instruments; precisely what other international instruments were governments being asked to re-examine? The Employers were indeed highly concerned at the need for safe workplaces, for they worked there too.

169. The Workers' member of Australia said that the recent tragedy of Bhopal had drawn the attention of the international community to the possibility of similar tragedies occurring, as they had done in other countries. Many people did not, however, appreciate day-to-day situations where workers' health was impaired and their lives shortened through accident involving dangerous chemicals on a smaller scale. Problems arose in fact owing to the lack of regulations governing chemical manufacturing processes, but a great number of similar problems also resulted from the end use of such chemicals. The Workers' group had sought to introduce similar resolutions in recent years, but without success, for they had not received high priority in the Resolutions Committee. He welcomed the fact that this time such a resolution had received high priority but it was unfortunate that it took an accident such as the tragedy of Bhopal to ensure that at last a discussion of such problems could take place. He could not accept the criticisms and defences that the Employers had attempted to put forward. In many areas, governments had introduced regulations which were too weak to have effect, and maybe the Employers had sought to circumvent or simply disregard them. Although the Government member of Australia had mentioned recent reforms, legislation had in fact been in force in his country for a number of years, but it was rendered ineffective because legal provisions were not applied. In the preamble to the resolution and in operative paragraph 1 the Workers, therefore, called on governments not only to institute regulations and legislation, but also to see to it that they were properly applied. He accepted that some parts of the resolution might be improved, but even as drafted it would give a greater sense of responsibility to governments, employers and workers involved in industry, and the operative part called on the trade union movement to participate in efforts to improve the situation. Another aspect of the problem was that new chemical substances were introduced without any real consideration of their possible harmful effects on human beings. The introduction of new chemical substances might be effective in improving the operation of a particular process, but side effects were not sufficiently considered; only when it was discovered that people were seriously affected were

such chemicals examined and found to be responsible. The resolution contributed to the solution of such problems and sought to ensure that governments, employers and workers would tackle this great problem—on a tripartite basis—for the benefit of all. He hoped that the resolution would be adopted with the amendments necessary for its improvement.

170. The Workers' member of New Zealand said that note must be taken of the speech made that morning by the Prime Minister of India, addressing the Conference, which had covered many topics of interest to the working class, such as peace, the disaster at Bhopal and the suffering of human beings throughout the world and in India. The tragedy at Bhopal had been horrific, and had affected over 2,000 human beings. There had also been the case of the Viet Nam war, when certain sprays used had affected the health not only of United States troops but also of troops from New Zealand and Australia. Employers, governments and the ILO should support the resolution in order to demonstrate the value they attached to human life. In New Zealand firemen tending a blaze caused by an explosion had suffered ill effects from a burning chemical substance. The cause of the illness and rash which had affected the firemen was still unknown, even though the chemical substance in question had been sent overseas for analysis. Some multinational enterprises that manufactured chemical substances had more financial resources than the governments of developing countries and used their wealth to set up chemical plants without due regard for the value of human life. The Employers' Vice-Chairman had said that employers also could suffer from lack of safety at the workplace; most employers did not, however, work on the shop floor but in offices that were distant from the workplace. Both governments and employers should face up to the situation if they did not wish to see human beings maimed or otherwise affected. Another chemical substance, code-named 245T, had caused accidents in New Zealand. Current research was inadequate, and there had been repeated appeals to the Government to undertake a full inquiry into the production of all chemicals. The Prime Minister of India had referred to the hazards inherent in the handling, production and storage of the chemical products used in agriculture. Full tripartite support should be given to the resolution which dealt with problems that were in many ways similar to those involved in the production, handling and storage of nuclear substances.

171. The Government member of Spain stressed the urgency and importance of the resolution and gave it his full support. He wished, however, to make a few observations concerning the preamble and the operative paragraphs. It was necessary to strengthen the fifth preambular paragraph, which noted with serious concern the continued use and production in developing countries of potentially hazardous processes and substances. Developing countries did indeed warrant such concern, but the developed countries also needed improvements in that respect, even though their controls were stricter; the words "in particular" should therefore be inserted after "developing countries". One developed country had suffered a disaster of that kind; one newly industrialising country, namely Mexico, had experienced a serious explosion, and one developing country had

suffered the grave catastrophe of Bhopal. Greater attention should be given by the Organisation to man-made disasters and the ILO should intervene in order to prevent them. Future standards should be conceived with a view to their universal application. He agreed with the reference, in the sixth preambular paragraph, concerning the responsibility of multinational companies, but these were not the only companies that should assume responsibility for their actions. It was not the nature of the company that determined its responsibility, and a reference should be included to national and state companies. The ILO was not competent to determine liability in individual cases, as such liability fell within the jurisdiction of national judicial authorities. Operative paragraph 1 should also call on governments to take measures, based on tripartite consultations, making it possible to take the views of workers and the technical experience of employers into account. Operative paragraph 1(a) which expressed the view that the pace of industrial development and the introduction of new technologies should take into account a country's capacity for the effective monitoring and enforcement of adequate safety and health requirements, could make a more explicit reference to the need to introduce safety and health requirements as well as to development. In operative paragraph 2(a), the words "and more concrete" should be inserted between "effective" and "application". Reference should also be made to the co-ordination of international legislation, since, although some countries could be relied upon to enact the necessary legislation, others needed encouragement to do so. Finally, in operative paragraph 5(e) the text should be strengthened by a reference to the existence of the Governing Body Working Party on Standards.

172. The Workers' member of the Federal Republic of Germany, a country with considerable industrial involvement in the use and production of chemical substances, welcomed the reference in the draft resolution to the growing hazards and the increasing number of accidents, which justified emphases on action to prevent future accidents. Workers both inside and outside chemical production plants were concerned. Due to the pace of industrial development and the introduction of new technology, current safety measures were inadequate and should be improved. Governments, employers and workers were called upon in the resolution progressively to work out improved systems, including the supervision and monitoring of manufacturing, transporting and handling of chemicals, to prevent accidents and reduce occupational risks. The dangers involved affected not only one country, but all countries where hazardous chemical substances were transported, handled or produced.

173. The Employers' member of the United Kingdom supported practical measures to ensure safety at the workplace. All human beings cared about occupational safety and health. The resolution should, however, be considered in practical and realistic terms. The issue concerned all workers, whether employed by public or private enterprises. Account should be taken of all the ILO's work relating to hazards and the chemical industry, both through its Conventions and Recommendations and its Chemical Industries Committee. Accidents at work did not

occur because people wanted them to, but because of errors. The resolution referred to the duties of governments and unions, but was silent about the need to involve workers themselves, who sometimes neglected to take the measures recommended by governments and employers for their own safety. In 1976 an Act had been introduced in the United Kingdom which placed an obligation on the individual at work to act in a responsible manner for his own and for other workers' safety. The parts of the resolution concerning multinational enterprises also required clarification. He would support the resolution if it was suitably amended.

174. The Employers' member of the German Democratic Republic stated that he supported the resolution, and that as an employer from a socialist country, he was personally responsible for the lives and health of the workers under him. Recent problems occurring within multinational enterprises had shown that much remained to be done; they should be required to take more effective measures on occupational safety and health. Neglect was frequently the result of efforts to achieve higher profits. It was important to carry out analyses, in advance, of all aspects of the production of toxic substances, followed by methodical programmes to eliminate dangers and make substances and technologies safe or to improve protection against their harmful effects; such programmes should be accompanied by the wide dissemination of safety instructions and training. In the German Democratic Republic, suppliers of new plants were responsible for the safety of the equipment and processes used; staff and managers were required to report each month or every three months on their plans for alerts, warnings and related training. Every two or three years a written examination was compulsory. Once every three months occupational hazards were carefully monitored and all staff met once a year for discussions. If an emergency arose or an accident occurred, remedial measures were carried out by safety and health groups. In that way, accidents and health hazards had been reduced to a minimum in the German Democratic Republic. The resolution reflected the need for action along those lines, and identified the need to define dangerous substances, practices and hazardous activities accurately; handling, transport and storage of such substances should also be clearly defined and monitored, as the number of people involved in the actual manufacture of such substances was small compared with the total population endangered by them. In the case of new, potentially toxic chemical substances, it was important that experts should be called upon to give their opinions. Accidents were not necessarily symptomatic of new technology, which often provided greater safety.

175. The Employers' member of Italy said that all members would remember the accident in Seveso, that had overwhelmed his country and the whole world, and would appreciate his vital interest in the resolution, to which the Employers had given high priority. It was essential to draw up a realistic document aimed at strengthening the ILO's resources and providing a point of reference for governments, employers and workers who had to find solutions to the industrial problems involved. This could be achieved if a rational, rather than emotional, attitude were adopted. Some points in the

resolution covered noble but emotional ideas, such as the emphasis placed on the chemical industry, which arose out of the strong feelings that the Bhopal accident had aroused. The same applied to the suspicion with which new technology was regarded, when in fact, as experts would confirm, the improved automation of processes had largely contributed to safety in the workplace. Multinational enterprises were also easy to blame, when in fact substances and processes could be dangerous regardless of the nature and ownership of the enterprise. The operative part of the resolution laid down precise and strict conditions and obligations on governments, employers and workers, whereas the rules of tripartism required rather co-operation between the social partners in the establishment of principles and procedures, and left their supervision to state authorities. Subject to amendments which would be proposed by the Employers' group, he could support a good deal of the operative part, particularly paragraphs 1 and 2(b), which mentioned effective co-operation between all the parties concerned regarding safety problems. However, there was a contradiction with paragraph 4, which sought to make workers' organisations share responsibility for supervision and urged them to establish machinery to that end. Problems of security could not, however, be dealt with in the same spirit as, for instance, wage negotiations. Care should be taken not to block action when safety questions were being discussed. The wording of operative paragraph 4 should be improved by amendments which, he hoped, would be understood and accepted.

176. The Government member of Denmark said that the resolution dealt with a subject of the utmost importance to all, and especially to the ILO. His Government had constantly supported international labour standards on occupational safety and health, which were the cornerstone of the ILO's activities. With the introduction of new technologies, flexible and up-to-date instruments had become indispensable in both the industrialised and the developing countries. In his opinion, there should be an item on occupational safety and health included on the Conference agenda every year.

177. In supporting the resolution, the Workers' member of Mongolia pointed out that it dealt with the health protection not only of workers in factories producing dangerous substances, but also of the population living in the vicinity of such undertakings. It also extended to the protection of the environment and the safety of future generations. Certain points needed to be strengthened and improved, but amendments submitted with this in mind should be aimed at protecting, above all, the health of workers who came into daily contact with dangerous substances. He hoped that governments, employers and workers could work together and would be guided by humanitarian considerations so that the resolution could be adopted.

178. The Government member of the German Democratic Republic said that his delegation supported the resolution—any accident was one too many. His country's national policies aimed at protecting its workers: all accidents were treated alike and in recent years the accident rate had fallen to 26 per thousand workers; all necessary measures such as

those suggested by the ILO had been taken and this practice would continue. The resolution was topical in the light of recent tragedies, particularly the accident at Bhopal, and it was quite clear that it was this accident which had given rise to the resolution. His delegation wondered whether the resolution went far enough—perhaps it would be possible to strengthen its content. The resolution referred, in operative paragraph 2(a), to the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, but the wording of that paragraph was very moderate and called on governments simply to re-examine the policies for a wider and more effective application of the provisions contained in the Tripartite Declaration. This wording fell short of that used in the Declaration itself which, in paragraph 37, stated that multinational enterprises should maintain the highest standards of safety and health, in conformity with national requirements in all countries in which they operated. This very important question was also raised in the ILO study on safety and health in multinational enterprises which pointed out that a comparison of the safety and health regulations of multinational enterprises in the parent country with those of their subsidiaries in developing countries showed that standards were higher in the parent company. It was essential that the most recent and effective scientific findings should be applied to the prevention of accidents and damage to the health of workers, and the resolution should go further than it did in this respect. In connection with the accident at Bhopal, the Prime Minister of India had pointed out that the question of the supervision and control of multinational enterprises was an international responsibility and which particularly concerned the ILO. The form and content of the resolution should be further developed in this respect; it should invite the Governing Body to go further into the appropriate rules and regulations. He had examined the relationship of the resolution to the Occupational Safety and Health Convention, 1981 (No. 155). A number of the proposals contained in the resolution were good and in line with that Convention, but he wondered whether they were sufficient. For example, as regards the provisions concerning the plant level, the resolution lagged behind Convention No. 155. It was important to encourage those concerned to react quickly in emergency situations, and the resolution did aim at providing for a quick response. However it was important that the resolution should refer to Convention No. 155 and contain provisions along similar lines. He supported the resolution and would submit amendments to improve its provisions.

179. The Workers' Vice-Chairman was encouraged to learn from the Employers' Vice-Chairman that the Employers were as interested as the Workers in the questions covered by the resolution. For their part, the Workers' were gravely concerned by tragedies such as that of Bhopal and hoped that such catastrophes would never occur again. The ILO had a duty to make its voice heard. The Workers felt that some points in the resolution needed strengthening, particularly operative paragraph 3(a), which called on employers "to provide for the safest possible operating and control systems in their enterprises." These terms were rather elastic, and needed clarification. There was no doubt that in Bhopal the manage-

ment had been satisfied beyond all reasonable doubt as to the safety of their operating and control systems, but still the catastrophe had happened and the victims were not only employees of the company but also innocent members of the population living in the vicinity. The fundamental purpose of the resolution should be to ensure that steps were taken to prevent such man-made catastrophes from recurring. The Employers' Vice-Chairman had implied that the resolution presupposed that all chemical substances were dangerous, although there was no reference of this kind in the text itself. He found astonishing the suggestion made by an Employers' member that workers themselves should be held responsible for their own neglect. With reference to operative paragraph 4 of the resolution, he assured the Committee that no member of the Workers' group present would disregard or neglect his responsibilities as a workers' representative. He hoped there would be common ground when the Committee came to consider amendments, and that a resolution could be adopted which would enable the ILO to help prevent such accidents occurring in the future.

180. The Workers' member of Nigeria gave his wholehearted support to the resolution and expressed his agreement with all the points made by the Workers' Vice-Chairman.

181. The Workers' member of Japan expressed his support for the resolution and stressed that the more advances were made in the introduction of new technology, the greater the danger in the handling, storage and transportation of hazardous chemical substances. Accidents would affect not only those working in the plant in question, but the whole community. These was a time when safety was sacrificed in the interests of reducing production costs, but he stressed that, in his view, safety did pay. It was very important to pay great attention to safety and the working environment in industry and effective supervisory machinery should be set up that included provisions for consultations between governments, workers and employers. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, which covered their responsibilities as regards occupational safety and health, also needed strengthening in order to prevent tragedies of the type that had happened recently.

182. The Workers' member of Afghanistan stressed the high priority that should be given to consideration of the resolution. There should never be a recurrence of the disaster at Bhopal. Such disasters affected both the workplace and the environment, but it was the workers who were the first to be affected. Human life should take precedence over all other considerations and special alteration should be given to the situation of workers. Trade unions should actively participate in the control of all processes involving the use of hazardous substances in industry. The resolution should nevertheless be strengthened.

183. The Workers' member of the Ukrainian SSR stressed the topical nature of the resolution and the evident need for its adoption, even though the ILO had already adopted various instruments concerning occupational health and safety. The point at issue concerned new hazardous substances and the acci-

dents caused by them affected not only those directly involved with their handling, storage and transportation, but also the neighbouring populations. Too little was known about the genetic effects of certain substances, and the draft resolution should therefore be strengthened. Various new substances and processes were being introduced in factories in his country, but production could only take place after consultation with the workers. Technical inspection of the workplace was vital if the handling of hazardous substances were not to have harmful effects on workers or their families. In his speech that morning the Indian Prime Minister had referred to many of the issues that the resolution dealt with, and the ovation that he had received was illustrative of the interest felt by all delegations with regard to these questions.

184. The Employers' member of Sweden felt that the Employers' Vice-Chairman had expressed the views of the group well. He wished to add, however, that in capitalist countries private enterprises and their owners suffered serious damage when accidents occurred, and he agreed with the Workers' member of Japan in his view that safety paid. It was the employers who had to bear the cost. He hoped that everybody would agree that Governments, through state controls, and enterprises did all they could to prevent accidents, and prevention was no less difficult in national enterprises than in the multinationals. In many cases it was also true that the multinationals had more experience and resources available in respect of prevention. In Sweden, there had been an industrial accident involving the same gas as in Bhopal. A whole town had been evacuated, and fortunately there had been no deaths, but the incident had given rise to much debate in his country. It was very difficult to avoid all accidents, and there was no difference in this respect between national and multinational enterprises, nor indeed between multinational enterprises based in capitalist and those in communist countries. The Swedes had experience of multinational enterprises from the USSR and Hungary working in their country. No country made exceptions in its legislation for multinational enterprises, and in Sweden the only hazards that were out of reach of legislation were factors such as the pollution of the air and water caused by other countries. In this respect, Sweden had a problem with the absence or inadequacy of preventive measures in some neighbouring socialist countries. Preventive measures were of great importance, although no aspect of prevention had been mentioned either in the discussion or in the draft resolution. In India and other free countries, accidents were not state secrets, and it was possible to discuss them in the mass media. An example of this was the accident in Sweden mentioned above, where there had been no censorship for political or other reasons and no interference in the subsequent public debate. Freedom of information and discussion was a very important aspect of prevention.

185. The Government member of the United States emphasised the importance of the resolution and the need to adopt new standards concerning occupational safety and health. The ILO had an important role to play in the promotion of occupational safety and health. There was no better demonstration of the concern of the United States Govern-

ment in this respect than the grant they had made to the ILO for the establishment of a world-wide health hazard alert system for the exchange of information on the existence of dangerous and toxic substances. The resolution, however, needed strengthening. There was, for example, no definition of dangerous or toxic substances in technology. More precise language in this area would strengthen the resolution, and other areas of the resolution also needed improving.

#### Consideration of Amendments

186. Sixty-five amendments, numbered from D.33 to D.97, were submitted for examination.

187. Before presenting amendment D.33, submitted by the Employers' group, the Employers' member of the United Kingdom said that, as far as the resolution as a whole was concerned, Employers were in no way opposed to the adoption of a resolution on safety and health. However, they were eager to arrive at a meaningful one, the content of which should be kept within the limits of Conventions, Recommendations and other instruments adopted by the ILO in the area of safety and health. There was a wide range of such instruments, which dealt with dangers and hazards related to dangerous substances and processes.

188. Amendment D.33, submitted by the Employers' members, sought to delete the words "growing" and "increasing" in the first paragraph of the preamble. The Employers' member of the United Kingdom, in introducing amendment D.33, said that the objective of the amendment was to maintain the notions of risks and serious accidents as a very serious problem, without, however, giving the impression that such problems were increasing.

189. The Workers' Vice-Chairman was encouraged by the opening remarks made by the Employers' spokesman, and assured the Committee that the Workers were also eager to arrive at a meaningful resolution. However, in view of these remarks, the Workers were astonished to see that amendment D.33 in fact gave the impression that Employers wanted to weaken the resolution. Over the last 12 months, very serious accidents had, in fact, occurred in Bhopal, Mexico and Australia. The reason for the drafting of the resolution in its original terms was indeed the fact that risks were growing and the number of serious accidents increasing. Workers would not support the amendment and hoped it would not be pressed to a vote.

190. The Employers' member of Sweden felt that the resolution would be weakened if it contained assertions which were not based on objective criteria. There were no studies showing that risks were growing or that the number of accidents was increasing. Thus the expression of deep concern at the risks and number of serious accidents was amply sufficient.

191. The Workers' Vice-Chairman said that studies had been made which supported the wording of the original draft. These had shown that some 60,000 to 70,000 chemical substances were now in everyday use and between 500 and 1,000 new chemicals came onto the market each year. Adequate scientific information on their health effects existed on fewer than 5,000 of these substances. Conse-

quently, it was clear that the use of chemical substances was widespread.

192. The Employers' member of the United Kingdom felt it was important for the statements of an international organisation to be based on proven facts, and the Employers regretted that the notions of growth and increase could not be removed from the text. They did not, however, wish to press the matter to a vote and withdrew amendment D.33.

193. Amendment D.34, submitted by the Government member of Uruguay, sought to add, at the end of the first preambular paragraph, the following phrase: "and to the increase in activities likely to cause harm to the workers who perform them, to the population and to the environment". The Government member of Uruguay said that the present wording of the paragraph was more restrictive than the rest of the resolution, which referred both to processes other than those in the chemical industry and to harmful effects on persons other than those who worked in the factories concerned.

194. The Workers' Vice-Chairman, on behalf of the Workers' group, seconded the amendment.

195. The Employers' member of Finland said that the Employers could not accept the amendment for reasons similar to those given in the previous discussion. The wording of the amendment was exaggerated and superfluous.

196. The Workers' Vice-Chairman felt that, on the contrary, the amendment usefully broadened the scope of the first paragraph and brought it into line with the rest of the resolution, which was not limited to workers, but extended to the population in general and to the environment.

197. The Government member of Austria could not support the amendment, as the ILO should concern itself only with safety at the workplace and not with the environment or the protection of the population at large.

198. The Employers' member of Sweden wondered exactly what kind of "activities" were aimed at in the amendment.

199. The Workers' member of Australia, in agreeing with the Workers' Vice-Chairman, could not accept the suggestion by the Government member of Austria that it was not within the scope of ILO's activities to go beyond the welfare of workers at the workplace. The ILO was concerned with activities of employers as well. More people had been killed or injured in the city of Bhopal than in the factory itself, and the environment had also been seriously damaged. He quoted examples from Australia where, in spite of apparently effective controls, a river had been polluted, and another where thousands of people had had to be evacuated from their homes. The wording of the amendment was therefore quite appropriate.

200. The Employers' member of the United Kingdom felt that the amendment was not consistent with the title of the resolution. Employers would like to have a resolution concerning safety and health at the workplace. If the Committee were to embark on detailed discussions which went beyond that concern, it would considerably slow the pace of its work.

201. The Workers' Vice-Chairman felt that heavy weather was being made of a reasonable proposition. At Bhopal only four workers in the plant had died, whereas at least 2,500 had been affected outside. Those who had caused the pollution should now face up to the consequences.

202. The Government member of Uruguay, in reply to the Employers' member of Sweden, said that there were many activities other than those related to the chemical industry which were dangerous and hazardous, such as the manufacture of and transport of explosives.

203. The Employers' member of Canada felt that the addition of the proposed wording was superfluous, since the following paragraph referred specifically to the effects of accidents outside the workplace.

204. The Workers' member of New Zealand, in agreeing with the statements by the Workers' Vice-Chairman and the Workers' member of Australia, referred to accidents in New Zealand which he had described during the general discussion. He strongly supported the amendment.

205. The amendment was then put to a vote by show of hands. There were 105,909 votes in favour to 4,930 against with 72,335 abstentions. As the quorum of 115,362 was not reached, the amendment was not adopted.

206. Amendment D.35, submitted by the Government member of Belgium, sought to insert in the second preambular paragraph the words "in the recent past" after the words "such accidents". The amendment was seconded by the Government members of Spain and the United Kingdom. The Workers fully supported it and the Employers had no objections. The amendment and the second preambular paragraph as amended were unanimously adopted.

207. Amendment D.36, submitted by the Employers' group, sought to replace the word "demonstrate" in the third preambular paragraph by the words "may, on occasions reveal". The Employers' Vice-Chairman, introducing the amendment on behalf of his group, said that the Employers felt the resolution as drafted went too far in eliminating generalisations, especially as several investigations currently under way had not yet led to any conclusion.

208. The Workers' Vice-Chairman said the amendment, which made the second preambular paragraph refer to accidents in the recent past, fully justified maintaining the word "demonstrate". The tragedies in Bhopal and Mexico had indeed demonstrated the inadequacy of preventive measures. The Workers could not therefore support the amendment.

209. The Employers' Vice-Chairman, whilst maintaining that nothing had as yet been objectively demonstrated, withdrew the amendment in the light of its link with the amended text of the second preambular paragraph.

210. Amendment D.37, submitted by the Government member of the United States, sought to replace, in the third preambular paragraph (a), the words "inadequacy of" by the words "need for".

The Government member of the United States, in introducing the amendment, said he felt this wording would give a more positive thrust to the resolution, the basic aim of which was to prevent future accidents. The amendment was not seconded and could not therefore be discussed.

211. Amendment D.38, submitted by the Government member of Belgium, sought to add, at the end of the third preambular paragraph (a), the words "and the technical processes that are in use", after the words "dangerous substances". The amendment was seconded by the Government members of Austria and India. The Workers' members also supported the amendment and the Employers' members did not object to it, although they did not find it necessary. The amendment and the third preambular paragraph (a), as amended, were adopted by consensus.

212. Amendment D.39, submitted by the Government member of Belgium, sought to replace, in the fourth preambular paragraph, the word "governments" by the words "competent public authorities". The Government member of Belgium, in introducing the amendment, said that governments as such normally left it to subsidiary authorities to handle the matters concerned in the paragraph. The Government member of Switzerland seconded the amendment, which they felt was particularly important for federal States. The Workers' members also supported the amendment without reserve and the Employers' members were in favour of it. The amendment was thus unanimously adopted.

213. Amendment D.40, submitted by the Workers' group, sought to add, at the end of the fourth preambular paragraph, the words "and in particular the views of the trade unions". The Workers' Vice-Chairman, introducing the amendment, said that trade unions had an important contribution to make in preliminary discussions of the design and implementation on industrial development policies.

214. The Employers' Vice-Chairman said that employers were not opposed to taking the views of workers' representatives into account, but in some countries the term "trade unions" was not appropriate. The Employers would therefore submit a sub-amendment to this amendment.

215. The Government member of Belgium supported the amendment but pointed out that the formal wording of the French text of the paragraph would have to be redrafted if the amendment were adopted.

216. The Government member of Spain pointed out that in some countries such as Spain, legislation made a distinction between the role of workers' representatives and that of trade unions, and that both terms should therefore be included.

217. The Government member of Hungary had drawn attention during the general discussion to the fact that in many multinational enterprises there were no trade unions at all. He therefore proposed a subamendment which would add the words "and, where these do not exist, the views of the workers' representatives".

218. The Employers' member of the United Kingdom said he would have no objection to seeking the



views of workers and their representative organisations, if the preambular paragraph had not referred to the development of industrial policy. Such considerations might involve confidential or commercially sensitive projects, knowledge of which would be of interest to competitors.

219. The Workers' Vice-Chairman would be happy if consensus could be reached on the subamendment proposed by the Government member of Hungary. He could understand the sensitivity of employers towards trade unions but could not accept it. Where trade unions existed they should be involved in such matters.

220. The Employers' Vice-Chairman explained that the main objection of the Employers was that, by virtue of the law in force in many countries, it was the workers' representatives in the enterprises who were to be consulted and not the trade unions as such. The subamendment submitted by the Government member of Hungary did not take account of that difficulty. The Employers therefore submitted a subamendment to the effect that the views of "workers' representatives" should be sought "in the implementation of industrial development policies". Hence the paragraph would refer to implementation and not design as far as consultations with workers' representatives were concerned.

221. The Workers' Vice-Chairman could not accept the idea of denying the voice and influence of trade unions in matters of design of industrial policy.

222. The Employers' member of the United Kingdom referred to relevant ILO resolutions and instruments previously adopted, none of which gave the right to workers or their representatives to be involved at the design stage. The Employers could not go further on this occasion.

223. The Government member of Honduras felt that if the paragraph referred only to trade unions it would be too restrictive in scope. Since the term "workers' representatives" could refer either to trade unions or to representatives appointed by the workforce, in a workplace where there were no trade unions, the Employers' subamendment seemed to be more consistent with the position of his Government.

224. The Government member of the United Kingdom felt the Committee was faced with two separate problems: first, the question of who should represent the workers, and on that score, she supported the subamendment of the Government member of Hungary; and, second, the question of involvement in the design stage of industrial development policy, in respect of which she shared the views of the Employers.

225. The Employers' member of Sweden said that, in some countries, workers' representatives on safety and health matters were elected by all workers in the undertaking. The amendment and the subamendment of the Government member of Hungary implied the suppression of this system where a trade union existed. This would amount to a new policy being adopted by the ILO.

226. The Workers' member of Nigeria, in supporting the subamendment of the Government member of Hungary, felt that the Employers' fear of involving workers at the design stage was unfounded.

Workers had much at stake in matters of safety and health, and it was wrong to underestimate their sensitivity and the value of their views at the design as well as the implementation stage.

227. The Workers' Vice-Chairman felt the Employers' attitude was extremely restrictive. The basic implication was that trade unions were unheeding of the need for confidentiality as regards security. He and his colleagues had often served in a confidential capacity and had never betrayed the trust placed in them. The Workers opposed the Employers' subamendment but had no objection to that submitted by the Government member of Hungary.

228. The Employers' Vice-Chairman referred to his previous statement and indicated that he could not accept the subamendment submitted by the Government member of Hungary.

229. In a vote by a show of hands, the subamendment submitted by the Employers' group received 79,985 votes in favour to 0 against, with 106,500 abstentions. As the quorum was not reached, the subamendment was not adopted.

230. The subamendment submitted by the Government member of Hungary received 101,541 votes in favour to 0 against, with 87,465 abstentions. As the quorum had not been reached, the subamendment was not adopted.

231. Amendment D.40 received 103,751 votes in favour to 0 against, with 85,000 abstentions, and was not adopted for lack of a quorum.

232. The fourth preambular paragraph as originally drafted was adopted by consensus.

233. The Committee then considered together all the amendments relating to the fifth preambular paragraph: D.41, D.42, D.43, D.44 and D.45.

234. Amendment D.41, submitted by the Government member of Belgium, sought to replace the fifth preambular paragraph by:

Noting with serious concern that in the developing countries substances continue to be used and produced, and processes introduced, which may present risks and which have been prohibited or subjected to restrictions in other countries.

235. Amendment D.42, submitted by the Employers' group, sought to replace the word "developing" by the word "some".

236. Amendment D.43, submitted by the Employers' group, sought to delete the word "potentially".

237. Amendment D.44, submitted by the Employers' group, sought to replace the words "which have been prohibited or subjected to restrictions in other countries" by the words "in the absence of adequate safety arrangements".

238. Amendment D.45, submitted by the Government member of Uruguay, sought to add, at the end of the paragraph, the following phrase: "and noting also that in the developed countries there has been an increase in the use of nuclear technology, which may involve very high levels of risk of damage,".

239. The Government member of Belgium, introducing amendment D.41, said that it was only an editorial change.

240. The Employers' Vice-Chairman, introducing amendment D.42, said that hazardous processes and substances were not of concern to developing countries alone.

241. In introducing amendment D.41, the Government member of Uruguay explained that its purpose was to bring the fifth preambular paragraph, which seemed to be somewhat limited in scope, in line with the rest of the resolution by referring to the industrial use of nuclear technology, which undoubtedly involved the same kind of risks as those referred to in the paragraph itself.

242. The Workers' Vice-Chairman had no objection to amendment D.41, on condition that it was subamended. He proposed to subamend D.41 by adding, after the words "that in" the words "some countries and in particular" and to delete the word "may" in the third line. As regards D.43, the Workers were keen on "potential" dangers being identified in advance with a view to the timely introduction of preventive measures, and therefore could not accept D.43 nor could they accept D.44. They had no objections to D.45.

243. The Employers' Vice-Chairman withdrew amendments D.42 and D.43 in the light of the comments by the Workers' Vice-Chairman. The Employers had, however, to insist on D.44 for the reasons given previously.

244. The Government member of Belgium accepted the subamendments proposed to D.41.

245. With reference to D.44, the Workers' Vice-Chairman could name companies which had in fact used dangerous processes and substances in developing countries which might involve risks and which were banned or restricted in other countries. It was clear that this was actually happening, a fact which was a matter of the deepest concern to the Workers' group.

246. The Employers' member of the United Kingdom insisted that the practice in force in any given country could not be imposed on all other countries, which might feel it imperative to use certain processes, provided all safeguards were respected. This could only be achieved through the adoption of international standards. The use of nuclear power for the production of electricity was a case in point, as some countries permitted the use of nuclear power for the production of electricity and others did not.

247. The Employers' member of Sweden mentioned an example from his country, where stringent regulations had been introduced in the metallurgical sector. Without criticising these regulations, it was a fact that they had necessitated the introduction of highly automated processes which had put small and medium enterprises out of business. Such enterprises would not exist at all in the developing countries if similar regulations were introduced, and only certain multinational enterprises would have the resources to carry on. He further wondered whether the world's largest producer of asbestos, the USSR, would accept the prohibition in all countries of the use of asbestos merely because Sweden had introduced such a prohibition.

248. The Government member of Spain felt that, as subamended, D.41 made more sense. He prop-

osed to subamend D.45 so as to insert, after "the use of", the words "advanced technology, including".

249. The Workers' Vice-Chairman, in response to the Employers' comments on amendment D.44, pointed out that the fifth preambular paragraph did not impose anything on anyone. He agreed with the Government member of Spain that greater international harmonisation was needed, but the fact was that dangerous substances which were banned or restricted in one country were being used, with all their inherent hazards, in other countries. D.44 would seriously weaken the resolution.

250. The Employers' Vice-Chairman indicated that D.41 was acceptable to the Employers as subamended by the Workers.

251. The Government member of Uruguay accepted the subamendment to D.45 proposed by the Government member of Spain.

252. The Employers' Vice-Chairman said that employers were fundamentally opposed to the notion that advanced technologies always involved risks.

253. The Workers' Vice-Chairman was prepared to accept D.45 and the subamendment to it but suggested that the sponsors of D.45 might wish to withdraw in view of the Employers' opposition.

254. D.45 was then withdrawn by the Government member of Uruguay.

255. D.44 was then put to a vote by a show of hands. It received 69,870 votes in favour to 0 against, with 106,000 abstentions. The amendment was not adopted for lack of a quorum.

256. D.41 was then adopted, as subamended, by consensus.

257. Amendment D.46, submitted by the Government members of the German Democratic Republic and Hungary, sought to replace the sixth preambular paragraph by the following paragraph:

Emphasising the responsibility of multinational companies' central management for the observance of the highest standards on occupational safety and health, including control of all their subsidiary units.

The Government member of the German Democratic Republic, in introducing the amendment, felt that the sixth preambular paragraph would be strengthened and brought more clearly within the scope of the resolution as a whole by emphasising the special responsibility of the management of multinational enterprises for safety and health in their subsidiaries, and for controlling the observance of the highest standards in this respect.

258. The Employers' Vice-Chairman indicated that the Employers intended to introduce a subamendment to D.46 and, in the case of its adoption, to withdraw their amendment D.47. The Employers were already concerned by the sixth preambular paragraph, and the amendment in D.46 increased their concern. The basic problem was that it was not legally or even practically possible to implement such texts. There were many different kinds of multinational enterprises, both in respect of their form of ownership and the operational links between their various units. The Committee should not go beyond the unanimously adopted provisions contained in paragraph 37 of the Tripartite Declaration of Princi-



ples concerning Multinational Enterprises and Social Policy, and the Employers' subamendment, extracted from that paragraph, would make the sixth preambular paragraph of the resolution read as follows:

Emphasising the responsibility of multinational enterprises to maintain the highest standards of safety and health, in conformity with national requirements, bearing in mind their relevant experience within the enterprise as a whole, including any knowledge of special hazards.

259. The Workers' Vice-Chairman said that the Workers found that the formulation of D.46 improved rather than weakened the resolution. On the other hand they doubted very much whether the Employers' subamendment would improve the text. The wording "highest possible standards" was unacceptable: the highest standards should be observed. Nor could the Workers accept the limitation implied in the words "in conformity with national requirements". The Tripartite Declaration contained general statements, whereas the Committee was now faced with specific problems requiring specific solutions. In a choice between the original text of D.46 and the subamendment, the Workers clearly preferred the former.

260. The Employers' Vice-Chairman pointed out that neither the subamendment nor the Declaration referred to the "highest possible standards" but to the "highest standards". Furthermore, they contested the view that the Declaration contained only general statements: the proposed wording was contained in a section of the Declaration which was very specifically concerned with occupational safety and health.

261. The Government member of Spain said that it was not sufficient to reproduce a text from the Declaration. In the Committee on Occupational Health Services a similar amendment had been rejected. The resolution under discussion had been introduced with a view to making progress and not in order to take a step backwards. The resolution should aim at preventing accidents due to causes which were not foreseeable in 1977, when the Tripartite Declaration had been adopted. Thus, it was envisaged in operative paragraph 5(e) that instruments of broader scope should be adopted which would cover situations which had not been envisaged in 1977 but which might now arise, as evidenced by the accidents in Bhopal and Mexico.

262. The Government member of the Ukrainian SSR supported the draft resolution as a whole, but felt that the initial draft should be strengthened, as proposed in D.46. It was not sufficient only to refer to existing instruments and documents. The Governing Body discussion of the accident in Bhopal had made it clear that there were problems in the observation of international standards concerning safety and health as well as the protection of the environment which were of topical importance. Various facts showed that for multinational enterprises and their subsidiaries seeking to maximise profits, it was cheaper to violate standards of safety and health than to strictly comply with them, especially when the standards were high. He supported amendment D.46.

263. The Employers' member of the United Kingdom, in reply to the Government member of Spain, pointed out that, at this stage, the Committee was

discussing the preamble, which should contain references to what existed in reality. In the original draft, as well as in D.46, the central management of multinational enterprises was to be held responsible for the management of their subsidiaries. This did not correspond to the legal situation in force either in 1976, when difficult negotiations on this point had taken place, or in 1985. Paragraph 6 of the Declaration reflected the difficulties involved:

The degree of autonomy of entities within multinational enterprises in relation to each other varies widely from one such enterprise to another, depending on the nature of the links between such entities and their fields of activity and having regard to the great diversity in the form of ownership, in the size, in the nature and location of the operations of the enterprises concerned.

Certain subsidiaries were wholly owned by the parent company, others were joint ventures in partnership with governments, others were mixed-ownership enterprises where the holding of the parent company could be greater or smaller than that of the shareholders. In each country, law required the board of management of subsidiary companies operating in the country to be responsible for its activities in that country. The Declaration emphasised this point by urging that nationals of the host countries be employed at all levels which, as far as the management level was concerned, was aimed at ensuring conformity with national regulations and practice. Paragraph 37 of the Declaration contained all the ideas expressed in the preamble of the resolution. If there were a need to modify the Declaration, governments had the opportunity every second year to report to the Governing Body Committee on any difficulties encountered in the implementation of it. Finally, he reminded the Committee that it was dealing with problems of safety and health, and not with multinational enterprises as such. In this areas, the same rules must apply to everybody in each country and, if deficiencies were considered to exist in a particular case, a solution had to be found regardless of the type of ownership of the company concerned.

264. The Workers' Vice-Chairman felt that the remarks made by the Government member of Spain were highly relevant. While the Workers did not want to give the impression that they did not stand by the 1977 Declaration, they were concerned with the tragedies which had occurred in 1984. It must be established who was responsible for those accidents. In the two most serious cases, the multinational companies and local management were trying to put the blame on each other. Thus, for instance, four levels of management had been involved in the Bhopal accident: the Union Carbide Corporation in New York; the UCC Asian Headquarters in Hong Kong; UC India in Bombay, and UCIL in Bhopal. It was essential to emphasise the basic responsibility of multinational companies' central management. Hence, the Workers felt the original text of the sixth preambular paragraph was the best.

265. The Employers' Vice-Chairman pointed out that the company in which the accident in Mexico had occurred was not a multinational, which made the point that all companies should be treated equally. The Tripartite Declaration, whilst not binding, was nevertheless influential. It would be a pity to diminish its impact. If any change were needed it was for the competent Governing Body Committee to

consider, and not for an ad hoc committee of the International Labour Conference.

266. The Government member of the German Democratic Republic, having listened to the debate, explained that D.46 sought only to improve the original draft, by making it refer more specifically to the scope of the resolution, namely the safety and health of workers. On the understanding that the original text referred to occupational safety and health and the means to control and monitor protective measures, he withdrew amendment D.46 on behalf of its sponsors.

267. The Employers' Vice-Chairman, speaking on a point of order, drew attention to article 63.8 (1) of the Standing Orders, whereby amendment D.46 could not be withdrawn as long as the Employers' subamendment was under discussion. The Employers' subamendment was then put to a vote by show of hands. There were 215,496 votes in favour to 0 against, with 266,623 abstentions. As the quorum of 289,606 was not reached, the subamendment was not adopted.

268. In view of the importance attached to this issue by the Employers, the Employers' Vice-Chairman requested, in accordance with article 65.7 of the Standing Orders, that a record vote be taken. The request was supported by more than one-fifth of the members present at the sitting.

269. The Employers' subamendment was then put to a record vote. There were 219,073 votes in favour to 0 against, with 304,823 abstentions. As the quorum of 289,606 was not reached, the subamendment was not adopted.

270. The Government member of the German Democratic Republic then withdrew the amendment in D.46.

271. Amendment D.47, submitted by the Employers' group, sought to replace the sixth preambular paragraph by the following paragraph:

Emphasizing that individual entities within a group enterprise are expected to co-operate and provide assistance to one another, wherever possible and where necessary, to promote health and safety measures.

The Employers' Vice-Chairman, introducing D.47, said that the Employers regarded this as a very serious matter, for reasons given in the preceding discussion. The Employers were opposed to the singling out of multinational enterprises, and D.47 aimed at securing equal treatment for all companies operating in a particular country regardless of the legal status of their type of ownership.

272. Amendment D.47 was then put to a vote by show of hands. There were 212,722 votes in favour to 0 against, with 278,783 abstentions. As the quorum of 289,606 was not reached, the amendment was not adopted.

273. The Employers' Vice-Chairman, referring to article 65.5 and 65.7 of the Standing Orders, requested that a record vote be taken on the sixth preambular paragraph. This request was supported by at least one-fifth of the members present at the sitting.

274. The Workers' Vice-Chairman, on behalf of the entire Workers' group, deeply regretted the

disruptive delaying tactics adopted by the Employers, which might lead to the International Labour Conference in 1985 remaining silent on the tragic events in Bhopal and Mexico. He called for assurance that only titular members would vote.

275. The Employers' Vice-Chairman, on a point of order, requested clarification from the secretariat as to whether the word "members" in article 65.7 of the Standing Orders referred to both titular and deputy members.

276. The representative of the Secretary-General, in reply to the question of the Employers' Vice-Chairman, suggested that the views of the Legal Adviser be sought on this point.

277. The Government member of Spain, on a point of order, referring to article 63.7(1) of the Standing Orders, considered that it was incorrect to put each paragraph of the original text of a resolution to a vote when no amendments to it had been made. If anyone wanted to delete a paragraph in the original text, he should submit an amendment to this effect. He requested the opinion of the Legal Adviser on this question.

278. The Employers' Vice-Chairman explained that the Employers had asked for a record vote on this paragraph before the vote by show of hands in order to save the time of the Committee. In reply to the Government member of Spain, he said that the Employers did not intend to ask for a record vote for every paragraph; they had done so in the case of this particular paragraph on account of their extremely strong feelings on the issue involved.

279. The Legal Adviser said that only titular members, or deputy or substitute members having the right to vote in the absence of titular members, could request, by a show of hands, a record vote in accordance with article 65.7. According to the same paragraph, a record vote had to be taken whenever requested by a show of hands by at least one-fifth of the members present at the sitting.

280. Following a debate on procedure, in which the Government members of Cuba, the German Democratic Republic, India, Spain, and the Workers' member of the German Democratic Republic took part, the Legal Adviser said that the Standing Orders left a certain freedom in respect of the question as to whether particular paragraphs of a resolution should or should not be put separately to the vote when they had not been amended. It was clear that an amendment to delete a paragraph could be voted on. But he understood that the procedure followed since the beginning of the work of the Committee had been to submit separately to the adoption of the Committee the paragraphs of the resolution. Article 61.2 gave the power to the Chairman to put questions to the vote. In the present case, a record vote on the sixth preambular paragraph had been properly requested. The Chairman, having accepted this, had also accepted to put the paragraph in question to a vote.

281. The Government member of Spain was still convinced that if a member of the Committee wanted to have a particular paragraph deleted, this must be proposed in the form of an amendment. This was a matter of application, not interpretation, of the Standing Orders.

282. The Employers' Vice-Chairman pointed out that preambular paragraph 6 had not yet been accepted. The Chairman had asked the Committee if it agreed to adopt the sixth preambular paragraph and the Employers' members had asked for a record vote on its adoption. No amendment had been proposed to delete it.

283. At the request of the Workers' Vice-Chairman, the sitting was then adjourned.

284. In opening the fourteenth sitting of the Committee the Chairman made a statement to the effect that, at its previous sitting, the Committee had discussed questions relating to the sixth preambular paragraph of the resolution before it. Amendments that had been tabled, as well as a subamendment on one of the amendments had been considered. The subamendment and the amendments were withdrawn or not accepted, and consideration of them had been completed. In accordance with the procedure which had been followed up to then, he had put the original paragraph to the Committee for acceptance. At that point the Employers' Vice-Chairman had asked for a record vote on the sixth preambular paragraph. Having consulted the Legal Adviser, the Chairman wished to outline the position as he saw it. It was absolutely correct that amendments had to be voted on before the resolution to which they related. There were, however, two possibilities of applying this provision in practice. Either all amendments could be dealt with, whereupon the Committee could proceed to the adoption of the resolution as amended, at which time it would be open for any member to request a separate vote on any paragraph or, indeed, on the resolution as a whole. Or, as the Chairman had chosen to do from the beginning, each paragraph could be submitted to the Committee for acceptance. He had received confirmation that this method was fully within the prerogative of the Chair. This had been done for all the paragraphs that been adopted, in the case of the present as well as the previous resolution. These paragraphs had been put to the Committee for adoption whether there had been amendments submitted to them or not. Up to the moment the Committee had arrived at the sixth preambular paragraph, no record votes had been requested, and the procedure followed until then had not been questioned. The same procedure had been followed in the case of the sixth preambular paragraph. When a request was made for a record vote, the Chairman had ascertained that more than one-fifth of the members present supported this proposal. Thus, the proposal to have a vote had been accepted by the proposal to take it by means of a record vote. Since this decision had been taken there was presently no other alternative than to proceed with the record vote.

285. The Workers' member of Ecuador, who had asked for the floor on a point of order during the previous sitting, said that, once amendments to a resolution had been voted on and not accepted, the logical result was that the original text remained as drafted, as non-acceptance of the amendments implied acceptance of the paragraph in question. It was only when a resolution or part of a resolution had been amended that article 63.7(2)(c) required that the amended text be put to the meeting for a final vote.

286. The Workers' Vice-Chairman did not wish to challenge the initial statement of the Chairman, nor did he challenge the right of the Employers to request a record vote. But the Workers were deeply concerned with the consequences of the Employers' request, which opened the door to even greater disruption of the work of the Resolutions Committee in the future.

287. The original text of the sixth preambular paragraph was then put to a record vote. The paragraph was adopted by 342,037 votes in favour to 0 against, with 223,471 abstentions.

288. The Government member of Spain explained that he had abstained in the vote not because he was against the sixth preambular paragraph, which he supported, but because he disagreed with the procedure followed. He had accepted the Chairman's decision through respect for the Chair but he insisted that it was based on an erroneous interpretation of the Standing Orders. The procedure followed was not the one customarily followed in the Resolutions Committee. While not challenging the decision taken by the Chairman under his prerogative in the present case, he wanted to be certain that, in the future, article 63.7 of the Standing Orders would continue to be applied in the normal way. Finally, in order to facilitate the progress of the work of the Committee, he withdrew the remaining amendments submitted by him (D.50 and D.53) and hoped that other sponsors of amendments would do the same.

289. The Government member of the United Kingdom explained that she had abstained because, as various Employers' members has pointed out, the text did not take into account the great variety of relations between the central management of multinational enterprises and their subsidiaries. She shared, however, the regrets of the Workers' Vice-Chairman at the procedure now being followed.

290. The Employers' Vice-Chairman assured the Committee that the Employers sincerely wanted the resolution to be adopted and would do what they could to advance the work of the Committee, but not at the expense of matters of principle on which they felt strongly. They had already made many attempts to achieve consensus, and would maintain only a small number of amendments concerned with matters of principle.

291. Amendment D.48 was withdrawn and the seventh preambular paragraph was then adopted by consensus.

292. Amendment D.49 was withdrawn.

293. Amendment D.51, submitted by the Government member of Uruguay, sought to add the following to the end of the ninth preambular paragraph: "and stressing in particular that this resolution applies to the activities of all enterprises, multinational or otherwise". The Government member of Uruguay, introducing amendment D.51, said that the references to multinational enterprises in some operative paragraphs made it desirable to enlarge the scope of the ninth preambular paragraph with a view to making it apply to national as well as multinational enterprises, as both categories had responsibilities for preventing accidents in working life.

294. The Employers' Vice-Chairman seconded and supported the amendment on behalf of the Employers' group.

295. The Workers' Vice-Chairman said that his group accepted the amendment.

296. Amendment D.51 and the ninth preambular paragraph, as amended, were adopted by consensus.

297. Amendment D.52, submitted by the Workers' group, sought to insert, after "adapt", the following words in paragraph 1 of the operative part: "in full consultation with workers' and employers' organisations".

298. The Workers' Vice-Chairman, in introducing the amendment, said that its purpose was self-evident.

299. The Employers' Vice-Chairman said that his group supported the amendment.

300. Amendment D.52 was adopted by consensus.

301. Amendment D.54 was withdrawn.

302. Amendment D.55, submitted by the Employers' group, sought to replace paragraph 1(a) of the operative part by the following: "safeguards to ensure that the introduction of new hazardous substances and processes should be effectively monitored and covered by adequate health and safety measures".

303. The Employers' Vice-Chairman, introducing the amendment, felt that the original draft subparagraph was too restrictive and might adversely affect industrial development in many countries. This was an important question of principle.

304. The Workers' Vice-Chairman said that the amendment would remove an important element of the subparagraph, namely the reference to "the pace of industrial development". It would thus weaken the resolution.

305. The Employers' member of Lebanon said that the implication of the original text was that if the governments of developing countries could not prove in advance that they had the capacity to administer the highest possible standards of control, they should not allow new industries to be set up. This involved the danger, as far as highly sophisticated industries were concerned, that such countries could never start up such industries. With the original text, the resolution would, probably unintentionally, obstruct the industrial development of developing countries and create a monopoly in this area for the wealthy and industrially advanced countries. Amendment D.55 had been proposed in order to avert this danger.

306. The Workers' Vice-Chairman felt that the intentions behind the original draft might have been misunderstood. The purpose was to have a country's capacity for effective monitoring and enforcement fully taken into account as far as the pace of its industrial development was concerned. Amendment D.55 seemed to imply that new technologies should first be introduced; only afterwards would efforts be made concerning safety standards. This would weaken the resolution. However, having made this point, he would not object to the adoption of the

amendment and the Workers could accept it. Amendment D.55 was then adopted by consensus.

307. Amendment D.56, submitted by the Employers' group, sought in operative paragraph 1(b), first, to replace the words "to govern" by "relating to" in the English text, second, to delete the words "the choice of", third, to replace the word "technologies" by "processes", fourth, to delete the words "the location and design of" in the third line and, fifth, to delete the word "chemical" in the fifth line. The Employers' Vice-Chairman, introducing the amendment, said that the first proposal was a question of drafting and the remaining ones were aimed at improving the text.

308. The Workers' Vice-Chairman felt it was important to keep the words "to govern". Standards in matters as important as those concerned in this subparagraph must certainly "govern", and not merely "relate to" those matters. As regards the third proposal, the employers' preoccupations might be met by adding the words "and processes" after the word "technologies". In respect of the fifth proposal, he had difficulties in understanding why the Employers were so nervous about the references to "chemical" plants. Considering the great number of chemical substances introduced each year for use in industry and agriculture, it was certainly necessary to have standards governing the setting up of hazard-control measures and the adoption of emergency plans in all plants.

309. The Employers' member of the United Kingdom said that the word "processes" should replace the word "technologies" because the application of health standards should cover all processes, and not only technical ones. He had observed that in the French text the word "*techniques*" had been used and not "*technologies*". As regards the reference to "chemical plants", this was a restrictive provision, as all plants should have safe hazard-control and emergency plans. The Chemical Industries Committee would soon be meeting and could take further action as far as the chemical industry was specifically concerned.

310. The Workers' Vice-Chairman pointed out that he had already proposed the insertion of the word "processes" after the word "technologies". He wanted to make an important point, however. The Employers had proposed to delete the reference to "the location and design" of new production processes and equipment. This was not acceptable. In Bhopal, the location of the plant near a shanty town had been a major factor in the extent of the disaster. Furthermore, defects in design had been a chief cause of the accident, which could have been averted if another existing design had been used.

311. The Employers' Vice-Chairman felt that, in the light of the comments of the Workers' Vice-Chairman, he would maintain only the first of the proposed changes in order to bring the English text into line with the French, which used the words "*en ce qui concerne*". This corresponded to "relating to" but not to "govern". He requested a ruling from the secretariat on this question.

312. The representative of the Secretary-General said that the draft resolution had been submitted in English, and agreed that the French translation did

not correspond. The French text should read "*qui régissent*", which corresponded to "govern" in English. The words "*techniques*" should also be changed to read "*technologies*".

313. The Employers' Vice-Chairman then maintained the first part of amendment D.56 as far as the English text was concerned and withdrew the remaining points.

314. The amendment was then put to a vote by show of hands. There were 185,028 votes in favour to 0 against, with 308,866 abstentions. As the quorum of 262,670 was not reached, the amendment was not adopted.

315. At the resumption of the proceedings, the Workers' Vice-Chairman stated that his group was prepared to withdraw all its amendments if their example was followed by the sponsors of the other amendments, even though in his view some of the amendments submitted by the Government members would have helped strengthen the resolution. Nevertheless, it had seemed from the statement by the Employers' Vice-Chairman that the Employers' and the Workers' groups were divided on matters of principle. These same questions of principle also arose for the workers. He therefore appealed to the Government members to withdraw their amendments so as to enable the Committee to focus its attention on the resolution of these questions of principle dividing the two groups.

316. The Employers' member of the Islamic Republic of Iran, the Government member of the German Democratic Republic, the Government member of Belgium, the Government member of Uruguay, the Government member of the United States and the Employers' member of the German Democratic Republic stated in turn that they were prepared to withdraw their amendments in order to accelerate the work of the Committee and to reach a consensus, on condition that the other sponsors did the same.

317. The Employers' Vice-Chairman recalled that, as he had previously stated, his group had submitted a number of amendments on questions of principle which he could not withdraw. He was, however, prepared to withdraw a number of other amendments. His position remained unchanged, and he pointed out that, while it was easy for workers to withdraw amendments to their own resolution, it was different for the Employers, and in the present circumstances they were unable to reciprocate. However, in order to accelerate the proceeding, he requested a recess for discussions with his group.

318. When the sitting resumed, the Employers' Vice-Chairman announced that his group was prepared to withdraw all but three of its amendments, namely D.83, D.86 and D.87, on condition that all the other amendments were withdrawn.

319. The Workers' Vice-Chairman stated that his group would obviously have preferred all the amendments to be withdrawn. However, he did not wish to deprive the employers of the opportunity to express their position on the questions of principle to which they attached such importance, for the Workers' group also felt strongly on certain questions of principle. He maintained the position he had previ-

ously stated, to the effect that he withdrew the Workers' amendments and hoped that the Government members would agree to do the same.

320. The other sponsors who had stated that they would withdraw their amendments if their example was followed, stated that, in view of the importance of the issue, and despite the fact that the Employers insisted on three amendments, they were prepared in a spirit of conciliation to withdraw all their amendments.

321. Introducing amendment D.83, which sought to delete the words "in their own language" in the first line of paragraph 3(f) of the operative part, the Employers' Vice-Chairman stated that it would be unwise to insert in an ILO resolution a provision which in his view was basically impracticable. In certain national or multinational enterprises it happened that the workers spoke a number of different languages, and to provide training in or to translate safety regulations into all the languages was simply unthinkable, even if the Committee adopted a resolution to this end every year for ten years. He also pointed out that small enterprises would have even greater difficulties than larger ones in giving effect to this provision. He therefore requested the deletion of these words.

322. The Workers' Vice-Chairman recalled that the issue at stake concerned training, information and instructions, as well as the protective equipment necessary to safeguard the health and safety of workers. The resolution had been drafted in the light of catastrophes in the recent past. In particular that in Bhopal, where all the manuals and instructions had been available in English only, whereas most of the workers in the plant spoke only Hindi. Some of those workers had been reproached and even subjected to disciplinary measures for making log entries not in English. The Workers' concern therefore was to ensure that regulations and training manuals were available in a language the workers understood in order to ensure their safety. In a spirit of compromise, he proposed that the words "in their own language" be replaced by the words "in a language they can understand".

323. The Employers' Vice-Chairman said that he was all the more ready to accept the proposal by the Workers' Vice-Chairman, as he had been on the point of making a similar proposal.

324. The subamendment was adopted.

325. Amendment D.86 sought to delete paragraph 4(b) of the operative part. Introducing the amendment, the Employers' Vice-Chairman indicated that his group's concern derived from the fact that the machinery for the election of safety and health representatives caused no problems in most countries and most enterprises; in others, however, where there were no trade unions to represent the workers, such machinery would not be applicable. This was one of his concerns, but in view of the circumstances, he did not intend to insist on this point. His other concern was that the Spanish text did not correspond to the English or French texts in that "monitor" in English should have been translated by the verb "*vigilar*" in Spanish, and not by the words "*la supervisión*". If this correction were made to the

Spanish text, he would not insist on the deletion of paragraph 4(b).

326. The Workers' Vice-Chairman said that he was surprised that the issues raised in the paragraph were points of principle for the Employers since, as the opening of the paragraph clearly indicated, it referred to workers' organisations, and it was evident that, in the cases referred to by the Employers' Vice-Chairman, where such organisations did not exist, paragraph 4(b) simply did not apply. The reason the subparagraph referred to workers' organisations was that such organisations had a clear responsibility in this respect: this was common practice in most industrialised and developing countries, and one that should be encouraged. This was the intention of the subparagraph. He therefore hoped that the Employers would withdraw their amendment in order to permit the workers to direct the attention of their representatives to their responsibilities in this respect. As regards the question of bringing the Spanish text into line with the English, he saw no objection on condition that paragraph 4(b) was adopted as drafted.

327. It was so decided. Paragraph 4(b), corrected in the Spanish text, was adopted.

328. Amendment D.87 sought to replace paragraph 4(d) of the operative part by the following subparagraph: "to establish more contacts between workers' organisations to acquire a better understanding of matters concerned with safety and health". Introducing the amendment, the Employers' Vice-Chairman said that this was less a point of principle than a subject of concern. What was suggested here was already practised, but what the Employers wished to avoid was that the industrial relations systems should be changed, as the underlying idea contained in paragraph 4(d) seemed to imply. Industrial relations were governed by the law and practice of the countries concerned, and could not be modified. The Employers were not prepared to accept the apparent implications of paragraph 4(d).

329. The Workers' Vice-Chairman assured the previous speaker that the implications he detected were not present in the text. Paragraph 4(d) was addressed to workers' organisations, and therefore concerned only workers. He has thought that the Employers would have welcomed closer contacts between national trade unions concerned with multinationals, and would even have wished for closer contacts or exchanges of information and experience between national trade unions and multinationals so

as to ensure a more co-ordinated approach on the part of the workers. While such contacts existed, the Workers wanted them to be intensified and wanted more trade unions to be encouraged to express their point of view on matters of interest to their members. This was the aim of the subparagraph; it was not intended to bring about changes in industrial relations systems, even if in certain countries such as his own industrial relations systems were in need of improvement. He had thought that progressive-minded management would have welcomed such a concern.

330. The Employers' member of the United Kingdom was satisfied with this clarification from the Workers' Vice-Chairman. The amendment submitted by his group was intended not to restrict contacts between national trade unions and multinationals, but to encourage them to come into contact with other workers' organisations. It was not therefore a question of restricting the scope of the resolution, but of obtaining an explanation of the reasons for which it had in fact been restricted.

331. The Workers' Vice-Chairman thought that, if this was the subject of concern to the Employers, then the following text would make agreement possible: "to establish more contacts between workers' organisations in the same national or multinational enterprises in order to acquire a better understanding of matters concerned with safety and health;".

332. It was so decided. Amendment D.87 was adopted as subamended.

#### Adoption of the resolution

333. The resolution was adopted as amended.

334. The Employers' Vice-Chairman stated that, in order to avoid misunderstanding, when the time came to adopt the resolution in the plenary sitting of the Conference he reserved the right to express a number of reservations, which would in no way imply that he did not accept the resolution.

#### Adoption of the report

335. At its fifteenth sitting the Committee unanimously adopted its report, subject to a number of changes.

Geneva, 24 June 1985

(Signed) A. SENE  
Chairman and Reporter

**Resolution concerning the Most Urgent Problems of Africa, and Particularly Food Security**

The General Conference of the International Labour Organisation,

Noting that in various parts of the world hunger and malnutrition are assuming alarming dimensions and that millions of human beings are dying of hunger,

Deeply moved by the situation in Africa, particularly as regards employment and the satisfaction of the food needs of its population,

Considering that the gravity of the situation in Africa calls for both emergency aid and activities to assist long-term development, and that mutual assistance is essential in Africa and makes an important contribution to the resolution of the present crisis,

Recalling the obvious links between, on the one hand, underemployment, unemployment and low productivity, and on the other, hunger, malnutrition and poverty, and recalling that it is essential to increase efforts that will make it possible to regenerate the production of foodstuffs and their marketing in Africa and to improve the access of the population to basic food products,

Convinced that the factors responsible for food shortages derive not only from nature but also from technical and political issues and from world trading and economic relations,

Bearing in mind the relevant resolutions and recommendations, and in particular resolution 39/29 and the Declaration of the General Assembly of the United Nations on the critical economic situation in Africa (3 December 1984) and the resolution concerning the role of the International Labour Organisation in the International Development Strategy,

Recalling the Declaration and resolution adopted by the Assembly of Heads of State and Government of the Organisation of African Unity at its 20th (1984) Session in Addis Ababa,

Convinced that the International Labour Organisation, acting in harmony with the United Nations system, can and must expand its specific activities to assist the most underprivileged regions, and especially Africa,

Emphasising that the International Labour Organisation has a special role to play in helping African initiatives, in particular in launching a special education programme for rural development, strengthening active participation of workers and their organisations in the development process, developing the necessary know-how for development, and other activities essential for the development of the whole continent,

Concerned that the International Labour Office should effectively pursue the implementation of programmes aimed at the creation of jobs and incomes, and should create new programmes where necessary,

Recalling that international aid and co-operation must be accompanied by efforts within Africa, which is a precondition for the reinforcement of its capacity to ensure by itself its own long-term development,

Considering that those programmes should have as a priority concern the organisation and training of manpower and the improvement of productivity and incomes in sectors directly or indirectly linked to food production:

1. Calls on the international community, and particularly the developed countries and the international agencies—

- (a) to increase their assistance to the African countries affected by drought by allocating the additional resources that are essential to the continuance and strengthening of assistance and co-operation activities, both bilateral and multilateral;
- (b) to make greater efforts to meet the urgent needs of the victims of drought for food and medicines;
- (c) to gear their short-, medium- and long-term assistance activities towards the reinforcement of the capacity of African countries to ensure their own economic and social development.

2. Invites the Governing Body of the International Labour Office to continue and expand its activities in Africa so as to help States in the region to overcome the problems of employment, food and poverty that they face.

3. Calls on the International Labour Organisation—



- (a) to make full use of all opportunities for special support to development directed at the social and economic needs of the African countries;
- (b) to increase its role in its specific fields of competence under the international development strategy, especially employment and fair labour standards.

4. Invites the Governing Body of the International Labour Office to instruct the Director-General to direct these activities as a priority towards—

- (a) the promotion of employment, both agricultural and otherwise, in rural areas, so as to reduce the exodus to the cities, to provide activities and means of subsistence for underemployed rural populations, and to integrate underprivileged groups, such as women, rural inhabitants and the poor, in the rural development process; action taken to this end could include emergency measures;
- (b) developing the local organisation of rural public works, in accordance with the principles and methods already used successfully by the International Labour Office in its special labour-intensive public works programmes, so as to create productive infrastructure and basic equipment that can contribute to food self-sufficiency and rural development, for example the development of land and the harnessing of water resources, the preservation of woodland and reforestation, the struggle against drought and desertification, the development of access roads and the construction of facilities;
- (c) extending the International Labour Office's action in the field of training and further training to the promotion of small and medium-sized undertakings and the handicraft industries which create jobs in both urban and rural areas;
- (d) contributing, in conjunction with the other agencies concerned, to the promotion and organisation of participatory structures, of a co-operative or self-help nature, and, at the same time, to the creation of networks for cereal banks, the distribution of resources, the marketing of produce and access to credit facilities, so as to provide rural populations with a system of food security;
- (e) implementing or developing various types of vocational training, with the following aims:
  - (i) to improve the technical skills of farmers, breeders and planters;
  - (ii) to provide initial and advanced training for agricultural technicians;
  - (iii) to train skilled manpower so as to ensure that the undertakings and technical services concerned with agriculture and the marketing of its produce, such as those involved in storage, processing, packaging, transport, distribution, the provision of spare parts and the repair of vehicles, can operate adequately;
  - (iv) to train, both nationally and locally, qualified officials in public or semi-public administrative services and agencies linked with rural development;
  - (v) to train co-operative members, both men and women;
- (f) developing workers' education programmes on the reinforcement and development of rural workers' organisations and encouraging member States to mobilise such organisations with a view to their participation in national programmes aimed at increasing food production and food self-sufficiency.

5. Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares the short-, medium- and long-term programmes contained in document GB.229/OP/3/4 (paragraphs 25 to 65) the Programme of Action of the ILO for Africa and decides to append it to the present resolution.

6. Invites the Governing Body to examine the ways and means of implementing such ILO support activities to assist Africa and its inhabitants, in collaboration with the Organisation of African Unity and the competent agencies of the United Nations system.

7. Proposes that such activities should be financed—

- (a) from the ILO's regular budget and the special provision for Africa;
- (b) from any voluntary contributions the governments of member States may see fit to pay towards specific programmes.

8. Requests the Governing Body to invite the Director-General to submit concrete proposals to it concerning the activities envisaged and the manner of their execution, and to keep it regularly informed of the implementation of those activities.



## APPENDIX

### Programme of Action of the ILO for Africa<sup>1</sup>

1. What role can the ILO play? To define this role a number of considerations have to be taken into account. First, the ILO must place its operational activities in Africa within the context of the concerted action to be taken by the United Nations system. This explains why the Director-General responded immediately to the request of the United Nations Secretary-General by nominating the Director of the ILO Office in Dar es Salaam as the Office's representative to the Office of the Special Representative of the Secretary-General and by appointing a focal point within the Office for all questions relating to the present situation in Africa. Within this context the ILO should, in accordance with its mandate, concentrate on the social and human resource aspects of the present difficult situation. It will have to focus its operational programmes on the immediate, medium and long-term problems of Africa on a highly selective basis and ensure effectiveness and efficiency in the use of all available resources, drawing fully on the experience and competence of both the headquarters and regional services.

2. In determining the ILO's operational activities geared to cope with the present situation in Africa, it is essential to complement action to deal with the immediate problem of food and water shortages with measures to help cope with the longer and deep-rooted problems of the region. Indeed, the immediate problem of food shortages is basically part of a long-term and much larger developmental problem having many varied aspects. The ILO has a role to play in both the immediate emergency and relief operations as well as in helping to solve the more fundamental long-term problems of Africa. While the ILO's operational programmes can play a modest role in helping to solve the immediate problems of food distribution and food transport, it is its long-term operational activities that are likely to generate more durable and lasting results and which will have a greater impact.

3. The size of the ILO's operational programmes for Africa depends on the financial resources that can be mobilised from the UNDP, development banks and multi-bilateral donors. The ILO's regular budget technical co-operation resources in 1984-85 are too modest to respond to the increasing needs of African countries, and can only serve as a stop-gap measure. The Director-General has therefore included in the 1986-87 Programme and Budget Proposals, which the Governing Body will discuss at this Session, a sum of \$500,000 as a special allocation for the ILO contribution to the system-wide effort in Africa called for by the Secretary-General of the United Nations.

4. It will be recalled that the ILO has been assisting sub-Saharan Africa countries since their independence in achieving their long-term developmental goals. More than 43 per cent of the ILO's operational programmes in 1983 were in Africa. In the first six months of 1984 the value of newly approved projects has tripled as compared with the same period in 1983. The ongoing and the newly approved projects will have to continue as long as they assist in achieving the goals set out in them and help solve some of the problems these countries are facing. However, the ILO will in future have to focus its operational programmes on activities with a direct bearing on the present difficult situation Africa is facing.

#### *A. Action in the short term*

5. As far as the emergency situation is concerned, the ILO's role is rather limited, as has been mentioned earlier, compared to that of the major relief agencies, such as UNHCR, WFP, UNDRO, UNICEF and UNSO, or specialised agencies such as FAO and WHO. It can nevertheless provide assistance and support to remove the logistical and operational bottlenecks which are preventing relief assistance from reaching those in need of it. Such assistance covers the following areas:

##### *(a) Management of ports*

6. Experience in the last few months has shown that one of the major bottlenecks in providing relief assistance in time has been congestion at the ports. Vessels have to wait several days, if not weeks, to unload. Often the equipment used for the unloading of food, medical and other supplies is out of order owing to lack of spare parts or inadequate repair and maintenance. This is a managerial and a training problem in which the ILO has accumulated some experience. In the last two years the ILO helped Mauritius, Senegal and the United Republic of Tanzania to improve their port operations. In the present circumstances the ILO will have to concentrate on short-term measures and crash programmes to improve these operations, and these will have to be followed up whenever necessary by long-term assistance with a view to promoting the viable operation of African ports.

##### *(b) Management of truck fleets*

7. The shortage of managerial capabilities to manage the fleets of trucks used for the internal transportation of food aid and other relief assistance has proved yet another obstacle to the proper and timely distribution of food aid and other assistance. This is felt not only by relief organisations and donors, but also by the governments themselves. Indeed, unless the speedy and prompt distribution of aid is ensured by rapid transport and a

<sup>1</sup> GB.229/OP/3/4 paragraphs 25 to 65.

reduction in port congestion, the timely arrival of aid to the needy is endangered. In this field, the ILO assisted the Government of Ethiopia from 1978 to 1982 in devising a system of proper management for truck operations, ensuring the maximum use of the transport fleet and covering the preparation of an inventory of spare parts and maintenance operations. The same type of assistance could become an important activity for the ILO in drought-stricken countries.

*(c) Repair and maintenance of trucks and vehicles*

8. Closely linked with the problem of truck fleet management is their repair and maintenance. The shortage of qualified personnel to operate modern transport vehicles and to undertake repairs and maintenance is evident. ILO-assisted vocational training projects have over the years trained African workers in these skills. The shortage of such skills is, however, still very acute. Crash courses will have to be organised to ensure that a sufficient number of trained personnel are available in a relatively short period, not only in large towns and agglomerations but also in the remote areas to which the trucks are being sent.

*(d) Construction, repair and maintenance of roads*

9. Recent experience has shown that roads, particularly in remote rural areas, are either non-existent or difficult to pass. Delays in the delivery of food aid and other relief assistance are therefore observed, endangering the lives of thousands of people. The ILO's Special Public Works Programmes (SPWP) can assist governments in constructing new roads and maintaining and repairing old ones, using labour-intensive techniques. Experience gained in countries such as Benin, Burundi, Mali, Rwanda, the United Republic of Tanzania, Togo and Uganda will have to be adapted to meet the pressing needs generated by the present emergency situation.

*(e) Human resources for water management*

10. The scarcity of water in drought-stricken areas calls for the sound management of these resources. Within the framework of the water and sanitation decade launched by the WHO, the ILO has been developing a programme aimed at improving the management of water resources. This programme, which is still in its first stage, can help member countries, particularly those with scarce water resources, to improve and/or develop their managerial capacity with a view to rationalising the use of water. Assistance, for example, has been given to the REGIDESO in Zaire and to Rwanda. The ILO also envisages organising for the members of the Union Africaine des Distributeurs d'Eau (UADE) and in collaboration with this organisation, a seminar on human resources for water management and the organisation of work within water distribution enterprises. A second seminar on the elaboration, execution and monitoring of training in water distribution enterprises is also planned.

*(f) Construction and rehabilitation of wells and the repair and maintenance of water pumps*

11. In some of the drought-stricken countries underground water is still available but is not sufficiently exploited. Existing wells need to be rehabilitated or new ones constructed. Existing water pumps need to be repaired and maintained. The ILO's role would be to provide, through its vocational training and special public works programmes, assistance to develop skills that will enable nationals of these countries to construct and rehabilitate wells or to repair and maintain water pumps. These skills can be provided through crash courses using mobile training units. Experience gained from projects executed in recent years (for example), Burkina Faso and Mali) could be of benefit to those countries which require ILO assistance.

*(g) Strengthening of co-operatives*

12. Co-operatives have an important role to play in the production and distribution of food. The strengthening of co-operatives involved in such activities can be seen from two angles. First, it will decrease reliance on food aid to the extent possible; second, it will involve people in solving their own problems and ensure that food aid reaches those who really need it. The ILO will therefore have to focus its activities on the strengthening of this type of co-operative in drought-stricken areas. It has already been assisting co-operatives through the project entitled "Co-operative support to development activities assisted by the World Food Programme (ACOPAM)" in Burkina Faso, Mali, Mauritania, Niger and Senegal. Needless to say, in the present emergency priority will be given to co-operatives involved in food storage and distribution, both in rural and urban areas.

*B. Long-term action*

13. As stated above, the ILO's operational programmes and activities in Africa have been primarily geared to supporting long-term development efforts. This will remain the thrust of the ILO's operational programmes in the future. In this respect it will be guided by the conclusions of ILO regional meetings and the Lagos Plan of Action as a framework for long-term development policy in Africa, and also by the priorities identified in national development plans. However, in the present circumstances priority will have to be given to a number of basic issues which have a direct bearing both on food production and on overall developments in Africa. Addressing these basic issues is essential to ensuring that social and economic conditions in Africa improve and to hedge against natural catastrophes, such as the drought that has afflicted the continent. The role of the ILO's operational programmes in dealing with these long-term basic issues is discussed below.

(a) *Employment and development*

14. Redressing the economies of African countries and restoring growth requires a revision of their economic strategies. In particular, African countries will have to address themselves to the constraints which hamper the rapid growth of their economies and at the same time preserve the egalitarian and distributive effects of such growth.

15. While JASPA and SATEP will continue to assist African countries in formulating their development strategies and ensuring that new employment opportunities are created as well as satisfying the basic needs of the people, the ILO, in collaboration with these two regional projects, will have to focus on certain priority areas. These would include the following:

(i) *Rural development*

16. In most African countries four out of five people work in rural areas. It is they who are hardest hit by the present situation in the continent, for it is in rural areas that underemployment, poverty and squalor are mostly felt. On the other hand, unless major changes are introduced in rural areas, agricultural production will not increase, and little or no progress will be made towards food self-sufficiency, one of the major objectives of the Lagos Plan of Action. Nor will there be any development in other sectors, including industry, which are often dependent on agriculture.

17. While the FAO has primary responsibility for increasing and improving agricultural production, the ILO's operational programmes can support these endeavours. In the first place, the special public works programmes can assist African member States in the development and construction of irrigation schemes, land development and reforestation, using labour-intensive techniques. The ILO can also assist in introducing appropriate agricultural technology, in the development, repair and maintenance of agricultural tools and equipment, and in the training of manpower in the installation, repair and maintenance of water pumps and the construction and rehabilitation of wells.

18. In addition, the ILO can help to identify constraints affecting increased food production, and to promote institutional reforms and off-farm employment.

19. Advisory services can also be provided to enable member States to create new employment opportunities for youth in rural areas and to integrate youth and women in the development process in rural areas.

20. An essential element in the success of rural development programmes is the involvement and participation of the rural population concerned. Rural workers' organisations have proved effective in involving the rural people in the development of their communities. In this field the ILO has accumulated experience which it can transfer to African countries.

(ii) *Special Public Works Programmes (SPWP)*

21. The special public works programmes (SPWP) represent a strong social aspect of development objectives. In particular, they create a substantial number of jobs in the short, medium and long term, help impart basic skills to unskilled labour, involve local communities in the formulation of projects, foster the collaboration of social groups and promote the development of local production tools.<sup>1</sup> The contribution of such programmes to the development of a country's infrastructure is essential for its overall economic and social progress. Such programmes are also relatively cheap if compared with their capital-intensive alternatives.

22. In addition to the short-term assistance which can be provided to deal with the present emergency situation, the ILO can also assist in introducing measures which help to control or prevent natural disasters such as floods and droughts. Coherent programmes of infrastructure development, including the construction and maintenance of feeder roads, irrigation, reforestation and land reclamation, can be established to minimise the effects of such disasters and would help create employment opportunities for those left unemployed. Furthermore, assistance can be provided to governments to enable them to plan, finance, implement, monitor and evaluate special public works programmes and thus become self-reliant in this respect.

(iii) *Urban informal sector*

23. The importance of the urban informal sector and its role in employment promotion is now widely recognised by African governments. Rural-urban migration has aggravated the problems of African towns: Shanty towns are expanding quickly, putting strain on the basic infrastructure of towns and cities, and the number of unemployment persons is increasing rapidly. The ILO can be of assistance to member States in identifying constraints affecting the development of certain subsectors of the urban informal sector (e.g. manufacturing, construction, transportation, various service trades, etc.), in improving conditions of work and environment, in developing the most appropriate and effective vocational and entrepreneurial training schemes and methods, and in establishing co-operatives, in particular labour co-operatives, in this sector.

<sup>1</sup> Philippe Garnier: *Introduction to Special Public Works Programmes* (Geneva, ILO, 1982), p. 1.

(iv) *Employment impact of investment projects*

24. One of the reasons why some of the objectives of African development plans have not been achieved were the wrong choices made by governments regarding investment and technology. In particular the employment impact of such choices was often ignored or underestimated. The ILO is prepared to collaborate with various donors, including development banks, and with the governments concerned, in assessing the employment impact of the investment and technological choices within the framework of national priorities.

(v) *Adjustment policies*

25. Although Africa's external debts are an old phenomenon with which Africa has lived for many years, the extent of indebtedness reached an unprecedented level of \$150,000 million by the end of 1983, and has been increasing ever since. This problem, coupled with the problems of high interest rates and the resulting debt servicing, increased protectionism, the collapse of commodity prices, dramatic trade deficits, high inflation rates and declining net capital flows to Africa, has brought the economies of most countries of this continent to a standstill. Restoring growth has therefore become one of the major objectives. In order to restore sustained and balanced growth, basic structural changes have to be introduced. In recent years international financial institutions have proposed a number of adjustments and stabilisation policies to African countries which are essential for the recovery of their economies.

26. While the adjustment and stabilisation policies prescribed in recent years are no doubt essential, their impact must also be considered in terms of employment, income distribution, the satisfaction of the basic needs of the majority of the people and the need to provide them with a minimum of social protection. In other words, while radical stabilisation measures might lead to a rapid improvement in the economic situation of a particular country, they might also have undesirable social and political consequences and in the long run affect the fabric of African societies. The role of the ILO within this context is to collaborate with the IMF in finding the most appropriate short and longer-term policy measures which on the one hand redress the economies of the African countries concerned, and on the other avoid measures being introduced whose burden falls heavily on the poor, who are already hard hit by the present difficulties and who are unable to absorb any further reduction in their standard of living if they are to survive.

(b) *Education and training*

27. The key role of education and training and their impact on national development is recognised by all African governments. Indeed, there is common agreement that education and training are amongst the key elements that could lead to a resolution of the present crisis, and this is an area in which African governments have made heavy investments in the last two decades. Maintaining the momentum of expansion and development of the education and training systems which characterised the 1960s and the early 1970s seems unlikely in view of the rising cost of education and training and the budgetary problems which many African countries face. These systems need to be consolidated and rationalised with a view to eliminating duplication and overlaps and in order to reduce the cost of training so as to expand the system and respond to the growing demands on education and training and the requirements of the labour market and technological developments. Such a review of the education and training policies will have to be made with a view to:

- (i) achieving equal opportunity in education and training;
- (ii) increasing education and training opportunities; and
- (iii) increasing the effectiveness and efficiency of education and training systems.

28. The ILO, in collaboration with the African Centre for the Development of Vocational Training (CIADFOR), can play a crucial role in this respect. It can intensify its assistance to African governments in conceiving and formulating sound training policies, adjusting or rationalising these policies and in implementing them. More precisely, the ILO will have to place emphasis on the following:

(i) *Matching training programmes to the requirements of the labour market*

29. Matching training programmes and activities to the requirements of the labour market and to existing or potential employment opportunities is a prerequisite for the effectiveness and efficiency of training programmes. Indeed, it is essential for information on future labour market requirements to be available at the planning stage in order to ensure that such programmes are viable and cost-effective. This is a field in which the ILO and the regional projects CIADFOR, JASPA and SATEP have been assisting member States. These activities could be intensified in those countries where the need for adequate data collection is the greatest. Assistance could also be provided to governments in undertaking manpower assessments in critical sectors, such as energy, mining and transportation.

(ii) *Sectoral training*

30. In addition to national training policies, the ILO will have to put greater emphasis on certain sectors or branches of the economies of African countries. While sectoral training policies are components of national policies, each sector or branch of the economy has its own specific training problems for which specific solutions must be found and for which

specific programmes will have to be conceived. Within the context of the present economic difficulties Africa is facing, it seems that ILO assistance will have to concentrate on four main sectors.

31. The first is *rural non-farm occupations*, which are essential to progress in rural areas. The objective would be to increase income-generating activities which help, inter alia, to check rural-urban migration. Occupations such as those of blacksmith, the repair and maintenance of agricultural equipment and of vehicles, rural construction and handicrafts are some examples in which the ILO could provide assistance.

32. The second is the *food sector*. The shortage of qualified manpower at all levels, and in particular the managerial level and among skilled workers engaged in food processing, handling, storage and preservation, has been one of the major obstacles that have delayed the development and expansion of this sector. In the present circumstances, and given the vital importance of the sector, the ILO will have to respond as quickly as possible to provide the assistance required to train the manpower needed for this sector.

33. The third is the *training of workers in the urban informal sector*. As mentioned earlier, this sector has a great employment absorption capacity. Some parts of the sector are capable of establishing forward linkages with the modern sector. This in turn would require improved occupational and entrepreneurial skills among those working in the urban informal sector. This is a field where the ILO can provide assistance to African countries, in particular in identifying those sub-sectors which are most suited to establishing links with the modern sector, in identifying their training needs and in planning and organising training schemes and courses both at the occupational skills and entrepreneurial levels.

34. The *transport sector*, and in particular roads, railways and ports, is the third sector deserving special attention. The inefficiency of the sector, which is mainly due to the shortage of qualified manpower at all levels, has been a major constraint preventing the smooth and timely distribution of food aid and other relief assistance. The short-term assistance the ILO could provide to cope with the present emergency will need to be complemented by longer-term assistance to establish viable training systems that can provide the sector with qualified manpower both at the managerial and occupational skill levels on a continuous basis, thereby ensuring the smooth transport of goods both in normal and emergency circumstances.

#### (iii) *Training of managers in public, parastatal and private enterprises*

35. Following independence, and particularly over the last few years, there has been a rapid expansion in the number of public and parastatal enterprises in Africa, in such sectors as transport, public utilities, manufacturing, mining and commerce. In many cases these enterprises have been severely handicapped by the lack or shortage of managerial skills. At the same time recommendations have been made to reform parastatal and public enterprises and to encourage the growth of the private sector, including small enterprises. Enhancing managerial capacity has been recommended as a basic measure to help bring about such a reform and to enhance the role of the private sector. This is an area where the ILO can intensify its assistance and transfer some of the knowledge and experience gained over more than three decades for the benefit of parastatal and public enterprises, as well as for the private sector. In addition, assistance could be provided to train the administrators responsible for direct government programmes of rural, transport and infrastructure development.

#### (c) *Development of institutions*

36. A major obstacle to development in Africa is the weakness of its economic and social institutions. As far as the ILO's mandate is concerned, these include co-operatives, social security institutions, small enterprises, and employers' and workers' organisations.

37. It is obvious that all these economic and social institutions need to be strengthened and assisted. While the ILO's operational programmes will continue to contribute to the promotion and strengthening of these institutions, special emphasis will have to be given to two types of institutions that are of special importance.

38. The first are *co-operatives*. Their role in both the rural and urban sectors is obvious and need not be stressed here. It suffices to state that co-operative have long been the backbone of the development policies of many African countries, and there is hardly any economic activity in which co-operatives are not involved. However, co-operatives engaged in the production, marketing and distribution of agricultural production and fisheries will in the present circumstances have to receive special attention. Equally important are co-operatives engaged in handicrafts and small-scale production.

39. Co-operatives in Africa, including those to which special attention must be given, suffer in general from a number of problems. One major problem is that of co-operative leadership and management. Other problems relate to financial controls, the optimum size of co-operatives and government controls. These are some of the problems the ILO's operational programmes have been addressing and regarding which efforts will have to be intensified in order to promote viable co-operatives. The ILO will also have to continue helping countries to establish new co-operatives if this is required.

40. The second are *small enterprises*. They are to be found in both the modern and the informal sector in Africa, and suffer from a host of managerial, technical and financial

problems that make them extremely vulnerable. In addition, in several African countries there is an acute shortage of entrepreneurial talent and tradition, which makes the establishment and survival of new small businesses very difficult. Increased attention will therefore have to be paid to schemes encouraging small enterprise development through combined packages of technical assistance, institutional measures and financial incentives.

41. The participation of strong employers' and workers' organisations in the development efforts is of crucial importance in Africa. Such organisations exist in most African countries but they still need assistance to render more comprehensive and better services to their members. Much of this assistance takes the form of training and education. The ILO has a special responsibility and technical capacity in this field and will therefore continue to give high priority to the strengthening and growth of employers' and workers' organisations in the region.

### **Resolution concerning the Promotion of Measures against Risks and Accidents Arising out of the Use of Dangerous Substances and Processes in Industry**

The General Conference of the International Labour Organisation,

Expressing deep concern at the growing risks and the increasing number of serious accidents related to the use of hazardous substances and chemical products,

Regretting that such accidents have in the recent past caused considerable damage and have led to the death of several thousands of persons both inside and outside undertakings or serious injury to their health,

Considering that such tragedies demonstrate—

- (a) the inadequacy of safety and supervisory measures and the lack of workers' information and training concerning the hazards linked to certain dangerous substances and the technical processes that are in use;
- (b) the correlation between workers' safety and that of the public and the environment,

Emphasising that in the design and implementation of their industrial development policies, competent public authorities and industry should take fully into account the possible safety and health effects of hazardous substances and processes on workers and the general public,

Noting with serious concern that in some countries, and in particular the developing countries, substances continue to be used and produced, and processes introduced, which present risks and which have been prohibited or subjected to restrictions in other countries,

Emphasising the basic responsibility of multinational companies' central management over the organisation and control of the management of all their subsidiary units,

Considering that special activities must be undertaken in order to improve the control of major hazards and safety measures, having regard to the permanent dangers arising from the widespread use of chemicals and other dangerous substances throughout the world,

Recalling the guide-lines regarding the protection of safety and health contained in the International Labour Organisation's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as the provisions contained in the relevant international labour Conventions and Recommendations and codes of practice concerning occupational safety and health and the working environment,

Stressing that international labour standards on safety and health should be universally applied and strengthened, and stressing in particular that this resolution applies to the activities of all enterprises, multinational or otherwise;

1. Calls upon the governments of all States Members of the International Labour Organisation to adopt, in full consultation with workers' and employers' organisations, integrated and comprehensive policies for hazard prevention in connection with the use of dangerous processes as well as the production, transport, storage, handling and disposal of hazardous substances. These policies should include, in particular—

- (a) safeguards to ensure that the introduction of new hazardous substances and processes are effectively monitored and covered by adequate health and safety measures;
- (b) the establishment of strict and adequate safety and health standards to govern, inter alia, the choice of substances and technologies to be used in industry; the location and design of new production processes and equipments; the setting up of safe hazard control and alarm systems in all chemical plants and facilities; detailed emergency plans for factory areas and surrounding

communities; maximum permissible exposure levels for workers and local populations; the provision of adequate protective clothing and equipment at the workplace; the safe transport by air, sea and road as well as the safe storage of toxic chemicals and wastes;

- (c) the establishment of a centralised and independent national authority responsible for submitting recommendations concerning the granting of licences for industrial operations involving hazardous occupations and substances as well as for the import and introduction of new and potentially hazardous technologies and substances in industry;
- (d) the pursuit of international agreements on the export of hazardous substances and technologies, including provisions to stop importation of substances banned in other countries.

2. Further calls upon the governments of States Members of the International Labour Organisation–

- (a) to re-examine the possibilities for a wider and more effective application of the provisions contained in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as in other international instruments dealing with the economic and social responsibilities of multinational enterprises;
- (b) to encourage and stimulate effective tripartite co-operation in all bodies dealing with the safety and health of workers involved in the production, transport, storage, handling and disposal of hazardous products and substances;
- (c) to issue adequate legislation and rules for full and clear information concerning the potential dangers of products and technologies to be provided prior to their marketing or export by producing companies.

3. Calls upon employers and company managements in chemical and other hazardous industries–

- (a) to provide for the safest possible operating and control systems in their enterprises and, where transportation is involved, for the safest possible mode of transport;
- (b) to replace, whenever possible, dangerous substances and processes by safer alternatives;
- (c) to avoid or minimise the stockpiling of toxic and hazardous substances;
- (d) to ensure the exchange and dissemination of research information concerning safety and health particulars of hazardous processes and substances and their alternatives;
- (e) to ensure, as a matter of priority, that all workers, technicians and managers who play any role in the safety control system of the enterprise be given adequate specialised training for this purpose;
- (f) to provide to all workers in the enterprise, and in a language they can understand, the necessary training, information and instructions as well as equipment required for the protection of their individual and collective safety and health at the workplace.

4. Calls upon workers' organisations–

- (a) to contribute towards the improvement of safety conditions in industry by setting up health and safety departments and locating scientific, medical and legal experts for advice on matters of safety and health;
- (b) to elect safety and health representatives to monitor the workplace;
- (c) to initiate training courses for such representatives;
- (d) to establish more contacts between workers' organisations in the same national or multinational enterprises in order to acquire a better understanding of matters concerned with safety and health.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General–

- (a) to make early arrangements for ad hoc expert meetings–
  - (i) to identify and assess risks arising out of dangerous industries;
  - (ii) to advise the Office on
    - general safety measures specific to highly hazardous industries;
    - measures required to improve safety and health in the production, storage and transportation of dangerous substances;
    - the transportation of appropriate standards and a code of practice;

- (b) to make every effort, through the International Labour Office's activities in the fields of technical co-operation, promotion of standards, research and information, to provide maximum assistance to member States for the establishment and strengthening of national infrastructures and institutions conducive to ensuring high levels of safety and health standards in the production, transport, storage and handling of hazardous substances and to strengthen the International Labour Office's ongoing programmes in the field of training in occupational safety and health;
- (c) to continue to put emphasis, in the context of Industrial Committee meetings, on safety and health aspects of the introduction of potentially hazardous substances and technologies in the relevant industrial sectors;
- (d) to devote adequate attention and resources to the International Labour Office's participation in the International Programme on Chemical Safety carried out jointly with the World Health Organisation and the United Nations Environment Programme, and to pursue maximum strengthening of co-operation with other relevant United Nations agencies for the improvement and effective application of international standards in the field of hazard control and accident prevention as well as the protection of the safety and health of workers employed in chemical and other potentially hazardous industries;
- (e) to continue to submit proposals to the Governing Body for the inclusion in the agenda of future sessions of the International Labour Conference of technical items dealing with acute safety and health problems in chemical and other hazardous industries with a view to the strengthening of international labour standards in this field and in particular to examine the possibility, as a matter of priority, of including the subject of hazard control and accident prevention related to the use of hazardous substances and processes in industry in the agenda of an early session of the International Labour Conference.



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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twenty-seventh Sitting

Monday, 24 June 1985, 10 a.m.

President: Mr. Ennaceur

### COMMUNICATION OF THE REPORT OF THE APPEALS BOARD

*Interpretation from French:* The PRESIDENT—Before turning to the first item of today's business, I should like to draw the Conference's attention to the report of the Appeals Board, the text of which was distributed this morning in the *Provisional Record*, No. 31. The Conference has before it the report of the Appeals Board on the protests transmitted to it on 18 June 1985. By virtue of the decisions taken by the Conference on 8 June 1959, the decisions of the Board on these protests are final and are to be put into effect by the Conference immediately, without debate. The Conference therefore notes the decisions, which are not open to debate.

### REPORT OF THE COMMITTEE ON CONVENTION NO. 63 (STATISTICS): SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—We go on to consider the Report of the Committee on Convention No. 63 (Statistics).

I would ask the Chairwoman of the Committee, Miss Pineda, Government adviser, Philippines, the Reporter, Mr. Worton, Government adviser, Canada, and the other officers, kindly to come to the rostrum.

I would like to ask Mr. Worton to submit the report of the Committee to the Conference.

Mr. WORTON (*Government adviser, Canada; Reporter of the Committee on Convention No. 63 (Statistics)*)—It is a great honour for me to come before the plenary of the 71st Session of the International Labour Conference in order to present the report of the Committee on Convention No. 63 (Statistics).

I would first of all like to convey, on behalf of my fellow Committee members, our very high regard for the tripartite discussion process through which we addressed our task both this year and last. The work was conducted in a truly fraternal spirit with all of our conclusions except one having been arrived at by consensus.

I think it will be quite clear, from the Committee's report and the accompanying instruments, to what a remarkable extent these conclusions reflect the common interests and concerns of workers, employers and governments.

At the same time, my Committee colleagues would, I know, wish me also to pay tribute to the wisdom of the two-stage discussion process which allows time for the thoughtful reassessment of initial,

tentative thinking. This has, in the present instance, resulted in a proposed Convention and Recommendation entirely capable of satisfying the requirements which made it necessary to revise the almost 50-year-old instrument which preceded them.

First and foremost, the proposed new instruments cover a range of statistics far beyond the scope of Convention No. 63. They provide the elements for describing, understanding, analysing and planning the many and complex dimensions of labour's role in the functioning of the modern economy and of society in general. In formulating these elements, we have tried to keep in mind the needs of both developed and developing countries.

The proposed Convention provides a simple, undogmatic statement of general requirements and the basic principles underlying them, which the proposed Recommendation then amplifies with details of classification, coverage and other technical dimensions. Even so, the various specifications have no mandatory character: rather, they constitute a statement of goals towards which Members are able to work at their own pace.

These principles of flexibility and gradualism are also reflected in the provisions which permit Members to ratify the Convention on the basis of as little as one Article, and which similarly permit a partial denunciation so that special circumstances encountered by Members from time to time can be accommodated without the necessity of full denunciation.

Finally, in addition to formulating a new Convention and Recommendation, this Committee is presenting to the Conference a resolution concerning statistics of productivity. This resolution urges the Governing Body to strengthen the Office's capability to further develop guide-lines in the area of productivity measurement. The importance of this topic has been recognised by the Committee in its proposed Recommendation concerning labour statistics.

However, I would at this time like to note that in the version of the resolution which appears at the end of the report the word "statistics" was inadvertently omitted. It should, of course, have appeared after the word "productivity" in the second paragraph of the resolution. I should like to ask the Conference to accept my apologies for this omission.

I should also like to note that the form in which this resolution is stated is technically incorrect, and I should like to read to you the precise wording which should have appeared in the *Provisional Record*. It is my understanding that this new wording will be distributed in writing to the members of the Conference before the vote takes place tomorrow. The wording should be as follows:

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee established to examine the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63),

Requests the Governing Body of the International Labour Office to give high priority in its future programme proposals to work on the problems of productivity measurement with a view to providing, by the beginning of the next decade, guide-lines concerning concepts, definitions and methodologies that can be used by Members which wish to develop statistics of productivity in pursuance of the goals set forth in Paragraph 15 of the Labour Statistics Recommendation, 1985. Such work should be undertaken in collaboration with other competent statistical agencies in the United Nations family.

That then, is the wording of the resolution which will be formally placed before you.

In respectfully concluding, I would like to urge the Conference to give its favourable consideration to these instruments and the related resolution.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open.

Mr. SUZUKI (*Employers' adviser, Japan; Vice-Chairman of the Committee on Convention No. 63 (Statistics)*)—Before I begin I should like to congratulate you, Sir, on your unanimous election and to wish you every success in guiding us.

The report presented by our Reporter contains many messages from our Committee to the plenary and through it to member States. One of these is the unanimity of the Committee at all stages of its work, particularly the constructive, supportive and co-operative spirit which enabled it to evolve useful international instruments. Secondly, I must stress the strong and excellent determination of member States, including workers' organisations as well as employers' organisations, to improve and develop statistics.

The purpose of our work in the Committee was to produce a new Convention which would supersede the obsolete one. We were very clear from the beginning as to why the old text had become obsolete: because the structure of the world of labour has changed rapidly over the last few decades, because the importance and usefulness of statistics have become more and more apparent with the advent of the information society, and finally, because the old text was too rigid to overcome such changes.

The response of our Committee to such changes and the needs of Members is the report itself in front of you, and which includes the texts of a proposed Convention, a proposed Recommendation and a resolution for your adoption. The Employers' members in the Committee are quite happy with the results of these deliberations on these three instruments and, in particular, the proposed Convention which is small but compact, not rigid but accommodating the various needs of member States. We believe that the contents and structure of the instrument itself are very good and acceptable. I do not want to repeat what our Reporter has said to you, but only to make one caution concerning paragraph 3 of Article 17: this should not be interpreted as a

precedent for narrowing the scope of other Conventions, particularly those dealing with human rights.

As to the proposed Recommendation, I would like to express the satisfaction of the Employers' members of the Committee on the manner in which the matters are properly dealt with. Recommendations supplement Conventions, but maintain a certain independence from the Conventions themselves. The Employers' members agreed to the inclusion of the contents of Paragraph 15 concerning statistics of productivity within the proposed Recommendation and also as an important attachment within the framework of the resolution. Although this might constitute large-scale dynamite if misused, Paragraph 15 of the proposed Recommendation is primarily addressed to the member States and secondly to the Office. The resolution is also addressed to the member States and also to the Office.

I feel it might be useful to explain one or two basic facts concerning productivity measurement and statistics.

Productivity refers to a comparison between output and input, for example output divided by total man-hours or total of labour and capital input, or something in between. In each case, however, the results are different. The meaning of these several kinds of comparisons is also different. Although all these measurements regarding productivity are addressed to very important economic questions, some questions are best answered by one kind of productivity measurement whilst others require another kind of measurement. So, we should not fall into the pitfalls of using the wrong statistics for the particular purpose which we have in mind. The second fact is that we are human and we have self-interests. Groups such as the social partners have their own self-interests, which are sometimes different and sometimes the same. These self-interests will influence their choice of measurement methods. The fact is that statistics of productivity can vary, depending on the choice of the measurement method used, even though their purpose and meanings are clear in our mind.

Productivity statistics have no sense unless the comparisons are made between cross-sections or within given time series. However, since such comparisons may be between periods far apart or between sectors or countries dissimilar in the structure of their output, input resources, consumption patterns and economy and organisation, they may produce more than one conclusion.

The fact which we must particularly keep in our minds when reading the resolution and Paragraph 15 of the proposed Recommendation is that the method which we adopt to overcome such difficulties in comparing output and input in different circumstances will in fact determine the results regarding productivity statistics. What worries me is that there is no consensus amongst statisticians or economists as to what the right method is. Usually we try out many methods and find out how closely these different results resemble each other and, finally, we usually average all the different results. You can reject them because they are an average; you can reject it because such a provision is not contained in the proposed Convention.

Finally, I must also mention the benchmark year for indices of productivity. It makes a great difference to the results whether you measure over a six-

month period or choose a one-year base or a five-year or ten-year base. When you even shift the base year to another period the results again will change and will be very much affected. These are the basic facts which should be borne in mind as regards productivity measurement.

Finally, I would like to mention that the proposed texts in front of you are very useful in the present circumstances facing member States. I should therefore like to seek from all delegates, in particular Employers' delegates, their support for these instruments. Please allow me to thank heartily the Employers' group, and in particular our Chairwoman, Miss Pineda, Mr. Worton our Reporter and Mr. Turvey, representative of the Office, for their professional guidance in our deliberations within the Committee. I would also like to express my sincere thanks and appreciation to Mr. Chiluba, our Workers' Vice-Chairman, for his excellent work and his spirit of co-operation.

Mr. CHILUBA (*Workers' delegate, Zambia: Vice-Chairman of the Committee on Convention No. 63 (Statistics)*)—Allow me, Mr. President, to associate myself with those distinguished delegates who before me congratulated you on your election to the Presidency of the 71st Session of our Conference.

Speaking on behalf of the Workers' group of the Committee on Convention No. 63 (Statistics), which is the fifth item on the agenda of the 71st Session of the International Labour Conference, I express my full support for the work done in this Committee and for the document before you for adoption. The report fully reflects the spirit of co-operation and consensus which characterised our discussion. The Workers' group, the Employers' group and the Governments shared a set of common goals. We were all convinced of the importance of agreement on the proposed instruments, a Convention and a Recommendation to replace the obsolete Convention No. 63 of 1938, because of the need for reliable labour statistics, both in developed and developing countries, particularly for the purposes of planning and monitoring social and economic progress as well as for industrial relations, as is stated in the Preamble to the proposed Recommendation.

As you will note from the Committee's report, only one vote was taken during the whole of our deliberations. This is fully indicative of the constructive spirit which characterised our discussion.

The Workers' group did express some initial dissatisfaction, however, with changes made to the text of Articles 1 and 16 of the proposed Convention as agreed by the 70th Session of the Conference during the first discussion, because we felt that these changes were unjustified and weakened the character of the instrument. However, these initial difficulties were speedily and satisfactorily resolved in that there was unanimous agreement to revert to the former text of Articles 1 and 16. The proposed Convention now provides for the collection of statistics for nine important subjects and specifies the coverage of such statistics. The supplementary proposed Recommendation goes into greater detail about the classification and periodicity of data collection for the nine subjects dealt with in the proposed Convention.

The Workers' group particularly welcomes Article 3 of the proposed Convention which requires ratifying Members to consult with the representative

organisations of workers and employers when establishing or developing their system of labour statistics. Worthy of mention, also, is Article 4 which seeks to guarantee the confidentiality of data on individual statistical units, such as persons, households, establishments or enterprises. The provisions on acceptance and withdrawal of obligations—Articles 16, 17 and 21—introduce a great deal of flexibility. They allow for progressive, partial ratifications of the Convention, subject by subject, and for progressive expansion of the scope of statistical data collection and fulfilment of the requirements of each subject.

In addition, it allows ratifying Members to go back on initial commitments by withdrawing obligations from subject to subject, provided the Member maintains its obligations in respect of at least one subject or by narrowing down the scope as initially specified. This high degree of flexibility may seem at first sight contrary to the fundamental notion of standard-setting in the interests of social progress. However, the Committee came to unanimous agreement that it was necessary. Because of limitations on financial, technical and human resources or unforeseen circumstances, like wars, other catastrophies, governments may find it difficult to meet a set of rigid long-term commitments on the level of statistical coverage to be achieved. The political will of governments and commitments to social progress and to the highest professional standards will be crucial for the implementation without abuse of such a flexible Convention.

The Workers' group was convinced of the political good will and sense of professionalism as expressed by the statisticians on the government benches and so gave its support to these flexible provisions.

A word of caution is, however, necessary. It must be made clear that the provisions allowing for the narrowing of scope only apply to the special case of a Convention on the collection of labour statistics. In no way should it set a precedent, for the narrowing of scope when this refers not to statistics to be collected but to persons to be protected. In other words, when it comes to issues of human and trade union rights, and I consider the two indivisible, under the protection of workers we must all be vigilant and remain firm in our stand that such flexible provisions on the narrowing of scope do not and cannot apply.

I would like to draw to the attention of this Conference the fact that an amendment submitted by the Workers' group, and dear to their hearts, was not accepted by the Committee. This amendment sought to extend the statistics to be covered and a Recommendation for the subjects of occupational injuries and occupational diseases. The Workers wanted the coverage of such statistics to extend to persons, not at the workplace, but in the immediate vicinity of an industrial accident who are also affected by such an accident.

There was generous sympathy for the Workers' position in the light of various accidents in recent years where persons in the community have been affected by accidents involving highly toxic substances; the most tragic of these has been Bhopal in India. It was felt, however, that the collection of such statistics fell outside the competence of the Labour Statistics Branch. I would like to stress that the Workers' group of the Committee on Convention No. 63 (Statistics) would like the ILO to look into the possibility of including this area of statistical data

collection in its programme of work. To this end, the Labour Statistics Branch should co-ordinate with other competent bodies, working in this field, such as the World Health Organisation and the United Nations Environment Programme, as well as with related programmes within the ILO, such as PIACT and the Occupational Health Hazard Alert System.

The Workers' group expresses its full support for the resolution to have the ILO include productivity measurement in its programme of work on labour statistics, so that in the future this important element of labour market information could take its rightful place along with the other nine subjects presently covered by the labour statistics Convention to be adopted.

Allow me to mention that it was almost impossible to accomplish this work in such a record time in our Committee, but it was made possible because of the participation and assistance we received from the Director-General's representative and his very competent and committed technical staff to all of whom we wish to record our dear thanks; the smiling interpreters in their booths also deserve our mention and thanks. Special mention must also be made of the manner, the special manner, in which Mr. Worton, Government member, Canada, our Reporter, handled the work of our Committee. We are all, individually and collectively, indebted to him. My thanks cannot be complete without the specific mention of my very near and dear brothers, Suzuki and O'Hanlon, Employer members from Japan and the United States, respectively, for their exceptional spirit of co-operation which made our going a real pleasure. I pay my personal tribute to these two distinguished gentlemen.

My fellow Worker members of this Committee, with whom I am privileged to share a particular sense of satisfaction, taught me an unforgettable lot. I am going back home a better person and more equipped for the future, thanks to them. But all the groups and persons I have mentioned needed guidance to reach the goals. This was very adequately provided by the very humble and highly skilled Miss Pineda, Government member, Philippines, who was Chairwoman of our Committee, and we achieved remarkable success. Her personal guidance and, you will all agree with me, her personal charm as well brought this report here today.

Thanks to the noteworthy co-operation of all concerned, we have the privilege to submit to the Conference for its adoption the report of the Committee and the proposed Convention and the Recommendation on labour statistics which we hope will indeed fulfil the important objectives to which they are addressed and I am sure deserving adoption unanimously.

*Interpretation from French:* Mr. OECHSLIN (*Employers' delegate, France*)—The Proposed Convention concerning labour statistics submitted to us contains a provision in paragraph 3 of Article 17 allowing for subsequent limitations on the technical scope of statistics.

This "flexibility" clause, as it is called nowadays, is unusual in our instruments. In my group's opinion, it is perfectly justified in the case of an instrument on labour statistics. However, recourse to it in a case like this must not set a precedent for other instruments dealing with social policy standards in the strict sense

of the term, where its use would certainly be inappropriate because of its legal implications.

I should like to take this opportunity to congratulate the Chairman, the Vice-Chairmen and the members of the Committee on the efficient job they have done.

*Interpretation from French:* The PRESIDENT—We shall now go on to the adoption of the Committee's report, paragraphs 1 to 139. If there are no objections may I take it that the Conference adopts the report of the Committee on Convention No. 63 (Statistics)?

*(The report is adopted.)*

PROPOSED CONVENTION CONCERNING LABOUR STATISTICS, SUBMITTED BY THE COMMITTEE ON CONVENTION No. 63 (STATISTICS): ADOPTION

*Interpretation from French:* The PRESIDENT—I now go on to the adoption of the proposed Convention concerning labour statistics, Article by Article. We start with the Preamble.

*(The Preamble is adopted.)*

*Interpretation from French:* The PRESIDENT—We now pass to the operative part of the proposed Convention, Articles 1 to 21.

*(Articles 1 to 21 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—May I take it that the proposed Convention as a whole is adopted?

*(The proposed Convention is adopted as a whole.)*

*Interpretation from French:* The PRESIDENT—In accordance with Article 40, paragraph 6, of the Standing Orders of the Conference, the provisions of the proposed Convention concerning labour statistics as adopted by the Conference will be referred to the Drafting Committee of the Conference for the preparation of the final text.

PROPOSED RECOMMENDATION CONCERNING LABOUR STATISTICS, SUBMITTED BY THE COMMITTEE ON CONVENTION No. 63 (STATISTICS): ADOPTION

*Interpretation from French:* The PRESIDENT—We shall now proceed to adopt the proposed Recommendation, Paragraph by Paragraph, beginning with the Preamble.

*(The Preamble is adopted.)*

*Interpretation from French:* The PRESIDENT—We now turn to the operative part of the Recommendation.

*(Paragraphs 1 to 20 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—May I take it that the proposed Recommendation is adopted as a whole?

*(The proposed Recommendation is adopted as a whole.)*

*(Interpretation from French:* The PRESIDENT-In accordance with article 40, paragraph 6, of the Standing Orders of the Conference, the provisions of the proposed Recommendation concerning labour statistics as adopted by the Conference will be referred to the Drafting Committee of the Conference for the preparation of the final text.

RESOLUTION CONCERNING STATISTICS OF PRODUCTIVITY,  
SUBMITTED BY THE COMMITTEE ON CONVENTION NO. 63  
(STATISTICS)

*Interpretation from French:* The PRESIDENT-A resolution remains to be adopted, namely the resolution concerning statistics of productivity. The Committee on Convention No. 63 (Statistics) recommends to the Conference that it adopt a resolution inviting the Governing Body of the International Labour Office to give high priority in its future programme proposals to work on the problems of

productivity measurement. The Committee further wishes to recommend that such work be undertaken in collaboration with other competent statistical agencies in the United Nations family.

This resolution has as its objective the provision, by the beginning of the next decade, of guide-lines concerning concepts, definitions and methodologies that can be used by Members which wish to develop statistics of productivity in pursuance of the goals set forth in Paragraph 15 of the Labour Statistics Recommendation, 1985.

I presume the Conference agrees to the principle embodied in this resolution. The text of the resolution will be distributed to you in due course and the final vote will be taken on it along with the Convention and Recommendation.

Before I adjourn the meeting I should like to associate myself with the congratulations of the Conference to the Chairwoman of the Committee on Convention No. 63 (Statistics) and the other officers and all the members of the Committee for the excellent job they have done and the report before the Conference.

*(The Conference adjourned at 10.45 a.m.)*

## Twenty-Eighth Sitting

Monday, 24 June 1985, 3 p.m.

President: Mr. Ennaceur

### COMPOSITION OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

*Interpretation from French:* The PRESIDENT—Before taking up the examination of the report of the Committee on Occupational Health Services; I give the floor to the Clerk of the Conference who has some announcements to make.

The CLERK OF THE CONFERENCE—The Employers' electoral college met on Thursday, 13 June 1985, in accordance with article 54, paragraphs 4 and 5, of the Conference Standing Orders. The electoral college unanimously confirmed the appointment made by the Employers' group of the Governing Body of Mr. R. H. Brillinger (*Canada*) to replace Mr. Deschamps (*Canada*) as deputy member of the Governing Body.

The electoral college also unanimously elected the following Governing Body members after the resignation of Mr. Yllanes Ramos (*Mexico*): Mr. W. Durling (*Panama*) to replace Mr. Yllanes Ramos as regular member, and Mr. Eurnekian (*Argentina*) to replace Mr. Durling as substitute member.

The Workers' electoral college met on 14 June 1985, in accordance with article 54, paragraphs 4 and 5, of the Standing Orders of the Conference, and confirmed the appointment as Worker regular member of the Governing Body of Mr. J. T. Morton (*United Kingdom*) to replace Mr. J. A. Graham (*United Kingdom*).

### REPORT OF THE COMMITTEE ON OCCUPATIONAL HEALTH SERVICES: SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—We shall now take up the report of the Committee on Occupational Health Services.

I invite Mr. Rantanen (*Government adviser, Finland, Chairman and Reporter of the Committee on Occupational Health Services*) to come to the rostrum and submit the report to the Conference.

Mr. RANTANEN (*Government adviser, Finland; Chairman and Reporter of the Committee on Occupational Health Services*)—I have the honour to submit to this Conference the Report of the Committee on Occupational Health Services.

This year the Committee completed the second round in the double discussion and as a result, proposals for a Convention and Recommendation concerning occupational health services are submitted to the Conference.

As the Chairman of the Committee I would like to address my sincere thanks to both of the Vice-Chairmen, Mrs. Serrano Acedo of the Workers' group and Mr. Dinman of the Employers' group. I would like to thank them both for their most constructive and highly competent contributions to the work of the Committee. These thanks belong also to all Government members as well as to all individual members of the Workers' and Employers' groups.

As has been repeatedly stated in the Conference, occupational health services are a positive and generally accepted effort of both governments and social partners for the protection of the health of the working population. We believe this is an effective way to protect the most important asset of the undertaking, its human resources. At the national level the occupational health services constitute an important tool to promote general social and economic development. In this way the impact of the occupational health services is much wider than on health alone. In fact, it is difficult to foresee any progress of a social and economic nature if the health of workers is poor and the working environment is hazardous. On the other hand, people working in healthy and safe environments are creative, productive and constructive.

So the Committee took the assignment given by the Conference very seriously and 159 experts on occupational health from 88 countries offered their competence and capacities to complete this most important task.

The proposed instruments cover fairly the content of the Occupational Health Services Recommendation, 1959 (No. 112) and they are also in line with the Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164) of 1981. Relevant parts of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body in 1977, were also considered.

By the unanimous decision of the Committee, the proposed instruments are designed to be as flexible as possible without, however, losing their guiding principles. Therefore the proposed Convention is written within a comparatively general framework in order to facilitate the widest ratification. The proposed Recommendation contains more details for guidance of the development of occupational health programmes at the national level, but again they are written in flexible form, in order to meet the widely varying needs of member countries.

As regards the organisational aspects of the occupational health services, the Committee proposes as

wide a coverage as possible for such services. These services should be provided for all workers, including not only traditional industries, but also small industries, the public sector and co-operatives. According to the proposed Recommendation, the services should also be available for self-employed persons such as agricultural workers in many countries. This principle of wide coverage was based on the observation that occupational health hazards are at least as prevalent in small industries as they are in large ones.

Substantively the instruments are designed to meet current and future trends in working life. A preventive approach starting from the planning of a healthy working environment and ending in the prevention-oriented assessment of workers' health has been clearly considered. According to the very character of occupational health problems, a multidisciplinary approach was adopted as an important element of these services. Several new trends and preventive possibilities in the field of occupational health were also considered, including work-related aspects of mental health and new achievements in research in the biomedical sciences and industrial toxicology.

In the operation of occupational health services the Committee wanted several important principles to be confirmed, such as the professional independence of occupational health service personnel, confidentiality of both personal medical data and company data, and close co-operation of occupational health services with other relevant services such as those responsible for occupational safety and other health services both inside and outside the undertaking.

In the spirit of the Workers' Representatives Convention, 1971 (No. 135), and in accordance with the prevailing trends in working life, the full participation of the social partners in the planning and implementation of all aspects of the occupational health services was also taken into account.

During the two-stage discussions, the Committee on Occupational Health Services demonstrated its exceptional capacity for creative work and which was carried out in the spirit of the fairest tripartism: the great majority of the decisions were made unanimously. All the three groups, Government, Employers' and Workers' demonstrated repeatedly their strong interest in developing occupational health services for all those who take part in working life. This interest was itself the most prominent feature of the work of the Committee. I also would like to convince the Conference that the product of the Committee's work is based on sound professional knowledge.

Since both proposed instruments have been elaborated in such a spirit, I hope and I believe that the Conference will not have great difficulties in adopting them, even though after the closing of the work of the Committee, certain difficulties have appeared.

I have great pleasure in submitting the report of the Committee on Occupational Health Services to the Conference and I recommend the adoption of both of the proposed instruments, the Convention and Recommendation by this Conference.

*Interpretation from French:* The PRESIDENT—We shall now start the general discussion of the report.

Mr. DINMAN (*Employers' adviser, United States; Vice-Chairman of the Committee of Occupational Health Services*)—Mr. President, may I on behalf of

the Employers' members of the Committee on Occupational Health Services extend our congratulations to you upon your deserved and unanimous election to preside over the discussions of this important assembly.

As regards the discussion of the past two weeks there are several issues in our determinations, in our discussions, in our debates which leave many of us unfortunately far from satisfied, far from feeling that there was a resolution on an equitable and a compromise basis of the issues which arose in the course of this discussion and debate.

One of the issues which was of much concern and particularly to me as a safety and health professional is the injection of labour relations and social issues into what is essentially an attempt to arrive at a safety and health, an essentially occupational, health services Convention. The problems for us of using safety and health as a vehicle, indeed as a Trojan horse, to carry labour relations issues is really for me a difficult proposition as a health professional. As I stated at the opening of the Conference, we should have the clarity of vision and the determination, both the Workers and the Employers, to differentiate those issues which are truly safety and health issues from those issues which are labour relations issues, social issues and which unfortunately may be carried by the Trojan horse of safety and health. I had hoped, and I expressed this hope at the very beginning, that we would have the ability to differentiate these issues. Unfortunately, there are many elements of the present proposed Convention, particularly Article 8, and also of the proposed Recommendation, particularly Paragraph 33, which lead us to doubt whether or not there has been adequate differentiation between truly occupational health issues and those issues which are quite removed from the protection of the health of workers, those issues which are solved better by means other than the methods that are utilised to solve safety and health issues.

Another major issue which unfortunately we could not resolve in a totally satisfactory fashion relates to the proposed Recommendation and I refer in particular to Paragraph 43. The reading of that Paragraph indicates that there are difficulties as the Paragraph is presently constructed. Let me pose the question: Let us suppose that there are multiplicity of sites within one country in which multinational corporations are operating. Let us say that at one site there is a multinational from Scandinavian countries, at another site within that same country there is a multinational from the United States, at another site within that country there is a multinational from France and elsewhere still another multinational whose home office is in France. What this Paragraph demands is that we should have in one host country, a level of services appropriate to Scandinavia, and within the same host country an enterprise operating at a level appropriate to France and in the same host country another enterprise operating at levels and standards appropriate to the United Kingdom or the United States, indeed what we have is a multiplicity of enterprises with varying levels of occupational health services. Now this poses several questions and let me put these questions. First of all, the question remains: who shall, within the limits of sovereignty, determine in a host country what level of occupational health services is appropriate? Shall it be the host or shall it be the guest? If it is indeed the guest



which determines these levels then there is a distinct and a serious impact upon national sovereignty. As regards the question of multiple standards, I would point out that under Article 2 of the proposed Convention and Paragraph 1 of the proposed Recommendation each nation is required to develop, among other things, a coherent policy for occupational health services within their own country. Now how can they develop a coherent policy if there is a multiplicity of levels and standards of services within that one country? I would propose that the ability to meet the requirements of either Article 2 of the proposed Convention or Paragraph 1 of the proposed Recommendation is sincerely compromised. Furthermore, if one looks at Paragraph 43, one will note there that the highest level of operations is not simply imposed upon multinationals but is also required of nationals. I would suggest that the reading of this particular Paragraph does not make it clear just what requirements it is proposed to impose upon a national corporation. I suspect that the reading of this Paragraph leaves that question in abeyance.

Now if I may summarise as a professional for 30 years dedicated to the safety and health of each worker, during my entire professional career I have asked many times how we can reach these worthwhile goals concerning the protection of the health of individual workers. How can we reach these goals and use safety and health as a vehicle for the accomplishment of other ends which depend upon bargaining, honest open and free bargaining? Can we bargain for a few dollars, a few francs, a few pounds for a leg or for a lung? Reason, reason and decency lead us to say no, no, no, this cannot be bargained for. Reason and decency state that if there are parts of the body or the health of the individual which are at risk then it falls upon both social partners to resolve, not to bargain, but to resolve, to solve these safety and health problems, for indeed they are problems, problems to be solved not issues to be negotiated. It is for these reasons that the Employers find first of all, that while there is a degree of merit in and much to be said for the proposed Convention, the introduction of these labour relations and social issues do not permit all the Employers uniformly to support the proposed Convention. Many will, some will not, and so reservations must be entered to support the interests and opinions of those who may not. Secondly, as to the recommendations, there the same issues arise as regards inconsistencies between the recommendations and Paragraph 43, in which a need for a coherent policy is imposed upon each of the national members. Now these inconsistencies particularly between the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policies, as adopted by the Governing Body of the ILO, and the wording of Paragraph 43, imposed upon us the requirement that we place on record at this time our reservations as regards the actions which will necessarily be taken Wednesday next. Unfortunately, the concern of the Employers is so great as to direct them either to vote against or possibly to abstain as regards these recommendations.

*Interpretation from Spanish:* Mrs. SERRANO-ACEDO (*Workers' adviser, Spain; Vice-Chairman of the Committee on Occupational Health Services*) —Mr. President, I should like to join the voice of the

Workers' group of the Committee on Occupational Health Services with those of speakers who have preceded me in expressing congratulations to you on your election and on the way in which you are conducting the proceedings of this Conference. We should also like to express our thanks to the Chairman of the Committee, Mr. Rantanen, the Vice-Chairman for the Employers, Mr. Dinman and the members of the staff of the ILO, both those whom we met and saw everyday during the Committee's sittings as well as those behind the scenes who made it possible for the Committee's work to proceed smoothly.

Now for those present at this Conference, I have a number of points which I should like to explain. Mr. Dinman has made objections to a series of Articles, curiously, the Articles to which he has objected are Articles which were adopted by consensus in the course of the Committee's tripartite sittings. Article 1, referring to the scope of the proposed Convention, explains very clearly what the objective, of the occupational health services should be: they are entrusted with essentially preventive functions and responsible for advising the employer and the workers on the requirements for establishing and maintaining a safe and healthy working environment which will facilitate optimal physical and mental health in relation to work. If Mr. Dinman has any doubt about this, the definition in Article 1 should take care of his doubt because it contains the words in relation to work.

As concerns Paragraph 43 of the proposed Recommendation to which he raised so many objections, this Paragraph was hotly debated in the Committee but the text of this Paragraph is exactly the text which the Employers' group proposed as a basis for consensus and this text was accepted by the Workers' group and subsequently put to the Committee and accepted by all the Government members present without any voices being raised against it.

When the International Labour Organisation meets in its Conference to frame an instrument, it is because the matter at issue is a matter of concern to all the member States of the ILO. In the case of the instruments framed by the Committee on Occupational Health Services the purpose of the proposed Convention and Recommendation which we have drafted is the protection of the health of the workers against the hazards to which they may be exposed in their undertakings and for this purpose, it is proposed that there would be an occupational health service as a means of ensuring a healthy and safety working environment.

We have drafted a proposed Convention sufficiently flexible to make it possible for all countries to ratify it. This proposed Convention constitutes the framework for laying down a national policy and each country can decide for itself on its priorities, and on the assignment of its resources to the most urgent problems.

These instruments take into account the variety of conditions which exist and afford an opportunity for the social partners to work together to produce a more advanced system to protect the health and safety of workers.

Certain divergences should be resolved by negotiation but questions concerning the health and safety of workers cannot be resolved by an attitude of opposition or by haggling, and it is not possible for there to

be different viewpoints regarding the importance and achievement of the objectives set. I must say to I must ask Mr. Dinman to excuse me because all the words which I have just repeated are his. They are to be found in paragraphs 11 and 14 of the report. These sentences are very clear. They are very fine sentences; they are admirable sentences with which we entirely agree. But within the context of the ILO, fine phrases will only be useful if the ideas embodied in them are transformed into instruments and that is what we have done in the Committee on Occupational Health Services.

Unfortunately, serious accidents and disasters have had to occur, as in Seveso and Bhopal, to make us aware of the extent to which lack of safety and protection in undertakings can affect the health of workers. For us, the right to protection of health against the hazards existing in the undertaking brooks no discussion and must never depend on geographical factors. We all know today what the consequences of the gas in Bhopal were. Exposure to this gas would have the same effect on the health of a worker in my country or in any other part of the world. If the effects are the same, then the level of safety and protection should be identical.

This is the objective which we have tried to achieve in these instruments; we believe that they are good instruments which should be supported and adopted by all.

*Interpretation from French:* Mr. DUCRAY (*Government delegate, France*)—I should like to associate myself with the congratulations already addressed to the Committee on Occupational Health Services during this session of our Conference. I should particularly like to join in the compliments paid to the Chairman and officers of the Committee. We all appreciate the quality of the report and I am very happy that in the framework of the standard-setting activities of the Organisation the question of occupational health services has become a topical matter with a view to the elaboration of a special Convention.

Unfortunately, I must somewhat qualify my satisfaction and joy because of the wording of the French title of the proposed Convention submitted to the Conference for adoption. The precision of the French language and the fact that French is one of the official languages of this Conference and that I will therefore not be able to retranslate the French into French when I return to Paris have prompted me to enter a reservation as to the title of the Convention. However, this reservation will in no way prevent my Government from adopting this proposed Convention. We speak in France of the notion of "occupational medicine" on the one hand, and the notion of occupational health services on the other. This poses no problems for English-speaking countries but it does create a problem if translated literally into French. It might give rise to ambiguity and therefore create a problem the application of the proposed Convention. I would like to eliminate this risk by stating that my Government is particularly attached to the notion of labour medicine which is not incompatible with that of occupational health services. Indeed, we introduced such services immediately after the Second World War and they constituted a genuine social breakthrough which was approved by the whole of the labour force.

I found two bases of support for this position in Articles 5 and 9 of the proposed Convention. Article 5 refers to the functions of the occupational health service and one of its essential functions is to supervise the health of the workers. Obviously, this is a medical matter. Article 9 supports my view since it refers to co-ordination between the various functions of occupational health services and the other health services and medical services that might exist in a country. They are placed on the same level, and I do not know of any health service in my country which is not supervised by the medical corps.

Now, as to my country's attachment to the notion of occupational medicine as opposed to occupational health services, I should like to refer to conditions in France. We should like to maintain the quality of the protection provided to the workers by specialists, specially trained in universities. And, as a specialisation, occupational medicine is becoming increasingly popular among our medical students and as many will be interested in following this path we do not want to discourage them.

In addition we want to ensure that the technical advisory services provided to the employer by the occupational health services cover the various aspects of the health of the workers, i.e. physical as well as mental. All these factors, I believe, are linked to medicine.

Obviously this does not exclude the diversification and expansion of occupational health services through co-operation with ergonomists and psychologists, but the points that I have made, I hope, will be understood so as to avoid any ambiguity in the translation of this proposed Convention.

*Interpretation from French:* Mr. VERSCHUEREN (*Employers' delegate, Belgium*)—As has already been emphasised by the previous speaker, Mr. Ducray, the health of the workers in the undertaking is a subject that has been dealt with and discussed at length at this Conference.

We welcome this as concern for the physical well-being of the worker is one of the priorities of the ILO.

It is of course the duty—and indeed a concern—of the employers to fulfil their responsibility in this field. I would emphasise their responsibility, speaking as the head of an undertaking.

This has two consequences as regards the subject that we are considering this afternoon.

First, the working environment must be safe and healthy, provision being made to cover risks pertaining to occupational accidents or disease, so that they may be prevented as far as possible. However, this also means that it is not for the head of the undertaking or for undertakings in general to monitor the day-to-day general health of the worker outside the employment relationship. This is an area of individual responsibility and, at the same time, one falling within the purview of those responsible for the promotion of public health.

A second consequence is that in order to render the pursuit of this objective, operational undertakings should organise appropriate and efficient medical services. Such services must naturally be multidisciplinary but provision must be made for medical supervision and the primordial role of the physician must not be ignored.

We realise that this view of matters is reflected, if not explicitly, than at least implicitly, in the proposed Convention before us. For this reason, we are in a position to approve the proposed Convention.

The situation is different, however, with regard to the proposed Recommendation. As Mr. Dinman indicated, we are aware that a Recommendation does not have the same binding force as a Convention, but it would be very wrong to refuse later to give effect to a text, all the provisions of which we have adopted or approved.

Now, in the document before us there are two provisions which give rise to objections of principle on our part as well as problems regarding the practical application. I refer to Paragraphs 33 and 43.

Paragraph 33 is designed to introduce joint management in the day-to-day running of medical services since it makes provision for organisation, operation, the employment of personnel and the planning of programmes. However, if in the future there are material consequences arising from inappropriate decisions, they will have to be borne solely by the head of the undertaking. It is difficult for us to accept this.

Paragraph 43 provides that an enterprise with more than one establishment should ensure the highest standard of services—both within and outside national borders—in all its establishments. This provision overlooks the particular circumstances and needs of individual establishments and may hinder in particular, more favourable initiatives on the part of the management of a given establishment.

We know in fact that within the Committee there was a certain degree of agreement on the text before us but a committee is a group of specialists, a limited group, and it is necessary that the General Conference give its view, and therefore it must be accepted that a Conference such as this one should be able to put forward objections to the work done in a committee, even a committee with well-informed participants.

We should also mention that a reading of the text gives the impression that the primordial role to be played by the physician in the performance of the operations of the occupational health services has been weakened.

For these reasons, and while supporting the objectives pursued in the two documents, I shall regretfully be compelled—and the same applies to several of my colleagues—to abstain in the vote on the proposed Recommendation.

*Interpretation from French:* Mr. ZENGER (Government delegate, Switzerland)—I should like to follow my colleagues who preceded me in congratulating the President and the Vice-Chairmen of the Conference for the excellent work they have performed to date.

On our side, the side of the Government delegates from Switzerland, we are very interested in the Convention and Recommendation which are proposed to us. We have had occasion to say so not only in the first questionnaire but also in the second statement from our Government concerning the proposed instruments.

We shall therefore vote in favour of these two instruments. Nevertheless, as Mr. Ducray and Mr. Verschueren have just pointed out, we have a number of reservations. Our first reservation concerns the title. I stress that this is a formal reservation

which does not lead to any changes of substance. We have entered this reservation because the English title employs words which have always been used in the documents of our Organisation as far as the occupational health services (*"médecine de travail"* in French) are concerned. This year we have a proposed Convention and Recommendation which in French refers to *"service de santé au travail"* rather than *"services de médecine du travail"*. The English title has, however, remained the same; thus there is either no problem of substance involved, in which case this should be stated, or else there are certain problems, and once again this should be stated, if the scope is different.

What is involved is the question of clarity. The problem is even more acute in the documents in German although it is true they are unofficial documents—you know that in my country, more than 70 per cent of our citizens speak German, and there the reference is to *"betriebsärztliche Dienste"*. Consequently, for reasons of coherence and legal security and to avoid all ambiguity, I should prefer as regards the French title of this Convention and the corresponding terms used in the various provisions that a choice should be made which is perfectly unambiguous and which is the same as that which we have used all these years in the past. That is the first comment I wish to make.

Secondly, I should like to refer to the proposed Recommendation. The proposed Recommendation also raises the problem of principles both from the legal and practical point of view. At the legal level, it is difficult to cause a State, any State, to assume commitments—even moral ones—which are those of a Recommendation not subject to ratification but which give directives to a State. I remind you that States are obliged to give law and practice reports concerning Recommendations. Therefore, it appears, as I say, difficult to impose certain moral obligations in a territory which is not that of the State in question. Consequently, if each State accepts such a Recommendation, each State must also fulfil the obligations—even moral obligations—to which it subscribes. Now it is very difficult for a State, for any State, to assure that benefits, even of a qualitative nature, will be provided in another State.

These are the two reservations which I wanted to make. The first, concerning the title of the proposed Convention and the French expression used for the health services in the instrument, is of course, the more important one.

Mr. KHURSHID AHMED (*Workers' delegate, Pakistan*)—I feel it my great privilege to associate myself with other speakers who have appreciated the very useful work which has been done by this important Committee on Occupational Health Services, in particular the Chairman, Mr. Rantanen, the Employers' Vice-Chairman, Mr. Dinman, and the Workers' Vice-Chairman, Mrs. Serrano Acedo, who has ably expressed the point of view of the Workers in this Committee.

We have before this house a proposed Convention accompanied by a proposed Recommendation, and some of the distinguished members from the Employers' side have made reservations which have prompted me to speak on behalf of the Workers' side and to support what Mrs. Serrano Acedo has stated in earlier remarks.

Firstly, although the Employers' group finally agreed to a compromise on Paragraph 43 of the proposed Recommendation following a detailed discussion, as set forth in paragraphs 200-204 of the report, and this was the formula that was unanimously adopted, later on we find that, in paragraph 221 of the report, the Employers' members expressed a reservation and they have openly said before this rostrum that they will be abstaining and that they will be having reservations.

On some of the reasons which they have advanced, I would very respectfully submit that, firstly, it was said that the employer should become responsible, even though these measures are to be taken with the consultation of both social partners, that is to say, the workers' organisation and employers' organisation. And if anything happened, the responsibility for accidents, etc., would evolve upon the employers. I would very respectfully submit that the workers are the weaker party, and in some of the countries where technologies are imported they do not know what human suffering can result, while the employer who brought the new technology and new machinery is better equipped to do so. Although the workers tend the machines, the employer is equally responsible and should also look into hazards which could result in tragic events like which happened in Bhopal. And in such a situation they are responsible, particularly in the developing countries where many of the workers come from the rural sector and are unaware of the ill effects of technological progress.

Secondly, it has been said that undertakings should be solely responsible; I would submit that certainly the undertaking which puts into operation the new technology and equipment and maintain the machines is also morally and legally responsible for the physical and mental health of the workers it employs, because they are the producers, and however modern the machines may be, if the workers' input is not there, there can be no production.

Thirdly, I submit that the State also has a responsibility for guaranteeing compliance with the law within the country.

So I would very respectfully request that, whatever reason has been advanced for the abstention by the Employers' group, they should review the matter, and that the report which has been formulated, complete with the very comprehensive proposed Convention and Recommendation, should be adopted; I fully support such adoption.

*Interpretation from Arabic:* Mr. NASR (*Employers' delegate, Lebanon*)—Mr. President, I should like to express my congratulations to you and my pride at seeing, for the first time since this Organisation was founded, an Arab President of this Conference. This a credit to you personally and a well-deserved honour, as all those who have come in contact with you are aware. It is also due to the role played by your country in the Arab and African world.

I asked to speak in this discussion to refer to two points. Firstly, as you know, this is the report of a specialised committee, and since it is a specialised committee I did not feel that I could be a member of it. I did, however, expect a report dealing with the technical aspects of guaranteeing workers in undertakings the best possible conditions of work from the point of view of their health and safety as well as guaranteeing that the working conditions in enter-

prises are as good as they could possibly be from the point of view of the environment.

I have noticed that two paragraphs have had special emphasis laid on them by other speakers, namely Paragraphs 33 and 43. These Paragraphs deal with matters which are related to the technical aspects of safety and health. I had not had the intention of dwelling on these points since I have observed that in other committees it has been stated that it was not appropriate to refer to matters which are irrelevant. As concerns these two Paragraphs, the developed countries are being urged to do things which are beyond their capacities and in the case of Paragraph 33 industrial relations between employers and workers in undertakings are beyond the usual relations between employers and workers and it is not appropriate to bring in such matters in connection with such a sensitive issue as workers' health.

Turning to Paragraph 43, here it is requested that national and multinational enterprises, some in developing countries and some in developed countries, should make sure that in their branches in developing countries safety and health conditions should be improved to the level ensured in the developed countries. This means that health and safety conditions in enterprises must be raised to a level which is not possible for these undertakings. This will give rise to distinctions which should not exist and to complaints about other enterprises that cannot have these conditions. Worse than this we shall be discouraging multinational enterprises from being established in our countries and make it difficult for them to give us their assistance.

We should be courageous and come out and say that today multinationals have become such that they dictate conditions which, if put into effect, will result in a deterioration of the industry of developing countries.

Under the cloak of imperialism, colonialism and foreign capitalism, we shall be prevented from introducing technological progress which can be done only through the installation of such multinationals in our countries.

Because of this I am afraid I shall have to abstain in the vote on this proposed Recommendation, despite my concern about safety and health and optimum working conditions.

*Interpretation from Spanish:* Mr. LOMBERA PALLARES (*Government delegate, Mexico*)—The Mexican Government delegation wishes to express its support for the remarks made by the Workers' Vice-Chairman from this rostrum.

The objections made by certain Employers with respect to paragraphs 33 and 43 seem to us not make much sense.

I think that the workers have every right to participate in the discussions on occupational health. Health is a human right, and human rights should be respected; human beings also have a right to legitimate defence.

A worker employed by an enterprise has every right to participate in discussions on his own health and the health of his workmates.

As concerns the so-called nebulosity of Paragraph 43, we don't think that this is correct. What Paragraph 43 is talking about is that governments are obliged, at least morally, to ensure the same health conditions for the workers of our own countries as

those guaranteed by other governments in other countries.

Mathematically speaking, we can say that if in developed countries workers in multinational undertakings have 100 per cent security, the Government of Mexico is obliged to do the same on Mexican territory. That is what Paragraph 43 is all about. It is not a question of conflict between different jurisdictions, but merely a question of applying the same law in the same way to all undertakings in all countries, and we think that this is to some extent a way of checking the abuses of multinational enterprises.

*Interpretation from French:* The PRESIDENT—Having listened to the report by the Reporter and the support given by certain delegations, and reservations expressed by others, we shall now proceed to the adoption of the report, Paragraphs 1 to 222. Are there further objections or reservations in this part of the report? I therefore take it that the report is adopted.

*(The report is adopted.)*

PROPOSED CONVENTION CONCERNING OCCUPATIONAL  
HEALTH SERVICES, SUBMITTED BY THE COMMITTEE ON  
OCCUPATIONAL HEALTH SERVICES: ADOPTION

*Interpretation from French:* The PRESIDENT—I now go on to the adoption of the proposed Convention, beginning with the Preamble.

*(The Preamble is adopted.)*

*Interpretation from French:* The PRESIDENT—We shall now adopt the proposed Convention, Article by Article.

*(Articles 1 to 16 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—I now go on to the adoption of the proposed Convention as a whole. If there are no objections I shall assume that the proposed Convention has been adopted as a whole.

*(The proposed Convention is adopted as a whole.)*

*Interpretation from French:* The PRESIDENT—In accordance with article 40, paragraph 6, of the Standing Orders of the Conference, the final provisions of the proposed Convention concerning occupational health services will now be referred to the Drafting Committee of the Conference.

PROPOSED RECOMMENDATION CONCERNING OCCUPATIONAL  
HEALTH SERVICES, SUBMITTED BY THE COMMITTEE  
ON OCCUPATIONAL HEALTH SERVICES: ADOPTION

*Interpretation from French:* The PRESIDENT—We now go on to the adoption of the proposed Recommendation concerning occupational health services, beginning with the Preamble.

*(The Preamble is adopted.)*

*Interpretation from French:* The PRESIDENT—We shall next take the proposed Recommendation, Part by Part. May I take it that Part I (Paragraphs 1 and 2) is adopted?

*(Paragraphs 1 and 2 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—I now turn to Part II, Paragraphs 3 to 31. May I assume that they are adopted?

*(Paragraphs 3 to 31 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—Next, we come to Part III, Paragraphs 32 to 35. A reservation has been raised by Mr. Verschuere, Employers' delegate, Belgium, on his own behalf and that of a number of other delegates. Taking account of this reservation on Paragraph 33, may I consider Paragraphs 32 to 35 adopted?

*(Paragraphs 32 to 35 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—We go on with Part IV, Paragraphs 36 to 43. Reservations have been expressed regarding Paragraph 43 by several Employers' delegates, and these appear in the *Record*. Subject to these reservations, may I take it that Paragraphs 36 to 43 are adopted?

*(Paragraphs 36 to 43 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—I now turn to Part V, Paragraphs 44 to 48. I take it that they are adopted.

*(Paragraphs 44 to 48 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—I now go on to the adoption of the proposed Recommendation as a whole. While noting the reservations expressed by certain delegations concerning Paragraphs 33 and 43, may I assume that the Recommendation as a whole is adopted?

*(The proposed Recommendation is adopted as a whole.)*

*Interpretation from French:* The PRESIDENT—In accordance with article 40, paragraph 6, of the Standing Orders of the Conference, the final provisions at the proposed Recommendation concerning occupational health services will now be referred to the Drafting Committee of the Conference.

All I have to do now is to thank, on behalf of the Conference, the Chairman of the Committee on Occupational Health Services, the Reporter, the Vice-Chairmen and all the members for their excellent work.

RESOLUTION CONCERNING STATISTICS OF PRODUCTIVITY,  
SUBMITTED BY THE COMMITTEE ON CONVENTION NO. 63  
(STATISTICS): ADOPTION

*Interpretation from French:* The PRESIDENT—You will remember that this morning, when we adopted the report of the Committee on Convention No. 63 (Statistics) the Reporter referred to a resol-

ution submitted by the Committee to the Conference. The text of the resolution has now been distributed. I should like to adopt this resolution now. If there is no objection I shall assume that the resolution concerning statistics of productivity is adopted.

*(The resolution is adopted.)*

*(The Conference adjourned at 4.15 p.m.)*

#### **Corrigenda**

##### *Provisional Record, No. 15:*

On page 15/5, right-hand column, antepenultimate line, add: "This principle, in its original form, no longer exists in contemporary capitalist society. Still less could it exist in its conventional form in developing countries."

On page 15/6, left-hand column, replace lines 21-28 by the following: "economic problems. This creates the necessary conditions for further development of the social and public principle in the management system, which assures not only tripartite but even fuller representation of all the social partners concerned in the decision-making process in the labour field. For this purpose collective management bodies have been set up and are functioning in enterprises. This form of involvement of all parties in."

On page 15/6, left-hand column, replace line 33 by the following: "Affairs and its local network, as a public management body".

##### *Provisional Record, No. 27:*

On page 22/17, left-hand column, fourth paragraph: in the eighth and ninth lines read: "some 20 million new jobs"; in the fourth line from the end read: "by founding new businesses".

##### *Provisional Record, No. 27:*

On page 27/23, the quotation from the Koran at the end of Mr. Yazdli's speech should read as follows: "And if they break their promises after their agreement and (openly) revile your religion, then fight the leaders of infidelity so that they may desist-surely their promises are nothing." (Sura 9, verse 12)



*Vote final par appel nominal sur la convention concernant l'établissement d'un système international de conservation des droits en matière de sécurité sociale*

*Pour/For/En pro (404)*

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Mr. SARABI (E)  
Mr. PAIKARGER (T/W)

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<i>Koweït/Kuwait/Kuwait :</i> Mr. AL-KANDARI (T/W)	<i>Nigeria/Nigeria/Nigeria :</i> Mr. OLOWU (G) Mr. WILLIAMS (G) Mr. OKOGWU (E) Mr. SUNMONU (T/W)		
<i>Liban/Lebanon/Libano :</i> M. KHARMA (G) M. NASR (E)	<i>Norvège/Norway/Noruega :</i> Mr. HELDAL (G) Mrs. ANDRESEN (G) Mr. HOFF (E) Mrs. BUCK (T/W)		

<i>République arabe syrienne/ Syrian Arab Republic/ República Árabe Siria:</i> M. DAUDI (G) M. BITAR (G) M. KOUSSA (E) M. KASSIS (T/W)	<i>Togo:</i> M. SANGBANA (G) M. FREITAS (G) M. SAMAROU (E) M. ASSIH (T/W)	<i>URSS/USSR/URSS:</i> M. KOSTINE (G) M. JOUKOV (G) M. KIRIANOV (E) M. PROKHOROV (T/W)	<i>Yugoslavie/Yugoslavia/ Yugoslavia:</i> Mr. LUCIC (G) Mr. TOMASEVIC (G) Mr. MOLAN (E) Mr. FRANIC (T/W)
<i>Tanzanie/Tanzania/Tanzania:</i> Mr. MDAMO (G) Mr. LIUNDI (G) Mr. NAMATA (E) Mr. RWEGASIRA (T/W)	<i>Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:</i> Mr. SALANDY (G) Mrs. HUTCHINSON (G) Mr. NUNEZ (E)	<i>Uruguay:</i> Sr. MAESO (G) Sr. FALCHETTI (G) Sr. CORTIZO (T/W)	<i>Zaire/Zaire/Zaire:</i> M. NSOKIMIENO MVUKULU (G) M. KOMBO NTONGA BOOKE (T/W)
<i>Tchécoslovaquie/ Czechoslovakia/ Checoslovaquia:</i> Mr. KYSELY (G) Mr. ZAPOTOCKY (G) Mr. TESAR (E) Mr. KOZIK (T/W)	<i>Tunisie/Tunisia/Túnez:</i> M. MEBAZAA (G) M. BEL HADJ HASSINE (G) M. ACHOUR (T/W)	<i>Venezuela:</i> Sr. OYARZABAL (E) Sr. VARGAS (T/W)	<i>Zambie/Zambia/Zambia:</i> Mr. LUKUTATI (G) Mr. CHITANGALA (G) Mr. SUMBWE (E) Mr. CHILUBA (T/W)
<i>Thaïlande/Thailand/Tailandia:</i> Mr. SANGTONG (G) Mr. REANTRAGOON (G) Mr. KAMTESTONG (T/W)	<i>Turquie/Turkey/Turquia:</i> M. INAN (G) M. OGUZMAN (G) M. IBRAHIMOGLU (E) M. DENIZCIER (T/W)	<i>Viet Nam:</i> M. DIEP (G) M. LUONG (G)	<i>Zimbabwe:</i> Mr. KANGAI (G) Mr. MURERWA (G) Mr. SWART (E) Mr. MAKWARIMBA (T/W)
	<i>RSS d'Ukraine/Ukrainian SSR/ RSS de Ucrania:</i> M. OUDOVENKO (G) M. BATYUK (G) M. CHILO (E) M. POIDA (T/W)	<i>Yémen/Yemen/Yemen:</i> Mr. AL-NOAMI (T/W)	
		<i>Yémen démocratique/Democratic Yemen/Yemen Democrático:</i> Mr. ABDULLAH (G) Mr. SHADLY (G) Mr. KIRBEE (E) Mr. ABDULLA (T/W)	

### *Contre/Against/En contra (0)*

### *Abstentions/Abstentions/Abstenciones (29)*

<i>Botswana:</i> Mr. SEBELE (G) Mr. MOTSHIDISI (G) Mr. DAMBE (E)	<i>Koweït/Kuwait/Kuwait:</i> Mr. HUSSEIN (G) Mr. AL-KULAIB (G) Mr. AL-DABBOUS (E)	<i>Malaisie/Malaysia/Malasia:</i> Mr. ABDUL LATIFF (G) Mr. ABDUL WAHAB (G) Mr. NARAYANAN (E) Mr. JAMALUDDIN (T/W)	<i>Singapour/Singapore/Singapur:</i> Mr. HUI (G) Mr. LOH (G)
<i>Brésil/Brazil/Brasil:</i> Sr. ALVARES MACIEL (G) Sr. TARGINO BOTTO (G) Sr. MORITZ (E)	<i>Lesotho:</i> Mr. THOAHLANE (G) Mr. RAMOCHELA (T/W)	<i>Malawi:</i> Mr. LIABUNYA (T/W)	<i>Thaïlande/Thailand/Tailandia:</i> Mr. YUPRAPHAT (E)
<i>Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:</i> Mr. SALEM (G) Mr. HARIB (G) Mr. AL-KITOUB (E)	<i>Jamahiriya arabe libyenne/ Libyan Arab Jamahiriya/ Jamahiriya Árabe Libia:</i> Mr. AREBI (G) Mr. EL MAZDUR (G) Mr. KWAIRY (E)	<i>Qatar:</i> Mr. AL-DERHAM (G) Mr. JAWAD (E)	<i>Venezuela:</i> Sr. QUINTERO CASTAÑEDA (G) Sr. RODRIGUEZ NAVARRO (G)

## Trentième séance

Lundi 21 juin 1982, 15 h 30

Présidence de M. Grados Bertorini

### RAPPORT DE LA COMMISSION DE L'APPLICATION DES CONVENTIONS ET RECOMMANDATIONS: DISCUSSION (*fin*)

*Interprétation de l'espagnol:* Le PRÉSIDENT – Nous allons poursuivre la discussion sur le rapport de la Commission de l'application des conventions et recommandations.

*Interprétation du russe:* M. NAIDENOV (*délégué gouvernemental, Bulgarie*) – Qu'il me soit permis, au nom de la délégation de la République populaire de Bulgarie et au nom d'un certain nombre d'autres pays socialistes, de faire quelques observations sur le rapport que nous sommes en train d'examiner.

L'un des éléments principaux des activités de l'Organisation internationale du Travail, ce sont ses activités normatives. L'adoption des conventions et des recommandations joue un rôle important pour unifier peu à peu les législations en matière de travail des différents pays, pour améliorer les conditions de travail et pour protéger les droits des travailleurs.

Mon pays, comme les autres pays socialistes, accorde une très grande importance aux activités normatives de l'OIT. Nous l'avons dit devant plusieurs organes de l'OIT. Nous avons contribué à l'élaboration et à l'adoption de ces instruments. Dans l'application des conventions et recommandations, le mécanisme de contrôle du BIT occupe une place toute particulière. A notre avis, ce mécanisme devrait être grandement amélioré. L'un des moyens les plus importants de perfectionner les organes qui constituent le mécanisme de contrôle, c'est de les adapter à la réalité actuelle dans le monde, qui se caractérise par la création et le développement de l'amitié entre les pays socialistes, l'écroulement du système colonialiste et l'augmentation du rôle des pays en développement. Le mécanisme de contrôle, à l'heure actuelle, ne reflète pas pleinement ces réalités dans le monde.

Dans le rapport de la commission d'experts, un certain nombre de cas font l'objet d'appréciations différentes en ce qui concerne l'application des instruments dans les différents pays. On ne tient pas suffisamment compte de leurs conditions concrètes, sociales et économiques, ce qui est lié principalement aux méthodes de travail de cette commission ainsi qu'à sa composition.

Lorsque l'on décide de la composition de la commission d'experts, il conviendrait de songer aux nouvelles tendances progressistes qui se manifestent sur le plan économique et social dans le monde d'aujourd'hui. Dans notre pays, nous sommes préoccupés par le fait qu'au sein de la commission d'experts, il existe une certaine tendance à interpréter de

façon unilatérale les conventions et les recommandations de l'OIT ainsi que la législation des différents pays. A plusieurs reprises, nous avons exprimé notre point de vue selon lequel les gouvernements des Etats sont souverains lorsqu'il s'agit d'interpréter leur législation et que, conformément à la Constitution de l'OIT, la commission n'est pas compétente pour juger des questions relatives à l'application des conventions. Nous ne saurions accepter non plus les méthodes actuelles de travail de la commission d'experts sur l'application des normes. A plusieurs reprises, les pays socialistes et d'autres pays ont posé le problème de ces Membres de l'OIT qui n'ont pas ratifié les conventions et se trouvent donc en dehors du champ d'application du mécanisme de contrôle et qui, pourtant, participent à la discussion et expriment leur point de vue sur des problèmes liés à l'application de ces mêmes conventions par les Membres qui les ont ratifiées, participent également aux votes au sein de la commission.

D'une part, ils n'ont pas ratifié la convention dont on discute et, d'autre part, ils ont le droit de juger des pays qui, eux, l'ont ratifiée. Cette pratique incite beaucoup de pays à s'abstenir de ratifier des conventions et d'autres pays, même, à les dénoncer. Si vous comparez le nombre de ratifications enregistrées et le nombre des Etats Membres de l'Organisation, vous constaterez que la situation empire au fil des ans.

La collaboration des Etats Membres au mécanisme de contrôle de l'OIT sape le système actuel et les méthodes de travail du mécanisme de contrôle et porte préjudice aux intérêts des pays en développement et, en premier lieu, des pays qui ont fait preuve d'une attitude positive vis-à-vis des conventions de l'OIT et qui les ont ratifiées, lors de leur entrée en tant que Membres de l'Organisation.

Dans les conditions qui règnent actuellement, c'est-à-dire avec un mécanisme de contrôle non démocratique, ces pays se trouvent sur la sellette et leurs conditions concrètes, économiques et sociales ne sont pas prises en considération. Nous partageons l'avis exprimé dans bon nombre de paragraphes du rapport de la Commission de l'application des conventions et recommandations, et pourtant parallèlement, nous y trouvons un nombre important de lacunes. Cette année, on a étudié moins d'un tiers des cas qui avaient été soumis par la commission d'experts. Par exemple, pour ce qui est de la convention (n° 111) concernant la discrimination (emploi et profession), 1958, et de la discrimination exercée dans les territoires arabes occupés et dans d'autres pays, on n'a pratiquement pas discuté de ce problème ou on en a discuté de façon très fragmentaire. A la commission d'experts, il conviendrait de discuter de

ce problème dans un esprit de coopération et de respect mutuel, ce qui permettrait de mieux appliquer ces normes, et, partant, de protéger les intérêts des travailleurs. Cette façon de discuter le problème d'application des instruments serait conforme à la Constitution de l'OIT et nous permettrait de créer les conditions propices à l'augmentation de la participation des pays aux activités de l'OIT en matière d'élaboration et d'application des normes.

Les défauts que je viens de relever dans les organismes de contrôle ont eu une influence néfaste sur le projet de conclusion ayant trait à la Pologne qui nous est proposé dans le document. Malgré les informations très détaillées fournies par la Pologne sur la normalisation de la situation dans le pays, malgré le désir ardent de ce pays de créer des conditions normales d'activité syndicale conformément à la convention n° 87, et malgré les contacts que ce pays entretient avec le BIT, il est proposé dans le rapport d'insérer le nom de la Pologne dans un paragraphe spécial. Nous ne pouvons accepter cette proposition qui est tout à fait sans fondement, et si ce paragraphe était mis aux voix, nous voterions contre.

Au nom de la délégation de la République populaire de Bulgarie et au nom de délégations d'un certain nombre de pays socialistes, je proposerai que le rapport de la Commission de l'application des normes soit mis aux voix en vertu de l'article 19, paragraphe 1, du Règlement de la Conférence.

Cela étant et compte tenu de ce que j'ai dit au sujet du mécanisme de contrôle de l'OIT et de ce qui en est dit dans le rapport, nous nous abstiendrons lors du vote.

**M. WISZKIELIS (conseiller technique gouvernemental, Pologne)** – Compte tenu du fait que certains délégués ont estimé qu'ils exprimaient leur attitude à l'égard du rapport de la Commission de l'application des conventions et recommandations, je tiens également, au nom de la délégation gouvernementale de la Pologne, à récapituler brièvement notre point de vue et à préciser notre position sur cette question, et cela indépendamment de la décision qui sera prise par notre Conférence.

Je tiens en premier lieu à relever que, malgré une longue mais sérieuse discussion au sein de la Commission de l'application des normes, reflétée d'ailleurs fidèlement aux pages 31 à 48 de la deuxième partie du rapport de la commission, M. Houthuys, le porte-parole du groupe travailleur, a jugé opportun de soulever d'une manière directe le cas de la Pologne. A ce propos, je tiens à rappeler qu'il a été dit en séance plénière, par un des membres de notre délégation, que la délégation polonaise n'a nullement l'intention de répondre à chaque fois lorsque le cas de la Pologne sera abordé par certains délégués. Cela est valable également pour M. Houthuys en réponse à la déclaration qu'il a faite ce matin. Toutefois, je tiens à éloigner cette nouvelle tentative de présenter la question polonaise d'une manière contraire à la réalité, motivée uniquement par des raisons politiques qui portent, par ailleurs, le caractère d'une immixtion dans les affaires relevant des décisions prises par un Etat souverain. Les propos tenus par l'orateur dont j'ai fait mention nous semblent être une tentative de mise en relief des questions polonaises visant à détourner l'attention de notre assemblée des cas, nombreux dans le monde, de violation

réelle et continue de la liberté et des droits syndicaux, sans parler des droits de l'homme.

Pour cette raison mais aussi pour deux autres raisons majeures, la délégation gouvernementale de la Pologne ne peut se prononcer en faveur du rapport de la commission qui nous est soumis pour adoption. La première raison porte sur notre opposition absolue à ce que le cas de la Pologne fasse l'objet d'un paragraphe, en l'occurrence le paragraphe 84 du rapport, figurant dans la section des « Cas spéciaux ». Nous considérons que le cas polonais tel que reflété dans le rapport de la commission a été abordé d'une manière unilatérale dans le contexte de la convention n° 87. Ce problème a été clairement et sans équivoque évoqué à la séance du 19 juin, dans l'intervention du professeur Rajkiewicz, ministre du Travail, des Salaires et des Affaires sociales de Pologne, lorsqu'il a dit que, au sein de l'OIT, il n'y a pas de question polonaise. Par contre il y a, même pour les organisations syndicales, le problème du respect des obligations constitutionnelles de l'Etat, le respect de leur propre statut et, de ce fait, le respect également des conventions de l'OIT en matière de liberté syndicale, de droit syndical et de négociation collective. La délégation polonaise réaffirme cette prise de position et ne voit plus l'utilité de rouvrir une discussion à l'heure actuelle, discussion qui s'est amplement déroulée au sein de la commission sur le cas polonais.

Je ne saurais terminer cette brève intervention sans remercier les représentants des gouvernements qui, lors du vote, au sein de la Commission de l'application des normes, sur l'inclusion du cas de la Pologne dans un paragraphe « cas spéciaux », se sont exprimés contre ou se sont solidairement abstenus.

La deuxième raison de notre réserve sur le rapport de la commission repose sur nos observations de principe au sujet de certaines parties du rapport, qui ont d'ailleurs été exposées il y a un instant, également en notre nom, par le délégué gouvernemental de la Bulgarie.

En terminant, je voudrais exprimer notre reconnaissance au président de la Commission de l'application des normes, M. Zenger, qui a déployé tant d'efforts dans la présentation de questions difficiles auxquelles la commission devait faire face cette année.

*Interprétation de l'espagnol:* Le PRÉSIDENT – Il n'y a pas d'autre orateur. Un délégué a demandé qu'il soit procédé à un vote sur l'adoption du rapport. Nous allons procéder à un vote à main levée.

*(Il est procédé à un vote à main levée.)*

*Interprétation de l'espagnol:* Le PRÉSIDENT – Le résultat du vote est le suivant: 148 voix pour, 3 voix contre, avec 112 abstentions. Le quorum de 245 n'a pas été atteint.

*Interprétation de l'anglais:* M. POLITES (délégué des employeurs, Australie; vice-président de la Commission de l'application des conventions et recommandations) – Il y a des personnes absentes de cette salle, qui, devant assister à d'autres réunions, n'ont pas pu participer à ce vote. Conformément à l'article 19, paragraphe 1 du Règlement de la Conférence, je demande que nous procédions à un vote au scrutin secret pour déterminer la position exacte de la

Conférence. Nous proposons que ce scrutin secret se fasse demain matin.

M. HOUTHUYS (*délégué des travailleurs, Belgique; vice-président de la commission de l'application des conventions et recommandations*) – Comme le groupe des travailleurs, d'une façon unanime – je l'ai déclaré ce matin –, s'est prononcé en faveur de l'acceptation du rapport et qu'il y a un certain nombre de travailleurs qui ne s'attendaient pas à ce qui est réclamé cet après-midi, je soutiens la demande de M. Polites, à savoir qu'on procède à un vote au scrutin secret demain matin et que tout le monde en soit averti.

*Interprétation du russe: M. OUDOVENKO (délégué gouvernemental, RSS d'Ukraine)* – Nous venons de voter. En tant que Président de la Conférence, vous nous avez fait connaître les résultats du vote. Au stade actuel de nos travaux, je demanderai au représentant du Secrétaire général de la Conférence de bien vouloir nous expliquer si un délégué a le droit de contester les résultats du vote qui vient d'avoir lieu et d'exiger un autre vote et ce d'autant que, celui qu'il demande devrait avoir lieu demain. Si je m'en souviens bien, le Règlement de la Conférence prévoit que participent au vote les personnes présentes au moment du vote, à l'exclusion des absents. Je le répète: je demande que le représentant du Secrétaire général de la Conférence explique aux délégués ici présents s'il est juste de mettre en question les résultats d'un vote ayant eu lieu aujourd'hui et de renvoyer le vote à demain.

*Interprétation du russe: M. OBOUKHOVICH (délégué des travailleurs, RSS de Biélorussie)* – Je dois faire savoir à la Conférence que le groupe des travailleurs n'a pas été unanime à faire figurer le nom de la Pologne dans un paragraphe spécial. Lors du vote, les voix ont été partagées d'une façon à peu près égale. C'est le premier point.

Deuxièmement, l'article 19 du Règlement prévoit bien un vote par appel nominal, mais ce vote doit avoir lieu immédiatement et ne peut pas être différé.

*Interprétation de l'espagnol: Le PRÉSIDENT* – Etant donné les questions de procédure posées et pour être absolument certains d'appliquer la procédure correcte, nous allons suspendre la séance pendant une demi-heure pour que le secrétariat puisse nous donner une réponse précise.

(La séance est suspendue à 16 heures et reprise à 16 h 45)

*Interprétation de l'espagnol: Le PRÉSIDENT* – Comme on me l'a demandé, j'ai prié le secrétariat de nous éclairer sur la question de procédure soulevée par le vice-président du groupe employeur et secondée par le vice-président du groupe des travailleurs de la Commission de l'application des normes.

Je prie le Conseiller juridique de nous donner son avis sur la question, c'est-à-dire sur la pertinence d'un vote au scrutin secret après le vote à main levée de cet après-midi.

Le CONSEILLER JURIDIQUE – L'article 19, paragraphe 1, du Règlement de la Conférence prévoit que le vote a lieu à main levée, par appel nominal ou au scrutin secret.

Il est prévu également, au paragraphe 6, que le vote par appel nominal doit également avoir lieu, par rapport au paragraphe 5 qui précède, en toute matière, si la demande en est présentée à main levée par au moins quatre-vingt-dix délégués présents à la séance, ou par le président d'un groupe ou son représentant dûment mandaté à cet effet par un avis écrit adressée au Président, qu'une telle demande soit émise avant ou immédiatement après un vote à main levée.

L'article 20, paragraphe 2, prévoit que, lorsque le quorum n'aura pas été atteint dans un vote à main levée, le Président pourra procéder immédiatement à un vote par appel nominal et que, lorsque ce scrutin est demandé par vingt membres présents, le Président doit procéder à un vote par appel nominal.

De plus, il est prévu que, lorsque le quorum n'a pas été atteint dans un vote à main levée ou dans un vote par appel nominal, le Président pourra procéder à un vote par appel nominal sur la même question au cours de l'une des deux prochaines séances.

Revenons à présent, si vous le voulez bien, au vote secret. Outre la disposition du paragraphe 1 de l'article 19 que j'ai lu, le paragraphe 11 de ce même article dit: «Le vote au scrutin secret doit également avoir lieu en toute matière qui n'est pas couverte par le paragraphe 5 si la demande en est présentée à main levée par au moins quatre-vingt-dix délégués présents à la séance ou par le président d'un groupe agissant au nom de son groupe.»

La question de savoir si un vote au scrutin secret peut être pris auprès d'un vote à main levée sur le même point n'a pas été expressément considérée au cours des travaux préparatoires, au moment où le principe du vote secret a été introduit dans le Règlement de la Conférence. Cependant, l'intention générale apparaissait que les dispositions sur le vote secret, contenues au paragraphe 11 de l'article 19, étaient parallèles à celles visant le vote par appel nominal dans les cas où un tel vote est requis et prévu aux termes de la Constitution.

Il y a là – c'est tout à fait exact, vous me ferez peut-être le reproche de ne pas vous donner une réponse aussi précise que je l'aurais voulu – dans le Règlement une certaine imprécision, mais cette imprécision est contrebalancée par le parallélisme qui existe entre ces deux dispositions et, dans un tel cas, Monsieur le Président, je crois que c'est à la Présidence qu'il appartient d'apprécier en premier lieu les difficultés que je me suis permis d'exposer.

*Interprétation de l'espagnol: Le PRÉSIDENT* – J'aimerais, autant que tout autre ici, que nous puissions tirer, de la lettre de notre Règlement et de notre jurisprudence, des interprétations sans équivoque.

Considérant l'importance et le respect que nous attachons à la Commission de l'application des conventions et recommandations, élément essentiel de notre Organisation, il est normal que nous entendions diverses critiques ou suggestions tendant à l'améliorer, mais personne ne nierait l'importance de la commission. En outre, cette commission travaille non seulement dans le cadre de la Conférence, mais aussi constamment par enquêtes, par réponses aux questions des gouvernements, par appels à une commission d'experts, toutes activités qui aboutissent à l'établissement de son rapport. En tant que Président de la Conférence, j'ai le plus vif désir que tant

de travail et de dévouement conduisent à des décisions claires pour nos activités futures.

Il est donc difficile de tirer une interprétation claire des règles relatives au scrutin secret, mais le président a heureusement faculté, selon l'article 20, de décider immédiatement un vote par appel nominal; je cite l'article 20, paragraphe 3, alinéa 1: « Lorsque le quorum n'aura pas été atteint, dans un vote à main levée ou dans un vote par appel nominal, le Président pourra procéder à un vote par appel nominal sur la même question au cours de l'une des deux prochaines séances. »

Je crois, de ce fait, qu'il est pleinement justifié que je convoque la Conférence à un vote par appel nominal sur cette question pour demain matin à 9 h 30, pour que tous les délégués aient la plus large possibilité d'y participer.

J'aurai ainsi donné satisfaction à ceux qui demandaient qu'il y ait un nouveau vote selon la procédure qui serait jugée appropriée, et il me paraît que la procédure choisie est celle qui soulève le moins de difficultés d'interprétation sur un point qui, comme l'a dit le Conseiller juridique, peut faire l'objet d'un certain nombre de doutes.

Je donne la parole au président de la Commission de l'application des conventions et recommandations.

M. ZENGER (*conseiller technique gouvernemental, Suisse; président de la Commission de l'application des conventions et recommandations*) – Je sais qu'il n'est pas d'usage, lorsqu'un rapporteur rapporte au sujet des travaux d'une commission, que le président prenne lui-même la parole. Néanmoins, permettez au président de cette commission de vous faire part d'un certain nombre de constatations. Je tiens à vous rassurer d'emblée, je ne parlerai pas du tout de procédure. Je voudrais simplement vous faire part, en toute sérénité, d'un certain nombre de constatations de fait. Tout d'abord, et je crois devoir

le souligner, il ne s'agit pas de mon rapport. Il s'agit du rapport de la commission, celui et la commission tripartite de la Conférence.

J'aimerais ensuite que vous tous sachiez ceci: ce rapport a été adopté vendredi, paragraphe par paragraphe. L'un des paragraphes a même fait l'objet, lors de la discussion, d'un vote. Ce vote n'a pas été contesté, ces résultats n'ont pas été contestés. Vendredi, ce rapport, l'ensemble du rapport, a été adopté sans opposition. Il s'agit là de faits.

En ce qui concerne la liste de différents cas – 50 m'a-t-on dit –, cette liste a été adoptée au début des travaux par la commission dans son ensemble, sans opposition.

Il s'agit, dans notre commission, que tout le monde connaît bien, non pas de juger de l'attitude d'un pays ou d'un autre ou de qui que ce soit; il s'agit dans cette commission, bien au contraire, de maintenir un dialogue, de maintenir une discussion, d'avoir un débat fructueux. Et je crois que le rapport, pour ceux qui ont eu le temps de le lire avec soin, en témoigne.

Pour ma part, en tant que président, j'estime que ce rapport est le reflet de la discussion franche, positive et constructive que nous avons eue durant plus de 20 séances. En tant que président, je suis d'autant plus respectueux de l'autonomie non seulement des groupes, mais de chacun d'entre vous et de chacune d'entre vous; c'est pourquoi vous comprendrez qu'il ne m'appartient certainement pas de vous donner des indications de vote quelles qu'elles soient.

*Interprétation de l'espagnol*: Le PRÉSIDENT – Je crois que j'interprète bien le sentiment général des délégués en exprimant à M. Zenger et aux excellents membres de la commission nos félicitations pour le grand travail accompli, de même que ce matin j'ai félicité le rapporteur de la commission pour son rapport si précis.

(La séance est levée à 17 heures.)







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# Provisional Record

Seventy-first Session, Geneva, 1985

## Seventh Item on the Agenda: Equal Opportunities and Equal Treatment for Men and Women in Employment

### Report of the Committee on Equality in Employment

1. The Committee on Equality in Employment, set up by the Conference at its third sitting on 8 June 1985, consisted of 180 members (74 Government members, 45 Employers' members and 61 Workers' members). The composition of the Committee was modified 8 times in the course of the session and the number of votes allotted to each member was modified accordingly.<sup>1</sup>

2. The Committee elected its officers as follows:

*Chairperson:* Ms M. Pitso (Government member, Lesotho).

*Vice-Chairpersons:* Mr. J. Williams (Employers' member, Barbados) and Ms H. Andreasson (Workers' member, Norway).

*Reporter:* Ms. P. Griffin (Government member, Australia) (elected at the fifth sitting).

3. At its ninth sitting on 18 June 1985, the Committee appointed a Working Party to consider 214 amendments received to the draft working document and make recommendations to the Committee on their adoption. The Working Party was composed of four Government members: Ms Gaudart (Austria); Mr. Koudriavtsev (USSR); Ms Reguero (Mexico) and Mr. Gethenji (Kenya); four Employers' members: Ms Kariuki (Kenya); Ms Mackie (United Kingdom); Mr. Potter (United States) and Mr. Williams (Barbados); and four Workers' members: Ms Andreasson (Norway); Mr. Dunet (France); Ms Horan (Ireland) and Ms Issiakou (Gabon). At its first meeting, the Working

Party elected Ms Griffin, Government member, Australia, and Reporter of the Committee, as its Chairperson.

4. The Committee held 11 sittings.

5. The Committee had before it Report VII, prepared by the Office, on the seventh item on the agenda "Equal opportunities and equal treatment for men and women in employment".

### Introduction

6. The Deputy Secretary-General with particular responsibility for agenda item VII recalled that 1985 marked the end of the United Nations Decade for Women and that the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace would be convened in Nairobi in July 1985. The ILO had made every effort during this Decade to contribute to the realisation of the objectives of the Decade. He recalled that in placing this item on the Conference agenda, the Governing Body in November 1983 called for:

- an evaluation of the progress achieved and the problems which had arisen during the Decade in respect for women workers;
- a review of the policies and measures adopted by governments towards the implementation of the objectives of the Decade, in so far as they lie within the competence of the Organisation, taking account of the economic and social situation in various countries; and
- a stock-taking of ILO activities concerning women workers, including a forward look so as to highlight the questions on which emphasis should be placed and to identify new approaches for future ILO action up to the year 2000.

7. The ILO had always accorded importance to the principles of equality of opportunity, irrespective of race, creed or sex, and had used all its means of action, including international labour standards, research and technical co-operation activities to implement them. One of the positive results of these activities had been the growing acceptance of the need to integrate issues specific to women workers into the process of development. The Declaration on Equality of Opportunity and Treatment for Women Workers and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, adopted by the International Labour Conference ten years ago, was based on this approach.

<sup>1</sup>The modifications were as follows:

- (a) 8 June: 180 members (74 Government members with 2,745 votes each; 45 Employers' members with 4,514 votes each; 61 Workers' members with 3,330 votes each);
- (b) 10 June: 183 members (74 Government members with 1,449 votes each; 46 Employers' members with 2,331 votes each; 63 Workers' members with 1,702 votes each);
- (c) 11 June: 184 members (75 Government members with 966 votes each; 46 Employers' members with 1,575 votes each; 63 Workers' members with 1,150 votes each);
- (d) 12 June: 180 members (76 Government members with 667 votes each; 46 Employers' members with 1,102 votes each; 58 Workers' members with 874 votes each);
- (e) 14 June: 172 members (77 Government members with 2,146 votes each; 37 Employers' members with 4,466 votes each; 58 Workers' members with 2,849 votes each);
- (f) 17 June: 172 members (77 Government members with 2,146 votes each; 37 Employers' members with 4,466 votes each; 58 Workers' members with 2,849 votes each);
- (g) 18 June: 169 members (77 Government members with 1,026 votes each; 38 Employers' members with 2,079 votes each; 54 Workers' members with 1,463 votes each);
- (h) 21 June: 162 members (78 Government members with 24 votes each; 36 Employers' members with 52 votes each; Workers' members with 39 votes each);
- (i) 24 June: 159 members (78 Government members with 805 votes each; 35 Employers' members with 1,794 votes each; 46 Workers' members with 1,365 votes each).

8. The representative of the Secretary-General introduced the report on "Equal opportunities and equal treatment for men and women in employment" emphasising the importance of the problem throughout the world. The United Nations Decade for Women was an important landmark signalling changes in the economic and social perceptions of women's work and their enhanced participation in all economic activities. The adoption of the Plan of Action and Declaration by the International Labour Conference in 1975 had given the Office a clear mandate to promote equality through all its means of action. The report before the Committee was based on the needs and concerns of member States identified by the Office through research, technical co-operation and meetings. The report should not be regarded as exhaustive but as a starting-point for the discussion in the Committee which might suggest future action by the ILO, governments, employers' and workers' organisations.

9. Although women played a very important role in the production process, their economic contribution was still not fully reflected in national statistics. All over the world, women have entered the workforce in massive numbers. However, despite some progress, this has not necessarily resulted in significant improvements in the quality of their employment. Most member States had introduced legislation on sex discrimination in employment and on conditions of work. However, the real problem lay in the implementation of this legislation. Women in most countries continued to work in a narrow range of "female" occupations at low levels of skill, responsibility and pay. Persistence of occupational segregation in training and employment perpetuated the wage gap between men and women, despite limited improvements in some countries. Sectors employing significant numbers of women still remained largely outside the reach of labour legislation and social protection in many countries. Economic problems during the Decade had further restricted women's access to job opportunities in addition to low levels of literacy and a lack of vocational and management training.

10. The first three chapters of the report raised various issues regarding the pattern and trends in women's participation in the labour force, access to training and job opportunities, conditions of work, and participation in decision-making particularly through trade unions, women's associations and co-operatives. Chapter IV described ILO programmes in response to these issues during the past ten years. Referring to the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and other relevant international labour Conventions, the representative of the Secretary-General emphasised that their implementation would genuinely improve the conditions of working women. He then stressed the importance of technical co-operation activities as a means of implementing ILO principles and instruments in promoting equal opportunity and treatment for working women. The concept of participation of women was considered crucial in ILO activities, especially at the grass-roots level, in the design, implementation and evaluation of development projects. The ILO gave special attention to strengthen-

ing the role of women in trade unions and co-operatives supporting women's organisations at the national and local levels to ensure that women's needs were reflected in development programmes and projects to enable their participation in the decision-making process. In this respect, the support of trade unions to women's organisations, especially those in rural areas, was essential. Women's active participation in workers' organisations at all levels was necessary not only for women themselves but also for the labour movement. He drew attention to the role of education, training and information to change traditional attitudes and raise women's awareness, alongside that of men, and to seek their engagement in the process of equality and development.

11. The representative of the Secretary-General said that the conclusions of the report summarised the main principles concerning equality of opportunity and treatment, highlighted problems and gaps with regard to women's employment situation and proposed measures leading to a more just and equitable world of work. He reminded the Committee that the deliberations would orient and guide future ILO programmes with regard to working women. The equal opportunity and treatment of men and women in employment should be promoted through effective policies and concrete activities undertaken by all parties concerned.

#### General discussion

12. The Chairperson opened the discussion by recalling the mandate of the Committee established by the Governing Body and mentioned by the Deputy Secretary-General in his opening remarks. In deciding, in November 1983, to place on this year's Conference agenda the item "Equal opportunities and equal treatment for men and women in employment", the Governing Body had suggested that, as regards the outcome of the Committee's work, various options were open: a resolution; a new or revised programme of action; guidelines; a declaration; or a combination of these. In this connection, she proposed that the Committee should focus its attention on the conclusions of the report given in Chapter V.

13. At the fifth sitting, the Chairperson informed the Committee that she had received a letter from the Head of the delegation of the German Democratic Republic, in which he transmitted to her the draft resolution of Czechoslovakia and the German Democratic Republic concerning measures by the International Labour Organisation and its member States for the further implementation of the Declaration on Equality of Opportunity and Treatment for Women Workers (1975) and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975). The Head of the delegation of the German Democratic Republic requested in that letter that the document be submitted to the Committee for consideration and adoption. Following the adoption of a draft resolution, with attached Conclusions, the Government delegates of the German Democratic Republic and Czechoslovakia did not insist that the resolution be considered by the Committee.

14. Members of the Committee were unanimous in welcoming the initiative of the Governing Body to place this agenda item before the Conference, considering it timely before the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women to be held in Nairobi in July 1985.

15. The report was found to be comprehensive and to reflect the complexity of the topic and situation of women in the world by many members such as the Workers' members of Bulgaria, Cyprus, Czechoslovakia and Sri Lanka, and the Government members of the German Democratic Republic, Pakistan, Portugal and the United Arab Emirates. On the whole, the report and the conclusions contained therein were considered to provide the Committee with a sound basis for discussion.

16. While welcoming the report in general, the Workers' Vice-Chairperson, on behalf of the Workers' group, felt that it was somewhat negative in certain respects. While much still remained to be done, it had to be emphasised that a number of countries had adopted equal opportunity legislation; considerable progress had been made in the education of girls; the attitudes of women themselves towards work were changing, as well as those of men; and women workers had become better organised over the past ten years, both in terms of absolute figures and as a percentage of the organised labour force. As regards industrialised market economies, the report gave an unbalanced picture of the different categories of women in the labour force. For example, references were made to landless agricultural workers and domestic servants who represented a very small proportion of the labour force in these economies, while no mention was made of major occupational groups employing women in the service sector. She said that the Workers' group was somewhat disappointed by the scarcity of data in the report and by the lack of serious research in support of the many assumptions in the various sections. Few references were made in the report to the attitudes and practices of those employers who were most reluctant in promoting the employment of women in certain sectors or in improving their working conditions. Some members of the Workers' group wished to emphasise that the question of equality of treatment and opportunities could not be divorced from its global economic and social context and the adverse impact of the economic recession on workers, particularly women workers. The effect of unemployment in the question of equality for women workers did not come out very clearly in the report; this was a subject that should be addressed by the Committee. She stated that the section relating to trade unions was too restricted in its scope: it did not clearly describe the situation in the industrial world, for instance in Japan, the United Kingdom, the United States and other European countries, and some of the data were inadequate. It was hoped that the discussion of Chapter IV concerning ILO activities would deal in some detail with international labour standards and would identify some areas needing immediate attention, particularly the regulation of home-based work, the protection of part-time workers and workers engaged in other forms of ill-regulated employment, such as casual work and contract work. Although the body of the report

called for serious discussion, the most important task for the Committee was to look closely at the conclusions, as these would determine the strategy and action to be pursued.

17. On behalf of the Employers' group, the Employers' Vice-Chairperson stated that the report was interesting, setting forth many notable successes that had been achieved in the past ten years to which the earlier decisions taken by the Conference and its Committees no doubt had made a significant contribution. However, the Employers had found a number of omissions on the report; in particular, it did not stress the important role played by employers and their organisations in the field of equality of treatment for men and women in employment. The Employers were well aware of the strength of the pressures for the elimination of all forms of discrimination against women in employment and these had their sympathy. The adoption of specific legislation in this field by governments and the introduction of new administrative practices had all helped to strengthen a general awareness of the role of women in employment. The Employers' principal concern was to see that jobs should go to those who were most capable of carrying them out and that employment opportunities in general were not restricted by discrimination on the ground of sex or other similar factors. It was essential for the Committee to adopt a global approach and take a wider view, rather than confining its discussion to specific groups of countries. In reviewing the treatment of women in employment, the Committee should examine the root causes and reasons of existing inequalities, which often stemmed from socio-economic and cultural factors; these would have to be fully taken into account in formulating the Committee's conclusions, and would only be effectively overcome if constructive measures to foster economic development and the creation of jobs were implemented.

18. Some members of the Committee, such as the Government member of Switzerland, felt that the report did not give sufficient attention to the situation in their countries. The Workers' member of Honduras called upon the ILO to give more attention to Central America. The Government member of the USSR regretted that the report did not contain adequate information on the situation of women in the socialist society of the USSR.

19. Other members, such as the Government member of Canada, maintained that the report was quite comprehensive but would have welcomed a further substantiation of certain statements. She also wished to see a detailed analysis of ILO action concerning its female staff. The Government member of Austria regretted that the statistics on labour force participation of women by regions used in the report were not wider in coverage and more up to date. To evaluate progress during the United Nations Decade for Women, it is essential to analyse statistical data concerning the occupational and social situation of women over time and in comparison with the relevant statistical data concerning men, in order to understand the changes in the situation of women on the one hand, and their situation relative to men, on the other. The Government member of Japan pointed out that the analysis concerning wage differentials in her country needed revision.

20. The representative of the United Nations Centre for Social Development and Humanitarian Affairs in Vienna expressed appreciation of the ILO's contribution, particularly that of the Office for Women Workers' Questions, to the United Nations Decade for Women and the preparations for the July 1985 World Conference to be held in Nairobi. The results of this conference would be instrumental in the formulation of a strategy and action in the field of employment of women up to the year 2000. The ILO should renew its commitment to the promotion of the status of women and at the same time should decide upon the course of action to be taken to attain the equal treatment of men and women in employment.

21. The representative of the Commission of the European Communities reviewed the level and trends in the participation of women in economic development within the Community as a whole. Community action aimed at achieving equality fell broadly into two sets of measures: the creation or strengthening of individual rights by means of legislation, and the achievement of equal opportunities in practice by the encouragement of positive action.

22. Many members of the Committee described in detail the ways in which the principle of non-discrimination and equal opportunity and treatment was strengthened in their countries in recent years. All countries reported that special efforts and progress had been made towards the achievement of equal opportunity and treatment during the Decade, especially in the enactment of new legislation and formulation of national policies, the establishment of national co-ordinating mechanisms for the integration of women in the development process, the collection of information and the increased awareness of the needs of women workers and their actual and potential contribution to development. The question of *de facto* equality, however, rested on the implementation of legislation and policies and in bringing about practical improvements for a large number of women workers, where much still remained to be done.

23. For instance, legislative and constitutional guarantees for equality existed in most countries, as was remarked by the Government members of Argentina, Australia, Canada, Congo, Czechoslovakia, Egypt, Honduras, India, Iraq, the Libyan Arab Jamahiriya, Malta, Mongolia, the Nordic countries, Panama, Switzerland, Tunisia, Turkey, the USSR, the United Kingdom and Yugoslavia, among others. But the Workers' member from Ireland pointed out that such guarantees very often differed greatly from the reality facing women. In Argentina, however, as in most of the countries, while women participated fully in all forms of economic activities, they tended to concentrate in different fields from those occupied mainly by men, and often did so at lower rates of pay. There was thus a discrepancy between the *de jure* and *de facto* situation, and women had still not been fully integrated into the workforce on equal terms with men. In Turkey, despite legal and constitutional guarantees for equality dating back to 1924 and considerable progress made, traditional attitudes still hampered the achievement of full *de facto* equality. In the Congo, provision for equality was made in legislation and collective agreements but discrimination still exists

due to the family and domestic responsibilities borne by women. The Government member of Finland reported the introduction of a Bill on equality based on ILO standards in 1985, which was expected to serve as an instrument to reduce discrimination and to narrow differences in earnings. The Government member of the German Democratic Republic and several Workers' members remarked that equality guaranteed by legislation did not necessarily mean that implementation is guaranteed as well. Achievement of equality also depended upon the awareness of individuals of their rights; thus the need to educate and enable women to exercise their rights.

24. Among the countries which had made legal provision for equality of rights for women, the Government member of France informed the Committee of the law concerning equality in employment passed in 1983 reinforcing the principles contained in her country's Constitution by prohibiting all discrimination in employment on the basis of sex or marital status. In addition to legal provisions, national machinery was established with a view to promoting the implementation of equality legislation. The Government member of Japan stated that the Equal Opportunity Act was enacted in May 1985, and was expected to result, slowly but steadily, in concrete improvements after it takes effect in 1986. The United Nations Convention on the Elimination of All Forms of Discrimination against women was also under discussion for ratification in the Parliament.

25. The Workers' member of the USSR stated that Soviet legislation gave women both an equal right to work and special working conditions, which helped them to combine work and special working conditions, which helped them to combine work with motherhood. During the past seven years, over 30 standard-setting laws had been adopted to further women's position in society, at work and in the family. The implementation of the present Five-Year Plan contained a new set of measures to improve the living conditions of working mothers and their children. He called attention to the role played by the trade unions in these achievements and concluded that, in spite of the progress achieved in this area, further activities would be undertaken.

26. The Government members of Czechoslovakia and the German Democratic Republic informed the Committee that, in their countries, equality of women was guaranteed by law and practice enabling women to combine family responsibilities with work and social activities.

27. The Workers' member of China stated that women had equal rights with men and played an important part in the socialist development, representing 40 per cent of the workforce in all occupations, except those which were incompatible with their physical capabilities. Women were to be found in executive jobs in government services and as heads of undertakings and working as doctors and scientists. In some instances, however, there were still traces of discrimination against women, left over from the previous feudal system. Every effort was being made to eradicate this and to eliminate factors that might restrict equality of opportunities in employment.

28. To many members, the relationship between the general economic situation and promotion of equal opportunity was crucial; consequently, measures to combat the economic crisis and unemployment were of utmost importance. For instance, the Government member of Australia placed particular emphasis on the need for sustained economic growth and job creation in increasing women's access to employment. The Government member of Suriname expressed serious concern over rising unemployment, which was having adverse effects on women workers' opportunities and conditions in most countries. Women, particularly young entrants into the labour force, carried a greater share of the unemployment.

29. The Government member of Denmark recalled that socio-economic development did not automatically lead to equality between the sexes and the need for the principle of equality to be part of development objectives. The ILO Declaration of Equality of Opportunity and Treatment for Women Workers, adopted in 1975, was of great value towards this end and she proposed that it be reaffirmed by the Conference with some modifications in view of recent developments.

30. The Government member of the USSR reminded the Committee that the main objective of the Decade was the promotion of equality, development and peace which were inter-related. Peace was a prerequisite to achieve equality between women and men for development. A number of other members, including the Government members of Czechoslovakia, the German Democratic Republic and Mongolia, and the Workers' members of Bulgaria, Cyprus, France and Greece stressed the need for measures aimed at achieving disarmament and conversion of resources in arms production to social development purposes.

31. Opinions on the subject of protective legislation for women workers varied among the members of the Committee. While certain members expressed the view that such legislation should be kept to a minimum and apply to maternity protection only, other members felt that special protection should be maintained and even strengthened. The Government member of the USSR, among others, underlined the validity of ILO standards for the protection of working women. He further stressed that the achievement of full equality between men and women implied having special protective legislation for women workers. The Workers' member of the German Democratic Republic indicated the need for protecting women's health, particularly in occupations where new technologies were introduced. The Workers' members of France and Greece regarded it important that measures designed to promote equality should not prejudice the rights of workers already achieved.

32. A number of members, such as the Government member of Egypt, voiced their concern over the special rights being accorded to women, which could lead to discrimination. The Government member of Sweden argued that in her country, like other Nordic countries, special treatment given to women in international instruments perpetuated a concept of typically female work, at the risk of stopping progress towards genuine equality between men and women at work. The ILO had taken a step in the right

direction by adopting the Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981, whereas a previous standard had referred exclusively to women as having family responsibilities.

33. The Government member of Spain informed the Committee that Spain was slowly replacing protective legislation by equality legislation. Spain believed that protective legislation might contravene the United Nations Convention on the Elimination of All Forms of Discrimination against Women and considered that women should be protected only in regard to maternity.

34. The Government member of Switzerland requested the Office to furnish information on the criteria of application of the Night Work (Women) Convention, 1948 (No. 89). She asked whether the Committee of Experts on the Application of Conventions and Recommendations had indicated any flexibility in its implementation. (At a later session the secretariat clarified the position regarding the interpretation of Article 5 of the Convention and indicated that the question of the possible need to revise it would be considered by the ILO Governing Body at its November 1985 Session.)

35. The Employers' member of Switzerland maintained that a degree of flexibility was required in the application of Convention No. 89. Women formed a very large proportion of the staff of health services, hospitals and the catering industry, all of which required night as well as day work. To endeavour to impose a situation where only male employees were permitted to be employed at night would be imposing a form of discrimination against women.

36. The Workers' member of Cyprus admitted a close interdependence between equality of employment and the level of development. Yet there was no valid reason for Cyprus not ratifying the international labour Conventions, such as those on equal pay and maternity, on the pretext that the stage of development did not allow the country to ratify them, when such Conventions were ratified by other countries at lower levels of development. The adoption of new standards might be necessary, but ratification and implementation of existing standards were essential. He suggested that the Committee call upon the member States for ratification of ILO standards.

37. As remarked by the Workers' member of France, the massive entry of women into the workforce was irreversible and was modifying the entire society, including the distribution of tasks within the family, and women's own consciousness about their role and potential; a view shared by many members of the Committee. The Government member of Japan recalled that a major constraint on progress towards equality was traditional attitudes deeply rooted in society and which influence the world of work. Others, in particular the Government members of Honduras, Nigeria, Suriname and Sweden, emphasised that progress towards equal opportunities and treatment depended largely upon men recognising the wide extent of existing discrimination against women and changing their traditional attitudes and roles as much as that of women themselves.

38. The members also differed in their opinion on the question of part-time work. While it was maintained by the Workers' member of Ireland and others that part-time workers were at a serious disadvantage because they were not protected by law, other members, such as the Government members of Turkey and the United Kingdom, called for more opportunities of part-time work for women, since they provide flexible work patterns. The Workers' member of Japan mentioned that, despite her country's level of economic advancement, working conditions for women had not yet been improved. Wage differentials between men and women had not yet decreased and the number of temporary and part-time workers was increasing. The Workers' member of France also maintained that part-time work was no longer presented solely as an opportunity for greater choice for women but in actual fact was becoming the only alternative.

39. The Government member of the United Kingdom maintained that the women in her country were not compelled into accepting part-time work. A recent survey showed that only 11 per cent of women preferred longer hours of work and that more than half sought part-time work. However, the Workers' member of the United Kingdom disagreed, observing that women were looking for part-time employment because of high unemployment and lack of child-care services in the country.

40. The significant increase of women and working mothers in the labour force in most countries was noted. The relationship between the availability of child-care facilities and women's *de facto* access to the job market was pointed out by the Workers' member of Honduras. As the Government members of Brazil and Panama pointed out, women were often obliged to work as family breadwinners. In Brazil, for example, three out of ten families were sustained by women. Several members referred to the total work burden of women within and outside the household, recalling the necessity for a more equitable sharing of family responsibilities. The need for social facilities, especially child-care services, was raised by the Workers' member of Ireland and the Government members of Brazil and Iraq, among others. According to the Workers' member of Czechoslovakia there was a need for increased social infrastructure, such as day-care centres and other social facilities resulting from the high employment rate of women in her country. Some countries, such as Canada, France and Sweden had introduced parental leave in an attempt to ease the double burden of family responsibilities and work.

41. The Government member of the United States informed the Committee that employers' and unions' awareness of the need for child-care services had improved and tax incentives to employers were now provided to encourage the private sector to set up such services. The Workers' member of China also stressed that day-care centres, canteens and other similar social facilities were needed to allow women to play a greater part in the economy, and that adequate attention should be given to working mothers in respect of whom a more flexible approach, such as hours of work, was essential.

42. The Government delegate of the German Democratic Republic stated that the planned

implementation of the social policy programme in her country is aimed at the gradual improvement of conditions enabling working women to combine family responsibilities with professional and social activities. For example, in 1984 almost 70 per cent of children under the age of 3 attended child-care centres.

43. The widespread employment of women in Hungary had contributed towards declining birth rates and an ageing population, resulting in a greater need for social services, particularly for the care of the elderly, as stated by the Government member of Hungary. Certain measures had already come into force in 1985. For example, the amount of maternity benefits had increased; a choice was now possible between a three-year period of child-care leave with monthly allowances and a new type of cash benefit which was proportional to average previous earnings; child-care allowances had been extended from six to ten years; and family allowances for three or more children had been increased. In Hungary the promotion of more flexible forms of employment had improved the choice of work patterns open to women, for example part-time work, flexible working hours and putting-out systems.

44. The Workers' member of Ireland also felt that access to child-care services was a central issue for working women. She also underlined the necessity to adapt the world of work to women, in particular to working mothers.

45. The Workers' Vice-Chairperson hoped that a move towards shorter working hours would make it possible in the future to share household tasks more evenly between men and women.

46. Members of the Committee cited examples of efforts made to improve maternity benefits and family allowances which varied considerably between the countries. The Government member of Malta pointed out that child allowances and maternity benefits were now introduced by law and given directly to mothers. It was stated by the Government member that in Zimbabwe legislation provided for unpaid maternity leave and the right to return to the same employment. In the Libyan Arab Jamahiriya, according to the Government member, women had up to 90 days' maternity leave with full pay. The Government member of Egypt said that in his country maternity leave extended to six months, with the possibility of obtaining unpaid leave up to one year.

47. The Government member of Mongolia stressed that particular attention was devoted to labour protection for pregnant women and breast-feeding mothers. Law forbade dismissal of pregnant women and mothers with a baby under 1 year old.

48. Occupational segregation of the labour market based on sex was regarded as one of the main obstacles to equal opportunity. It was reported that in most countries women were concentrated in a narrow range of occupations at low levels of skill, responsibility and pay. Even in occupations dominated by women, such as in the teaching profession, as the Workers' member of Ireland indicated, they were not represented proportionately among the principals or directors of teaching institutions. Furthermore, the concept of low value associated with



women's work needed examination. The Government member of Denmark gave an example of sex segregation in her country: the occupational distribution of men ranged over 300 trades, while it was 30 trades for women at lower levels of pay and skill; 50 per cent of them working part time. In collaboration with the employers, women were encouraged to enter technical fields dominated by male workers. She maintained that expertise may be needed in other countries to give effect to equal opportunity through women's training and employment specialists. A similar situation regarding sex segregation was also observed in developing countries; for instance in Zimbabwe, where according to the Government member, women workers were concentrated at the lowest levels of the job hierarchy.

49. The Government members of Australia, Canada and the United States reported increasing access of women to technical or more diversified training or jobs including law, medicine, engineering and business administration; this was expected to result in a better occupational distribution and higher wages. The Government member of the United Kingdom informed the Committee of a similar pattern in her country, despite the concentration of women in teaching, nursing, clerical and sales jobs. She called for the greater diversification of occupations for women workers to be encouraged. In the United Kingdom careers officers were specially trained to break down traditional occupational barriers. Science and computer technology were now being taught in primary schools, before stereotyped attitudes had been formed. Girls were encouraged to take non-traditional training, including apprenticeship as well as retraining and further training through the Manpower Services Commission. Employers, trade unions and the educational sector had taken the initiative of declaring 1984 as Women into Science and Engineering Year (WISE). The Workers' member of the United Kingdom, however, stated that very high levels of unemployment and severe cuts in education and in social services being pursued by the present United Kingdom Government severely limited the results of efforts to increase equal opportunities for women. In Canada some of the traditional female occupations were disappearing because of technological and structural changes.

50. The Government member of Panama noted that women seemed to be entering occupations which had previously been closed to them, such as the construction industry. He raised a vital issue: the relationship between low levels of remuneration and occupational segregation calling for measures to diversify women's occupations at higher levels of skill and pay; this would result in a better distribution of women workers in the labour market. Research was needed to identify areas into which women's training and employment could be diversified.

51. The role of education and training was regarded by many members as the key in overcoming occupational segregation, improving women's employment opportunities and quality of employment and decreasing the wage gap between sexes. For instance, the Government member of Nigeria recognised that the employability of women depended largely on the level of education and training facilities available to young girls, and specific

measures had been taken to improve these facilities. The Government member of the United States stated that women had increased their presence in non-traditional jobs and their educational attainment had increased. Relatively fewer women dropped out of education. More than half of the student population in higher education institutions was composed of women and they were now found in practically all fields of education. The Government member of Canada pointed out that measures were needed to ensure equal access to education and training, particularly in occupations where few women are employed. The Employers' member of Pakistan felt that the wide discrepancy in the conditions concerning the employment of women was to a large extent due to their low level of literacy. The Government member of Afghanistan observed that his country was undertaking a major attempt for the eradication of female illiteracy to improve their position in society.

52. As to the problems relating to equal remuneration, it was noted that the wage gap between the sexes still existed, although some improvements were reported by several members, such as the Government member of the United States. The Workers' member of Honduras observed the existence of discriminatory wage scales for women workers. The Government member of Canada felt that there were still obstacles to overcome: at present, women's average earnings constituted 64 per cent compared with that of men. The Workers' members of France and Ireland denounced an increase in the wage gap between men and women. The Government member of Panama observed that problems still existed in the area of remuneration despite legislation guaranteeing equal pay.

53. The question of the impact of technological changes on women workers was raised by the Government member of Malta, observing that even though progress cannot be denied, ways had to be found so that it did not hinder greater involvement of women in economic life. The representative of the United Nations Centre for Social Development and Humanitarian Affairs observed that technological development increased productivity and opened up a wider range of occupations for women, but also had some negative effects including loss of employment and health hazards.

54. The Employers' member of Pakistan stated that the number of women workers in rural areas had decreased because of mechanisation. Several training programmes for women were launched to counteract this trend. Generation of self-employment and the creation of job opportunities for women received particular attention in Pakistan.

55. In drawing attention to the needs of women in India and other developing countries, the Government member of India underlined several crucial issues such as unemployment, underemployment and poverty, which particularly affected women in rural areas; and the exploitation faced by home-based workers. She suggested that the Committee call for greater attention to be given to promoting programmes for self-employment for women from low-income urban and rural areas, comprising education, training, health and family planning as well as access



to sources of production, and to organising and protecting the interests of these workers.

56. The Workers' member of India stated that new technologies, changes in the agrarian structure and the spread of commodity production had displaced women from many traditional activities. Access to and control over resources would contribute to the level of production and to the status of women. The principal asset in rural areas was land, which determined access to other resources. In rural family farming systems, land titles were generally held by the male head of the family, and women normally found themselves in a very disadvantaged position. To overcome the inequalities existing in many rural communities would require fundamental changes involving the existing rural development policies, agrarian reforms and the removal of structural constraints. This might be achieved by training government officials to be more sensitive to the potential contribution that women could make in the socio-economic field and by the promotion of training programmes for rural women. It was generally recognised that education and technical training were not so accessible to women as to men.

57. The Workers' member of Sri Lanka affirmed the need for special assistance for rural women in Asia, where a large number of women worked. He also called attention to the problems of unskilled, young women workers, and especially to the exploitation of such workers in the export-processing and free-trade zones. Governments, employers and workers as well as the ILO needed to formulate strategies in their favour. He described the deteriorating situation of women workers in Asia, emphasising the high level of unemployment, the fact that women's skills were not fully utilised and that they had limited access to technology. Women were mainly in low-skill, low-paid jobs; they were discriminated against at the time of recruitment and their conditions deteriorated as a result of the world economic crisis. He remarked that the development processes of the Third World cannot be successful as long as insufficient attention is paid to the socio-economic condition of women. Development policies and strategies needed to be reviewed and reformulated in order to guarantee full integration of women in development.

58. The Government member of Yugoslavia said that the current economic situation in the world has had a negative impact on the improvement of the situation of women in general and this has also been reflected in her own country. She also stressed the importance of women's participation in all spheres of life and at all levels emphasising that in her country the participation of citizens and workers has been the pillar of the socio-economic system.

59. The Government member of Liberia stated that women engaged in many economic and social activities yet received little or no recognition. One of the main reasons for this lack of recognition, especially in the rural areas in developing countries, was the virtual non-existence of statistical data concerning women's economic contribution. The Government member of Zimbabwe also stressed that the vital contribution of women at home was not recognised.

60. The Government member of Argentina referred to the existence of marginalised groups common among the developing countries and asked that special attention be given to the particular situation of women within these groups in the planning of technical co-operation programmes. He hoped that many of the suggestions for action put forward during the discussion would be taken up in ILO programmes of technical co-operation and other activities. Also referring to groups with special problems, the Government member of Tunisia expressed the hope that the Committee would give consideration to the problems of migrant women, who often found themselves without rights in the recipient country and face difficulties in reintegrating into their country of origin upon return.

61. The Government member of Finland noted with satisfaction the description of the ILO technical co-operation activities in the report. She suggested that their influence on the situation of women in developing countries should be evaluated in the near future. She stressed the need to include women in the design and implementation of development strategies and their participation in development as planners, participants and beneficiaries.

62. In regard to ILO technical co-operation activities, the Workers' member of India would have liked to see the establishment of a separate women's programme to be funded from technical co-operation under the regular budget. A part of these resources should be earmarked specifically for disadvantaged groups and should be used to finance special programmes for women. In addition, ILO training programmes should be strengthened, with particular emphasis on vocational training and guidance projects for rural women.

63. The trade union movement throughout the world had taken steps to ensure the participation of women. Increased participation of women in the trade union movement, both in numbers and in their representation in executive positions was reported by many of the members of the Workers' group, including the Workers' member of Cyprus and the Government members of Australia and Austria. The Government member of Austria emphasised in this context the section of the report on enhancing participation and stressed the necessity of increasing the representation of working women's interests in industrial relations systems. The Government member of Brazil pointed out that in some rural regions in her country women's participation in unions had grown twice as fast as that of men, while the Government member of Canada stated that more women had joined trade unions, which improved their economic position. The Workers' members of Bulgaria and the USSR stressed the very high participation of women in the trade union movement at all levels and the active role played by the unions, sometimes even as initiators of legislation in favour of women workers. However, concern over the low level of union membership among women workers was also expressed by some members, such as the Government member of Panama.

64. The Committee was urged to recognise the role of non-governmental agencies in promoting equal opportunity for women in their work by the representative of the International Federation of

Business and Professional Women (IFBPW). Referring to the activities of her organisation, she informed the Committee of the readiness of IFBPW to make available its experience and its network in 70 countries in the exchange of information. The Workers' member of Japan also drew attention to the role of Japanese women's organisations which had fought strongly for the elimination of discrimination in the various social and economic fields.

65. The importance of collaboration between the government, employers and workers in bringing about changes in favour of women workers was raised frequently. The Government member of Australia said that a combination of legislation and administrative machinery, allowing for tripartite participation and consultation, was the approach taken towards improving equality of opportunity and treatment. She hoped that the implementation of tripartism would be stressed in the Conclusions of this Committee. Similarly, the Government member of the United States stated that the Government was not alone in acting in the area of improvements in equality of opportunities for women. There were concerted efforts and a wide range of approaches which enabled progress, and if the trend already set continued, employment perspectives were encouraging in the country.

66. The Government member of Sweden regretted that the ILO report did not emphasise enough the importance of workers' and employers' organisations in the promotion of equal opportunity in employment. The role of these organisations was highlighted in the Swedish Equal Opportunity Act, where discrimination on grounds of sex was banned and where employers were expected to take active steps for the promotion of equal opportunities detailed in collective agreements. Several of these agreements had been concluded since 1977 and now covered the private sector, local government and national government. As a result of collective agreements, trade union organisations have appointed special equal opportunity officials, both centrally and at the workplace level. In the private sector, social partners have set up a joint body with the task of conducting pilot schemes and of assisting enterprises and unions in promoting equal opportunities.

67. The Government member of Canada reported that some programmes had been established by employers in collaboration with the unions and drew attention to the importance of tripartite participation and genuine political commitment.

68. A new code of practice on how to treat staff in a non-discriminatory way issued by the United Kingdom Equal Opportunities Commission was another example of action which had the full backing of the trade unions, employers and Government, according to the Government member of the United Kingdom.

69. The Committee agreed on the validity of the Declaration and Plan of Action on equality of opportunity and treatment for women workers adopted by the International Labour Conference in 1975. These instruments were regarded by all members as being of great value and contribution to the United Nations Decade for Women; they need reaffirming by the Conference and possibly extending. This view was expressed by the Workers' mem-

bers and by the Government members of the Nordic countries, Austria and Nigeria, among others. The Government member of Portugal pointed out that strategies and measures towards the year 2000 would allow a more realistic time frame in the achievement of the ILO Plan of Action.

70. The Government member of the German Democratic Republic held the view that the realisation of the 1975 Declaration and Plan of Action still required much effort; action therefore should focus on and strengthen their implementation.

71. The Government member of the USSR proposed that a new international labour Convention on equality of opportunity and treatment for men and women in employment should be elaborated. He further suggested that the Committee conclude its work by the adoption of a resolution reaffirming the importance of the themes of the United Nations Decade for Women: Equality, Development and Peace. He felt strongly that effective measures had to be taken if equality of opportunity and treatment for women workers was to be achieved. He maintained that if a resolution on equal opportunities and treatment were adopted by the Conference, it would make a significant contribution to the promotion of the advancement of working women.

72. Referring to the serious effort being made in his country to implement legislation concerning equality in employment, the Employers' member of the Ukrainian SSR also stated his conviction that the time had come for formulating a new international labour Convention, which would bring together existing Conventions relating to equal opportunity, including the right to work.

73. The Government member of Sweden also expressed the need for new international instruments concerning equal opportunities and equal treatment in order to supplement the provisions of international labour Conventions Nos. 100 and 111. In this connection, Sweden supported the suggestion made by the Committee of Experts on the Application of Conventions and Recommendations that it would be opportune to examine the possibility of adopting an international standard on equal treatment for men and women in matters of social security.

#### **Consideration of a working document submitted by the Chairperson**

74. At the fourth sitting of the Committee, the Chairperson introduced a draft working document containing conclusions based on the final chapter of the Office report. This working document was generally considered by the Committee to be a sound basis for discussion.

75. A total of 282 amendments were submitted, including one from the Workers' group forming the basis for a resolution. Consideration of these amendments commenced at the eighth sitting of the Committee. At this sitting and the subsequent one, the Committee arrived at decisions on the first 68 amendments which dealt with part of paragraph 3 of the draft working document. In order to expedite its work, the Committee decided to establish the Working Party mentioned in paragraph 3 of this report.

76. At its tenth sitting, the Committee considered a draft resolution, with attached Conclusions, prepared by its Working Party taking account of earlier decisions by the Committee itself on 68 of the amendments submitted on the draft working document. The draft resolution and Conclusions contained five phrases or sentences in brackets, indicating that the Working Party had been unable to reach agreement on these points, which were referred to the Committee as a whole for decision.

77. Commenting generally on the draft texts, the Workers' and Employers' Vice-Chairpersons and the Government member of the USSR appealed to the Committee to accept the work of the Working Party as it stood, bearing in mind that it constituted a fragile compromise which should not be disturbed without good reason, and to deal only with the bracketed items.

78. The Committee then considered these points in the draft text prepared by the Working Party.

*Draft Conclusions, paragraph (h) of the Introduction*

79. The first bracketed text was a sentence to appear in paragraph (h) of the Introduction as follows: "A commitment to disarmament and the reconversion of the armament industry is therefore essential to lasting peace and social progress". During discussion two amendments to this sentence were proposed but both were subsequently withdrawn. Following a suggestion as to an alternative form of words a subamendment that the sentence should read "A commitment to disarmament is therefore essential to lasting peace and social progress" was proposed by the Government member of Czechoslovakia in the interest of facilitating the acceptance of the idea contained in the bracketed text. A record vote was then taken on whether words "and the reconversion of the armament industry" should be deleted from the bracketed text. This proposition was defeated through lack of a quorum (863 votes for, 754 votes against, with 3,135 abstentions). The bracketed text as a whole was then the subject of a record vote and it was decided not to include it (1,816 votes for, 2,647 votes against, with 289 abstentions).

*Paragraph 10*

80. A second bracketed text concerned a reference to the need for shorter and more flexible working hours to be included in paragraph 10 of the section of the Conclusions on workers with family responsibilities. In view of the reference to flexible working hours, inserted by the Employers' group, the Workers' group, after consultation, withdrew their proposal in the interest of expediting the work of the Committee.

*Paragraph 12 (d)*

81. After discussion the Employers agreed not to impede the Committee's work by requiring a vote on this phrase "positive action". They requested that their reservations be recorded on the phrase which in some countries had assumed a technical meaning quite apart from its liberal interpretation, with impli-

cations unacceptable to members of the Employers' group.

*Paragraph 15 (a)*

82. A brief discussion between the Workers' and Employers' groups led to a decision to retain a bracketed phrase, as slightly amended, referring to the possible need for new standards to take account of the interests of women workers, for example on part-time and temporary work,

*Paragraph 16 (a)*

83. Despite the reservations of the Workers' group, it was decided on a vote to retain a reference to Convention No. 89 as an example of protective instruments which may need reviewing, as has been proposed by the Employers' group.

84. Considering the draft Resolution and Conclusions in their entirety, the Employers' member of Swaziland, on behalf of the Employers' group and especially of Employers' members from the developing countries, expressed concern that insufficient reference was made to the problem of population, the prime impediment to women's progress in Africa and many other countries. Paragraph 7 (b) of the document conveyed neither the urgency nor the magnitude of the problem in countries with rapidly growing populations. For the majority of African women, the high birth rate denies them opportunity, let alone equality of opportunity in employment.

85. The Government member of Canada regretted that the Working Party had been unable to incorporate amendments which proposed measures to be taken by the ILO to apply the principles of equal opportunity and treatment for men and women workers in its own secretariat, including the setting of targets and periodic reporting of progress to the Director-General and the Governing Body.

86. The Government member of the United States stated that several amendments proposed by her country had not been accepted. While she was unable to join in the adoption of the document by consensus, the United States reserved its position at the time of adoption of the text in the Conference.

87. The Employers' member of the Netherlands wished it to be recorded that he could not approve of the document because, in his opinion, several paragraphs of the draft text went too far in their proposals, and he would therefore abstain from voting.

88. Subject to the reservations and qualifications mentioned above, the resolution and the appended Conclusions contained therein were adopted by consensus. A drafting committee, consisting of two Employers' members (Mr. Potter and Mr. Schnyder von Wartensee), two Workers' members (Mr. Dunet and Ms. Ortiz) and the Rapporteur, was appointed to correct stylistic and syntactical points in the official language versions of the resolution and Conclusions.

89. After various additions and corrections on points of detail had been suggested by Committee members for integration into the final text, the report of the Committee was adopted unanimously.

90. The Vice-Chairperson of the Employers' group observed that his group continued to have reservations concerning paragraph 1(n) of the Conclusions attached to the Resolution, and on the use of the term "positive action" in various places in the Conclusions. Moreover, many Employers' members believed that only rapid economic growth and the expansion of employment opportunities, together with appropriate population policies, could enable the achievement of equality of opportunity.

91. The representative of the Secretary-General thanked the Committee, particularly the Chairperson and the two Vice-Chairpersons from the Employers'

and Workers' groups, for their excellent co-operation in arriving at the Conclusions to be presented to the Nairobi Conference.

92. The report of the Committee, the resolution and the Conclusions are submitted to the Conference for consideration.

Geneva, 24 June 1985.

(Signed) M. PITSO,  
Chairperson  
P. GRIFFIN,  
Reporter

## **Resolution on equal opportunities and equal treatment for men and women in employment**

The General Conference of the International Labour Organisation,

Having taken note of the report on equal opportunities and equal treatment for men and women in employment,

Having discussed and evaluated the progress achieved and problems encountered with regard to the situation of women workers since the adoption by the International Labour Conference in 1975 of a Declaration on Equality of Opportunity and Treatment for Women Workers and a Resolution concerning a Plan of Action with a view to Promoting Equality of Opportunity and Treatment for Women Workers,

Having reviewed legislative policies and measures adopted by the governments towards the implementation of the above texts, keeping in mind different economic, social and political systems and situations in various countries,

Having taken stock of the ILO's policy and action in favour of women workers during the past ten years,

Having arrived at Conclusions thereon,

Having taken note of the need in accordance with United Nations resolutions to establish a new international economic and social order with a view to ensuring better conditions of employment, work and life for women, especially in developing countries, and the need to devote particular attention to the situation of women in countries subject to the practices of apartheid;

Reaffirms the validity of the Declaration and Plan of Action adopted in 1975;

Appeals to member States to give effect to the part of the following Conclusions relating to national action; and in particular to ratify and implement ILO Conventions and Recommendations relating to equality of opportunity and treatment for men and women workers;

Invites the Governing Body to request the Director-General:

- (1) to bring the following Conclusions to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace;
- (2) to give due consideration to these Conclusions in ILO action and activities.

### **Conclusions, Submitted by the Committee on Equality in Employment**

#### *Introduction*

(a) Undeniable progress has been registered since the adoption by the International Labour Conference of the Declaration on Equality of Opportunity and Treatment for Women Workers and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, and the launching of the United Nations Decade for Women. Women in increasing numbers have joined the labour force in both developing and industrialised countries. They have entered certain sectors and occupations hitherto the domain of men, and more women are now found in highly skilled, technical, managerial and decision-making positions.

(b) There is also a much greater awareness of both the contribution of women to the economy and society and the disadvantages and discrimination suffered by them, which must be eliminated.

(c) Nevertheless, the pace of progress is uneven and the Decade has also witnessed a deterioration of the situation of women in some respects. Despite some progress, the majority of women workers continues to be concentrated in a limited range of occupations; doing work requiring low skills or earning low remuneration.

(d) Despite the growing consciousness among women of their own circumstances, in many countries they are still held back by social and economic restraints which, if anything, have increased during the last few years of world-wide recession and far-reaching changes in the organisation of production due to the introduction of new technologies.

(e) Rural women, who provide essential goods and services for their families, are severely affected by increasing poverty and deteriorating living standards.

(f) In many industrialised and developing countries, women are taking more than their share of the unemployment and of the severe economic recession which

marred the later years of the Decade and which is eroding many of women's hard won gains.

(g) Political and social disturbances and natural disasters are driving growing numbers of people into refugee camps, whose population is often made up largely of women and children.

(h) Lasting peace is essential to economic progress and social justice and therefore to the full implementation of equality of opportunity and treatment for men and women workers in employment.

## I. NATIONAL ACTION

### *Equal access to employment and training*

1 In order to ensure the implementation of the principles laid down in the Declaration on Equality of Opportunity and Treatment for Women Workers (1975), and further to the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975), measures should be intensified in order to promote and achieve equality of opportunity of women and men in employment and in society as a whole. Priorities for the attainment of these objectives include, as appropriate to national circumstances:

- (a) measures to promote the employment of women which should form an integral part of national policies and national development to achieve full, productive and freely chosen employment, which should be regarded as the means of ensuring in practice the realisation of the right to work as provided for in the Employment Policy Convention, 1964 (No. 122) and Recommendation, 1964 (No. 122) and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169);
- (b) policies which should provide men and women with equal employment opportunities, irrespective of the rate of economic growth and conditions in the employment market, and benefit all workers without distinction based on sex, including on the grounds of marital status, age or family responsibilities;
- (c) further efforts by the social partners in working out and applying equal opportunity measures. The social partners should also support constructive measures to foster economic development in such a way that the situation of women will improve within a framework of general policies for achieving economic recovery and employment growth;
- (d) the equal right of men and women to work and, by the same token, to acquire a personal income on equal terms and conditions, regardless of the economic situation;
- (e) the promotion of individual skills and abilities of workers by making available appropriate education and training facilities, relevant to national conditions in order that more women will be amongst the most suitable individuals selected for jobs;
- (f) measures aimed at enabling women to contribute meaningfully, through the fullest and most effective utilisation of their aptitudes and skills, to the economic and social development of their countries, whether in the formal or informal sectors in both urban and rural areas;
- (g) policies aimed at achieving equality between men and women workers which should include the development and implementation of comprehensive programmes of positive action to end discrimination against women in employment and to counter the effects of past discrimination. These programmes should incorporate measures on education, training, vocational guidance, counselling and placement, equality legislation and the development of support services for workers with family responsibilities;
- (h) steps which should be taken in consultation with employers' and workers' organisations, as appropriate to national circumstances, to eliminate occupational segregation in labour markets—
  - (i) by prohibiting direct and indirect discrimination based on sex in recruitment, training or promotion, and by taking positive action against both forms of discrimination in order to redress imbalance due to such discrimination;
  - (ii) by information and awareness campaigns designed to modify traditional concepts of stereotyped roles for men and women and to promote changes in attitudes towards the employment of women and by education and training programmes to overcome social bias which limits the range and level of occupations open to them;

- (iii) by encouraging and facilitating the entry of women into all occupations, particularly in those sectors of working life where they are at present under-represented and in the sectors of the future, as well as their access to all levels of skill and responsibility, on an equal footing with men;
- (iv) by ensuring special attention to and specific action for women in vocational guidance, counselling and placement services (for example by means of suitably qualified advisers in equal opportunity questions) in efforts to eliminate segregation in employment and to widen the occupational choices open to women;
- (i) ensuring equal access and opportunities in education at all levels and promoting the elimination of sexism and sex stereotyping;
- (j) measures to promote equal access of men and women to employment and training which should be continuously monitored on a tripartite basis so that programmes can be progressively improved and made more effective;
- (k) ensuring that women can benefit on an equal footing with men in the planning of general measures in the field of employment and training, including programmes of action against unemployment;
- (l) specific measures to meet the special needs of unemployed women when devising general, regional and local programmes of action against unemployment;
- (m) measures which should be taken to ensure that the same criteria are applied to all workers in case of redundancy or dismissal, without distinction based on sex, including on the grounds of marital status or age. Special protection against dismissal on the grounds of pregnancy and maternity leave should be applied;
- (n) programmes which should, as appropriate, be devised and implemented in order to meet the needs of, and overcome the obstacles to equal access to employment encountered by women who wish to re-enter employment after a period of absence, or who belong to disadvantaged groups such as migrants, refugees, the disabled, minority groups, single parent families and long-term unemployed. Special programmes should also be devised for women who are compelled to make a living by prostitution by offering them work opportunities and if needed, social assistance;
- (o) measures which should be taken, as appropriate to national circumstances, to ensure that rural women have equal access with men to land, education, technology, training and extension services, credit and other resources. For those engaged in income-generating occupations, measures should be aimed at making their employment more productive and remunerative. Help should be given to rural women to enable them to take advantage of new employment opportunities created by rural development and the introduction of new technologies;
- (p) equal access by women to financial and other facilities available for the creation of business and for self-employment, particularly in the context of local initiatives to create employment, including those taken on a co-operative basis which offer women worthwhile employment prospects and working conditions.

2 Further measures are required to promote equal opportunities for women and men in education and vocational training. Appropriate policy measures in this area may include the following:

- (a) steps which should be taken to implement rapidly the provisions of the Human Resources Development Convention and Recommendation, 1975 (No. 142 and No. 150), in particular Section VIII of the Recommendation, "Promotion of Equality of Women and Men in Training and Employment";
- (b) ensuring that the basis for equality at work is laid at the level of primary and secondary education;
- (c) national tripartite co-ordinating bodies for women's training and retraining which should be established, as appropriate to national conditions and circumstances, in order to ensure more effective planning and co-ordination of activities in this area and to develop and promote policies designed to widen women's access to training of all kinds and for the widest range of occupations.

Such bodies should:

- (i) keep themselves informed of changing occupational needs in the economy and make such information available to training institutions, to workers', employers' and women's organisations and to the public at large,

- (ii) maintain inventories of training institutions and programmes, whether operated by governmental or non-governmental agencies, in order to inform women about such institutions and programmes and encourage them to seek training and retraining;
- (iii) act as focal points for the exchange and dissemination of information on approaches used and experiences gained in integrating women into training programmes, both in their own and other countries;
- (d) adequate administrative and budgetary provision, with effective co-ordination and information services, for the education, training and retraining of women including those of disadvantaged groups;
- (e) the modernisation, diversification and reorientation of existing women's training institutions and programmes to correspond to economic opportunities and the priorities established in development plans and programmes, with the promotion of co-education wherever possible;
- (f) information should be collected and disseminated on—
  - (i) non-traditional occupations and newly emerging fields so as to diversify career choices for girls and women;
  - (ii) training and continuing education opportunities;
  - (iii) the level of advancement of women within various sectors of employment;
- (g) training, recurrent training, education and information programmes which should be organised, particularly for women whose skills need upgrading and those who re-enter the labour force or wish to enter non-traditional occupations. In that context, new technologies and economic development should be given as much consideration as traditional employment, provided they offer women sufficient opportunities for adjusting to altered employment requirements resulting from technological change and the opportunity for employment;
- (h) the identification of training needs of women in the informal, rural and urban sectors of developing countries. Training capacities should be developed with a view to reaching them, and training programmes devised with due regard to their levels of education and need to be able to continue to earn a living while undergoing training with due regard, as appropriate to national circumstances, to the need for provision of child care. Responsible people in mainstream institutions and programmes should be specially trained to serve these groups;
- (i) in addition to the provision of occupational skills, the development by training institutions and programmes of decision-making abilities, and interest in occupational and career development and goal-setting;
- (j) realistic and effective action at grass-roots level which calls for the full participation, of local community leaders, comprising adequate representation of women, in the development of training schemes from the early states of design through to implementation and evaluation. Active tripartite participation should be sought at all levels in order to take needs realistically into account and obtain support for the measures envisaged.
- (k) official programmes which should be implemented, where possible, with a view to responding to the needs of women belonging to marginalised groups, such as migrants, refugees, or minority-groups, and in order to overcome the obstacles in the way of these women due to lack of appropriate vocational training.

#### *Equality of remuneration*

3 It is essential to promote the full implementation of the principle of equal remuneration for work of equal value (Equal Remuneration Convention, 1951 (No. 100)) within the broader framework of equality of opportunity and treatment between men and women workers having regard to articles 7 (2), 7 (3) and 7 (4) of the 1975 Declaration. To achieve this goal:

- (a) where necessary national legislation or measures consistent with national law and practice should be introduced or broadened so as to ensure that all workers have the right to receive equal remuneration for work of equal value;
- (b) in addition, comprehensive implementation machinery should be created to ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value;
- (c) in accordance with national law and practice, investigation and complaint, machinery should be available for all workers who should have the opportunity of obtaining expert advice and support in presenting their case;



- (d) employers' and workers' organisations should strengthen their efforts to implement equal pay provisions and particularly to review existing wage determination practices in order to ensure that criteria for job classification and evaluation are free from sex bias, and to promote public awareness, understanding and acceptance of the principle of equal pay for work of equal value.

#### *Working conditions and environment*

4 Measures to improve working conditions and environment for all workers should be guided by the Conclusions concerning future action in the field of working conditions and environment adopted by the International Labour Conference in 1984, and in particular taking into consideration the provisions concerning hygiene, health and safety at work for women. Due attention should be paid:

- (i) in particular to those sectors and occupations employing large numbers of women;
- (ii) to the need to ensure proper application of relevant measures to all enterprises covered;
- (iii) to the desirability of extending the scope of such measures so that working conditions in sectors or enterprises hitherto excluded, such as export-processing and free trade zones, may be appropriately regulated;
- (iv) to the need for national legislation to ensure that part-time, temporary, seasonal and casual workers as well as home-based workers, contractual workers and domestic workers suffer no discrimination as regards terms and conditions of employment and that further segregation of the labour market does not result.

5 As regards protective legislation:

- (a) women and men should be protected from risks inherent in their employment and occupation in the light of advances in scientific and technological knowledge;
- (b) measures should be taken to review all protective legislation applying to women in the light of up-to-date scientific knowledge and technological changes and to revise, supplement, extend, retain, or repeal such legislation according to national circumstances, these measures being aimed at the improvement of the quality of life and at promoting equality in employment between men and women;
- (c) measures should be taken to extend special protection to women and men for types of work proved to be harmful for them, particularly from the stand-point of their social function of reproduction, and such measures should be reviewed and brought up to date periodically in the light of advances in scientific and technological knowledge;
- (d) studies and research should be undertaken into processes which might have a harmful effect on women and men from the standpoint of their social function of reproduction, and appropriate measures, based on that research, should be taken to provide such protection as may be necessary.

6 Sexual harassment at the workplace is detrimental to employees' working conditions and to employment and promotion prospects. Policies for the advancement of equality should therefore include measures to combat and prevent sexual harassment.

#### *Maternity protection*

7 Consistent with the recommendations of the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers adopted in 1975, measures should be taken:

- (a) in the light of scientific knowledge and technological advance, to provide an adequate standard of maternity protection and benefits ensuring that mothers are not disadvantaged in their occupational life, it being understood that the costs should be borne by social security or other public funds or by means of collective arrangements;
- (b) to ensure that all couples and individuals have access to the necessary information, education and means to exercise their basic right to decide freely and responsibly on the number and spacing of their children.

(8) Priority consideration should be given, as appropriate to national circumstances, to the gradual extension of maternity protection to women in all sectors of

activity and enterprises of all sizes, including women who are casual, temporary, part-time, sub-contract and home-based workers as well as self-employed and family workers; and to the strengthening of social security systems or other public or collective arrangements for the financing of maternity protection schemes.

#### *Workers with family responsibilities*

9 Member States should develop suitable arrangements to assist workers with family responsibilities by measures consistent with the provisions of the Workers with Family Responsibilities Convention, 1981 (No. 156) and Recommendation, 1981 (No. 165). All measures compatible with national conditions and possibilities should be taken to develop or promote child-care, family and other community services, public or private, to respond to the needs of workers with family responsibilities.

10 The burden of household and family responsibilities, which in most cases falls mainly on women, can be an obstacle to achieving equality of opportunity and treatment in employment. Supporting measures should be encouraged such as those designed to:

- (a) make it easier for workers to combine home and work responsibilities;
- (b) engender broader understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities;
- (c) promote such education as will encourage the sharing of family responsibilities between men and women.

Therefore, all necessary steps should be taken to ratify the Workers with Family Responsibilities Convention, 1981 (no. 156), and to implement its provisions as well as those of the accompanying Recommendation (No. 165) with respect to the formulation of a national policy in this regard and to the measures required concerning the employment and training of workers concerned, including their terms and conditions of employment, the provision of childcare and family services and facilities, social security and help in the exercise of family responsibilities.

#### *Social security*

11 In cases where women receive unequal social security benefits, specific measures to remedy this situation without adversely affecting existing rights may, as appropriate to national conditions and practice, include:

- (a) provision of adequate resources with a view to providing social security coverage appropriate to the needs of women workers;
- (b) development of social security systems in such a way as to ensure equal treatment for men and women by prohibiting direct or indirect discrimination regardless of marital or family status; such systems should be monitored on a tripartite basis, as appropriate, at regular intervals in this respect;
- (c) consideration being given to the gradual extension of social security coverage to workers hitherto not covered or only partly covered, including rural workers both male and female, and regardless of whether they are employed, self-employed or family workers.

#### *Participation*

12 In order to ensure that women's rights and needs are taken into account:

- (a) every effort should be made to ensure full participation of women in decision-making processes at all levels;
- (b) measures should be taken to remove obstacles to freedom of association and the exercise of trade union rights by men and women workers in accordance with the following Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Rural Workers' Organisations Convention, 1975 (No. 141);
- (c) every effort by the organisations concerned should be made to increase the number of women members and officers of trade unions and co-operatives and, through education, to make these organisations more aware of the specific problems met by women workers in achieving equality of opportunity and treatment and the measures needed to overcome them;
- (d) positive action should be taken by governments, employers' and workers' organisations to ensure that women have access to all positions and participate fully with men in social, economic and political life, as well as in public institutions and bodies, including at the national and international levels;

- (e) workers' and employers' organisations, and where appropriate women's organisations and government institutions specialising in issues of concern to women, should be consulted on issues which particularly affect women, at the decision-making and implementation stages.

#### *Administrative arrangements to promote equality of opportunity and treatment*

13 Measures should be taken, as appropriate to national circumstances and conditions, to establish, if necessary, national tripartite machinery on the status of women workers and to strengthen national equal opportunity bodies in order to stimulate action aimed at promoting equality of opportunity and treatment for women in economic and social life;

- (a) such bodies should also develop and co-ordinate research and statistics, planning, programming and action on equality of opportunity and treatment of women workers, disseminate knowledge and information pertaining to women's preparation for work life and their integration in the workforce, and provide a mechanism for systematic consultation with employers' and workers' organisations;
- (b) such bodies should have adequate resources and staff to enable them to carry out the above tasks;
- (c) such bodies should be placed at a level that enables them effectively to monitor achievements with respect to women workers and, where necessary, to influence or stimulate the initiation of relevant programmes in other parts of the government administration.

#### *Improving the data base*

14 As existing statistics often fail to reflect accurately women's participation in the labour force, efforts should be made to improve statistical data collection and their analysis so as to reflect more fully the contribution of women to productive activities and other aspects of their employment. As regards in particular the measurement of their participation in the labour force, employment, unemployment, underemployment, due regard should be had, inter alia, to the recommendations of the 13th International Conference of Labour Statisticians. Action should be taken to improve quantitative and qualitative information on the situation of women on the labour market and the assessment of the impact of policies to combat unemployment and to promote the employment of women in order to be able to monitor progress in combating segregation in employment and identify female unemployment trends more accurately.

## II. ACTION BY THE ILO

15 In the light of the conclusions emerging from the general discussion, the Committee recommends that the Conference invites the ILO Governing Body to:

- (a) consider the possible need for additional standards on equality of opportunity and treatment, with a view to incorporating, supplementing and updating, as necessary, relevant provisions in existing standards and, when elaborating new standards, bear in mind the interests of women workers, for example, coverage of part-time and temporary work;
- (b) consider as a possible new item for future standard setting the situation of home-based workers and contract workers.

16 Future action by the Office should include the following:

- (a) protective instruments, for example, Night Work (Women) Convention (Revised), 1948 (No. 89), should be reviewed periodically to determine whether their provisions are still adequate and appropriate in the light of experience acquired since their adoption and of scientific and technical information and social progress;
- (b) the ILO should continue to co-operate with the United Nations in the consideration of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1979), and taking account of the relevant parts of the Convention, should continue to submit reports on its application in areas falling within the scope of ILO activities, including those relating to ILO standards on equality of opportunity for men and women in employment;
- (c) the question of equal opportunity and treatment for men and women workers should be taken into account when preparing the agendas of regional

conferences and advisory committee sessions and meeting of Industrial and analogous Committees;

- (d) continuing research designed to identify the situation and problems of women workers in all countries including:
  - (i) the specific positive or negative impact on women of major trends and developments, such as technological change;
  - (ii) the situation of women working in rural areas, in the urban informal sector of developing countries and in export-processing and free trade zones;
  - (iii) the special problems of women migrants, refugees, the disabled and other vulnerable groups;
  - (iv) the review of policies and programmes designed to overcome the difficulties met by women workers, including practical approaches to the elimination of sex-based discrimination.

17 The ILO should contribute to the collection of improved data and continue its publications concerning women workers in different parts of the world:

- (a) by reviewing and evaluating the use of new and existing concepts and definitions for measuring labour force participation, employment, unemployment and underemployment, with breakdowns according to sex. These should be supplemented by sufficiently detailed statistics on industrial and occupational characteristics, wages, conditions of work and related topics for women and men workers separately;
- (b) by surveying and disseminating information on new approaches to the measurement of women's participation in the economy and their contribution to meeting basic needs and to the economy in general.

18 Efforts should be made:

- (a) to develop technical co-operation activities in favour of women workers through the design and execution of projects and through the inclusion in other projects, wherever necessary, of components intended to serve their needs or through ensuring the full participation of women in projects of common interest to men and women including the development of crèches and child-care facilities;
- (b) to reinforce the capacity of the ILO to implement the policy aims of technical co-operation programmes in favour of women and to ensure that the needs of working women receive due attention in all aspects and all areas of work of the Office, including employment, training, industrial relations, labour legislation and administration, social security and other related problems;
- (c) to examine the possible direct and indirect impact on women and their activities of all projects, so as to avoid undesirable effects;
- (d) to develop, implement and evaluate innovative projects for women is already being done for those groups in order to improve the possibility of their integration in the workplace;
- (e) to involve the women concerned in the selection, design, implementation and evaluation of the projects;
- (f) to strengthen the capacity of the ILO's organisational structures at headquarters and at the regional levels to deal with women workers' questions and to develop appropriate technical co-operation programmes;
- (g) to promote technical co-operation among developing countries through encouraging exchanges of experience at the regional or inter-regional levels between persons involved in programmes and projects for women workers, and enabling such persons to study those experiences at first hand;
- (h) to disseminate information in various languages. Information should be easily accessible through a variety of means, including computerised data bases, audio-visual materials, serial publications, information sheets and monographs;
- (i) to encourage a larger number of women to seek employment as technical co-operation experts;
- (j) to ensure that the ILO sets an example in all its services and structures in the implementation of equality of opportunity and treatment between men and women, in particular –
  - (i) by providing child-care facilities to ensure widest participation of women in its conferences, meetings and other activities;
  - (ii) by bringing the terms used in its basic texts and documents into line with the principle of equal participation in order to avoid the use of terms which apply to one sex only.

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## ***Provisional Record***

Seventy-first Session, Geneva, 1985

### **Eighth Item on the Agenda: Structure of the ILO: Report of the Conference Delegation on Structure**

#### **Report of the Committee on Structure**

1. The Committee on Structure established by the Conference at its third sitting on 8 June 1985 initially consisted of 85 Government members, 19 Employers' members and 45 Workers' members. Subsequent changes brought the composition of the Committee to 92 Government members, 20 Employers' members and 49 Workers' members.

2. The Committee elected its Officers as follows:

*Chairman and Reporter:* Mr. Jiménez Dávila (Government member, Argentina);

*Vice-Chairmen:* Mr. von Holten (Employers' member, Sweden), and Mr. Muhr (Workers' member, Federal Republic of Germany).

3. The Committee had before it two reports of the Conference Delegation on Structure published as *Provisional Record* No. 3 of the 71st Session of the Conference.

#### **Chairman's introduction**

4. In thanking the Committee for having elected him once again to this Office, *the Chairman* expressed the hope that it could be taken as a sign that the Committee wished to continue its discussions in a calm atmosphere, essential for dealing with a question which, over and above its obvious political aspects, had to be considered in the most technical and dispassionate way possible in the interests of the Organisation. The Chairman then introduced the reports of the Conference Delegation on Structure (*Provisional Record* No. 3).

5. The Chairman recalled that the mandate which the Conference had entrusted to the Delegation for the second consecutive year was only slightly different from that assigned to it in 1984 with regard to the out-standing problems, i.e. the government protocol for the American region and the composition of the Employers' group, to which had later been added the question of States not yet covered by a regional protocol. The Conference had, however, recommended that the Delegation diversify its working methods, in particular, by making greater use of informal contacts and, for the first time, utilising the good offices of the Director-General. The latter method had produced certain results with respect to the difficult problem of States not yet covered by a regional protocol which, apart from the specific problem at its source, quickly took on a much more general dimension. After long negotiations, contacts and discussions with all the interested parties, the Director-General had submitted a detailed analysis

of the problem and of its implications which was to be found in Appendix II to the report of the Fourth Meeting of the Delegation. Basically, the Director-General proposed adding two governmental seats to the Governing Body, which would be allocated to each of the four regions on the basis of rotation, and one more Worker and Employer seat in order to maintain the balance. Of course, the additional governmental seats would not automatically be allocated to "non-included" States on each occasion on which the seat belonged to a particular region because such States could obviously not be given an advantage over similar States covered by the relevant regional protocol.

6. The Chairman hoped that the allocation of an additional seat to the American region every second term of office might finally allow that region to achieve a distribution of seats acceptable to its various sub-regions. On this second question, that of the protocol for the American region, the Chairman noted that, despite intense discussion, as well as the good offices of the Director-General and the efforts of the Co-ordinator for the American region, the region had not yet been able to reach agreement. To some extent, the reason for this delay could be attributed to a recent change that had taken place in one of the basic elements: the countries of the Caribbean area, members of CARICOM, had recently announced their intention of forming a separate group whereas previously it had been envisaged that they would be associated with the North American sub-region, composed of the United States and Canada. However, this change seemed at least to have led to the consolidation of the composition of the three sub-regions in the American region: i.e. North America (United States and Canada), Central America (the countries of Central America, Cuba, the Dominican Republic and Haiti, and CARICOM) and, finally, South America. Moreover, the Chairman understood that some progress had been made over the distribution of seats among the three sub-regions since the Delegation's last meeting. But what still had to be resolved was the question of the method of distributing seats within each sub-region and the guarantees to be introduced in order to implement future article 7 of the Constitution, and especially its provisions on continuity and representativeness.

7. Finally, on the question of the composition of the Employers' group in the Governing Body, as the report of the Fifth Meeting of the Delegation showed, the Director-General had also been extending his good offices on this issue and was exploring

ways of finding a solution along lines which, in the Chairman's view, were both interesting and positive. Rather than attempt to summarise the reactions of the two parties principally concerned, the Chairman referred members to the report in which they had been carefully reflected.

8. Overall, the results of the Delegation's work were both encouraging and, at the same time, a little disappointing. On the problem of "non-included" States, the Delegation was, thanks particularly to the good offices of the Director-General, in a position at least to suggest a solution which, although it had not yet received formal approval, was considered by many to be acceptable. And the Committee had before it the draft texts of amendments to the Constitution and Standing Orders which would allow for the adoption of this solution in 1986 if they were approved. On the other hand, the Delegation had not been able to resolve all the questions before it and therefore the Committee might have to take difficult decisions. He recalled that the Conference at its previous session had indicated that it reserved the right, within its constitutional power, to take whatever decision it deemed appropriate for the further continuation of the work on structure after the 71st Session. This decision, which might not appear self-explanatory at first sight, but the meaning of which was well known to all, could have considerable implications for the Organisation. It clearly implied that the Conference was to reach a decision at the current session. Therefore it was essential to organise the work of the Committee in a rational and effective way, and the Chairman had consulted the Vice-Chairmen and the spokesmen of the various Government groups on the programme. It had been concluded after a general assessment of the work of the Delegation that sufficient time should be allotted to the two groups principally concerned with the outstanding problems, it being understood that the third problem, that of States not yet included in a protocol, would lend itself more to a discussion on the substance in plenary meeting of the Committee before deciding on the appropriate course to take in relation to the texts submitted by the Office. The Chairman also recalled that the Director-General had placed himself at the disposal of the Conference to continue to exercise his good offices, particularly in relation to the American regional protocol and the composition of the Employers' group.

#### Composition of the Committee

9. The composition of the Committee gave rise to a series of preliminary statements.

10. *The Employers' member of the German Democratic Republic* (Mr. Marx), referring to the First Report of the Selection Committee (*Provisional Record* No. 8), which listed him as a deputy member of the Employers' group in the Committee on Structure, stated that he had applied, in accordance with the regulations, to be a titular member of the Committee. However, certain members of the Employers' group had conspired to prevent him from exercising his rights under article 4 of the ILO Constitution as a voting member of the Committee by allowing him to be only a deputy member. This was one of the elements of the discrimination that had been practised for many years now within the

ILO against the representatives of directors of undertakings in the socialist countries. He wished to object to this procedure.

11. *The Employers' Vice-Chairman* (Mr. von Holten), replying the previous speaker, said that since 1968 the Employers' group and the socialist countries of Eastern Europe, joined by Cuba, had honoured an agreement on the number of Employer seats which the representatives of socialist undertakings could occupy on Conference Committee. The Employer in question had applied this year for titular membership of the Structure Committee and his application was the subject of a vote, the results of which confirmed that no more than two socialist Employers could be titular members. He regretted that the issue had been taken up this session after the agreement had worked so well in recent years.

12. *The Employers' member of Mongolia* (Mr. Tsembe) made a similar statement to that of Mr. Marx, on his own behalf and on that of his Employer colleague from Hungary.

13. *The Employers' member of Niger* (Mr. Georget) said that while he wished to avoid a polemical discussion, he had to recall the position taken by Employers' group in relation to the composition of delegations: when an Employers' delegation consisted of only one person, it was difficult for that person to participate in all Committees as a titular member. On the other hand, if the delegate had several advisers, he could sit in one Committee as a titular member while safeguarding the Employers' voting power in other Committees. Mr. Georget regretted that, in spite of this explanation, Mr. Marx had maintained his request in the Employers' group meeting and he had required the group to proceed to a vote, the result of which was in favour of the original idea by a very strong majority. This year the majority of the Employers' group had not referred to the reservations they held regarding the composition of Committees. They had hoped that the traditional good relations within the group would continue, thus increasing contacts and encouraging dialogue. He was disappointed to have heard the previous statements, which undermined his confidence in the process of dialogue. If such rigid positions were taken, there would be little chance of success in dealing with the questions of structure.

14. *The Employers' member of Bulgaria* (Mr. Simenov) associated himself with the remarks made by Mr. Marx and Mr. Tsembe. Mr. Georget's arguments had not convinced him that he and his colleagues did not have the right to appoint more than two titular members of Conference Committees. There were three representatives on the Bulgarian Employers' delegation: one delegate and two advisers; therefore his delegation would be perfectly capable of participating in more than one Committee. He, too had wished to be a titular member of the Committee on Structure.

#### General assessment of the work of the Delegation

15. *The Workers' Vice-Chairman* (Mr. Muhr) recalled that the Workers' group had successfully resolved their problems years ago. He would therefore address himself to the problems of other groups. He reminded the Committee that the Workers'

solution was described in Appendix VI to *Provisional Record* No. 3. He invited members of the Committee to take another look at the solution and hoped that other groups would be guided by the way the Workers had resolved their problems. It would, perhaps, be necessary for the Workers' group to make a slight change in their rules if, during the present session or at some other time, the proposal to enlarge the Governing Body by a further four seats in order to resolve the question of member States not yet included in a regional protocol were adopted. He assured the Committee that any such change would be made in the same spirit of solidarity that had always existed in the group and would therefore not present any problem with respect to decisions already taken by the group.

16. He recalled that those who had been members of the Committee for some time would know how many times the Workers' group had appealed for progress. He strongly reiterated his appeal to the other groups which had not yet resolved their problems to do so in order to allow the Conference to make a final decision on the overall problems of structural reform. He warned that confidence in the Organisation would be permanently damaged if a final solution were not found soon. He wished to repeat what he had said a year ago with respect to group autonomy. The Workers respected group autonomy on the one hand, thus meant that each group had to be allowed to resolve its own problems. This was true for the Government group, which still had problems in abeyance, as well as for the Employers' group, which had not yet solved its problems. On the other hand, it constituted not only a right but also a duty: a duty to practice group autonomy in such a way that decisions would not be permanently detrimental to the Organisation, in particular its tripartism.

17. *The Employers' Vice-Chairman* (Mr. von Holten) said that although he had only been a substitute member of the Delegation, he had attended Employers' internal meetings held in the context of the Delegation meetings. All positions within the Employers' group had been clearly explained by the group's Chairman, Mr. Oechslin, at the Delegation meetings, as could be seen particularly from paragraphs 10-14 of the report of the Fifth Meeting. Mr. Mardoniev had clearly explained the position of the Eastern European Employers in paragraphs 15 and 16. Another important statement had been made by a third member of the group, Mr. Georget, in paragraph 18 of the same report. Documents relating to various positions would also be found reproduced at the end of *Provisional Record* No. 3 as Appendices III, IV and V. He called upon members of the Committee to study those documents carefully, as would the Employers' group once again during intensive meetings during the session.

18. He went on to say that the group's internal meetings had been businesslike without any repetitive declarations. He could remember perhaps only one other occasion over the past 16 years when such an atmosphere had prevailed. He wished to refer Mr. Muhr to Mr. Oechslin's statement at the Fourth Meeting of the Delegation, shown at the end of paragraph 10 on page 3 of *Provisional Record* No. 3, where Mr. Oechslin had said that if it were not

possible in June 1985 to reach a decision on the basis of the present text, the time might perhaps have come for the Conference to ask itself whether it should not take a decision on the majority of the texts, which would be acceptable to the majority of the members, rather than risk having no reforms at all, or extraordinary confusion. The majority of his group was quite prepared to accept now all the agreed solutions for the other groups. They were also prepared to include in such a solution the Employers' rules and principles, which could be utilised by their colleagues from Eastern Europe if they so wished.

19. *The Government member of Bolivia* (Mr. Crespo), Co-ordinator for the American region, said that it was in a positive spirit that the American region would respond to appeals made that morning by the Employers' and Workers' representatives for decisive attempts and efforts to resolve the remaining difficulties. He assured the other groups that the American region intended to do its utmost to find a satisfactory solution to its problem. He added that observations had been made concerning the report of the fourth meeting of the Conference Delegation—at which he himself had not been present—in particular on paragraphs 5 and 6, which did not precisely reflect the spirit and attitude of the countries of the American region.

20. He went on to refer to the proposed half seat for the American region mentioned earlier by the Chairman. He emphasised that the half seat was of special importance to the American region. It would allow a greater balance in the allocation of seats to the various sub-regions. Additionally, there were other reasons for adding extra seats to the Governing Body. He reiterated that the American region had a very special interest in obtaining an extra half seat.

21. *The Government member of Norway* (Mr. Høidal) said that there was a new aspect to the structure exercise, namely the mandate entrusted to the Director-General by the Conference at its previous session to use his good offices to bring the various parties closer together in the search for agreed solutions on the questions still outstanding. The Director-General deserved the gratitude of all for the way in which he had carried out this mandate.

22. As Mr. Muhr had said, it would be very unfortunate for the Organisation if the amendments to the Constitution and Standing Orders, which had been ready since 1983, should be postponed from one Conference to another over the years. He wished, therefore, to join Mr. Muhr in his appeal to all those concerned to do their utmost to arrive at solutions which might commend themselves to the Conference.

23. On the subject of the proposal submitted to the Committee concerning "non-included" States, he wished briefly to repeat what he had said at the Delegation's meeting in May: it was a very useful proposal, one which had been favourably received by the IMEC countries.

24. *The Government member of the German Democratic Republic* (Mr. Zenker) considered that the reports of the Fourth and Fifth Meetings of the Conference Delegation and the summary presented by the Chairman had presented a picture of the state of negotiations on the outstanding problems. His



delegation regretted that it had still not been possible to find solutions. As the declaration of the socialist countries on the situation in the International Labour Organisation had stated, it was most urgent that the existing structure should be adapted to the economic, social and political realities of today's world. In this context, agreements on the inclusion, on an equal footing, of leaders of socialist undertakings in the Employers' group of the Governing Body was a very important objective. He noted that the discussion in the Employers' group was taking place in a good atmosphere and that, as Mr. Oechslin had said at the Fifth Meeting of the Delegation, progress was still possible. However, it was clear from the report of the Delegation that the majority of the Employers' group was still not ready to draw the necessary consequences from acceptance of the Briki formula. The argument that the ILO, with its non-governmental groups, could not be compared with other international organisations did not hold water. The ILO was an inter-governmental organisation and the basic principles relating to such organisations applied to it, including that of the equal rights of all Members. And these principles were valid for all three groups represented in the Organisation, even if there were certain special conditions for applying them and achieving their objective.

25. During the consultations carried out by the Director-General concerning the composition of the Employers' group, it had been suggested that consideration be given to the definition and status of an employer, and Mr. Oechslin had talked about the solidarity necessary within the Employers' group. But it had to be recognised that specific interests—the particular situation—always governed the way in which people worked. The socialist Employers could only act in accordance with their own position and while it was perfectly clear that there were occasions on which their interests would make them act in the same way as other Employers, sometimes—because of their social system—they would have different views. They could not be forced to act in a way which would suit others. He therefore did not believe that discussion of the definition of an employer would be useful in the debate. The Director-General's ideas on a system of "dynamic guarantees" might be interesting if they were more specific. His delegation hoped that efforts could be continued towards reaching a solution and considered that it would be helpful if the Director-General were able to continue to use his good offices.

26. The debate on the position of member States not yet included in a regional protocol had produced many ideas. His delegation was considering the issue and at the appropriate time would be able to put forward its views on the subject. He added that while certain factors militated in favour of the creation of additional Governing Body seats, there were also considerations that ran counter to such a solution. For example, the International Labour Organisation had practically universal membership and, as the colonial system had virtually collapsed, it was not conceivable that many more new States would be created in the future. Furthermore, under the proposed constitutional provisions, a very large executive body would be established. Organisations with an

even larger membership had substantially smaller executive bodies and an executive body should not lose its essential character.

27. He wished the countries of the American region success in continuing and concluding their negotiations on a regional protocol. He concluded by referring to the agreement that had been reached at the very beginning of these negotiations on structure concerning the "package" principle. His delegation trusted that others in the room shared his view that the negotiations continued to form a "package" which was the only basis for confidence in this work on the future of the Organisation.

28. *The Government member of the USSR* (Mr. Davydov) said that the report of the Forth and Fifth Meetings of the Conference Delegation gave a clear picture of the position on structural reform. He noted the efforts made by the American region to draft their protocol. As for the problem of countries not yet included in a regional protocol and the draft amendment submitted by the Office, already noted, he thought that this was a relatively new and complicated matter. Its solution was connected with other changes to be made to previously agreed texts, and therefore needed careful examination and discussion by all the parties concerned. Moreover, the Committee could not gloss over the fact that in the course of the discussion, doubts had been expressed about whether it was in principle advisable further to increase the membership of the Governing Body. It was therefore premature to make any decision at this stage.

29. *The Government member of Tunisia* (Mr. Ladhari) stated that all except three of the problems on structure had been resolved. At first sight it would seem that only one of them was important: the composition of the Employers' group, the other two being relatively minor. But in fact they all turned out to be complicated. On the problem of States not yet covered by a protocol, the Director-General should be thanked for his good offices and the resulting constructive proposal. To provide a further half seat for each region was a more appropriate solution than reopening the protocols already concluded after so much time and effort. The formula proposed could also help in resolving another problem—that of the distribution of seats in the American region. It would be useful for the various groups, especially the Government group, to hold consultations in order to finalise the proposal and have it approved in the plenary of the Committee. The most serious problem continued to be that of the Employers' group. Everyone had agreed to accept the Briki formula. It would be reasonable to expect a satisfactory representation within the Employers' group in order for the structure of the ILO to reflect the realities of the modern world. Of course it was for the Employers' group to find a solution that satisfied all sides in the sense that nobody felt excluded or frustrated, and that leaned towards universality. It was essential now for all members to act in a spirit of conciliation with a real desire to resolve these problems which had been discussed for three years. Some concessions had already been made by all sides and, in this same spirit of compromise, it should be possible to arrive at a broad consensus. With article 36 of the Constitution still in force in its present form, however, it would

have to be a very broad consensus if a successful solution were to be reached. But the solution should not be put off from year to year until, like a mirage, it disappeared in to the sand at the crucial moment.

30. *The Government member of Egypt* (Mr. Taha) wished to reaffirm what had earlier been said by the Government representative of Tunisia, as well as to underline the importance attached by Egypt, as a member of the Group of 77, to the problem of the ILO structure. Egypt hoped that definite solutions could be found this year. In this connection it had been fortunate that, in its wisdom, the Conference had decided last year to extend the mandate of the tripartite Delegation and postpone final approval until the outstanding problems had been solved. The Conference had also added one more item to the terms of reference of the Delegation: recourse to the good offices of the Director-General. Because of this new element the Committee had a number of proposals before it which would be of assistance in the search for solutions to the outstanding questions. The first proposal—on member States which were not yet included in a regional protocol—might contribute to the solution of the problem of the American protocol, since the American region attached great importance to the half seat which would be granted to it once the proposal had been adopted.

31. He believed that the problem of the representation within the Employers' group of the Employers from the socialist countries could be solved without in any way damaging the dependence of the Employers' group, its method of work or its principles. The Employers' group could perhaps devise a solution on the basis of the extra seat that would be made available to it under the proposed solution for the problem of "non-included" States. Without the mandate to the Director-General to employ his good offices, the Committee would not have had these proposals before it and would have found itself in the same impasse as at the previous session. He hoped that the Director-General's proposals would be given due attention by the parties concerned and that they would show flexibility, and a spirit of conciliation and good will, in order to find appropriate solutions. Unless this was done the Committee would have failed in its duties and responsibilities: any additional delay in the finalisation of the reforms could jeopardise the very existence of the Organisation.

32. *The Workers' member of Ecuador* (Mr. Bolaños Sanchez) associated himself with the concern expressed by other delegates that the Conference should finally resolve the problem of structure at the current session. He also agreed that, while the autonomy of the Employers' group had to be respected, nevertheless it was appropriate in a general debate for the Workers also to express an opinion on the subjects under discussion. He agreed with the remarks made by the Government member of the German Democratic Republic that the ILO was an international organisation, a universal organisation, within which equal representation was necessary: the various sectors and regions had to be equally represented in order to register their point of view. He hoped that due weight would be given to this point of view in the discussions leading to final agreement.

33. *The Government member of Italy* (Mr. Ferrari Bravo) wished first of all to express his Government's appreciation for the efforts made by the Director-General in providing the Committee with an imaginative and intelligent proposal concerning "non-included" States. In this connection he wished to associate himself with the remarks made by Mr. Heldal on behalf of the IMEC countries. He believed that the proposal would help to solve some of the major outstanding problems, particularly that of the American regional protocol.

34. While theoretically a solution could be envisaged whereby an amendment to the Constitution could be approved before the remaining problems, which did not require a constitutional amendment, were solved, this was in fact a politically impracticable solution and would be a futile exercise. He appreciated the report of the Director-General to the Fifth Meeting of the Delegation on Structure with its idea of a system of "dynamic guarantees" and reflection on the notion of an employer. He thought that these ideas might help in the search for a solution, particularly when taken together with the possibility of an additional seat being granted to the Employers' group, which he thought was one more element to be brought into the "pot", in order to find a definitive solution. He expressed the hope that particular efforts might be made in relation to this problem which appeared to be the most difficult one, and that the good offices of the Director-General might again be used in view of the importance of finding a solution at this session of the Conference.

35. *The Government member of Bangladesh* (Mr. Hossain) said that his Delegation was most anxious to see the problems of structure resolved at an early date. The Chairman's helpful summary of recent developments had provided a glimmer of hope that the Committee was moving in the direction of some kind of solution. His Delegation appreciated the good offices undertaken by the Director-General, particularly his proposal regarding the problem concerning States not yet covered by any regional protocol. He also noted with satisfaction the progress made in the American region and hoped that the region would be in a position to solve the remaining problems before the next session of the International Labour Conference. He appealed to the Employers' group to resolve their problem in a positive way.

36. *The Government member of Nigeria* (Mr. Williams) recalled how optimistic most speakers had been at the Committee's First Meeting. It had been felt that it would be possible to reach a successful conclusion. He was one of those who had felt optimistic. He hoped the Committee would continue its efforts until the problems before it were resolved. The speaker recalled that the Conference Delegation had been faced with three problems, namely the protocol for the American region, the international rules of the Employers' group, and the position of member States not yet included in a regional protocol. What was the position now? It was doubtful whether the earlier optimism could be justified. Referring to the protocol for the American region, he noted that some States had demanded more seats than were originally allocated to them. It had taken the ingenuity of the Director-General to come up with a possible solution and the Co-ordinator for the

American region had expressed satisfaction. The Committee had also been told of the difficulty concerning eligibility for re-election of some States in the region. He believed that it was not fair for one region to hold up the entire ILO membership's search for structural reform. In his opinion other regions had had more intractable problems but had managed to resolve them in a spirit of compromise. He hoped the American region could also do so.

37. Turning to the problem of the international rules of the Employers' group, he said he was still at a loss about what the Committee expected from the Employers' group. At first sight the group had completed its work on its internal rules, but these were not acceptable to all concerned. It might be too late to persuade the majority in the group to make changes that would satisfy the socialist countries. However, he had subsequently read, in the report of the Delegation's Fifth Meeting, an accusation made against the directors of socialist undertakings, to the effect that socialist Employers had declared that they would always vote with the Workers in technical committees. He believed that, in order for the majority in the Employers' group to shift from the position they had taken, there would be a need for socialist Employers to re-examine in a spirit of compromise the statement attributed to them.

38. The third problem was that concerning member States not yet included in any regional protocol. Initially, one or two countries had been concerned with this. However, the Director-General's proposal, which had not been rejected by any group, would seem to have solved this problem, as well as some others. He too associated his delegation with all those which had accepted the proposals. He thought it was incumbent on the Commission formally to pronounce its acceptance and belief in the utility of the proposal put forward, in order to solve some of the intractable problems of structure. A sense of optimism would be justified if the Director-General's proposals were accepted by all. He noted that 1985 would be the year of decision. The ILO's structural problems had been discussed for over 20 years. At the present pace, work on structural reform would not be completed until the next century. He believed that agreed issues should be submitted to the Conference for appropriate action. It would then be up to the Conference to decide whether it was time for action on structural reform.

39. *The Government member of Cuba* (Mr. Heredia) said that he realised that there were several problems preventing the implementation of changes in the structure in the ILO. His delegation had co-operated in the search for a solution to the problem of the American protocol. But there still remained questions both of substance and of form as a result of the proposal on so-called additional seats: how to distribute them among the various groups, how to ensure that there were no unacceptable privileges, and so on. There also remained the problem in the Employers' group, where there was continuing discrimination against the socialist Employers. This was a question of principle that had to be solved. He wished to repeat that the package principle was the appropriate way to solve these problems. All the outstanding questions of structure should to be discussed.

40. *The Government member of Mexico* (Mr. Tello) expressed his concern that while long and repetitious statements were being made in the Committee—statements which had been made on many occasions before—the time left to find solutions for the outstanding problems was running out. He agreed that the ILO could not allow any discrimination to be practised against any of the Members of the organisation. All Members were entitled to equal treatment. He also agreed with the Co-ordinator for the American region when he had said that the creation of additional seats in the Governing Body would to a large extent contribute to finding a solution to the problem of the American region.

41. In concluding this discussion of the assessment of the work of the Delegation, the Chairman thought he was interpreting the wishes of the Committee by expressing his gratitude to the Director-General for the way in which he had carried out his good offices.

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#### Composition of the Employers' group

42. *The Employers' Vice-Chairman* (Mr. von Holten) expressed his gratitude to the Committee for having allowed the Employers' group three full days for intensive discussions. These had included many full group meetings as well as subgroup meetings, officers' meetings and bilateral contacts. These consultations had taken place in a friendly and frank way, without too much of the usual rhetoric. If the issue had been perhaps more or less clear earlier, it had now become crystal clear. The group agreed that it was a matter of not wanting to put the cart before the horse, but it was not agreed on "which was the cart and which was the horse". He would not deny a certain impatience was beginning to appear in the group but as there was time, there was hope. The group would pursue its discussions. While he did not wish to sound over-optimistic, his personal belief was that things might move a little at this session of the Conference.

43. *The Government member of the USSR* (Mr. Davydov) said that the report concerning the work of the Delegation on Structure since the 70th Session of the Conference, and the statements that had already been made before the Committee, clearly indicated that the key problem of structural reform remained that of the Employers' group. His delegation had repeatedly stated its position, which was well known, on this question. That position was emphasised in the declaration of the socialist countries on the situation in the ILO. He merely wished to stress that his delegation, and those of the other socialist countries, were strongly in favour of retaining the package concept for the problems of structure. Without a generally acceptable solution to the problem in the Employers' group—based on non-discrimination—it would not be possible to support the other elements of the package tentatively agreed on. A solution to the problem of the Employers' group was possible on the basis of the Briki formula. However, what was being stressed was only that part of the Briki formula which referred to group autonomy as it was understood by those in favour of the status quo, in the Employers' group, the other elements which needed to be reflected—social and

economic interests—having been deliberately omitted by them. Group autonomy could not, and should not, be interpreted and implemented in such a way as to question the other principles embodied in the Briki formula. He could not accept the continuing discrimination in the Employers' group which was reflected in the absence of socialist representatives, ever since their membership of the Organisation, in the Employers' group of the Governing Body. Such discrimination was also reflected in other ways, such as the limitation of socialist employer representation on Conference Committees. Until the problem of discrimination was eliminated from the Employers' group, that group in the Governing Body, and with it the Governing Body itself, would remain unrepresentative. The socialist countries hoped that the result of the structure debate would put an end to the prevailing discriminatory situation by guaranteeing, through the rules governing elections to that body, the representative nature of the Governing Body, including the Employers' group. There was no doubt that the abnormal situation existing in the Organisation was to a considerable extent due to the non-representative and, in fact, artificial composition of the Governing Body, which directly affected the nature of its decisions.

44. The work on reform of the ILO structure had a long history. In spite of considerable divergencies of opinion on issues that had been examined, it was possible, however, to obtain agreement on many of them. The socialist countries, for their part, had shown, not by words but by deeds, their readiness to accept compromise, thus manifesting good will and understanding towards other interests that existed in the Organisation. Accordingly, there was an even better basis for arriving at a generally acceptable overall solution to all the problems of structure. The democratisation of structure and methods of work of the ILO was an urgent matter. No international organisation could subscribe to the principle of universality if at the same time it constantly negated the rights of a considerable number of its members. He expected the session to take real steps towards changes in structure and methods of work that would create conditions for normalising the situation in the Organisation on the basis of co-operation and equality.

45. *The Government member of Czechoslovakia* (Mr. Drabes) recalled that there were three outstanding questions to be resolved in the structure package. He did not wish to deal with the protocol for the American region since that was a matter under discussion by the region itself. He wished only to stress that a solution should in principle be sought within the number of seats allocated to the region and should not rely on additional seats or fractions of seats which might become available if draft amendments to the Constitution and Standing Orders were agreed upon concerning States not covered by regional protocols. Nor did he wish to dwell on the second problem—States not covered by a regional protocol—except to say that the solution proposed—to which he did not object in principle—appeared to be cumbersome. The proposal of course was an attempt to solve what was essentially a political problem. Apart from one particular case, it should be possible to make arrangements within the regions concerned and within the numbers allocated at present.

46. The real difficulty was the distribution of seats in the Employers' group. What was needed was a formula for the equitable representation, among the employers' representatives, of management from the socialist countries of Eastern Europe as well as of employers from public or state enterprises in developing countries. This problem could not be played down by reference to employers' organisations which were supposed to represent both public and private enterprises or by reference to the "confidence which successful candidates were expected to enjoy". Unfortunately, no progress had been achieved. The position of the majority in the Employers' group had remained rigid and the group was not any nearer to a consensus on the package. The only new development was the Report of the Director-General on his good offices, which was an attempt to seek a compromise. One element in it deserved consideration—the reminder that the Conference, as the principal constitutional organ, had the right and duty to ensure that constitutional provisions were given practical effect. In this case the relevant provision was the new text proposed for article 7, the so-called Briki formula. This right vested in the Conference could not be challenged. The second basic idea contained in the Report, namely that a solution should be sought through the internal rules of the Employers' group, was far from obvious. He did not wish to contest the right of the Employers' group to draw up its own internal rules, but this did not restrict in any way the right and duty of the Conference to ensure that the constitutional provisions were given effect. It might happen that the Employers' group would have to admit that they were unable to find a mutually agreed solution. In that case the Conference would have the duty to implement the Constitution by other means. However, he still believed that the Employers' group would be able to find a solution acceptable to all concerned in the context of its group autonomy. But such a solution would have to guarantee full implementation of the Briki formula. In this connection, it was discouraging to read the comments made by Mr. Oechsli during the Fifth Meeting of the Conference Delegation with respect to the Report of the Director-General (*Provisional Record*, No. 3, p. 8). It was clear that the majority of Employers continued to insist on their own criteria, irrespective of the principles announced in the Briki formula. The majority continued to believe that they were entitled to monitor the behaviour of Employer delegates to the Conference and elect only those who were prepared to co-operate with the majority and act upon instructions given by the leadership of the group. This was not an abstract discussion on whether or not delegates had the confidence of the group. It amounted rather to a complete rejection of the principles behind the Briki formula. It was clear that no progress had been reached within the group, and Mr. von Holten had confirmed this. Meaningful solutions, whether they were sought by means of internal rules or otherwise, whether in the context of group autonomy or perhaps on a tripartite basis, would have to be based on the rights of all parties concerned, on the protection of minorities, in an attempt to arrive at equitable and balanced representation. Only in this way could the Conference hope to fulfil its shared objective to complete the package and thus conclude its discussion on structure.

47. *The Employers' Vice-Chairman* (Mr. von Holten), in reply to the previous speaker, pointed out that under the present Constitution it was the International Court of Justice which interpreted the Constitution. He added that it had been assumed that this would be the case also in relation to the amendments which were being discussed. The whole question was still under discussion in the Employers' group.

48. *The Employer member of France* (Mr. Lepeu) said how surprised he had been at hearing once more the criticism incessantly levelled against capitalist countries and the so-called profit-making employers. The main objective of employers was to find customers for their undertakings and, in so doing, to supply consumer goods to workers whose standard of living had risen fourfold. Employers found resources in order to establish undertakings with that in view, and these resources were only come by through constant sacrifice on the part of the employers. This was how new jobs were created. In a sense, the Employers were the champions of the defence of the rights of workers. The developing countries were a special case since local employers were not yet very strong. The results in Eastern European countries were well known.

49. *The Employers' member of the USSR* (Mr. Mardoniev) noted that Mr. von Holten had rightly stated that the Employers' group had had a detailed and full discussion of the problems before it. The group had met frequently, and examined the positions of all the parties concerned. He confirmed that the discussions had taken place in a businesslike atmosphere. Since the Committee was once more discussing the situation in the Employers' group, he wished to explain once more the position of the representatives of the socialist undertakings. The problems which had arisen in the structure of the ILO were caused by the tremendous social, political and economic changes which had occurred throughout the world and through the aspiration of the socialist and developing countries to turn the ILO into a body of universal co-operation where all constituents were placed on an equal footing. The socialist countries had proposed various solutions that would have made it possible to solve the problem taking into account the legitimate interests of all concerned: but not one of their proposals had been accepted, not even their proposal that the Employers' group establish a subregion for the countries of Eastern Europe and a separate electoral college for the directors of state undertakings. They had finally begun searching for criteria of representativeness of the Governing Body, but even then the private employers had refused to join in the search for a solution acceptable to all. Accordingly, they could not accept that the criticism, levelled against the Employers' group as a whole for lack of progress, applied to them. They had been told that the directors of the socialist undertakings would be elected if they would defend the interests of the employers and not those of the workers. But the *raison d'être* of the ILO should be the defence of the workers. It was for this purpose that tripartite co-operation had been instituted in the ILO: the requirement of the majority was essentially unconstitutional. The socialist employers had also been told that they could be elected to the Governing Body if,

during a trial period, they voted with the majority. Obviously, no preconditions were acceptable. The private, capitalist employers had clearly shown that they did not wish to take into account the political, social and economic realities of the world, and that it was their intention to continue discriminating against the leaders of socialist undertakings who represented an entire economic system. Having accepted, so they said, the Briki formula, the majority of the Employers' group hypocritically refused to implement it or to create machinery to put it into effect. Nobody could doubt that the representatives of the directors of socialist undertakings had the right to participate in ILO activities at all levels. The struggle of the directors of socialist undertakings against this discrimination exposed one of the most glaring examples of the structural crisis in the ILO. For their part, they had sincerely sought various ways of overcoming the crisis but—as could be seen from the negotiations—the majority of the Employers apparently wished to increase their membership in the Governing Body while continuing to discriminate against the directors of socialist undertakings. Nevertheless the directors of socialist undertakings had constantly stated that they were prepared to carry on serious negotiations in the course of which they hoped to receive a guarantee that their legitimate claims would be fully satisfied. That would be an important step towards normalisation of the Organisation as a whole.

50. *The Government member of the Syrian Arab Republic* (Mr. Yassin Kassab) said he would only repeat what he had said last year: if the Western employers did not recognise employers from Eastern Europe, this effectively negated the right of the socialist employers to assume their responsibilities. He added that it was normal for democratic elections to take place within set regions so as to take account of regional differences. This was the normal way of proceeding in the case of a country, and would be even more essential in this case, which concerned an entire continent, the east and west of a continent. If it was the Eastern European employers who effectively elected employer representation on the Governing Body, the Western employers would rightly complain just as the Eastern employers were now doing. His delegation hoped, on the other hand, that the American region would arrive at a positive solution on its protocol.

51. *The Employers' Vice-Chairman* (Mr. von Holten) wished to reply to the Government member of the Syrian Arab Republic who, he said, clearly did not understand the structure of the ILO. It was true that the United Nations, for example, had experience with so-called tripartite delegations; there were countries which sometimes included employers' and workers' representatives in their delegations and, of course, they all voted according to the instructions of the head of the delegation. The ILO was not like that. The Employers and Workers in the ILO were not intended to be representatives of national governments. Workers' and Employers' delegates enjoyed independently the rights conferred on them under the Constitution of the ILO, nothing more nor less. The structure of the ILO was designed for its standard-setting activities and the authors of the Constitution had placed, alongside an independent Worker group, an independent Employer group. To assure this independence there was a special creden-

tials procedure. But there was also a rule in the ILO that these two groups elected their representatives to the Governing Body by majority vote. And the Constitution required that these delegates represent "the employers and the workpeople", that is to say, the average standpoints of the employers and the workers. He believed that any attempt to change this structure would give rise to very serious consequences for the continued active participation and positive contribution of important employers' organisations in different parts of the world which would touch the very heart of the ILO.

52. The group had discussed the question before it for many years. Long ago the group had been able to say that if the majority of the Employers' group elected a communist employer nobody could have a quarrel with that. In 1980 the Employers went a step further and drew up their principles and rules, in which it was said that, in elections, Employers should not discriminate between social systems, means of ownership, etc. This was quite natural because, even in the IOE, which was a free enterprise employers' organisation, about three-quarters of the member federations represented both state and private employers. The figure would probably be higher in relation to the Conference as a whole. These rules provided that there could only be two electoral considerations: to ensure that group representatives appropriately represented the group on the Governing Body and to ensure a fair regional distribution. In 1981 the group accepted, reluctantly on the part of some, the Briki formula. The majority of the group saw in this a possibility finally to settle the question, seeing in the formula a conditional guarantee for communist employers to be represented on the Governing Body, i.e. a socialist employer who would show that he was able and willing to represent the average group viewpoint, would be elected, because in such a case the group would be obliged under its rules to elect him, the socialist system as such not yet being represented in the Employers' side of the Governing Body. After 1981 the group commenced negotiations and tried to agree on how to reach the stage at which one or more communist Employers could be found to qualify in this way and be elected. In 1982 the speaker had made a statement, which he had since repeated each year. It was the official viewpoint of the group, and gave an interpretation of the group's principles and views on the application of the Briki formula. The statement was found in *Provisional Record*, No. 34, 1982, paragraph 57, in which the spokesman for the group reported on the work of his group:

4. The Chairman of the group explained that the principles and internal rules, referred to in 1(a) above, should be read together with the proposed constitutional amendment, referred to in 1(b), which everybody seemed to have accepted. The group was certainly acting within its recognised autonomy when, in choosing between candidates at Governing Body elections, it considered their respective determination and ability to defend and promote the interests of the Employers within the ILO without receiving instructions either from governments or elsewhere. In case two candidates, of whom one was a socialist employer, fulfilled the said condition to an equal extent and the socialist employers were not already represented, the proposed amendment seemed to favour the socialist candidate. The determination and ability to defend and promote the interests of the Employers within the ILO was something that one proved at the International Labour Conference and other meetings of the ILO by voting regularly with the majority of the Employers' group. That the socialist employers had not done so in the past seemed to the Chairman to be no reason why they should not do so in the future. After some time of such

co-operation and when the structural reforms under discussion had all been implemented, including the proposed increase of the number of Employer seats on the Governing Body, the socialist employers would seem to him to stand a good chance of becoming represented on the Governing Body. In reply to a question by an Employers' member from a developing country, the Chairman indicated that "socialist employers" or "employers from the socialist countries", meant, in the structure context, the employers from Eastern European socialist and other communist countries.

5. The Chairman proposed that the group should adopt as its own the interpretation of the situation which he had just given, on the understanding that it completed the package as far as the composition of the Employers' group of the Governing Body was concerned.

6. The group, with the exception of the Employers' members' of Bulgaria, Cuba, the German Democratic Republic and the USSR, agreed.

Since then there had been many negotiations, many overtures. The group had been asked to explore, for instance, what was meant by technical questions and whether every single socialist employer would have to vote with the majority in order for the minority to get just one seat on the Governing Body. So far, however, the socialist employers had shied away from such discussion.

53. At the 1983 Session of the Conference there had been a statement by the USSR Employers' delegation which was reproduced in *Provisional Record*, No. 38, paragraph 94:

When, as now, two radically opposed proposals were under consideration, it was necessary to look for a compromise. However, after consultation, the majority had announced that, contrary to the Governments and Workers who had been able to reach compromise solutions, they could not change their position. The majority group continued to maintain that the proposed internal rules were in line with the "Briki formula" and would allow the socialist employers to be represented in the Governing Body provided they supported the views of the Employers' group on technical questions. He wished to make it clear that such a demand did not at all correspond to the system he represented. This system set out to ensure the best conditions of work for the workers and the directors of the undertakings were obliged to put into effect all reasonable reforms proposed by the workers' representatives. This was why at the ILO, following normal practice in their own country, the directors of socialist undertakings were obliged to give their support to the workers' interests on a great number of technical questions.

This statement had greatly disappointed the majority. His own confederation in Sweden contained very loyal Russian and Hungarian companies as members which applied the confederation's collective agreements and directives to the letter. It was difficult to understand why the socialist employers could not behave in a similar manner within the Employers' group of the ILO:

54. In conclusion, the Employers' Vice-Chairman repeated that the majority would not be able to go beyond the conditional guarantee it had already given, because the only common denominator in its thinking was the acceptance of a situation where a socialist employer had been elected to the Governing Body by the majority. An imposition from the outside—in any form—would gradually transform the Employers' group of the Governing Body into a group of rotating country representatives, participating on a more or less ceremonial basis, with the grave consequences for the ILO to which he had already referred. As he had said, the discussions in the group were continuing. The majority had tried for more co-operation in this year's session of the Conference in the hope of reaching a situation in which the question would in time resolve itself. But it had been brus-



quely repudiated, first within the Delegation and then by the attacks at the Conference over the composition of committees in the context of the 1959 appeals procedure. There was also the declaration of the socialist countries, which was a tripartite declaration and which attacked the Employers' programmes and basic activities of the ILO: Although these developments could hardly be said to be encouraging, the majority would still persist in its efforts.

55. *The Government member of the German Democratic Republic* (Mr. Zenker) felt compelled to make three brief comments in the light of the discussion. First, it had been stated that the elected representatives of non-governmental groups should defend the "average" point of view of their group. But examples showed that in the Employers' group this "average" position was in fact one-sided and subscribed to by certain representatives only. Secondly, in the Workers' group a solution had been found that guaranteed the election of trade unionists from socialist countries. The solution that had been accepted in that group should also be possible for the Employers' group since the status of the two groups was similar. Thirdly, what was necessary was dialogue, a readiness to discuss, a readiness to seek solutions rather than to block reasonable attempts to find such solutions. Without a solution for the problem of the Employers' group, granting an equal right of participation to the socialist employers, there could be no solution to the structural problems facing the Organisation.

56. In reply, *the Employers' Vice-Chairman* (Mr. von Holten) said that these observations showed that the previous speaker did not properly understand the structure question. The Workers' group in fact provided no guarantees that they would always elect socialist trade unionists to the Governing Body. Secondly, in this context the two non-governmental groups could not be compared, because the communist workers voted with the Workers' group on technical questions while—and that was the real problem—in the Employers' group the socialist employers refused to join the majority of the group.

57. *The Workers' member of Venezuela* (Mr. Villegas) hoped that a reasonable solution could be found to the various problems under discussion. He thought that the most difficult problem was that concerning the right of equal representation for the socialist countries. It was not much use to go back to 1919 when the development and expansion of a socialist economic system on the current scale could not have been foreseen. New factors had arisen which called for reflection on the part of those who wished to maintain the ILO as an effective institution. The reality of an alternative economic system, the socialist system, could not simply be ignored by the employers of the capitalist world. It was therefore essential to maintain dialogue and to ensure equal rights for socialist employers within the Employers' group. The participation of the socialist employers in the Governing Body would not be a threat to the hegemony of the capitalist employers and the capitalist countries. There should be some guarantee of representation of the socialist countries within the group, otherwise there would be constant deterioration in an Organisation which would otherwise be useful as a contemporary embodiment of the tripartite idea.

58. *The Employers' Vice-Chairman* (Mr. von Holten) said that the majority in the Employers' group were not against dialogue. However, they had in fact given their socialist colleagues a conditional guarantee. They had called upon the socialist employers to do as the workers had done and vote with the group, at least on technical questions. If they did this, the majority would feel compelled to elect them under the terms of the Briki formula. The socialist employers did not want to utilise that guarantee. They preferred to attack the ILO Employers' activities as well as the basic objectives and programmes of the Organisation. It was those employers who did all they could to hinder dialogue and understanding. He repeated that the majority of the group would not have a solution imposed upon them and to attempt this would mean the end of the positive co-operation, contribution and participation of very important independent employers' organisations in the ILO.

59. *The Employers' member of Bulgaria* (Mr. Simeonov) noted that the issues had been under discussion for a long time and, as was usually the case, when a problem was close to being solved, forces converged in order to hamper consensus. That was true of the problem of structure in the Employers' group. The majority in the group had used the principle of autonomy as a barrier to progress. Nothing was being done to eliminate the discrimination practised against socialist employers by the majority in the group. Appeals for a more constructive approach were being ignored by the majority under the pretext of group autonomy. In his opinion, the principle of group autonomy, under the ILO structure, was intended to facilitate the Organisation's activities and goals, not to hinder progress. Group autonomy should be closely linked with the principle of democratic representation based on real tripartism. The problems of structure had to be solved as a package. That approach would enable all parties to participate in attempts to bring the ILO structure into closer conformity with world developments. He was under no illusion that such a solution would foresee and solve all future problems of structure. Nevertheless the problem required a comprehensive solution and a package deal offered that possibility.

60. The Briki formula needed to be fully applied in the Employers' group. It had been approved and applied by other groups. That was the correct approach since the consideration of different geographical, social and economic interests was an important condition for progress. Such factors were prerequisites for co-operation within all groups. The Briki formula had been accepted as a basis for the formulation of internal rules because it met the contemporary requirements for equality, peaceful co-existence and mutually beneficial co-operation. The majority in the Employers' group, however, accepted the formula only theoretically. It was clear that in the present election rules of the Employers' group the Briki formula had not found its proper place. Repeated proposals by socialist employers were rejected by the majority without adequate explanations. The majority wished to shut their eyes to the socialist mode of production. They could not accept that those who represented socialist undertakings deserved an equitable representation in the activities of the Organisation. To the majority, group

autonomy was a vehicle for insisting that Employer members in the Governing Body voted in line with their wishes without taking account of their interests. Providing for conditions of real representation of the socialist managers of enterprises would not, as the majority claimed, destroy the tripartite balance. On the contrary, it would result in a real balance that would correspond to the existing geographical, economic and social realities in the world. Only if the socialist countries were represented would there be proper tripartite participation. The damage to the ILO caused by the majority group of the Employers through their stubborn and inflexible position was clear. Only a spirit of mutual respect and regard for existing realities and interests could result in any real success in the work of an international organisation.

61. *The Employers' member of Lebanon* (Mr. Nasr) wished to make a few observations on the situation in the Employers' group. He recalled that he has represented for some 30 years the employers of developing countries and small countries in the Governing Body, in particular those in Asia and the Arab world. When he had first come to the ILO, its central activity had been international standard setting. His principal concern had always been that the activities of the ILO should be aimed at assisting the developing countries to consolidate and strengthen the capacity of the workers. This could be seen, for example, from the way in which he regarded the budget of the ILO, where he had always been concerned that adequate resources be devoted to technical assistance for the developing countries. Since it was the Conference which had the responsibility for preparing international instruments and draft resolutions—the standard-setting activities—and the Governing Body which was responsible for settling the Programme and Budget, it was essential for the developing countries to protect their special interests by ensuring that they were appropriately represented in these organs. And it was the smaller employers from the developing countries which most needed assistance. He went on to explain that the Employers' representatives of the socialist countries did not support the developing countries in relation to technical assistance requests. They said, for example, that the regular budget should not be used for these operational programmes. The Employers from the developing countries sought to convince other groups of the importance of the role of employers in relation to the improvement of social conditions in their countries, apart from their normal responsibilities associated with economic management. But for this, it was essential for them to appoint as their representative on the Governing Body persons who were well informed about their needs. Otherwise they could be of no help to the workers in obtaining technical assistance and other advantages. Of course, there were political considerations behind the subjects being discussed in the Committee, but the members of the Employers' group from developing countries, the small countries, feared all the large countries, whatever their political structure. Therefore, the Employers from developing countries had no alternative but to choose as their representatives those who would be able to help them most.

62. *The Employers' member of Mongolia* (Mr. Tsembe) shared the opinion of those who had spoken before to say that the structure and working

methods of the ILO did not correspond to the needs and realities of the present time. Moreover, in its practices the ILO violated the principles of equality which were applicable throughout the United Nations system. Since the socialist and developing countries had joined the ILO, the principle of tripartism had been used in order to negate their right of full representation. The socialist Employers and the directors of state-owned enterprises in developing countries were entitled to participate fully in the work of the Organisation. The denial of this right was an impediment to the work of the ILO and a further example of its political conservatism, which was unacceptable in a member of the United Nations family. The socialist employers had made many proposals corresponding to the interests of all parties but, in spite of these, no progress had been made in rectifying the imbalance in Employer representation in restricted organs of the ILO. The majority of the Employers' group simply refused to amend their rules. He wished to remind the Committee that each Member of the ILO had the responsibility of fulfilling all the constitutional requirements of the Organisation. He hoped that the Committee's members, particularly from the Employers' side, would make an effort to find a solution corresponding to the interests of all Members of the Organisation.

63. *The Employers' member of Cuba* (Mr. de los Reyes) said that after many years of discussions the problems of structure were decreasing. There were only three problems pending before the Committee, but the most difficult and most controversial was that affecting the Employers. Throughout the years the same arguments had been repeated, again and again, as the majority of the Employers' group continued to talk of group autonomy and majority vote in democratic elections. It had again been said that the socialist employers should vote with the majority in the technical committees. However, the state enterprises in developing countries felt that the world today was no longer the same as it had been in 1919, when the ILO was created. The principle of universality, which appeared in the Constitution of the ILO, the rights of minorities, proportional representation in the Governing Body, collaboration between the various interest groups within the Organisation, all had to be taken into account. No solution had been found. And now the majority of the Employers' group had inserted a new element—a reference to the idea of taking the matter to the International Court at The Hague. Such an idea was to be rejected. The problem had to be solved within the ILO. If there was no acceptable solution by the 71st or 72nd Sessions of the International Labour Conference, then the Standing Orders of the Organisation would allow the convening of a constitutional Conference with the participation of the three groups with just one item on the agenda: the issue of structure in relation to the Employers. There seemed to be two remaining problems: first, the elimination of the practice of limiting to two members socialist employer representation on Conference committees; secondly, the question of the composition of the Employers' group of the Governing Body in relation to the socialist employers and the employers of state enterprises in the developing countries such as Algeria, Angola, Cuba, Democratic Yemen, Ethiopia and Mozambique. The second question



could be resolved without jeopardising the autonomy of the Employers' group, simply by recognising the principle of universality and the rights of minorities. Out of the 28 seats envisaged for the Employers' X seats could be reserved for the socialist employers and for the employers of state enterprises in developing countries. These could be filled by rotation. Such a solution would be in line with the modern world.

64. *The Employers' member of Venezuela* (Mr. Arbeloa), speaking as an Employer representative from a small developing country facing problems, wished to recall that the Organisation was founded in 1919 when it was firmly believed that the best way to improve the situation of workers, bearing in mind the world situation, was to establish worker and employer sectors in the Organisation which were independent of the governments. Throughout time this essential idea had been maintained and had become a fundamental pillar of the Organisation, one which attracted new Members and sustained the existing Members. The world had changed, there was no doubt of that. In many countries, state undertakings played a basic role in the development of a country. Joint public and private undertakings were quite normal. The Employers' Confederation in Venezuela contained a substantial and increasing number of representatives of state undertakings. Half of the Employers' delegates from his country who were present at the Conference represented state undertakings. It was simply not possible for it to be suggested that the Employers discriminated against the representatives of state undertakings. Moreover, he shared the opinion of the socialist world that in the workplace, which finally was what the ILO should be interested in, conditions should be created so that all those associated with productivity might share the benefits from it. He believed that it was legitimate for Employers' representatives to take into account particular situations; it would not be proper for them to identify, in a rigid and absolute manner, with the objectives and aims of the workers even though there could be an important meeting of views and common objectives. The contemporary world required co-operation between the workers and employers, each with their own point of view. The principles of modern business administration were universal and indispensable in the management of modern undertakings. Moreover, management required qualifications, knowledge and special judgement suited to the job. Any employer who identified and acted as such, with the conviction that his responsibility was ultimately to administer an undertaking would receive the support of the Employers' group, without any distinction as to social system or country of origin. The employers of Venezuela would be very happy to be able to support the socialist employers, on the understanding that their behaviour would be genuinely independent. But the group had to remain firm on the principle of independence and on the legitimate right to freely elect its representatives. He hoped that all Members would respect the independence of the Employers' group, just as that group had respected the independence of the Government group and the Workers' group. He also hoped that the socialist employers might soon enjoy the full confidence of the majority of the Employers' group who would then vote for them, not out of obligation but out of genuine conviction.

#### **The position of member States not yet included in a regional protocol**

65. *The Chairman* recalled that the Director-General had made an extensive report to the Conference delegation on this subject in relation to the good offices he had undertaken. The Chairman believed that there was certain agreement or, at least, a concordance of opinion on the substance of the question. He recalled that in his introductory statement he had said that it might be useful to meet in a more restricted group in order to continue examining this question. Having consulted the various Coordinators and Vice-Chairmen, he had the impression that there was a consensus in favour of meeting in a restricted contact group, as had been done in relation to other questions on previous occasions. The texts which the Office had prepared, texts of constitutional and Standing Orders amendments, could be analysed by this group which might be composed of various Government members selected on a regional, technical or linguistic basis. And while it was a subject that primarily concerned the Government group, it could also have certain implications for other groups since a solution might imply the addition of extra seats for all groups. Therefore both the Employers' and the Workers' groups might wish to take part in the work of any contact group. The Chairman thought that the group might have two representatives from the socialist countries, two from IMEC, two from the Group of 77, and representatives of the Employers and Workers. But it would be an open-ended group—a group of “friends of the Chair”.

66. *The Employers' Vice-Chairman* (Mr. von Holten) said that his group had briefly discussed the matter, which was of concern to the non-governmental groups and had agreed on one thing: that it would not be more difficult to distribute 28 seats than 27 seats, so that it was a minor problem for them. Their larger problem was not influenced by this question. The group had also looked at the idea behind the proposal and while some doubts had been expressed, the group understood that the idea had been that all governments should agree on the composition of the Government group and that all member States would have a right to serve on the Governing Body. The group had not yet gone into the substance of the proposed solution.

67. *The Workers' Vice-Chairman* (Mr. Muhr) recalled that he had already said that his group would have no difficulties with the proposal and that if it were adopted the Workers' group would merely have to examine the implications for its own internal rules, which was a task that could easily be coped with. It should not be forgotten that an interim stage, between the regional protocols and non-included States, was being established. In the first instance, this was a question that concerned the Government group. It was for them to decide how they wished to compose the Government group of the Governing Body. On the other hand, he could not ignore the fact that such decisions might perhaps affect the problem of the subdivision of the regions and that would be a problem not only for the Government group but also for the other two groups. He hoped, therefore, that this dual aspect could be borne in mind in future discussions. His group was ready to participate in a working group, if it were established.

68. *The Government member of Algeria* (Mr. Briki) said that the Group of 77 had decided unanimously to put forward the same idea, namely that of establishing a working group, perhaps called a drafting committee or "friends of the Chair". He recalled that in the Group of 77 there had been no rejection of the Director-General's proposal and that this should be taken to mean that it was acceptable to virtually everyone. In other words, the substance of the matter had been discussed in the groups and at the Conference Delegation meeting. The restricted group to be established should therefore be in the nature of a drafting committee. He would not wish to leave room for an implication that there were problems and difficulties remaining, since everyone had more or less said "yes", and at the meeting of the delegation no one had spoken against it, although some had perhaps asked for more time before taking a final decision. He hoped that the Group of 77, a large group, might be allowed four representatives on the drafting group.

69. *The Government member of Norway* (Mr. Heldal) thought the Chairman's proposal would contribute a great deal to speeding up the work and facilitating the Committee's task. The IMEC countries would support it.

70. *The Government member of Czechoslovakia* (Mr. Drabes) said that the socialist countries of Eastern Europe were prepared to participate in the discussion within a restricted group of "friends of the Chair". He stressed, however, that they did not consider this group to be a drafting group. There were certain problems that still had to be discussed, even if the general idea had been supported by members of the Conference Delegation. He had in mind, for example, the impact of the proposal on the arrangements which had been made within the regions, such as the arrangements between Western and Eastern Europe. He also asked whether it would be advisable to restrict the terms of reference of the group to one point only. Perhaps the possibility of an exchange of views on other unresolved questions of structure might be examined.

71. *The Employers' Vice-Chairman* (Mr. von Holten) recalled that his group was prepared to take part in the work of a restricted group on this particular question. However, in relation to the suggestion made by Mr. Drabes, he did not believe that it would be profitable to discuss the Employers' affairs in a basically Government group. It would not bring the Committee closer to a solution, and it would also prevent some members of the Employers' group from pursuing their internal discussions.

72. *The Government member of Israel* (Mr. Dowek) said that his delegation did not represent a group, but rather a State that was directly concerned by the proposed amendment. His delegation considered the proposal most constructive; the ideas brought by the Conference Delegation to the Committee were very useful. However, he was compelled to say that the text of the amendment in its present form might lead to the opposite result from that sought by the Delegation and the Committee. It therefore seemed important that the small tripartite group discuss in depth the amendment, the ideas behind it, and the draft text itself. His own delegation would not go into detail at the present stage but it

had many reservations about the text and would reserve the right to make known its position on the final text at the appropriate time. The State of Israel had to be part of a region, part of an electoral college, and to enjoy equal rights with other member States.

73. *The Government member of Bahrain* (Mr. Al-Majed) said that his delegation, which was a member of the Group of 77, entirely agreed with the comments made by Mr. Briki. As for the proposal to establish a working group or a group of "friends of the Chair", his delegation reserved the right to participate in these discussions in so far as the principle was concerned. However, this did not necessarily mean that he agreed with the idea of allotting two additional seats to the Government group, with a consequential increase in the number of seats for the Employers and Workers. He therefore reserved his position on the principle in question.

74. *The Government member of the USSR* (Mr. Davydov) wished to make some remarks about the organisation of the Committee's work. He believed that the exchange of views had shown that the substance of the question before the Committee—i.e. States not yet included in a regional protocol—was still the subject of differing opinions and that it was therefore premature to consider setting up a drafting group on the matter. It might be more useful to have a discussion in order to give members an opportunity to state their opinion on this. He wished to indicate what had been said by Mr. Drabes: for many years now he himself had been convinced that all the questions of structure were interconnected. It therefore seemed that all the outstanding questions should be discussed by the restricted group which was to be established. He would have no objection in principle to such a group being constituted.

75. *The Government member of Nigeria* (Mr. Williams) supported the proposal for establishment of a small working group to discuss the amendments proposed by the Office. It would be a step in the right direction.

76. *The Government member of Kuwait* (Mr. Al-Tawheed) expressed the hope that the contact group could look carefully at the various questions involved—(a) the protocols that were being drafted in the various regions, (b) the implementation of the Briki formula, (c) the Constitution of the Organisation and the rights of the three groups forming the tripartite basis of the ILO—as well as the specific issue of the rights of countries not yet included in a regional protocol, particularly in the light of the Director-General's proposal concerning the creation of four additional seats on the Governing Body.

77. *The Government member of Canada* (Mr. Dhavernas); speaking as a member of the Group of the Americas, said that it was extremely important—and this was a point which had been stressed by their Co-ordinator on several occasions—for solutions to be proposed in relation to outstanding problems which could help the American region. What would assist the region to reach a solution would be agreement on the proposal to add a half seat to each region.

78. After consultations, the *Chairman* announced that the proposed Contact Group would be composed of himself as Chairman and the Government

members of Algeria, Czechoslovakia, Italy, Jamaica, Malaysia, Nigeria, Norway and the USSR, as well as representatives from the non-governmental groups.

79. Before the meetings of the Contact Group, a further exchange of views took place in the Committee.

80. *The Government member of the Syrian Arab Republic* (Mr. Yassin Kassab) said that it was well known that the text which had been proposed as a supplement to future article 7 of the Constitution was the result of the Asian Government group's having refused to include Israel in its regional protocol. He wondered whether the Conference should be asked to find a solution to the problem of a country which did not appear in a protocol by amending the Constitution. He thought not. All that Israel had done, its aggression and its defiance of international public opinion, did not allow it to be represented in the highest bodies of an international organisation. He felt that any change within the ILO regions should be dealt with by including the countries concerned in a regional protocol. He thought that it was wrong to add four new seats to the Governing Body so as to deal with countries which might join the ILO at a future date.

81. *The Government member of the United Arab Emirates* (Mr. El-Nur) thanked the Director-General and expressed the hope that he would continue his efforts, not only in connection with the regional protocol issue but also in connection with other questions pending before the Committee. While appreciating all the efforts made to solve the problem, he had some doubts about the proposed solution. He felt that the situation could not be properly remedied on the basis of the principles used and invoked in support of the proposed solution, particularly when it came to the question of practical guarantees. Other States would need stronger guarantees to ensure that a State not yet included in a regional protocol would not be given privileges not enjoyed by them. He also wondered how the extra-half seat for each region would be allocated. Would it be given to each State in turn? Further information was needed concerning the legal nature of and the administrative procedures to be followed in the allocation of the proposed half seat to each of the regions and the two additional seats proposed for the non-government groups. It was necessary to continue consultations in order to find an adequate solution to the problem. Such a solution would have to ensure that States not yet covered by a regional protocol should not enjoy greater privileges than other States, and in particular that they should not be entitled to membership of the Governing Body more frequently than comparable States which were already included in a protocol.

82. *The Government member of Israel* (Mr. Dowek) wished to address at greater length the problem of countries which were not yet included in a protocol. The State most concerned was the State of Israel. The position of Israel was that there should have been no need to discuss countries which were not included in a protocol because the Constitution of the Organisation and the future Constitution clearly provided that each member State was in a region, that the regions should be defined geographically and that each State should be included in a

protocol and enjoy the right to elect and to be elected. Since Israel was, by geography, vocation and tradition, a State on the Asian continent, it should have been included in the Asian protocol and as long as it was not so included, that protocol could not be considered "concluded". This stand was legal and constitutional. Nevertheless, as his delegation had said before, Israel was open to a pragmatic solution, but such a solution had to be based on the principles of equality and universality, the governing principles of institutional international co-operation. Israel would not accept any solution that discriminated against it. Israel was not asking for any special privilege or for any special treatment or position. It had wished only to be included as a member State in its own geographical region and in the protocol form that region. It wanted to be eligible for election and to have the right to elect. This was a minimum right accorded to every State. Any amendment to the proposed constitutional text would have to be based on Israel being in a region, in an electoral college, covered by a protocol. It would have to be a full member of a region with the same rights and duties as all other members. Israel had been transferred by the Governing Body to the European Regional Conference. This had been done at its own request so as to avoid the Organisation coming to a standstill in one of its regions. But it could not accept that the future Constitution might discriminate against a member State.

83. *The Government member of Tunisia* (Mr. Ladhari) thought that little progress had been achieved on the completion of all the regional protocols and that a problem which *a priori* seemed to be simple had proved to be much more complicated than it had been thought to be at the outset. He launched an appeal for progress during the Conference when many labour ministers would be in Geneva. He noted that the proposal of the Director-General to add four seats to the Governing Body, half a seat extra for each of the regions, was likely to make it easier to reach a solution. He then turned to the precise problem of non-included States, which he thought had become a "red herring" since the formula suggested by the Director-General was valid and seemed to meet everyone's wishes. It was clear that the Organisation was based on the principle of universality and that all States enjoyed the vocation of being elected to the Governing Body. The extra seats would be allocated in such a way that those benefiting from them would be privileged as compared with others and they would be subject to the same periodicity and criteria as those which were applied to the other member States. He did not understand why an attempt was being made to create problems where none existed. Perhaps there was no real wish, on the part of some members, to conclude the work. He appealed to the good will of all so that the search for positive solutions might move on successfully. He hoped the discussion could be closed and the proposed amendments adopted by the Conference in 1986. There was no point in discussing these questions every year as had been happening for some time.

84. *The Government member of Senegal* (Mr. Konate), referring to the problem of member States not yet included in a regional protocol, said that members had been told there were two possible sets

of circumstances which might lead to non-inclusion: (a) when a State, normally part of a region, was not for some reason included in the region's protocol; and (b) when a new State was created in a given region. However, he believed that article 7 (3) of the original proposal met the point made by the proposed amendment, which might in fact complicate matters. Article 7 (3) (a) provided that seats should be distributed among four regions and, importantly, that this should be done by mutual agreement. In other words, the delimitation of the regions was not to be geographically definitive; special circumstances or developments could be taken into account and adjustments made. He thought that such a concept of adjustment could be interpreted in a wide sense so as to cover the problem before the Committee. Article 7 (3) (a) in fact referred to an "initial" distribution so that no transitional provisions would be necessary in the Constitution before a different distribution might be introduced. However, the proposed amendment might still be relevant if it were limited to regulating the adjustment of regional composition through the vehicle of the two extra seats on the Governing Body. Thus, in the light of the proposed amendment in the original paragraph 3 (a), the boundaries and composition of a region, as well as the number of seats to which it was entitled, one could achieve the same objective in the proposed amendment to paragraph 4 of the new article 7 and the desired adjustments. He believed that greater pragmatism was necessary. In the WHO, for example, a solution had been found without adhering strictly to geographical boundaries. A pragmatic approach could be found that would ensure universality and the right of each Member to benefit from the activities of the Organisation. In short, he hoped that the Committee would reconsider paragraph 3 (a), and the opening of paragraph 4, in the way he had suggested. Such a solution might help to avoid appearing to give special privilege and be a better guarantee of universality.

85. *The Government member of Israel* (Mr. DOWEK) found the proposal by the Government member of Senegal of great interest. While it might have been feasible to use the provisions of paragraph 3 (a) of article 7 of the new Constitution to settle the problem in question, it would require mutual agreement at the political level. Such a decision would have to be made before such an adjustment became operational. It was possible that his delegation would have no objection to such a procedure but, as he had already said, it required *a priori* political decisions by the regions concerned. But in any case, the rights of member States were not subject to "agreement" but were inherent in the Constitution. In this sense there could be not "adjustments" and Israel was a member of the geographical region of Asia.

86. *The Government member of Algeria* (Mr. Briki) thought that this was not simply a question of the delimitation of regions. He recalled that Europe had agreed to include Israel in the European region in relation to activities of the Regional Conference. However, Europe did not yet wish to add a new State to its regional protocol. The crux of the problem was that Europe did not wish to change the protocol it had agreed upon some years ago. Perhaps one day Europe might include Israel in the protocol where it

should be. But at present the problem was that Israel was only attached to Europe and not a member of the European region. This was a political problem, and it had to be solved without placing any State in a privileged position. The proposal by the Government member of Senegal was legally correct in the sense that it might not be ideal to create a constitutional amendment in these circumstances, but there was at the same time a political problem which had to be solved in the most pragmatic way possible.

87. *The Government member of Israel* (Mr. Dowek) agreed with what had just been said by Mr. Briki, but added that although Israel might be attached to Europe, as long as it was not a member of the European region within the ILO structure, it continued to belong to the Asian region and therefore the Asian Regional protocol could not be considered as closed while Israel was not covered by it.

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#### Report of the Co-ordinator for the American region

88. *The Government member of Bolivia* (Mr. Crespo) made the following statement:

"The countries of the American region have had numerous meetings with a view to reaching agreement on a protocol on the distribution of seats in the Governing Body.

"Thanks to the good will shown by all the participants during these meetings, considerable progress has been made. At the present point in the negotiations it is not possible to establish a formula for distributing the seats in each of the three subregions of the hemisphere. The different criteria regarding the weighting applicable, and uncertainty as to the granting of an additional half seat to the region, have made it difficult to reach the agreement which everyone desired.

"In these circumstances the group has decided to continue its work, at an intensified pace, in the hope of arriving at a draft protocol. If necessary, this point will be taken up during the Conference of American States Members of the ILO, which is to be held in Montreal in March 1986.

"The American States have expressed the hope once again that, among the constitutional amendments currently being examined, agreement will be reached on the granting of two additional seats to the Government group of the Governing Body of the ILO, since this would greatly facilitate future action."

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#### Adoption of the Conclusions of the Committee

89. Following lengthy discussions within the Contact Group, the Committee was presented with draft conclusions, together with a draft resolution and its Appendix.

90. Before submitting the draft conclusions and resolution to the Committee for adoption, *the Chairman*, in accordance with article 18 of the Standing Orders of the Conference, drew the Committee's attention to their possible financial implications in

connection with travel expenses and Secretariat costs. He informed the Committee that, if it were not possible to meet these costs within part I or part II of the budget, the officers of the Programme, Financial and Administrative committee and the Officers of the Governing Body, in virtue of the delegation of authority they had received under article 18, paragraph 3, of the Standing Orders of the Conference, had authorised supplementary allocations to cover these costs in 1985, it being understood that any costs incurred in 1986 would have to be examined by the Governing Body when the time came.

91. After the adoption of the conclusions of the Committee and the resolution, the texts of which are given below, a number of speakers took the floor. *The Chairman* informed them that, because of time constraints for the submission of the report to the Conference, it would not be possible to reflect their interventions in detail in the report, but that each of them would be able, should they so wish, to state their views more fully in the plenary sitting of the Conference.

92. *The Workers' Vice-Chairman* (Mr. Muhr) said that while the majority of his group could accept the proposed conclusions and resolution, there was a minority which preferred to continue to seek a package solution on the basis of consensus.

93. The Government member of Israel (Mr. Dowek) felt that, in connection with paragraph 2 of the conclusions, his delegation could join neither the majority nor the minority. While Israel was ready to consider a pragmatic solution to the problem of member States not yet included in a regional protocol, any such solution should provide for the inclusion of these member States as full members of a region and of an electoral college, and for the application of a regional protocol to them.

94. *The Employers' member of the USSR* (Mr. Khokhlov) expressed the concern of the directors of socialist undertakings that no solution had been found in relation to the outstanding problems in accordance with the package principle. The directors of socialist undertakings would therefore be compelled to consider other ways of changing the attitude of the majority of the Employers' group. The recent decision of the Appeals Board had confirmed their view that socialist management was being discriminated against. But when a decision was taken to change the working methods of the Committee, despite a long-standing agreement, the future was not so bright.

95. *The Workers' member of the German Democratic Republic* (Mr. Franke) said that the proposed conclusions and resolution were before the Committee for the first time. He was disturbed that the package principle had not been maintained. It seemed that extremely important decisions were being "bulldozed" through the Committee. While he was in favour of group autonomy, the Conference had a duty to ensure that discrimination was not being practised against a segment of the membership. The methods and principles employed successfully in the past should have been carried on into the future.

96. *The Workers' Vice-Chairman* (Mr. Muhr) agreed that the discussions had taken place in a rather rushed way. There had been proposals, revi-

sions, amendments and so on. While it was true that the working methods of the past were being changed and that the constitutional amendments were being included in the agenda of the 72nd Session of the Conference, this was because they had been discussed for many years without result. The consequences of this lack of progress were the developments in the Committee at this session. He repeated that the majority of his group was ready to accept the conclusions and resolution.

97. *The Employers member of the German Democratic Republic* (Mr. Marx) believed that the conclusions failed to take into account the desire for equal participation on the part of the socialist employers. It was clear that the discrimination practised against them would not be eradicated over the coming years. It was wrong to break the package and to violate the principle of consensus. He could support neither the conclusions nor the resolution.

98. *The Government member of the USSR* (Mr. Davydov) said that the group of socialist countries resolutely maintained the view that all the questions should again have been dealt with as an overall package and that all legitimate interests should have been taken into account, particularly the participation of socialist directors of undertakings in ILO bodies. The socialist countries had consistently shown good will and put forward solutions taking into account the views of others. He hoped that generally agreed solutions to all the outstanding questions, including that of the composition of the Employers' group, could be found before the 72nd Session of the Conference. On the question of member States not yet included in a regional protocol, his Government reserved its position at the present time. Its final attitude would depend on how the other questions were to be resolved. But if the Governing Body were to be expanded, it would have to be made clear how the additional seats would be distributed, particularly in Europe where there were two electoral colleges. If the interests of the socialist countries continued to be ignored, there would be serious consequences for the ILO. The socialist countries had wished the package and consensus principles to be maintained and regretted that even their limited amendments to the draft resolution had been rejected. If there had been a vote in the Committee, his delegation would have voted against the resolution and conclusions.

99. *The Employers' Vice-Chairman* (Mr. von Holten) said that, as was reflected in the conclusions, the majority in his group accepted the proposed resolution. He was pleased that the socialist countries were willing to continue the search for solutions. The conclusions in fact provided the opportunity for this. He reminded the Committee that the rules of the Employers' group had to be adopted by a simple majority before every election.

100. *The Government member of Canada* (Mr. Dhavernas) agreed that the time had come to end as soon as possible the long process of structure reform. However, his delegation did not agree that the best way to do this was to place on the agenda of the 72nd Session of the Conference the constitutional amendments, regardless of the fact that there remained outstanding business. Inclusion should have been conditional on resolution, between this session and

the next, of the essential elements of the reform. The conclusion of a mutually acceptable protocol for the American region was one such essential element. In this connection his delegation agreed with the assessment of the Regional Co-ordinator given in paragraph 88 of the report. He was hopeful and confident that such a protocol would be ready by next year. He felt, however, that to include the constitutional amendments regardless of what happened in this important region could be construed as a lack of confidence in the outcome. He believed that the

structure reform should reflect satisfaction on the part of every member State that it was being treated in a fair and equitable way. Until this was the case the conditions for a healthy and acceptable structure reform would not be present.

Geneva, 26 June 1985.

(Signed) F. JIMÉNEZ DÁVILA  
Chairman and Reporter.

### Conclusions of the Committee on Structure

1. The Committee on Structure considered the reports of the Fourth and Fifth Meetings of the Conference Delegation, bearing in mind the mandate that the Conference had given it at its 70th Session with a view to reaching a definitive solution to the outstanding problems (government protocol for the American region; internal rules for the election of the Employer members; as well as the question of member States not included in a regional protocol).

2. The majority of the Committee noted that progress had been achieved regarding the principles of an acceptable solution to the problem of member States not yet included in a regional protocol on the basis of the document submitted by the Director-General to the Fourth Meeting of the Delegation (*Provisional Record* No. 3, p. 6). It considered that the elements of the proposed solution acceptable to the various parties concerned provided a sufficient basis on which to arrive at a definition of the question of inclusion of an additional provision in article 7 of the Constitution. This, provision would complete those which had already been agreed and which had appeared in the agenda of the 71st Session of the International Labour Conference. It was understood that work would be continued between the present and the 72nd Sessions of the Conference, with a view to working out the texts of the constitutional amendments and the corresponding or subsequential amendments to the Standing Orders, in accordance with the methods provided for in paragraph 5 below. In the view of the socialist countries, the question needed to be studied further, in particular with the aim of finding a solution within the framework of agreed provisions. They reserved their position on the question at this stage. They indicated that premature decisions on this sort of question had already created additional difficulties.

3. The majority of the Committee expressed the hope that the additional seats provided for under the new provision could contribute to the solution of the other outstanding problems, in particular the American regional protocol. In this connection, the Committee noted with interest the intention of the Governments of the American region to try to finalise their regional protocol, at the latest at the Conference of American States Members of the ILO scheduled to meet in Montreal in March 1986, and encouraged them strongly in their efforts to that end.

4. Regarding of the composition of the Employers' group, the Committee believed that an agreed solution should be found on the basis of the Briki formula which had been accepted by everybody. The Committee noted that for this purpose the Employers' members of the former Working Party on Structure would have to meet during each intervening Governing Body session, if necessary.

5. The Committee requests the Director-General to continue the good offices he has undertaken with regard to the questions outstanding, in consultation with the Chairman of the Committee on Structure at the 71st Session of the Conference and with the co-ordinators, the group spokesmen and other parties concerned, whom he should convene, in agreement with the Chairman, at least twice, in conjunction with sessions of the Governing Body. A report on the results of his good offices should be submitted to the 72nd Session of the Conference by the Director-General after having informed the Chairman, the co-ordinators and the group spokesmen; this report should be thoroughly discussed, in the most appropriate way, by the Conference.

6. The majority of the Committee considers that all the questions concerning the proposed amendments included in the agenda of the present session should be included in the agenda of the 72nd Session, with the addition referred to in paragraph 2 above. With a view to the desired speedy examination and approval of

these amendments, the Conference should, immediately after starting its work, devote an appropriate number of special plenary sittings to consider the drafts for preliminary adoption before referring them to the Conference Drafting Committee in accordance with article 47(2)(3) and (6) of the Standing Orders of the Conference.

7. As a result, the Committee on Structure, anxious to pursue the dialogue and wishing to reach unanimous agreement with a view to adapting the Organisation to present-day circumstances and needs, but also determined not to postpone indefinitely the adoption of the amendments which would make such an adaptation possible, recommends that the Conference:

- (i) adopt the attached resolution with a view to placing again on the agenda of the Conference, at its 72nd Session, all of the questions concerning the proposed amendments to the Constitution of the ILO, the texts of which are given in the Appendix to the resolution adopted by the Conference at its 70th Session, 1984 (*Provisional Record* No. 41, 1984, pp. 22-23), subject to the modifications and additions made necessary by the additional provision referred to in paragraph 2 above;
- (ii) request the Governing Body of the ILO to take the necessary steps, whether financial or otherwise, to give effect to the recommendations in paragraph 5 above.

### **Resolution submitted to the Conference**

The General Conference of the International Labour Organisation,

Having taken note of the reports of the Delegation of the Conference submitted under item VIII of its agenda, and having taken note of the report and conclusions of the Committee on Structure,

Determined to seek, in so far as possible, a general agreement on all the questions of structure still outstanding,

1. Urges all the parties concerned to contribute towards finding solutions to the questions of structure still outstanding in a spirit of co-operation, mutual respect and goodwill and in conformity with the principle of equality for all geographical, economic and social interests within the Organisation.

2. Decides to place on the agenda of its 72nd Session the questions relating to amendments to the Constitution of the ILO,<sup>1</sup> the texts of which are reproduced in the attached Appendix.

<sup>1</sup> The amendment to article 17 of the Standing Orders of the Conference will also be examined, it being understood that its entry into force, like that of consequential amendments, will be subject to the entry into force of the constitutional amendments referred to in this resolution.



## APPENDIX

Questions relating to proposals for the amendment of the Constitution of the ILO to be placed on the agenda of the 72nd Session of the International Labour Conference

### *1. Appointment of the Director-General* (article 8 of the ILO Constitution)

"Inclusion, in paragraph 1 of article 8 of the Constitution of the International Labour Organisation, of a provision requiring the Governing Body of the International Labour Office to submit the appointment of the Director-General of the International Labour Office to the International Labour Conference for approval."

### *2. Quorum Rule of the International Labour Conference* (article 17 of the ILO Constitution)

"Amendment of article 17 of the ILO Constitution so as to take account of abstentions for the calculation of the quorum of the International Labour Conference, which would remain fixed at half the delegates attending the session of the Conference, while also maintaining their exclusion for the calculation of majorities and, to this end, to stipulate that to obtain the required simple or special majority there must be at least half the corresponding proportion of the delegates attending the session."

### *3. Amendment of the ILO Constitution* (article 36 of the ILO Constitution)

"Deletion in article 36 of the Constitution of the International Labour Organisation of the provisions requiring the ratification or acceptance of amendments to the Constitution by members of the Organisation of chief industrial importance; and inclusion in the same article of provisions stating that amendments to certain specified articles and provisions of the Constitution shall not be considered as adopted by the International Labour Conference unless they receive three-fourths of the votes cast, and shall not come into force until ratified or accepted by three-quarters of the member States."

### *4. Amendment of article 7 of the ILO Constitution—composition of the Governing Body of the ILO*

*"Amendment of article 7 of the ILO Constitution with a view to*

- (a) replacing the figures 'fifty-six', 'twenty-eight', 'fourteen' and 'fourteen' specified in paragraph 1 of this article by the figures 'one hundred and twelve', 'fifty-six', 'twenty-eight' and 'twenty-eight' respectively;
- (b) deletion of paragraphs 2 and 3 or article 7, to replace them with a series of provisions to:
  - (i) introduce a general principle aiming at ensuring that in its composition the Governing Body shall be as representative as possible, taking into account the various geographical, economic and social interests within its three constituent groups, without in any way undermining the recognised autonomy of those groups;
  - (ii) insert after this principle a provision concerning the rules to be applied with respect to the composition of the Government group, with a view to:
    - firstly, specifying certain objectives—representativity and continuity—to be met within the general framework of principles applicable to the Governing Body as a whole;
    - secondly, indicating the criteria on the basis of which, in conformity with the Compromise Text of the Government group, the distribution of 54 government seats shall be made between the four regions (Africa, America, Asia, Europe) and the five electoral colleges referred to in the above-mentioned Compromise Text, as well as the limits (upper and lower) to be applied, and specifying that for the implementation of this decision, it has been agreed to apply the following distribution of seats: 12 seats for America, 13 seats for Africa, 14 and 15 seats alternately for Asia and Europe;
    - thirdly, stipulating the principles and criteria applicable for the distribution of seats within the regions, due account being taken of their special characteristics, in conformity with the Compromise Text, and stipulating further that these principles shall be embodied in formal protocols drawn up for each region;



- (iii) introduce a new subparagraph—the text of which should be worked out before the 72nd Session of the International Labour Conference—in order to provide, on a non-discriminatory basis, for the participation in the electoral process of all the member States and that once every two terms of office each region shall be allocated one of the additional seats, it being understood that this seat shall guarantee the possibility of election to the Governing Body of States not yet included in a regional protocol. It is also understood that such States shall not be placed in a privileged position regarding the frequency of such participation in relation to comparable States in the region. The additional seat which is not allocated to a State not yet included in a regional protocol shall be filled by the region concerned in the light of the provisions of its protocol.”

I have seen and approved the corrected text of the Report presented by the Committee on Structure.

Geneva, 26 June 1985

Fernando JIMENEY DAVILA  
*Chairman and Reporter  
of the Committee*

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Twenty-ninth sitting

Tuesday, 25 June 1985, 10.15 a.m.

President: Mr. Ennaceur

### THIRTEENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—We begin this morning's meeting with an examination of the thirteenth report of the Selection Committee.

*Interpretation from French:* The PRESIDENT—First, I call on Mr. Vargas Escobar, Government delegate, Nicaragua, Chairman of the Selection Committee, to submit the thirteenth report of the Selection Committee.

*Interpretation from Spanish:* Mr. VARGAS ESCOBAR (*Government delegate, Nicaragua; Chairman of the Selection Committee*)—It is my honour to submit to the Conference the thirteenth report of the Selection Committee, which only contains one change in the composition of the Committee.

I recommend to the Conference the adoption of this report.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open. If there are no objections, I consider that the thirteenth report of the Selection Committee is adopted.

*(The report is adopted.)*

### THIRD REPORT OF THE CREDENTIALS COMMITTEE: SUB- MISSION AND NOTING

*Interpretation from French:* The PRESIDENT—We now turn to the third report of the Credentials Committee.

I invite Mr. Reantragoon, substitute Government delegate, Thailand, Chairman of the Credentials Committee, to submit the third report of the Credentials Committee.

Mr. REANTRAGOON (*substitute Government delegate, Thailand; Chairman of the Credentials Committee*)—I have the honour to submit the third report of the Credentials Committee. This report contains the decisions of the Committee on the objections to the nominations of the Employers' delegate of Afghanistan, the Workers' delegate of Bangladesh, the Employers' delegate of Nicaragua and the Workers' delegation of Pakistan.

It also contains a communication which does not call for any action on the part of the Conference.

I am pleased to say that the decisions of the Committee recorded in this report were unanimous; therefore, under article 26, paragraph 5(b), of the Standing Orders, the Conference is only required to take note of them.

*Interpretation from French:* The PRESIDENT—As this report was adopted unanimously by the Credentials Committee, the Conference merely takes note of it.

*(The report is noted.)*

### REPORT OF THE COMMITTEE ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS: SUBMISSION AND DISCUSSION

*Interpretation from French:* The PRESIDENT—We shall now proceed to the report of the Committee on the Application of Conventions and Recommendations.

I ask Mr. Tikriti, Government delegate, Iraq, Chairman of the Committee, and Mr. Hagen, Government adviser, Netherlands, Reporter of the Committee, to come up to the rostrum.

May I invite Mr. Hagen, the Reporter of the Committee, to present the report of the Committee on the Application of Conventions and Recommendations?

Mr. HAGEN (*Government adviser, Netherlands; Reporter of the Committee on the Application of Conventions and Recommendations*)—I have the honour to present to the Conference the report of the Committee on the Application of Conventions and Recommendations. The Committee was set up in accordance with article 7 of the Standing Orders of the Conference to consider item III of its agenda, that is, information and reports on the application of Conventions and Recommendations.

The Committee followed its usual order and methods of work. It started with a general discussion on questions arising out of the fulfilment by member States of their obligations in regard to ILO standards and the operation of ILO supervisory procedures. It then discussed the general survey made by the Committee of Experts on the Application of Conventions and Recommendations of the effect given to various instruments dealing with labour inspection. The final—and main—part of the Committee's work was devoted to a discussion of a number of individual cases concerning compliance by member States with their obligations under or in relation to ILO instruments.

In all these phases of its work, the Committee took as the starting point for its discussions the report presented by the Committee of Experts on the Application of Conventions and Recommendations. It is indeed the Committee of Experts which ensures the systematic, objective, legal and technical scrutiny of the manner in which ILO standards are implemented and the obligations of States respected. The Conference Committee has a complementary function. It provides an opportunity for the ILO's tripartite constituents to assess the overall impact of ILO standard-setting and supervisory action and, through their discussions of both general and individual problems, to pave the way for a better understanding and better observance by States of their obligations in this field. As usual, considerable attention was given in the Committee's general discussion to the functioning of these supervisory arrangements. The views expressed find reflection in paragraphs 17 to 28 of the report.

You will recall that the ILO's activities in setting standards and supervising their implementation was the subject last year of a wide-ranging debate in the Conference, on the basis of a Report by the Director-General. That debate was a starting point for a whole series of follow-up measures. Some of them have already been adopted and others are under active consideration, either by the Governing Body or by the Office. A brief summary of the steps taken is provided in paragraphs 4 to 6 of the report before you.

The Committee of Experts has also indicated in its report that it intends next year to undertake a preliminary discussion of its principles and methods with a view to including an updated statement in its 1987 report.

All these measures indicate a continuing concern for review and adaptation, but without calling into question essential values and procedures.

One index of the vitality of ILO standard-setting is of course the number of ratifications. Concern was therefore expressed about the fact that only 30 ratifications had been received in 1984. It was observed, however, that conclusions cannot be drawn from the results of a single year. Indeed, since the beginning of 1985, a far larger number of ratifications than for the whole of last year has already been registered. The Committee's discussions on this question are summarised in paragraphs 8 to 16 of its report. I draw your attention particularly to paragraph 14, which mentions a number of Conventions to which, in the view of many members, priority should be given in ratifications.

The implementation of Conventions and Recommendations is a composite process, where impartial evaluation and insistence on respect of freely assumed obligations has to go hand in hand with an understanding of difficulties and a readiness to help. There was broad agreement in the Committee on the value and positive results of the advice, assistance and training provided by the ILO to member States in the field of standards, especially to developing countries. Budgetary constraints should not be allowed to limit these essential activities. Emphasis was also placed on the importance of advice by the Office to member States before they ratified Conventions, so as to ensure full understanding of the nature of the commitments to be undertaken.

Considerable attention was devoted by the Committee to problems arising in the implementation of the Employment Policy Convention, 1964 (No. 122). This Committee of Experts had commented on these problems in its report, and reviewed the different types of policies and measures which, in its opinion, have had or could have positive effects on employment. It was generally felt that indications of this kind were of value, although understandably views differed as to the precise causes of existing difficulties and the policies and measures by which they might be overcome. Indications concerning the discussions on this question are contained in paragraphs 39 to 42 of the report. I also draw your attention to the discussion of a number of individual cases concerning the implementation of Convention No. 122 recorded in Part Two of the report. Various discussions in regard to Conventions in the field of freedom of association and collective bargaining brought out the link between employment policy and the role of the social partners in the collective bargaining process.

Other questions touched upon in the Committee's general discussion, which you will find mentioned in the report, included the place of flexibility in standard-setting, the practical application of Conventions, the role of employers' and workers' organisations in supervision, collaboration with other international organisations (including measures designed to ensure that international financial institutions take due account of ILO standards), and further on the application of Conventions to offshore industrial installations and in export processing zones, and equality of men and women in the area of social security.

As already mentioned, the Committee also discussed the Committee of Experts' general survey on labour inspection. This part of its work is dealt with in Part IC of the report (paragraphs 45 to 72). The entire Committee recognised the exceptional quality of the Experts' survey and its exhaustive, objective and impartial character. The survey, drawing on reports from ratifying States as well as reports from other States presented under article 19 of the Constitution, describes fully the contents of the Conventions and Recommendations of 1947 and 1969 dealing with labour inspection and the experience amassed at the national level in applying these instruments. The survey was considered to constitute a basic reference document, which would be useful in tripartite workshops, seminars and meetings. It may also assist governments and employers' and workers' organisations in considering improvements in the effectiveness of their labour inspection systems.

There was general agreement on the fundamental role of labour inspection in the protection of workers and the improvement of their working conditions. The existence of effective labour inspection services is indispensable for ensuring the implementation of international as well as national labour standards.

It was recognised that inspection systems had to be adapted to changing conditions, including the increasing volume and complexity of social legislation and technological developments. It was nevertheless considered that the principles incorporated in the relevant Conventions remained valid. Convention No. 81—which covers industry and commerce—has been ratified by a large number of countries (105). On the other hand, Convention No. 129,

concerning labour inspection in agriculture, has been ratified by only 23 countries, and clearly much remains to be done to attain the level laid down by the ILO for that sector. It was also noted that 18 States which have ratified Convention No. 81 have excluded its application to commerce. It was suggested that those States should study the possibility of extending their ratification to commerce. It was also proposed that consideration be given to extending the scope of Convention No. 81, possibly by means of a protocol, to cover non-commercial activities in the tertiary sector.

There was discussion as to the range of responsibilities which should be placed upon the labour inspection services, and concern was expressed that they should not be overburdened to the detriment of their principal task of supervising the application of standards on occupational safety and health, and working conditions. Particular emphasis was laid on the importance of the preventive functions of labour inspection services.

The Committee of Experts' survey brought out that in many countries, including industrialised countries, labour inspection services suffer from inadequate resources, such as a lack of qualified and well-paid staff and the absence or insufficiency of transport facilities and other material means. The Committee felt that urgent attention should be given to these problems. The difficulties encountered by governments make the provision of technical assistance by the ILO all the more important and necessary. They also emphasise the value of measures which permit the activities of official inspection services to be supplemented from non-governmental quarters, particularly by the collaboration of workers and of occupational organisations.

The section of the Committee's report devoted to labour inspection ends with some indications concerning the future development of ILO activities in this field. It mentions, amongst other matter, the desirability of including the question of labour inspection on the agenda of ILO regional conferences.

As I have already indicated, the greatest part of the Committee's work consisted of the discussion of individual cases concerning compliance with obligations relating to ILO standards. More than 11 sittings were devoted to this task. Several lasted into the evening, and the last of these sittings ended shortly before two o'clock in the morning. Obviously, in spite of this intensive work, the Committee could only examine a limited number of the cases in respect of which the Committee of Experts had made comments in its report: A summary of the discussion of these cases is to be found in Part Two of the report.

In accordance with the Committee's established methods of work, section D of its general report draws the attention of the Conference to a number of findings and conclusions arising out of the examination of individual cases.

The Committee was able to note once more a substantial number of instances in which progress had been made in complying with ratified Conventions or with the obligation to submit Conventions and Recommendations to the competent authorities. These indications show that the work of the supervisory bodies has been fruitful and has made it possible,

with the collaboration of the governments concerned, to find solutions to problems which at times were delicate.

The Committee, as usual, decided to draw the attention of the Conference to a number of situations involving special problems in the discharge of reporting obligations or in the application of ratified Conventions. I refer you to paragraphs 76, 79, 81, 90 to 93 and 97. In paragraph 99 the Committee has noted with regret that four States, despite repeated invitations, failed to appear to discuss situations concerning their countries. Paragraph 100 mentions the absence of three countries from the Conference and their consequent inability to participate in any discussion.

The foregoing summary of the activities of the Committee this year shows a creditable record of achievement. Some words are called for regarding the conditions under which the Committee's work was carried out. I have already referred to the intense series of sittings. The members of the Committee deserve recognition for their hard work. But it is also true that the Committee laboured under heavy time pressures. Owing to the change in the timing of the Conference, the Committee began its work two days later than usual, but it still had to finish on the same day as before. Last Wednesday, the final day for substantive discussion, it still had to hear the governments of 20 States. It met for 13 hours that day. In the end it left aside a substantive discussion of one major case, namely, that concerning the application of Convention No. 87 by the USSR.

We need therefore to give some thought to reducing the pressures on the Committee. This may require the selection of somewhat fewer individual cases for discussion. It also calls for greater efforts by governments to discuss their cases at earlier stages in the Committee's work, and possibly for stricter discipline by the Committee in determining its order of business.

As the Committee recalls in the final paragraph of its report, dialogue carried on with mutual respect and in good faith is the hallmark of its work. If that spirit is accepted by all concerned, then we should also be able to overcome the practical difficulties to which I have referred, for the benefit of the working men and women for whom the ILO's standard-setting work is intended.

Before concluding, I take the opportunity of thanking the members of the Committee, our Chairman, Mr. Tikriti, and both our Vice-Chairmen, Mr. Wiskirchen and Mr. Houthuys, for their co-operation. They all must be given credit for the fact that the work was carried out this year in an atmosphere of mutual understanding.

Last but not least, I also want to thank Mr. Sidibé and all the members of his staff. Having been a member of the Committee for several years I had already observed their dedication to their work. This year I was in a position to see even more clearly their effectiveness in carrying out their heavy responsibilities.

With these remarks, I recommend the report for adoption by the Conference.

*Interpretation from German:* Mr. WISKIRCHEN (Employers' adviser, Federal Republic of Germany; Vice-Chairman of the Committee on the Application of Conventions and Recommendations)—Our Com-

mittee has submitted a written report to the Conference as it is required to do under article 7 of the Standing Orders.

An important basis for our work as usual is the report of the Committee of Experts on the Application of Conventions and Recommendations. This report, which comprises two separate volumes, is once again of very high quality. This is the result of the indisputable capacities of the Experts and their basic attitude of objectivity and impartiality. The report shows that the doubts expressed constantly by certain members of the Committee regarding the method of work of the Experts and their objectivity have no basis in reality.

All the assessments of the Experts, as well as in our Committee, are based on the reports of member States themselves. Therefore, it is vital and most important that the member States should fulfil all their obligations under the Constitution. Unfortunately, in this respect, we can still see many shortcomings.

The details can be seen very clearly in the report. I would simply like to emphasise one figure. Only 40 per cent of the reports on Conventions provide the information which is expressly requested regarding their practical implementation. We consider that this is particularly distressing. In some cases, the assessment therefore has to be theoretical because what is the point of having provisions which are in accordance with ILO standards if we are not informed of the practice, and especially if you have reason to believe that law and practice are very different? We would therefore like to urge member States not only to fulfil their reporting duties punctually but also to give all the necessary information which will allow for a complete and correct assessment of law and practice in those countries.

Law and practice reports regularly contain comments from the employers' and workers' representatives, and the number of such comments is increasing. In our Committee as well, discussion is more realistic if the representatives of employers and workers most directly concerned can make contributions to the discussion from their own countries. In this case, it is perfectly clear that very often there will be differing views expressed, sometimes, in the form of thesis and antithesis. But these are the premises for progress to be achieved in common.

However, there are other different cases in which employers, workers and governments achieve a perfect harmony of views. Very often these reports sound like descriptions of paradise, although we all know that paradise is not to be found in this world.

Particular attention is deserved, as was the case in our Committee this year, when a government that does not accept criticism lightly is criticised by an employer from that country. You need courage to do this, and we should like to express in this forum the hope that the critics and protagonists of free speech should not pay dearly for it when they get home.

A considerable amount of the general discussion was devoted to labour inspection. There was noteworthy agreement in the Committee that this part of the report of the Committee of Experts on the Application of Conventions and Recommendations deserves high praise, particularly high praise could be heard from a part of the members who normally

criticise the Committee of Experts. This was particularly due to the fact that those members believed that the decision was favourable to them.

We would like to indicate that this discrepancy is a demonstration of the fact that the experts have worked correctly and impartially. The question of increasing safety and health in the world of work is something which is not a matter of dispute and this is the basis for the discussion in the Committee.

From the work on labour inspection we can gather a great deal about occupational diseases and accidents, and on that basis preventive measures can be taken.

We Employers, however, would be sceptical if labour inspection were to be given too many tasks to fulfil; for instance, as regards the examination of the observation of general working conditions or the settlement of industrial disputes. In such cases, the danger would arise of there being an overload, that is to say that the labour inspection services would have to neglect their basic tasks. Furthermore, there would be dangers as regards their independence, which we believe is vital if we are to carry out their tasks in an effective and objective manner. The objectives of labour inspection can only be achieved if equipment, material and staff are sufficient.

There is, however, something else which is essential, namely the knowledge and skills of all those who are participating. This means greater information and clarification because optimum results can, in the final analysis, only be achieved if everybody is convinced that it is reasonable to behave in accordance with safety regulations in the interests of oneself and others. And this is why we think that this field is specifically appropriate and predestined for co-operation between all, particularly through joint action by employers, workers and their organisations. It is in this way that the effectiveness of labour inspection can be increased significantly.

The main activity of our Committee, as usual, was the consideration of individual cases. Here there was light and darkness, concern and satisfaction. The detail are given in the comprehensive second part of the report of our Committee to which I would particularly like to draw your attention. This second part at least is of equal significance as the first. More clearly than usual this year, the problem arose from time to time that although the legislation of a country had demonstrated a certain progress, the obvious reality of the situation still remained a matter of considerable concern. The Committee of Experts and ours should pay greater attention to this phenomenon in the future.

An important part of the general discussion, as in certain individual cases, concerned employment policy. The Employers recognise the priority importance of this question. It is a complex question in the true sense of the word, and there are no magical solutions and all we can do here is to refer to the nuances expressed in the discussion in the Committee.

It is well known that in a very short time our Committee had to do a great amount of work. This year, towards the end, the pressure of time was such that not all the cases could be considered in the same manner. This gives rise for concern. There are ways and means of changing this situation, and in the Committee we have already made relevant proposals for doing so. Next year, we shall have to remember

this in the Committee and we shall have to implement certain measures for improving the way in which we work.

The report before you is based on the co-operation of many, and that is why our thanks are due to many. First I would like to express my thanks to Mr. Tikriti, the Chairman of our Committee, for his objective and effective guidance of our work; secondly, I would like to thank Mr. Hagen for the report which he has presented, and which is vital for the effective carrying out of our work and the staff of the Office, particularly Mr. Sidibé. A great deal depends on proper co-operation in the Committee, and therefore we in the Employers' group are in favour of a partnership in many fields. I would particularly like to thank Mr. Houthuys, and I should also like to thank the members of the Employers' group for their constant support.

The report was unanimously accepted in the Committee, and the Employers would recommend it also for adoption to the plenary of the Conference.

*Interpretation from French:* Mr. HOUTHUYS (*Workers' adviser, Belgium; Vice-Chairman of the Committee on the Application of Conventions and Recommendations*)—As you may know, or as you may not know, there was once a woman Head of State who in a conversation with a male Head of State, put the question to him, because they had had many disputes and even difficulties, so she asked him: "What are we making now? Love or war?" The male Head of State, looking at her carefully, replied: "Let us make war."

As far as our Committee is concerned there are people who are wondering why we did not make war, and why we were able to produce and put before the Conference, a unanimous report without too many difficulties. Perhaps I am being somewhat over-confident in saying that I think that the Committee on Standards has worked well this year, even if we say so ourselves. There are arguments supporting this. The Committee has had the largest number of participants among all the Conference Committees, as well as the largest report, and, despite the fact the Conference began later than usual—and I am very glad to say so—we managed to accomplish at least as much work as in previous years, even though our normal working hours were not respected on some days. We had an interesting and constructive general discussion on the report of the Committee of Experts. About 45 speakers took part in this debate and I think that, on the whole, we can express satisfaction about the report of the Committee of Experts which we regard as an objective and useful guide.

We held discussions on the general survey, on labour inspection (Report III (4B)). We established a dialogue with a number of countries, and both the dialogue and the discussions were fascinating and constructive. By the end of our work, we had managed to reach general agreement on our draft report which was a great success in every respect, and this has not been the case every year. We congratulated one another publicly on the good job we had done, and what I should sincerely like to do here is to reiterate, before the plenary sitting of the Conference, our gratitude and congratulations to our Chairman Mr. Tikriti who spoke Arabic so well that the interpreters were able to translate his words faith-

fully. He was objective and effective. I also would like to thank Mr. Hagen. He is an old hand on this Committee. He is wise and constructive. I would also like to thank Mr. Wisskirchen, my social partner, who really was a partner. And it is hoped that the partners will continue to be partners when they return to their respective countries. My congratulations also go to Mr. Sidibé and his fine team of the standards secretariat. It is thanks to their contribution that everything worked so smoothly. Moreover, they work all the year round to ensure that they can keep up with all the activities involved in the application of standards. I should also like to thank in particular the whole of the Workers' group, more so than in any other year—and this is quite remarkable played the part they have in the supervisory machinery by submitting their complaints and the 149 observations they transmitted to the ILO. The Workers of several countries asked for an opportunity to question their governments when individual cases came before the Committee for consideration, since they were anxious to show that they believed that the ILO can contribute towards resolving their problems—not only general problems—but also special problems in their own countries. I think also, that more than in any other year, we have been able to work together in a spirit of solidarity, frankness and mutual confidence. As a result we are able to put before the Conference this report of the Committee on Application of Standards.

There is something I should stress here with respect to certain particularly important facts. First of all this report bears witness to and reflects the fact that the ILO system incorporating the procedure for submission for ratification, application, supervision, reporting, and all the work done by the experts, gives constructive proof and evidence of the ILO's service to social progress and the interests of the workers. This is why we hoped in the Committee that the Working Party set up by the Governing Body and the other bodies concerned with standards will agree to adapt these procedures, renew them, simplify them, and render them more flexible but never curtail the standard-setting supervisory activities.

My second remark is that the Committee on the Application of Standards has once again laid emphasis on the work that still needs to be done to obtain more ratifications of Conventions and in particular, as the Workers have requested, the basic Conventions (Nos. 29 and 105) respecting forced labour, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Labour Relations (Public Service) Convention, 1978 (No. 151) (where there is still so much confusion and misunderstanding) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) (which should be ratified by more countries so that tripartism will not exist only at the international level, but also at the national level). All this has, moreover, been particularly stressed during the discussions on employment promotion in connection with Convention No. 122. Governments, employers and workers must in a tripartite effort make even greater efforts to combat the scourge of unemployment and particularly unem-

ployment among young people. We also hope, as workers, that the ILO, which is experiencing financial difficulties as well as difficulties arising from limitations and restrictions which force the Organisation to make choices, will not forget that it is necessary to aid governments, employers and workers by means of technical and administrative support, and assistance in all its forms, direct contacts, training, seminars and study sessions, which should not be reduced. On the contrary, every year—and this year once again—we see the need for such measures and we also see the results.

I should like to stress again that a country which does not ratify certain Conventions is not thereby exempt from supervision.

Every year, a survey is made on the basis of reports submitted under article 19 of the Constitution which provides us with an overall study based on inquiries made in all member States. This year we welcomed the examination carried out on labour inspection. Indeed, as we emphasised in the course of the work of the Committee, there is no guarantee of protection or proper application of labour legislation unless there is an effective labour inspectorate that is autonomous, qualified and properly equipped.

We realise that a great deal still remains to be done to ensure that labour inspection is generalised to cover all sectors. This applies not only to industry but also to commerce (Part II of Convention No. 81 of 1947), small and medium-sized enterprises, and in agriculture where it is so necessary for Convention No. 129 of 1965 to be more widely ratified and better applied.

Furthermore, the labour inspectorate must be able to rely on the co-operation of employers and workers in undertakings themselves. For this reason, the workers' delegates must be sufficiently free and properly protected to enable them to play their essential role in the task of labour inspection.

Like other speakers, I wish to state that the general survey can provide a useful tool in tripartite discussions in our individual countries. This part of the Committee's work was generally recognised as being of exceptionally high quality, exhaustive and of particular value for the study of the relevant Conventions concerning labour inspection.

Dialogue and discussions regarding individuals cases, or rather countries which were invited to appear before the Committee, may of course give rise to complaints, lamentations, criticisms or regrets but I believe that there is no reason to say that these countries were condemned, as some of those who were invited state, even in respect of my country. It is nevertheless a good thing to engage in dialogue regarding a situation so as to ensure that there are no shortcomings or failings and that there can be full application of ratified Conventions. Often enough it has been repeated that the ILO is neither a witness box nor a court of law, I sincerely think we have done our best this year to see that standards are better framed and better applied, in spite of some delicate and difficult situations.

The objective cannot be to condemn a country or a regime but must be to enable it better to understand how it can apply the ILO's instruments for the benefit of the workers.

Perhaps we should try to limit ourselves a little more as regards the number of cases dealt with. Perhaps it would be better to programme the Com-

mittee's work better and for there to be better discipline in the Committee so that the time at our disposal can be used more effectively—but I fear, or rather hope, that one more night's sitting will not kill us. Even if we are allowed more time, I expect we shall still have night sittings.

As workers, we would like to urge governments once again to be good enough to send in all the reports required of them and to reply to all the questions sufficiently in advance; otherwise the supervisory machinery will be blocked and paralysed.

I advise you to read carefully the report of the Committee on the Application of Standards. I request you to take note of the conclusions of the Committee in the hope that these conclusions will be implemented. I recommend you to approve the report to show your appreciation of the constructive work done by the Committee. In this way we can add one more little brick to the edifice of social progress for the benefit of the workers.

*Interpretation from Russian:* Mr. CHEREMET (Government adviser, USSR)—The General Conference has before it for consideration the report of the Conference Committee on the Application of Conventions and Recommendations. The Committee carried out a detailed discussion of the general part of the report of the Committee of Experts and on the special report regarding labour inspection services. It also considered the information provided by Government delegates in connection with the comments by the Committee of Experts on the implementation of and effect given to specific Conventions. This was far from a simple discussion and very often it raised serious questions concerning the activities of the ILO as a whole and of its supervisory machinery in the present period. Unfortunately, at this session of the Committee again, we were unable to avoid the efforts of certain members of the Committee to bring in elements of confrontation and attacks on the policies of a number of States, thus demonstrating their lack of desire to accept the realities of today's world and establish co-operation on an equal footing. These attempts were not only rejected but did not even gain the support of the majority of the Committee members. At the same time they started some people thinking very carefully about the future of our Organisation. The socialist countries, as you know, have presented their basic assessment of the activities of the International Labour Organisation in their Declaration on the situation in the ILO, which also includes an appreciation of the supervisory machinery of the Organisation.

Today, we are discussing the report of the work of one of the most important components of that machinery whose functions are clearly and directly defined by the Standing Orders of the International Labour Conference. The work of our Committee has confirmed that the achievement of a consensus in this specific case removes the urgent problems related to the supervisory machinery; but it does not take them off the agenda and does not make them any less topical. Furthermore, the fact that the resolution by the socialist countries concerning the supervisory machinery obtained a high priority more than convincingly confirms this approach. Attempts to present matters differently can only be detrimental to the work of our Organisation.



I do not want to speak empty words and shall therefore give an example relating to the Conference Committee whose report is now before you for your consideration. The question arises as to the inter-relationship between the functions and competencies of the Committee of Experts and those of the Conference Committee. Today, is the situation we are faced with not one of competition for competence between these bodies? This is not an abstract juridical question. It is a practical problem. Today, the position is that the Committee of Experts is not bound by any conclusions or views expressed by the Conference Committee with respect to the effect given by any particular State to an ILO Convention. Any government which, on any particular issue relating to the implementation of a Convention, is judged positively today by the Conference Committee may be judged negatively tomorrow on the same question by the Committee of Experts.

Whereas the Conference Committee adopts its conclusions as a result of discussions in which the representatives of the governments concerned participate, the Committee of Experts is completely isolated from the Conference Committee and the members of the Conference Committee do not in practice have any practical possibility to ask the members of the Committee of Experts any questions whatsoever in connection with their conclusions. There is only an exchange of correspondence between governments and the Committee of Experts. One cannot pretend that the questions submitted to the Committee of Experts on its report and conclusions are raised only by representatives of socialist countries. At the present session of our Committee, a number of issues connected with the report of the Committee of Experts were raised by Western European members of our Committee.

We are told that, in addition to the Constitution of the International Labour Organisation and the Standing Orders of the International Labour Conference, there is a certain practice and custom and that it is that which governs the work of the Committee of Experts. However, the International Labour Organisation was born on the basis of a written Constitution and if we consider that customs can change the Constitution and the Standing Orders, the consequences can be extremely sad, and not only with respect to the subject under discussion. If such a tendency is allowed to continue, then in addition to a legal Constitution we shall have a *de facto* Constitution for the ILO. Objectivity and independence, which is what the Committee of Experts claims for itself, certainly do not mean that the Committee of Experts should be outside the rules of the Constitution. In practice, though, it is above the Constitution. The independent judgement of the Committee of Experts does not mean that it is independent in all respects and is not bound by any standards and procedures other than those that it might wish to establish for itself.

The report of the Committee on the Application of Conventions and Recommendations presented to the plenary reflects the view of a number of members of the Committee that the Committee of Experts needs to improve its methods of work. Paragraph 5 of the Committee of Experts' report states that it proposes to undertake in 1986 a preliminary discussion on the matter of a review of its working methods, with a view to including in its report for 1987 an up-to-date

statement of its principles and methods. In this connection, the question arises whether the establishment of the principles and methods of work of the Committee of Experts is something solely for the Committee of Experts to decide or whether it requires a decision by other constitutional bodies of the ILO, taking into account, for instance, the views of the Conference Committee on the Application of Standards. If we consider that the Committee of Experts is within the ILO system and is one of its bodies, it is perfectly clear that its independence of judgement does not mean that the Committee of Experts is a law unto itself.

With respect to the report of the Committee on the Application of Conventions and Recommendations, I should like to draw your attention and the attention of delegates to the extremely important problem that exists in connection with the work of the Committee on the Application of Standards and with the entire supervisory machinery of the ILO. We are deeply convinced that these problems will, in the final analysis, be resolved, and the sooner this happens the greater will be the authority of our Organisation, which is required to resolve the most important social and economic problems of the workers.

Let me say a few words on the statement made by the Reporter of our Committee. Unfortunately, the Reporter's statement conveyed the impression that there was not enough time for the Committee to discuss the case of the USSR. Here, I would simply like to note that the facts were different and that the members of our Committee were perfectly well aware of the fact. In conclusion, I should like to thank the President of our Committee for the difficult task he had in guiding our meetings, a task which he nevertheless coped with well. I should also like to thank the members of the secretariat and the interpreters who provided all the services the Committee needed to carry out its difficult work effectively.

Mr. SARMADI (*Government delegate, Islamic Republic of Iran*)—In the name of God, the Merciful, the Compassionate!

I should like to start my statement by quoting a verse of the Holy Koran: "Oh, people—we have created you male and female, and made you tribes, and families that you may know each other. Surely the most honourable of you with God is the most godfearing of you. God is all-knowing; all-aware (surat 49:13).

The delegation of the Islamic Republic of Iran wishes to state its position concerning the remarks of the Committee on the Application of Conventions and Recommendations as reflected in paragraph 92 of its report. But it should be reiterated that the Islamic Republic is a system based upon monotheism as reflected in the phrase: "There is no God but God". He alone is the sovereignty, He alone is the lawgiver—hence the necessity of surrender to His command; His is the divine revelation and the basic foundation thereof is expressed in the laws and in the resurrection and their constructive rôle in the evolution of human beings towards God; His the divine justice in creation and in canon laws; His the positive leadership in the continuity of the Islamic Revolution. The dignity of human beings and the noble values of humanity as well as consequent responsibility to God supersede human wants and free will.



And the Constitution of the Islamic Republic of Iran, which is the voice of the cultural, social, political and economic institutions of Iranian society, is based upon Islamic principles and precepts which reflect the true aspirations of the Islamic community. Thus, all civil, penal, financial, economic, administrative, educational, military and political laws are based on the Islamic precepts.

In the past three years, despite ample clarification on the part of the Government representative of the Islamic Republic of Iran to the Conference Committee on the Application of Standards, unfortunately, the method of approach adopted by some members of the Committee, following specific directions and particular goals, has not only not been constructive but has created doubts as well. We have repeatedly stated that the presence of Moslem lawyers in the supervisory machinery of the ILO can be useful for explaining Islamic precepts in relation to the implementation of Conventions and Recommendations in Islamic countries to ensure further understanding.

We reiterate that the Islamic Republic of Iran, within the framework of the Islamic precepts, while respecting international law, considers itself bound by its international obligations including international labour standards. But we would appreciate an answer to this question: do the Committee of Experts on the Application of Convention and Recommendations and the Conference Committee on the Application of Standards have in fact a mandate to insist upon something contrary to the ideological principles, sovereignty and security of the Islamic Republic of Iran?

We hope that these bodies will be more realistic and steer clear from political considerations. The delegation of the Islamic Republic of Iran cannot accept the conclusions reached by the Conference Committee on the Application of Conventions and Recommendations as contained in paragraph 92 of its report, and abstains from voting on the report of the Committee on the Application of Conventions and Recommendations.

#### FINAL RECORD VOTE ON THE CONVENTION CONCERNING LABOUR STATISTICS

*Interpretation from French:* The PRESIDENT—We shall now take the final record vote on the Convention concerning labour statistics.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

*Interpretation from French:* The PRESIDENT—The result of the vote is as follows: 422 votes in favour, none against, with seven abstentions. The necessary quorum being 253, the Convention concerning labour statistics is adopted.

*(The Convention is adopted.)*

#### FINAL RECORD VOTE ON THE RECOMMENDATION CONCERNING LABOUR STATISTICS

*Interpretation from French:* The PRESIDENT—We shall now proceed to the adoption by record vote of the Recommendation concerning labour statistics.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of this sitting.)*

*Interpretation from French:* The PRESIDENT—The result of the vote is as follows: 414 votes in favour, none against, with three abstentions. Since the quorum is 253, the Recommendation concerning labour statistics is adopted.

*(The Recommendation is adopted.)*

*(The Conference adjourned at 1.00 p.m.)*

Final record vote on the Convention concerning labour statistics

Pour/For/En pro (422)

*Afghanistan/Afghanistan/  
Afganistán:*

KAWESH, Mr. (G)  
NEZAR, Mr. (G)  
AMIN, Mr. (E)  
NEJRABI, Mr. (T/W)

*Algérie/Algeria/Argelia:*

BRIKI, M. (G)  
TAILEB, M. (G)  
KARA, M. (E)  
BENLAKHDAR, M. (T/W)

*Allemagne, République fédérale  
d'Allemagne, Federal Republic  
of/Alemania, República  
Federal de:*

ROSENMOLLER, Mr. (G)  
WEBER, Mr. (G)  
LINDNER, Mr. (E)  
MUHR, Mr. (T/W)

*Angola:*

BRAS da SILVA, M. (G)  
MPOLO, M. (G)  
COELHO, M. (E)  
LUVUALU, M. (T/W)

*Arabie saoudite/Saudi Arabia/  
Arabia Saudita:*

AL-YAHYA, Mr. (G)  
AL-KHALIDI, Mr. (G)  
DAHLAN, Mr. (E)  
SINAN, Mr. (T/W)

*Argentine/Argentina/Argentina:*

DIMASE, Sr. (G)  
CAPUCCIO, Sr. (G)  
FAVELEVIC, Sr. (E)

*Australie/Australia/Australia:*

FOTHERINGHAM, Mr. (G)  
BEKEMA, Mr. (G)  
NOAKES, Mr. (E)  
DOLAN, Mr. (T/W)

*Autriche/Austria/Austria:*

MARTINEK, Mr. (G)  
MELAS, Mr. (G)  
ARBESSER-RASTBURG, Mr. (E)  
BENYA, Mr. (T/W)

*Bahreïn/Bahrain/Bahrein:*

AL-MADANI, Mr. (G)  
AL-SHAKAR, Mr. (G)  
ZAINULABIDEEN, Mr. (E)  
HUSSEIN, Mr. (T/W)

*Bangladesh:*

CHOWDHURY, Mr. (G)  
KARIM, Mr. (G)  
FARUQUI, Mr. (T/W)

*Barbade/Barbados/Barbados:*

ROGERS, Mr. (G)  
WALCOTT, Mr. (T/W)

*Belgique/Belgium/Bélgica:*

CALIFICE, M. (G)  
WALLIN, M. (G)  
VERSCHUEREN, M. (E)  
VANDEN BROUCKE, M. (T/W)

*Bénin/Benin/Benin:*

ZANOUE, M. (G)  
KPENOU, M. (E)  
ADETONAH, M. (T/W)

*République socialiste soviétique  
de Biélorussie/Byelorussian  
Soviet Socialist Republic/  
República Socialista Soviética  
de Bielorrusia:*

FOMICH, Mr. (G)  
PESHKOV, Mr. (G)  
VOROBYOV, Mr. (E)  
SAKHAROV, Mr. (T/W)

*Birmanie/Burma/Birmania:*

GYI, U (G)  
MYINT, U (G)  
THAN, U (E)  
AYE, U (T/W)

*Bolivie/Bolivia/Bolivia:*

CRESPO RODAS, Sr. (G)  
MOLLER PACIERI, Sr. (G)

*Botswana:*

PONTSHO, Mr. (G)  
LEBANG, Mr. (G)  
MASWIBILILI, Mr. (E)  
NTHUME, Mr. (T/W)

*Brésil/Brazil/Brasil:*

LAMOUNIER, Sr. (G)  
MONTENEGRO CASTELO, Sr. (G)  
DELLA MANNA, Sr. (E)  
MELLO, Sr. (T/W)

*Bulgarie/Bulgaria/Bulgaria:*

DAVIDOV, M. (G)  
TELLALOV, M. (G)  
GLAVANAKOV, M. (E)  
ANDREEV, M. (T/W)

*Burkina Faso:*

KABORE, M. (G)  
KALHOUE, M. (G)  
ZOUNDI, M<sup>me</sup> (E)  
PARE, M. (T/W)

*Burundi:*

NSANZE, M. (G)  
BIHORUBUSA, M. (G)  
MUYUMPU, M. (E)

*Cameroun/Cameroon/Camerún:*

ACHIRI FRU, M. (G)  
NGAKOU, M. (G)  
ABONDO, M. (T/W)

*Canada/Canada/Canadá:*

PROTTI, Mr. (G)  
EADY, Mrs. (G)  
HALLIWELL, Mr. (E)  
CARR, Mrs. (T/W)

*République centrafricaine/  
Central African Republic/  
República Centroafricana:*

OUANDA-LANIA, M. (G)  
AZIBOLO, M. (G)

*Chili/Chile/Chile:*

CARRASCO FERNANDEZ, Sr. (G)  
ARTHUR ERRAZURIZ, Sr. (G)  
VALDES SAENZ, Sr. (E)  
TORREBLANCA GUERRERO, Sr. (T/W)

*Chine/China/China:*

LI YUNCHUAN, Mr. (G)  
SHA YE, Mr. (E)  
WANG JIACHONG, Mr. (T/W)

*Chypre/Cyprus/Chipre:*

CHRISTODOULOU, Mr. (G)  
CALLIMACHOS, Mr. (G)  
DINGLIS, Mr. (T/W)

*Colombie/Colombia/Colombia:*

SALAZAR CHAVES, Sr. (G)  
CHARRY SAMPER, Sr. (G)  
ACOSTA VALDEBLANQUEZ, Sr. (T/W)

*Comores/Comoros/Comoras:*

NADHOIR, M. (T/W)

*Congo:*

MALONGA, M<sup>me</sup> (G)  
NZABA, M. (G)  
SONGUEMAS, M. (E)  
ONDONDA, M. (T/W)

*Côte-d'Ivoire/Ivory Coast/Costa  
de Marfil:*

ESSIGAN, M. (G)  
COULIBALY, Dr. (G)  
KOUADIO, M. (E)  
ADIKO, M. (T/W)

*Cuba:*

MARTINEZ BRITO, Sr. (G)  
LECHUGA HEVIA, Sr. (G)  
FRANCIS de los REYES, Sr. (E)  
ESCANDELL ROMERO, Sr. (T/W)

*Danemark/Denmark/  
Dinamarca:*

ANDERSEN, Mr. (G)  
FRANDSEN, Mr. (G)  
JOHANSEN, Mrs. (E)  
SVENNINGSEN, Mr. (T/W)

*République dominicaine/  
Dominican Republic/  
República Dominicana:*

RICART PELLERANO, Sr. (G)

*Egypte/Egypt/Egipto:*

ALFARARGI, Mr. (G)  
TAHER, Mr. (G)  
EL-HARRAWI, Mr. (E)  
EID, Mr. (T/W)

*El Salvador:*

GONZALEZ, Sr. (G)  
HUEZO MELARA, Sr. (G)  
VASQUEZ, Sr. (T/W)

*Emirats arabes unis/United Arab  
Emirates/Emiratos Arabes  
Unidos:*

AL-JUMAIRY, Mr. (G)  
SALEM, Mr. (G)  
AL Aoud, Mr. (T/W)

*Equateur/Ecuador/Ecuador:*

BOLANOS-SANCHEZ, Sr. (T/W)

*Espagne/Spain/España:*

La SERNA y GUTIERREZ REPIDE, Sr. (G)  
CRESPO VALERA, Sr. (G)  
FERRER DUFOLL, Sr. (E)  
REDONDO URBETA, Sr. (T/W)

*Etats-Unis/United States/Estados  
Unidos:*

SEARBY, The Hon. (G)  
FREEMAN, Mr. (G)  
SMITH, Mr. (E)  
BROWN, Mr. (T/W)

*Ethiopie/Ethiopia/Etiopía:*

ARAYA, Mr. (G)  
ABDU RASHID, Mr. (G)  
MENGISTE, Mr. (E)  
TAMERAT, Mr. (T/W)

*Fidji/Fiji/Fiji:*

RAM, Mr. (G)  
PROBERT, Mr. (E)  
CHAUDHARY, Mr. (T/W)

*Finlande/Finland/Finlandia:*

RIIKONEN, Mr. (G)  
PELTOLA, Mr. (G)  
KOSKIMIES, Mr. (E)  
JAASKELAINEN, Mr. (T/W)

*France/France/Francia:*

VENTEJOL, M. (G)  
DUCRAY, M. (G)  
OECHSLIN, M. (E)  
GALLAND, M. (T/W)

<i>Ghana:</i> AUSTIN, Mr. (G) OBIRI, Mr. (G) BANNERMAN-MENSON, Mr. (E) YANKEY, Mr. (T/W)	<i>Islande/Iceland/Islandia:</i> HAFSTEIN, Mr. (G) KRISTINSSON, Mr. (G)	<i>Madagascar:</i> RASOLO, M. (G)	<i>Nigéria/Nigeria/Nigeria:</i> CHIKELU, Mr. (G) WILLIAMS, Mr. (G) OKOGWU, Mr. (E) CHIROMA, Mr. (T/W)
<i>Grèce/Greece/Grecia:</i> PAPANAGIOTOU, M. (G) PETROPOULOS, M. (G) MITSOS, M. (E) RAFTOPOULOS, M. (T/W)	<i>Israël/Israel/Israel:</i> TZILKER, Mr. (G) DOWEK, Mr. (G) HAUSMANN, Mr. (E) BEN-ISRAEL, Mr. (T/W)	<i>Malaisie/Malaysia/Malasia:</i> ABDUL LATIFF BIN SAHAN, M. (G) ABDUL JALIL MAHMUD, Mr. (G) NARAYANAN, Mr. (T/W)	<i>Norvège/Norway/Noruega:</i> HELDAL, Mr. (G) RUGE, Ms. (G) HOFF, Mr. (E) BALSTAD, Mr. (T/W)
<i>Grenade/Grenada/Granada:</i> LOUISON, Mr. (G) SMITH, Mrs. (E) HARFORD, Mr. (T/W)	<i>Italie/Italy/Italia:</i> FALCHI, M. (G) BRUNETTA, M. (G) SASSO-MAZZUFFERI, M <sup>me</sup> (E) BARBON, M. (T/W)	<i>Malawi:</i> LIPATO, Mr. (G) MAWINDO, Mr. (G) MBEKEANI, Mr. (E) MVULA, Mr. (T/W)	<i>Nouvelle-Zélande/New Zealand/ Nueva Zelandia:</i> JACKSON, Mr. (G) COPE, Mr. (G) ROWE, Mr. (E) KNOX, Mr. (T/W)
<i>Guatemala:</i> MOREIRA-LOPEZ, Sr. (G) CONTRERAS, Sra. (G) MASAYA-MURGA, Sr. (T/W)	<i>Jamaïque/Jamaica/Jamaica:</i> AITKEN, Mr. (G) HILL, Mr. (G) GRELL, Mr. (E) NELSON, Mr. (T/W)	<i>Mali/Mali/Mali:</i> N'DIAYE, M. (G) DIALLO, M. (G) TOURE, M. (E) TRAORE, M. (T/W)	<i>Ouganda/Uganda/Uganda:</i> NABETA, Mr. (G) ODONGO, Mr. (G) OKOLIMONG, Mr. (T/W)
<i>Guinée/Guinea/Guinea:</i> SIDIBE, M. (G) CAMARA, M. (G) CAMARA, M. (E)	<i>Japon/Japan/Japón:</i> CHIBA, Mr. (G) HIRAGA, Mr. (G) YOSHINO, Mr. (E) TAKAHASHI, Mr. (T/W)	<i>Malte/Malta/Malta:</i> CILIA DEBONO, Mr. (G) ATTARD, Mr. (G) MALLIA MILANES, Mr. (E) ESPOSITO, Mr. (T/W)	<i>Pakistan/Pakistan/Pakistán:</i> KAZMI, Mr. (G) AHMAD, Mr. (G) TABANI, Mr. (E) AHMED, Mr. (T/W)
<i>Haïti/Haiti/Haiti:</i> CHARLES, M. (G) SENAT, M. (T/W)	<i>Jordanie/Jordan/Jordania:</i> BARAKAT, Mr. (G) AL-ATOUM, Mr. (G) KHADAM, Mr. (T/W)	<i>Maroc/Morocco/Marruecos:</i> SKALLI, M. (G) KHALES, M. (G) EL AZMANI, M. (E)	<i>Panama/Panama/Panamá:</i> VALDES ALMENGOR, Sr. (G)
<i>Honduras:</i> MALDONADO MUNOZ, Sr. (G) GUTIERREZ NAVAS, Sr. (G) MARTINEZ, Sr. (E) ARTILES, Sr. (T/W)	<i>Kenya/Kenya/Kenia:</i> GETHENJI, Mr. (G) MUSIKO, Mr. (G) OWUOR, Mr. (E) VELE, Mr. (T/W)	<i>Mauritanie/Mauritania/ Mauritania:</i> DIALLO, M. (G) OULD JIDDOU, M. (T/W)	<i>Papouasie-Nouvelle-Guinée/ Papua New Guinea/ Papua Nueva Guinea:</i> KEKEDO, Miss (G) MEATA, Mr. (T/W)
<i>Hongrie/Hungary/Hungria:</i> MEISZTER, M. (G) MARTON, M. (G) MARTOS, M. (E) TIMMER, M. (T/W)	<i>Koweït/Kuwait/Kuwait:</i> AL-THAMER, Mr. (G) AL-OMAR, Mr. (G) AL-JASSEM, Mr. (E)	<i>Mexique/Mexico/México:</i> TELLO, Sr. (G) LOMBERA PALLARES, Sr. (G) BARAJAS FERNANDEZ, Sr. (E) SANCHEZ MADARIAGA, Sr. (T/W)	<i>Pays-Bas/Netherlands/Paises Bajos:</i> ALBEDA, Mr. (G) PABON, Mr. (G) HAK, Miss (E) HORDIJK, Mr. (T/W)
<i>Inde/India/India:</i> BHATNAGAR, Mr. (G) DESHMUKH, Mr. (G) ANAND, Mr. (E) MEHTA, Mr. (T/W)	<i>Lesotho:</i> MABATHOANA, Mr. (G) LETELE, Mrs. (G) MOAHLOLI, Mr. (E) JONATHAN, Mr. (T/W)	<i>Mongolie/Mongolia/Mongolia:</i> BAYART, Mr. (G) BALJINNYAM, Mrs. (G) TSEMBEL, Mr. (E) NATSAGDORJ, Mr. (T/W)	<i>Pérou/Peru/Perú:</i> BARRENECHEA CALDERON, Sr. (G) Pérou SALMON de la JARA, Sr. (G) GALLIANI WINDER, Sr. (E) PACHO QUISPE, Sr. (T/W)
<i>Indonésie/Indonesia/Indonesia:</i> PITOYO, Mr. (G) SIMANJUNTAK, Mr. (G) BOEDJOSTRO, Mr. (E) JACOB, Mr. (T/W)	<i>Liban/Lebanon/Líbano:</i> KHOURY, M. (G) SOUEID, M. (G) NASR, M. (E) BECHARA, M. (T/W)	<i>Mozambique:</i> FRANCISCO, M <sup>me</sup> (G) FERRAO, M. (E)	<i>Philippines/Philippines/ Filipinas:</i> NORIEL, The Hon. (G) BRILLANTES, Mr. (G) INOCENTES, Mr. (E) MENDOZA, Mr. (T/W)
<i>Iran, République islamique d'/ Iran, Islamic Republic of/Irán, República Islámica del:</i> SARMADI, Mr. (G) SHAFII, Mr. (G) NEMATZADEH, Mr. (E) YAZDLI, Mr. (T/W)	<i>Libéria/Liberia/Liberia:</i> MORNORKONMANA, Mr. (G) KPANAN, Mr. (G) HOWELL, Mrs. (E) GRAY, Mr. (T/W)	<i>Népal/Nepal/Nepal:</i> POKHAREL, Mr. (G) SHAH, Mr. (E) MALLA, Mr. (T/W)	<i>Portugal:</i> DA ROCHA PIMENTEL, M. (G) MATHIAS, M. (G) MORGADO PINTO CARDOSO, M. (E)
<i>Iraq:</i> TIKRITI, Mr. (G) SA'EED, Mr. (G) HUSSAIN, Mr. (E) ALDULAIMY, Mr. (T/W)	<i>Jamahiriya arabe libyenne/ Libyan Arab Jamahiriya/ Jamahiriya Arabe Libia:</i> YAALY, Mr. (G) BURUIN, Mr. (G) KWAIRY, Mr. (E)	<i>Nicaragua:</i> VARGAS ESCOBAR, Sr. (G) MEZA SOZA, Sr. (G) NUÑEZ RODRIGUEZ, Sr. (E) CANO TORRES, Sr. (T/W)	<i>Qatar:</i> AL-KHALIFA, Mr. (G) AL-MOHANADI, Mr. (G) JAIDAH, Mr. (E)
<i>Irlande/Ireland/Irlanda:</i> REDMOND, Ms. (G) BIGGAR, Mr. (G) McAULEY, Mr. (E) HALL, Mr. (T/W)	<i>Luxembourg/Luxembourg/ Luxemburgo:</i> SCHINTGEN, M. (G) DERATTE, M. (G) JUNG, M. (E) GLESENER, M. (T/W)	<i>Niger/Niger/Niger:</i> NADJIR, M. (G) DJOULA, M. (G) GEORGET, M. (E) MOHAMED, M. (T/W)	

<i>République démocratique allemande/German Democratic Republic/ República Democrática Alemana:</i>	<i>Suède/Sweden/Suecia:</i>	<i>Togo:</i>	<i>Uruguay:</i>
NOACK, Mr. (G) HASCHKE, Mr. (G) MARX, Mr. (E) BOCHOW, Mr. (T/W)	ISACSSON, Mr. (G) ETTARP, Mr. (G) HOLTEN, Mr. (E) KARLSSON, Mr. (T/W)	NAPO, M. (G) BLEDJE, M. (G) ASSIH, M. (E) BARNABO, M. (T/W)	FERNANDEZ FAINGOLD, Sr. (G) PLA RODRIGUEZ, Sr. (G) VILLAR, Sr. (E) GROBA, Sr. (T/W)
<i>Royaume-Uni/United Kingdom/ Reino Unido:</i>	<i>Suisse/Switzerland/Suiza:</i>	<i>Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:</i>	<i>Venezuela:</i>
ROBINSON, Mr. (G) JOLLY, Mr. (G) FLUNDER, Mr. (E) MORTON, Mr. (T/W)	HUG, M. (G) ZENER, M. (G) DECOSTERD, M. (E) DREIFUSS, M <sup>me</sup> (T/W)	WILLIAMS, Mr. (G) HUTCHINSON, Mrs. (G) GLEAN, Mr. (T/W)	PAVAN, Sr. (G) RODRIGUEZ, Sr. (G) VILLALOBOS, Sr. (E) DELPINO, Sr. (T/W)
<i>Rwanda:</i>	<i>Suriname:</i>	<i>Tunisie/Tunisia/Túnez:</i>	<i>Yémen/Yemen/Yemen:</i>
HABIYAMBERE, M. (G) RUSHINGABIGWI, M. (G) UWILINGIYIMANA, M. (E)	SION, Mr. (G) TJOA, Mrs. (G) BIJNOE, Mr. (E) ZUNDER, Mr. (T/W)	MEBAZA, M. (G) BEL HADJ HASSINE, M. (G) BEL HADJ AMMAR, M. (E) ACHOUR, M. (T/W)	ABBAD, Mr. (G) MOUKBEL, Mr. (G) AL-ATLASI, Mr. (E)
<i>Saint-Marin/San Marino/San Marino:</i>	<i>Swaziland/Swaziland/ Swazilandia:</i>	<i>Turquie/Turkey/Turquia:</i>	<i>Yémen démocratique/ Democratic Yemen/Yemen Democrático:</i>
ANDREINI, M. (T/W)	MATSEBULA, The Hon. (G)	YAVUZALP, M. (G) TURAN, M. (G) YOLUC, M. (E) YILMAZ, M. (T/W)	HAMED, Mr. (G)
<i>Sénégal/Senegal/Senegal:</i>	<i>Tanzanie, République-Unie de/ Tanzania, United Republic of/ Tanzania, República Unida de:</i>	<i>République socialiste soviétique d'Ukraine/Ukrainian Soviet Socialist Republic/República Socialista Soviética de Ucrania:</i>	<i>Yougoslavie/Yugoslavia/ Yugoslavia:</i>
SENE, M. (G) CISSE, M. (G) SOW, M. (E)	MDAMO, Mr. (G) NAMATA, Mr. (E) RWEGASIRA, Mr. (T/W)	OZADOVSKI, M. (G) VINOKOUROV, M. (G) CHILO, M. (E) KOVIAZINE, M. (T/W)	TOS, Mr. (G) TOMASEVIC, Mr. (G) SIMEUNOVIC, Mr. (E) KRŠIKAPA, Mr. (T/W)
<i>Singapour/Singapore/Singapur:</i>	<i>Tchécoslovaquie/ Czechoslovakia/ Checoslovaquia:</i>	<i>URSS/USSR/URSS:</i>	<i>Zambie/Zambia/Zambia:</i>
SWEE, Mr. (G)	MOLKOVA, Mrs. (G) VEJVODA, Mr. (G) TESAR, Mr. (E) KOZIK, Mr. (T/W)	KOSTINE, M. (G) SYTENKO, M. (G) MARDONIEV, M. (E) SOUBBOTINE, M. (T/W)	MALAUNI, Mr. (G) CHITANGALA, Mr. (G) SUMBWE, Mr. (E) CHILUBA, Mr. (T/W)
<i>Somalie/Somalia/Somalia:</i>	<i>Thaïlande/Thailand/Tailandia:</i>		<i>Zimbabwe:</i>
ISAQ, Mr. (G) MOHAMED, Mr. (G)	VADANATHORN, Mr. (G) POTCHANA, Mr. (G) NAKORNSRI, Mr. (E) THAWATCHAINAN, Mr. (T/W)		SHAVA, The Hon. (G) MOTHOB, Mr. (G) CHADZAMIRA, Mr. (E) MHUNGU, Mr. (T/W)
<i>Soudan/Sudan/Sudán:</i>			
MUSTAFA, Mr. (G) HAIDOU, Mr. (G) MUSTAFA, Mr. (E)			
<i>Sri Lanka:</i>			
PERERA, Mr. (T/W)			

*Contre/Against/En contra (0)*

*Abstentions/Abstentions/Abstenciones (7)*

*Bangladesh:*

KHAN, Mr. (E)

*Gabon/Gabon/Gabón:*

ODZAGA, M. (G)  
IBINGA-MOMBO, M. (G)  
MIKANGA, M. (E)

*République arabe syrienne/  
Syrian Arab Republic/  
República Árabe Siria:*

DAOUDY, M. (G)  
YASSIN KASSAB, M. (G)  
KHAYAT, M. (E)

*Final record vote on the Recommendation concerning labour statistics*

*Pour/For/En pro (414)*

*Afghanistan/Afghanistan/*

*Afganistán:*  
KAWESH, Mr. (G)  
NEZAR, Mr. (G)  
AMIN, Mr. (E)  
NEJRABI, Mr. (T/W)

*Algérie/Algeria/Argelia:*

BRIKI, M. (G)  
TAILEB, M. (G)  
KARA, M. (E)  
BENLAKHDAR, M. (T/W)

*Allemagne, République fédérale  
d'Allemagne, Federal Republic  
of Germany, República  
Federal de:*

ROSENMOLLER, Mr. (G)  
WEBER, Mr. (G)  
LINDNER, Mr. (E)  
MUHR, Mr. (T/W)

*Angola:*

BRAS da SILVA, M. (G)  
MPOLO, M. (G)  
COELHO, M. (E)  
LUVUALU, M. (T/W)

*Arabie saoudite/Saudi Arabia/  
Arabia Saudita:*

AL-YAHYA, Mr. (G)  
AL-KHALIDI, Mr. (G)  
DAHLAN, Mr. (E)  
SINAN, Mr. (T/W)

*Argentine/Argentina/Argentina:*

DIMASE, Sr. (G)  
CAPUCCIO, Sr. (G)  
FAVELEVIC, Sr. (E)

*Australie/Australia/Australia:*

FOTHERINGHAM, Mr. (G)  
BEKEMA, Mr. (G)  
NOAKES, Mr. (E)  
DOLAN, Mr. (T/W)

*Autriche/Austria/Austria:*

MARTINEK, Mr. (G)  
MELAS, Mr. (G)  
ARBESSER-RASTBURG, Mr.  
(E)  
BENYA, Mr. (T/W)

*Bahrein/Bahrain/Bahrein:*

AL-MADANI, Mr. (G)  
AL-SHAKAR, Mr. (G)  
ZAINULABIDEEN, Mr. (E)  
HUSSEIN, Mr. (T/W)

*Bangladesh:*

CHOWDHURY, Mr. (G)  
KHAN, Mr. (E)  
FARUQUI, Mr. (T/W)

*Barbade/Barbados/Barbados:*

WALCOTT, Mr. (T/W)

*Belgique/Belgium/Bélgica:*

CALIFICE, M. (G)  
WALLIN, M. (G)  
VERSCHUEREN, M. (E)  
VANDEN BROUCKE, M.  
(T/W)

*Bénin/Benin/Benin:*

ZANOUE, M. (G)  
KPENOU, M. (E)  
ADETONAH, M. (T/W)

*République socialiste soviétique  
de Biélorussie/Byelorussian  
Soviet Socialist Republic/  
República Socialista Soviética  
de Bielorrusia:*

FOMICH, Mr. (G)  
PESHKOV, Mr. (G)  
VOROBYOV, Mr. (E)  
SAKHAROV, Mr. (T/W)

*Birmanie/Burma/Birmania:*

GYI, U (G)  
MYINT, U (G)  
THAN, U (E)  
AYE, U (T/W)

*Bolivie/Bolivia/Bolivia:*

CRESPO RODAS, Sr. (G)  
MOLLER PACIERI, Sr. (G)

*Botswana:*

PONTSHO, Mr. (G)  
LEBANG, Mr. (G)  
MASWIBILILI, Mr. (E)  
NTHUME, Mr. (T/W)

*Brésil/Brazil/Brasil:*

LAMOUNIER, Sr. (G)  
MONTENEGRO CASTELO,  
Sr. (G)  
DELLA MANNA, Sr. (E)

*Bulgarie/Bulgaria/Bulgaria:*

DAVIDOV, M. (G)  
TELLALOV, M. (G)  
GLAVANAKOV, M. (E)  
ANDREEV, M. (T/W)

*Burkina Faso:*

KABORE, M. (G)  
KALHOULE, M. (G)  
ZOUNDI, M<sup>me</sup> (E)  
PARE, M. (T/W)

*Burundi:*

NSANZE, M. (G)  
BIHORUBUSA, M. (G)  
MUYUMPU, M. (E)

*Cameroun/Cameroon/Camerún:*

ACHIRI FRU, M. (G)  
NGAKOU, M. (G)

*Canada/Canada/Canadá:*

PROTTI, Mr. (G)  
EADY, Mrs. (G)  
HALLIWELL, Mr. (E)  
CARR, Mrs. (T/W)

*République centrafricaine/  
Central African Republic/  
República Centroafricana:*

OUANDA-LANIA, M. (G)  
AZIBOLO, M. (G)

*Chili/Chile/Chile:*

CARRASCO FERNANDEZ,  
Sr. (G)  
ARTHUR ERRAZURIZ, Sr.  
(G)  
VALDES SAENZ, Sr. (E)  
TORREBLANCA  
GUERRERO, Sr. (T/W)

*Chine/China/China:*

LI YUNCHUAN, Mr. (G)  
SHA YE, Mr. (E)  
WANG JIACHONG, Mr.  
(T/W)

*Chypre/Cyprus/Chipre:*

CHRISTODOULOU, Mr. (G)  
CALLIMACHOS, Mr. (G)  
DINGLIS, Mr. (T/W)

*Colombie/Colombia/Colombia:*

SALAZAR CHAVES, Sr. (G)  
CHARRY SAMPER, Sr. (G)  
ACOSTA  
VALDEBLANQUEZ, Sr.  
(T/W)

*Comores/Comoros/Comoras:*

SALIM, M. (E)  
NADHOIR, M. (T/W)

*Congo:*

MALONGA, M<sup>me</sup> (G)  
NZABA, M. (G)  
SONGUEMAS, M. (E)  
ONDONDA, M. (T/W)

*Côte-d'Ivoire/Ivory Coast/Costa  
de Marfil:*

ESSIGAN, M. (G)  
COULIBALY, Dr. (G)  
KOUADIO, M. (E)  
ADIKO, M. (T/W)

*Cuba:*

MARTINEZ BRITO, Sr. (G)  
LECHUGA HEVIA, Sr. (G)  
FRANCIS de los REYES, Sr.  
(E)  
ESCANDELL ROMERO, Sr.  
(T/W)

*Danemark/Denmark/  
Dinamarca:*

ANDERSEN, Mr. (G)  
FRANDSEN, Mr. (G)  
JOHANSEN, Mrs. (E)  
SVENNINGSEN, Mr. (T/W)

*République dominicaine/  
Dominican Republic/  
República Dominicana:*

RICART PELLERANO, Sr.  
(G)  
DURAN, Sr. (T/W)

*Egypte/Egypt/Egipto:*

ALFARARGI, Mr. (G)  
TAHER, Mr. (G)  
EL-HARRAWI, Mr. (E)  
EID, Mr. (T/W)

*El Salvador:*

GONZALEZ, Sr. (G)  
HUEZO MELARA, Sr. (G)  
VASQUEZ, Sr. (T/W)

*Emirats arabes unis/United Arab  
Emirates/Emiratos Arabes  
Unidos:*

AL-JUMAIRY, Mr. (G)  
SALEM, Mr. (G)  
AL AOUD, Mr. (T/W)

*Equateur/Ecuador/Ecuador:*

DIAZ-GARAYCOA, Sr. (G)  
BOLANOS-SANCHEZ, Sr.  
(T/W)

*Espagne/Spain/España:*

La SERNA y GUTIERREZ  
REPIDE, Sr. (G)  
CRESPO VALERA, Sr. (G)  
FERRER DUFOLL, Sr. (E)  
REDONDO URBIETA, Sr.  
(T/W)

*Etats-Unis/United States/Estados  
Unidos:*

SEARBY, The Hon. (G)  
FREEMAN, Mr. (G)  
SMITH, Mr. (E)

*Ethiopie/Ethiopia/Etiopia:*

ABDU RASHID, Mr. (G)  
MENGISTE, Mr. (E)  
TAMERAT, Mr. (T/W)

*Fidji/Fiji/Fiji:*

RAM, Mr. (G)  
PROBERT, Mr. (E)  
CHAUDHARY, Mr. (T/W)

*Finlande/Finland/Finlandia:*

RIIKONEN, Mr. (G)  
PELTOLA, Mr. (G)  
KOSKIMIES, Mr. (E)  
JAASKELAINEN, Mr. (T/W)

*France/France/Francia:*

VENTEJOL, M. (G)  
DUCRAY, M. (G)  
OECHSLIN, M. (E)  
GALLAND, M. (T/W)

*Gabon/Gabon/Gabón:*

ODZAGA, M. (G)  
IBINGA-MOMBO, M. (G)  
MIKANGA, M. (E)  
ALLINI, M. (T/W)

*Ghana:*

AUSTIN, Mr. (G)  
OBIRI, Mr. (G)  
BANNERMAN-MENSON, Mr.  
(E)  
YANKEY, Mr. (T/W)

*Grèce/Greece/Grecia:*

PAPANAGIOTOU, M. (G)  
PETROPOULOS, M. (G)  
MITSOS, M. (E)  
RAFTOPOULOS, M. (T/W)

*Grenade/Grenada/Granada:*

LOUISON, Mr. (G)  
SMITH, Mrs. (E)  
HARFORD, Mr. (T/W)

*Guatemala:*

MOREIRA-LOPEZ, Sr. (G)  
CONTRERAS, Sra. (G)  
MASAYA-MURGA, Sr. (T/W)

*Guinée/Guinea/Guinea:*

SIDIBE, M. (G)  
CAMARA, M. (G)  
CAMARA, M. (E)

*Haïti/Haiti/Haiti:*

BLAIN, M. (G)  
CHARLES, M. (G)  
SENAT, M. (T/W)

*Honduras:*

MALDONADO MUNOZ, Sr. (G)  
GUTIERREZ NAVAS, Sr. (G)  
MARTINEZ, Sr. (E)  
ARTILES, Sr. (T/W)

*Hongrie/Hungary/Hungria:*

MEISZTER, M. (G)  
MARTON, M. (G)  
MARTOS, M. (E)  
TIMMER, M. (T/W)

*Inde/India/India:*

BHATNAGAR, Mr. (G)  
DESHMUKH, Mr. (G)  
MEHTA, Mr. (T/W)

*Indonésie/Indonesia/Indonesia:*

PITOYO, Mr. (G)  
SIMANJUNTAK, Mr. (G)  
BOEDJOSTRO, Mr. (E)  
JACOB, Mr. (T/W)

*Iran, République islamique d'/Iran, Islamic Republic of/Irán, República Islámica del:*

SARMADI, Mr. (G)  
SHAFII, Mr. (G)  
NEMATZADEH, Mr. (E)  
YAZDLI, Mr. (T/W)

*Iraq:*

TIKRITI, Mr. (G)  
SA'EED, Mr. (G)  
HUSSAIN, Mr. (E)  
ALDULAIMY, Mr. (T/W)

*Irlande/Ireland/Irlanda:*

REDMOND, Ms. (G)  
BIGGAR, Mr. (G)  
McAULEY, Mr. (E)  
HALL, Mr. (T/W)

*Islande/Iceland/Islandia:*

KRISTINSSON, Mr. (G)

*Israël/Israel/Israel:*

TZILKER, Mr. (G)  
DOWEK, Mr. (G)  
HAUSMANN, Mr. (E)  
BEN-ISRAEL, Mr. (T/W)

*Italie/Italy/Italia:*

FALCHI, M. (G)  
BRUNETTA, M. (G)  
SASSO-MAZZUFFERI, M<sup>me</sup> (E)  
BARBON, M. (T/W)

*Jamaïque/Jamaica/Jamaica:*

AITKEN, Mr. (G)  
HILL, Mr. (G)  
GRELL, Mr. (E)  
NELSON, Mr. (T/W)

*Japon/Japan/Japón:*

CHIBA, Mr. (G)  
HIRAGA, Mr. (G)  
YOSHINO, Mr. (E)  
TAKAHASHI, Mr. (T/W)

*Jordanie/Jordan/Jordania:*

BARAKAT, Mr. (G)  
AL-ATOUM, Mr. (G)

*Kenya/Kenya/Kenia:*

GETHENJI, Mr. (G)  
MUSIKO, Mr. (G)  
OWUOR, Mr. (E)  
VELE, Mr. (T/W)

*Koweït/Kuwait/Kuwait:*

AL-THAMER, Mr. (G)  
AL-OMAR, Mr. (G)  
AL-JASSEM, Mr. (E)

*Lesotho:*

'MABATHOANA, Mr. (G)  
LETELE, Mrs. (G)  
MOAHLOLI, Mr. (E)  
JONATHAN, Mr. (T/W)

*Liban/Lebanon/Líbano:*

KHOURY, M. (G)  
SOUEID, M. (G)  
NASR, M. (E)  
BECHARA, M. (T/W)

*Libéria/Liberia/Liberia:*

MORNORKONMANA, Mr. (G)  
KPANAN, Mr. (G)  
HOWELL, Mrs. (E)  
GRAY, Mr. (T/W)

*Jamahiriya arabe libyenne/Libyan Arab Jamahiriyah/Jamahiriya Arabe Libia:*

YAALY, Mr. (G)  
BURUIN, Mr. (G)

*Luxembourg/Luxembourg/Luxemburgo:*

SCHINTGEN, M. (G)  
DERATTE, M. (G)  
JUNG, M. (E)  
GLESENER, M. (T/W)

*Madagascar:*

RASOLO, M. (G)

*Malaisie/Malaysia/Malasia:*

ABDUL LATIFF BIN SAHAN, M. (G)  
ABDUL JALIL MAHMUD, Mr. (G)  
NARAYANAN, Mr. (T/W)

*Malawi:*

LIPATO, Mr. (G)  
MAWINDO, Mr. (G)  
MBEKEANI, Mr. (E)  
MVULA, Mr. (T/W)

*Mali/Mali/Mali:*

N'DIAYE, M. (G)  
DIALLO, M. (G)  
TRAORE, M. (T/W)

*Malte/Malta/Malta:*

CILIA DEBONO, Mr. (G)  
ATTARD, Mr. (G)  
MALLIA MILANES, Mr. (E)  
ESPOSITO, Mr. (T/W)

*Maroc/Morocco/Marruecos:*

SKALLI, M. (G)  
KHALES, M. (G)  
EL AZMANI, M. (E)

*Mauritanie/Mauritania/Mauritania:*

DIALLO, M. (G)

*Mexique/Mexico/México:*

TELLO, Sr. (G)  
LOMBERA PALLARES, Sr. (G)  
BARAJAS FERNANDEZ, Sr. (E)  
SANCHEZ MADARIAGA, Sr. (T/W)

*Mongolie/Mongolia/Mongolia:*

BAYART, Mr. (G)  
BALJINNYAM, Mrs. (G)  
TSEMBEL, Mr. (E)  
NATSAGDORJ, Mr. (T/W)

*Mozambique:*

FRANCISCO, M<sup>me</sup> (G)  
FERRAO, M. (E)

*Namibie/Namibia/Namibia:*

RAVIX, Mr. (G)  
SHIHEPO, Mr. (E)  
YA OTTO, Mr. (T/W)

*Népal/Nepal/Nepal:*

POKHAREL, Mr. (G)  
MALLA, Mr. (T/W)

*Nicaragua:*

VARGAS ESCOBAR, Sr. (G)  
MEZA SOZA, Sr. (G)  
NUÑEZ RODRIGUEZ, Sr. (E)  
CANO TORRES, Sr. (T/W)

*Niger/Niger/Niger:*

NADJIR, M. (G)  
DJOULA, M. (G)  
GEORGET, M. (E)  
MOHAMED, M. (T/W)

*Nigéria/Nigeria/Nigeria:*

CHIKELU, Mr. (G)  
WILLIAMS, Mr. (G)  
OKOGWU, Mr. (E)  
CHIROMA, Mr. (T/W)

*Norvège/Norway/Noruega:*

HELDAL, Mr. (G)  
RUGE, Ms. (G)  
HOFF, Mr. (E)  
BALSTAD, Mr. (T/W)

*Nouvelle-Zélande/New Zealand/Nueva Zelandia:*

JACKSON, Mr. (G)  
COPE, Mr. (G)  
ROWE, Mr. (E)  
KNOX, Mr. (T/W)

*Pakistan/Pakistan/Pakistán:*

KAZMI, Mr. (G)  
AHMAD, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr. (T/W)

*Panama/Panama/Panamá:*

VALDES ALMENGOR, Sr. (G)

*Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea:*

ILA, The Hon. (G)  
KEKEDO, Miss (G)  
MEATA, Mr. (T/W)

*Pays-Bas/Netherlands/Paises Bajos:*

ALBEDA, Mr. (G)  
PABON, Mr. (G)  
HAK, Miss (E)  
HORDIJK, Mr. (T/W)

*Pérou/Peru/Perú:*

BARRENECHEA  
CALDERON, Sr. (G) Pérou  
SALMON de la JARA, Sr. (G)  
GALLIANI WINDER, Sr. (E)  
PACHO QUISPE, Sr. (T/W)

*Philippines/Philippines/Filipinas:*

NORIEL, The Hon. (G)  
BRILLANTES, Mr. (G)  
INOCENTES, Mr. (E)  
MENDOZA, Mr. (T/W)

*Portugal:*

DA ROCHA PIMENTEL, M. (G)  
MATHIAS, M. (G)  
MORGADO PINTO  
CARDOSO, M. (E)

*Qatar:*

AL-KHALIFA, Mr. (G)  
JAIDAH, Mr. (E)

*République démocratique allemande/German Democratic Republic/República Democrática Alemana:*

NOACK, Mr. (G)  
HASCHKE, Mr. (G)  
MARX, Mr. (E)  
BOCHOW, Mr. (T/W)

*Royaume-Uni/United Kingdom/Reino Unido:*

ROBINSON, Mr. (G)  
JOLLY, Mr. (G)  
FLUNDER, Mr. (E)  
MORTON, Mr. (T/W)

*Rwanda:*

HABIYAMBERE, M. (G)  
RUSHINGABIGWI, M. (G)  
UWILINGYIMANA, M. (E)  
NSENGIYUMVA, M. (T/W)

*Saint-Marin/San Marino/San Marino:*

ANDREINI, M. (T/W)

*Sénégal/Senegal/Senegal:*

SENE, M. (G)  
CISSE, M. (G)  
SOW, M. (E)  
DIOP, M. (T/W)

*Singapour/Singapore/Singapur:*

SWEE, Mr. (G)

*Somalie/Somalia/Somalia:*

ISAQ, Mr. (G)  
MOHAMED, Mr. (G)

*Soudan/Sudan/Sudán:*

MUSTAFA, Mr. (G)  
HAIDOU, Mr. (G)  
MUSTAFA, Mr. (E)

*Suède/Sweden/Suecia:*

ISACSSON, Mr. (G)  
ETTARP, Mr. (G)  
HOLTEN, Mr. (E)  
KARLSSON, Mr. (T/W)

*Suisse/Switzerland/Suiza:*

ZENGER, M. (G)  
DECOSTERD, M. (E)  
DREIFUSS, M<sup>me</sup> (T/W)

*Suriname:*

SION, Mr. (G)  
TJOA, Mrs. (G)  
BLJNOE, Mr. (E)  
ZUNDER, Mr. (T/W)

*Swaziland/Swaziland/  
Swazilandia:*

MATSEBULA, The Hon. (G)  
BEMBE, Mr. (G)

*Tanzanie, République-Unie de/  
Tanzania, United Republic of/  
Tanzania, República Unida  
de:*

MDAMO, Mr. (G)  
NAMATA, Mr. (E)  
RWEGASIRA, Mr. (T/W)

*Tchécoslovaquie/  
Czechoslovakia/  
Checoslovaquia:*

MOLKOVA, Mrs. (G)  
VEJVODA, Mr. (G)  
TESAR, Mr. (E)  
KOZIK, Mr. (T/W)

*Thaïlande/Thailand/Tailandia:*

VADANATHORN, Mr. (G)  
POTCHANA, Mr. (G)  
NAKORNSRI, Mr. (E)  
THAWATCHAINAN, Mr.  
(T/W)

*Togo:*

NAPO, M. (G)  
BLEDJE, M. (G)  
ASSIH, M. (E)  
BARNABO, M. (T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago:*

WILLIAMS, Mr. (G)  
HUTCHINSON, Mrs. (G)  
GLEAN, Mr. (T/W)

*Tunisie/Tunisia/Túnez:*

MEBAZA, M. (G)  
BEL HADJ HASSINE, M. (G)  
BEL HADJ AMMAR, M. (E)  
ACHOUR, M. (T/W)

*Turquie/Turkey/Turquía:*

YAVUZALP, M. (G)  
TURAN, M. (G)  
YOLUC, M. (E)  
YILMAZ, M. (T/W)

*République socialiste soviétique  
d'Ukraine/Ukrainian Soviet  
Socialist Republic/República  
Socialista Soviética de  
Ucrania:*

OZADOVSKI, M. (G)  
VINOKOUROV, M. (G)  
CHILO, M. (E)  
KOVIAZINE, M. (T/W)

*URSS/USSR/URSS:*

KOSTINE, M. (G)  
SYTENKO, M. (G)  
MARDONIEV, M. (E)  
SOUBBOTINE, M. (T/W)

*Uruguay:*

FERNANDEZ FAINGOLD,  
Sr. (G)  
PLA RODRIGUEZ, Sr. (G)  
VILLAR, Sr. (E)  
GROBA, Sr. (T/W)

*Venezuela:*

VILLALOBOS, Sr. (E)  
DELPINO, Sr. (T/W)

*Yémen/Yemen/Yemen:*

ABBAD, Mr. (G)  
MOUKBEL, Mr. (G)  
AL-ATLASI, Mr. (E)

*Yémen démocratique/  
Democratic Yemen/Yemen  
Democrático:*

HAMED, Mr. (G)

*Yougoslavie/Yugoslavia/  
Yugoslavia:*

TOS, Mr. (G)  
TOMASEVIC, Mr. (G)  
SIMEUNOVIC, Mr. (E)  
KRŠIKAPA, Mr. (T/W)

*Zambie/Zambia/Zambia:*

MALAUNI, Mr. (G)  
CHITANGALA, Mr. (G)  
SUMBWE, Mr. (E)  
CHILUBA, Mr. (T/W)

*Zimbabwe:*

SHAVA, The Hon. (G)  
MOTHABI, Mr. (G)  
CHADZAMIRA, Mr. (E)  
MHUNGU, Mr. (T/W)

*Contre/Against/En contra (0)*

*Abstentions/Abstentions/Abstenciones (3)*

*République arabe syrienne/  
Syrian Arab Republic/  
República Árabe Siria:*

DAOUDY, M. (G)  
YASSIN KASSAB, M. (G)  
KHAYAT, M. (E)

## Thirtieth Sitting

Tuesday, 25 June 1985, 3.15 p.m.

President: Mr. Ennaceur

### REPORT OF THE COMMITTEE ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS: DISCUSSION (concl.) AND ADOPTION

*Interpretation from French:* The PRESIDENT—We shall resume the discussion of the report of the Committee on the Application of Conventions and Recommendations.

Mr. KHURSHID AHMED (*Workers' delegate, Pakistan*)—May I take the opportunity to associate myself with the other distinguished speakers who have preceded me in offering felicitations to the 208 members of this largest of all our Committees, composed of 105 Government, 73 Workers' and 30 Employers' members? I also congratulate the Chairman of the Committee and the two Vice-Chairmen, Mr. Wisskirchen, and Mr. Houthuys. I must also express my appreciation to the members of the Workers' group who assisted the Chairman in this important task and particularly Mr. Hickey and Mr. Gray.

As we all know, the International Labour Organisation was founded 65 years ago with the primary objectives of eliminating suffering and hardship for working men and women as well as child labour. Today we have more than 150 member States who are committed by its Constitution and the Declaration of Philadelphia to uphold those very principles. We are here in this Conference to carry out the will, the objectives and aims of this very august Constitution, through the formulation of standards. The ILO, which is tripartite in character, furthers through its standard-setting activities the cause of social justice and progress for workers throughout the world. All member States have committed themselves to these objectives by enrolling themselves as Members of this august Organisation.

While on the Workers' side we cherish, value and fully support these ideas we look forward to them being adopted by this Conference following almost three weeks of long and arduous work. They should be ratified because ratification is one of the important means whereby member States demonstrate their political will to carry out the ILO's basic objectives and principles. At the same time we are sorry to find that there were only 30 ratifications last year. We ask all member States to ratify more Conventions than has been the case in the previous year. At the same time, we the Workers seek implementation in both letter and spirit. It should not be a mere question of ratification; the instruments should be implemented in both letter and spirit. The important Convention relating to women's rights and

trade union rights, which are indivisible, whether the workers come from the south, east, west or north, must be implemented without discrimination—particularly Conventions Nos. 29, 87, 98, 105 and 111, which pertain to trade union rights, forced labour, discrimination in employment and tripartite consultation.

We ask those member States which have not ratified these Conventions to come forward and ratify them.

At the same time the Workers have heard and adopted what we feel is important; and every instrument and tool which is available to the ILO is of technical assistance, particularly in relation to the developing countries because, in many developing countries there is not the adequate infrastructure to carry out those very basic principles. In this respect we have urged in this report that the Office should allocate enough basic resources and help the developing countries to have an adequate infrastructure so that those Conventions they have ratified should be fully implemented. We hope that the Office will look into these matters while examining its budgetary resources. We also appreciate all the educational work which has been organised by the Office in many developing countries.

Apart from ratification and implementation it is equally necessary that the developing countries, particularly a country like our own, Pakistan, should be able to overcome those problems. Many developing countries like our own are faced with economic difficulties, such as high foreign debt and high inflation, so we hope the ILO will pursue the Director-General's initiative vis-à-vis the International Monetary Fund and continue to exert pressure so that the International Monetary Fund will not impose restrictions on the member States which will limit their exercise of trade unions rights.

I am urging this because this report also contains views on the Employment Policy Convention, 1964 (No. 122). This report clearly shows that in many countries, and particularly in the developing countries, unemployment is on the increase, which has very grave implications particularly for the Third World. Given this situation, we believe that there is not only a need for this very important Convention to be fully implemented with a view to providing full employment to the workers, but also that there should be a political will at the national level to eliminate unemployment. At the same time the ILO should take international action, in view of its responsibility for employment, towards co-ordination on an international level so as to have a world where the sufferings of the developing countries may



be eliminated. I think the ILO should play a more positive role in the coming years as reflected in paragraph 38 of this report.

May I also take the opportunity to stress what is said in paragraphs 46 to 72 pertaining to labour inspection. While we have always said there should be a comprehensive labour inspection machinery within the country, such labour inspection should at the same time have an established status, and should have the autonomy to act, independently and not fall under the influence of the private sector. But, at the same time, we feel as regards labour inspection that there is a new challenge facing us, particularly the developing countries, with the introduction of new technology and of mechanised agriculture in the rural sector, which constitutes the bulk of the territory. Therefore we need staff to be trained and who should be helped by the ILO, particularly in combating hazards to workers' health and safety. Help could be provided to employers and workers of nations so that they can overcome those situations which cause suffering to the workers.

At the same time we believe that labour inspection can only be effective if there are strong workers' organisations which can identify the source of the trouble. Therefore, labour inspection can play its part only if it works in liaison with worker organisations and the independence and strength of such organisations are equally required if the true objectives of labour inspection are to be achieved.

At the same time we also feel that in many parts of the world, and particularly in the developing countries, a new form of labour is emerging: the use of subcontracting. Such contracts are not always covered by the law and I think in this area the labour inspectorate, particularly in the developing countries, must make a decisive contribution.

I shall not be lengthy but at the same time I should like to stress that the Workers' group, and in particular this Committee, has contributed to the establishment of a climate in which dialogue has been possible between the member States and within the Conference Committee, with a view to helping member States to carry out their legal and constitutional responsibilities. There will of course be occasional confrontation. And I think that what is stated in paragraph 17 is correct: the Committee of Experts on the Application of Conventions and Recommendations works with objectivity and impartiality. Member States have been afforded a full opportunity to ventilate their points of view.

At the same time I think the Committee is not a tribunal and it has not acted like a tribunal or in a subjective manner; its aim has been to establish dialogue and understanding among member States. Through such co-operation member States can show their willingness to respect the constitutional obligations which they have contracted to implement the ratified instruments.

Therefore in the end I do appreciate the work which has been done by the members of the Committee. As Secretary of the Workers' group, I know that we have been infringing the ILO's Conventions. We have been working to 2 a.m., and even on weekends. In our own country we would have certainly claimed some form of compensation. But I think that as a team we have all contributed to bring about a better life for the working man and to provide more social and economic justice.

Lastly, I would also compliment the Reporter of this Committee, Mr. Hagen, as well as Mr. Sidibé and Mr. Dao, who have assisted the Committee, as well as the members of the Committee who have contributed to our work. I therefore urge the adoption of this report in the interests of the workers.

Mr. LINSSEN (Government adviser, United States)—Mr. President, I should like to offer you my congratulations on your election to your high office at this session of the Conference.

I agree with much of what has already been said by the previous speakers about the work of our Committee. Certainly this year there were a number of positive developments: the discussion, for example, concerning the application of Conventions Nos. 87 and 111 in Czechoslovakia was a dramatic reversal from last year. It brought us, I think, closer to a real dialogue concerning the problems of application of ILO human rights standards in the socialist countries. In other countries, including some very difficult cases, which have been before us for many years, we were able to note some progress. But there were other developments which troubled me—not just the administrative problems, the number of cases, the lack of time, the length of speeches, etc.; those can be handled, I think, easily enough. But they do not entirely explain all of the developments which concern me and my delegation. There may be more basic issues involved here.

For example, this year our report does not list any cases of progress. Paragraph 101 says there were many such cases, but unlike those of recent years our report does not cite any specific examples of progress. And that bothers me, because in our Committee progress is the objective, the only objective. I hope that next year, in selecting cases for discussion, we can include a few that will allow us to resume citing such specific cases of progress.

A second development which caused me some concern was the highly unusual adjournment of one case—Nicaragua—in order to negotiate a conclusion with the government of that country. No other government, no other case was given such special treatment. It raises questions in my mind about the evenhandedness of our work. After all, in the ILO, even Government delegates are entitled to equal opportunity and equal treatment. We need to think about this practice. In the long run it could prove dangerous to the integrity of our supervisory machinery.

Most troubling of all, however, was the suspension of the substantive discussion this year of the long-standing problems of application of Convention No. 87 in the USSR. To be perfectly honest, I'm not sure what we concluded on that case. We did not reach to it until after midnight, and maybe that is why the conclusion of our Committee is a little blurred. It states: "Without entering into a discussion of substance, the Committee took note of the continuing divergence of views regarding the application of the Convention." You will note that our report does not express regret or deplore the serious problems which exist, as it does in other difficult cases. The Committee simply took note of the continuing divergence of views. The conclusion of the Committee continues by expressing the hope "that a constructive dialogue would remain possible, that the Government would keep the Committee of Experts informed of any

developments that might take place in the light of its observations and that the discussion would be resumed on another occasion." And when is that? The last substantive discussion that we had of the problems of application of Convention No. 87 in the USSR took place in 1983. Under the normal two-year cycle for considering human rights standards, we shall not have another opportunity until 1987. That represents a four-year gap. That seems almost—not quite, but almost—like a return to the moratorium on discussion of some socialist country violations which prevailed throughout the 1960s and into the 1970s. And anyone who remembers those days of double standards, as I do, will understand and I think share the concerns of my delegation over these developments. Maybe I am wrong. Maybe I am misreading the conclusion of the Committee in the USSR case. I hope so. In any event, 12 months will elapse before we meet here again. That is a lot of time; time to reflect on some of these developments and to see whether different procedures or, perhaps, a different attitude can help us to produce a report next year which is evenhanded and of which we can all be proud.

One last point. A previous speaker expressed a number of thoughts concerning the foundations, validity and role of the Committee of Experts. My delegation recalls that when similar views were expressed in our Committee they were refuted by the overwhelming majority of delegates.

Mr. PITOYO (*Government delegate, Indonesia*)—I should like to congratulate the Chairman, the two Vice-Chairmen, the Reporter and the secretariat of the Committee of the Application of the Conventions and Recommendations, which was able to finish its work successfully on time.

This year, the discussions in committee reflected a deeper understanding among the three social partners than before, so that the general discussion and the discussion of individual cases were conducted by the Committee in a more sound manner.

My delegation would like this improvement in the discussions in Committee to continue so that member of developing countries, including my own, do not feel that the Committee is acting as a tribunal vis-à-vis sovereign States. My delegation trusts that in supervising the Conventions and Recommendations an educative approach is implemented so that developing countries can gradually improve the application of labour standards and so realise the objective of the ILO and at the same time further their socio-economic development and the people's welfare.

I am delighted that next year the Committee on the Application of Standards is going to review the manner of work of the supervisory machinery for the application of Conventions and Recommendations. I am sure that the members of the Committee would take into account in their discussion the living realities that prevail in the developing countries.

The last point I would like to make is that it is the first time in the many years I have been participating in the International Labour Conference that the chairmanship of the vital Committee of the Application of Standards has been held by a delegate from one of the member States of the Asian region, in the person of Mr. Tikriti of Iraq, who ably and wisely managed the Committee in such manner that it has performed its difficult and delicate task satisfactorily.

My delegation welcomes the report of the Committee on the Application of Conventions and Recommendations that is now under discussion.

*Interpretation from Spanish:* Mr. MEDINA GÁLVEZ (*Workers' adviser, Chile*)—In my capacity as representative of the Chilean workers, I have been called upon to participate in the work of the Committee on the Application of Conventions and Recommendations of the ILO for the past 12 years. In our opinion, this Committee is of special importance to the working world.

My words might seem somewhat weak after the weighty statement of the Workers' member, Mr. Houthuys, which reflected the opinions of the workers. The Workers' delegation of Chile would also like to express its gratitude and appreciation to the Chairman of the Committee for the very fair way in which he conducted the debates, along with the Employers' and Workers' Vice-Chairmen.

The showed great professional competence and, as has already been said, the Committee did not turn into a tribunal to pass judgement on any country. On the contrary, we consider that the task of the Committee is to endeavour to the greatest possible extent to resolve the problems and difficulties that may be faced by countries which have ratified international labour Conventions.

A particularly important paragraph of the report is paragraph 14, which refers to the position adopted by the Workers' group with respect to the importance for the working world of countries ratifying such fundamental Conventions as the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), adopted in San Francisco, which came into force in 1950 and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

There are other Conventions of great importance to the workers, such as the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Labour Relations (Public Service) Convention, 1978 (No. 151).

In the opinion of the Chilean trade union leaders, the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), because of the disputes that arise in working life, is of the utmost importance. Countries which ratify this Convention afford the workers, employers and government an opportunity to have a serious exchange of views and resolve disputes in the working world.

The Workers' delegation of Chile has never declared itself the enemy either of the employers or of governments. We consider that the only way of making progress with labour problems is through sincere and frank dialogue, in the sole service of mankind. We therefore urge Governments to ratify this important international instrument.

This Committee also gave us a good opportunity to make an exhaustive analysis of Conventions Nos. 81 and 129, as well as Recommendations Nos. 81 and 133, which concern labour inspection in industry and in agriculture. We Chilean workers are of the opinion that the ratification of these Conventions is fundamental since Convention No. 81 has been ratified by 123 countries and Convention No. 129 by 23 countries. We believe that for proper enforcement of labour laws the labour inspectors must benefit from effective protection in their work. We wish to say

quite clearly that they cannot be exposed to the vagaries of the government that happens to be in office if they are to punish effectively those who do not comply with the laws and the Conventions in force.

This Committee accordingly made a recommendation which is of particular importance: that at future regional conferences provision should be made for the possibility of discussing matters relating to labour inspection. We applaud and support this proposal and believe that the next regional conference in 1986 would serve the purpose very well. We also find it very positive that the Governing Body should have included in the agenda of the 1986 session of the Conference an item relating to international labour Conventions and Recommendations.

Lastly, I would like to congratulate all those who participated in the work of the Committee, all those anonymous heroes who prepare the documents, the experts who provided us with extensive material for debates, and Mr. Sidibé for the masterly exposé which he gave the Committee and which was extremely helpful for us in our deliberations.

This is the statement that we, the Chilean Workers' delegation, wished to make, as well as expressing our support for the Committee's report which we consider a very serious, honest and responsible document.

*Interpretation from Arabic:* Mr. AL-KHALIDI (Government delegate, Saudi Arabia)—Mr. President, allow me to take this opportunity to express to you our warmest congratulations on the occasion of your election, especially as you are the first Arab and African to assume such a high post. We are extremely proud to be working under your leadership, which we hope will lead our deliberation to a successful conclusion.

We are equally proud of the report of the Committee on the Application of Conventions and Recommendations which was chaired for the first time, by an experienced Arab, Mr. Tikriti. He guided the work of that Committee and its concrete results are now before you in the form of the report that has been submitted with the unanimous approval of the three partners. This was achieved with the guidance, kind sentiments and co-operation of the Reporter, the Vice-Chairmen, and the Chairmen of the three groups in the Committee. These played a major role in preparing and drafting this report. We are fully convinced that the system of supervising the application of Conventions and Recommendations is the true spirit, the living conscience and the throbbing heart of this Organisation. Without this supervisory organ this Organisation would have no reason to exist. However, this organ must be kept sound and healthy and clear of all the problems that otherwise would threaten to destroy today's world, which is torn apart by strife and wars.

The report of the Committee which has been submitted this year is highly satisfactory. This is due to the new procedure applied by the Committee in the discussion of cases submitted to it by the Committee of Experts. This procedure reflects a new spirit, a spirit that is characterised by co-operation and objectivity in dealing with the various problems encountered by member countries in the performance of their constitutional obligations. One of the main problems is the refusal of the authorities to

implement ratified Conventions or even their refusal to send back the questionnaires on the implementation of Conventions. Although we have noted some differences in the implementation of Conventions between developing and developed countries, and especially in respect of recently independent countries, and especially in respect of recently independent countries, this is due to the fact that the developed countries are more often than not endowed with the facilities, technological or others, needed to implement a Convention in full. Developing countries on the other hand lack the essential elements and means to implement Conventions. Therefore, it appears to us that developing countries need direct and indirect assistance from this Organisation and other organisations, to help them implement ratified Conventions.

This is illustrated by our Labour Inspection Convention, 1947 (No. 81). Indeed, we have noted that, developing countries need to develop their inspection services with the help of the International Labour Office. This could be done either through seminars, lectures or exchanges of visits between developing and developed countries. This could enable developing countries to be informed of the various work methods as well as help them improve their inspection procedures.

I could give another example to illustrate differences in implementation between developing and developed countries. Indeed, on examining the Employment Policy Convention, 1984, (No. 122), we noted that some countries had succeeded in implementing the Convention and overcoming certain problems by providing the necessary material resources and creating job opportunities in areas with high unemployment. I wonder whether such a policy could be implemented in developing countries that lack such resources?

To end my statement, I wish to express the hope that the distinguished members of this Conference will understand what we mean by flexibility in the implementation of Conventions. We hope that our Committee will take a further step forward and that, on the basis of the working group of this Committee as established by the developing countries, a tripartite working group will review the procedure with a view to ensuring further co-operation and progress and avoiding such strife as has prevailed in the past.

*Interpretation from German:* Mr. MAIER (Workers' adviser, Austria)—I should like to congratulate the Chairman of the Committee, Mr. Tikriti, on the way in which he has guided the work of the Committee and also Mr. Hagen, his Reporter.

I should like to confirm the statement by the Reporter, namely that the Committee was considerably pressed for time. I hope that in the future night sittings will be avoided.

On Wednesday of last week the Committee worked till 1.30 a.m. However, it still was not possible to discuss all the cases before the Committee; I would like in this connection to mention the case of the USSR in particular. I fully support what has been said by my colleague Mr. Houthuys, who spoke on behalf of the Workers' group.

I asked for the floor in order to call your attention in particular to paragraph 38 of the report you have before you. In this paragraph reference is made to an initiative taken by the Director-General to establish

contacts between the ILO and the IMF. Experience has shown us that in future efforts must in all cases be made to avoid a situation whereby recommendations, made by the IMF to certain governments lead these governments into a situation where they are acting in violation of the Conventions and Recommendations, in other words, that the Conventions ratified by these Governments can no longer be applied because of the IMF recommendations. For this reason I should like to repeat the suggestion made in paragraph 38 because I think it will be useful that, under the heading concerning co-operation with other international organisations, the Committee of Experts should receive a report on the results of this form of co-operation or this working contact between the International Labour Office and the International Monetary Fund, so that in future the Committee on the Application of Standards can deal with this question and through the Committee the Conference can also deal with this matter.

*Interpretation from Spanish:* Mr. MEZA SOZA (Government delegate, Nicaragua)—We should like first of all to express our appreciation of the efforts made by the members of the Committee to ensure the successful outcome of its work.

There is no doubt that in the efforts made to achieve this objective a decisive role was played by the Chairman, Mr. Tikriti, and the secretariat, in particular Mr. Sidibé and the other officials of the ILO with whom we worked so hard over the past few days.

The Government of Nicaragua wishes to express the reservations it already voiced at the appropriate time with respect to the conclusions adopted by the Committee as they relate to our country. Certain passages in these conclusions do not correspond to the real situation in Nicaragua. The discrepancies between the legislation inherited from the former regime and present practice should obviously be viewed in the light of the fact that the workers today are making gains against all odds faster than the law is being amended. These are the facts, irrespective of the views expressed by certain members of the Committee who used expressions which at times seemed to confuse gratuitous political attacks with protests at the alleged absence of freedom of association.

We hope that this way of proceeding will not constitute a precedent for the work of this Committee. To the allusions made by the delegate of the

United States, in all sincerity we cannot understand how the government of a country which has not even ratified 10 per cent of the Conventions of the ILO and which haughtily disdains the whole body of international law that exists to foster coexistence among States can dare pretend to judge the conduct of the very countries which it is criminally aggressing. Before it speaks up in a forum such as this on issues as delicate as international legal instruments, that Government's first preoccupation should be to ensure that it is itself following the line of conduct which has been accepted by the international community—and which in fact it is continuously disregarding. When this country corrects its own conduct and follows the path of right and law, then and only then shall we consider it a proper partner with which to discuss these subjects.

Lastly, we wish to state that, despite our reservations, in a spirit of flexibility and maturity and in order to facilitate the conclusion of the work of this Conference we shall not oppose the adoption of this report, subject to the stated reservation.

*Interpretation from French:* The PRESIDENT—We have just concluded the discussion of the report of the Committee on the Application of Conventions and Recommendations. The comments and reservations which have been expressed will of course appear in the record of the discussion of the report.

I will now pass on to the adoption of the report. If there are no objections, may I assume that the report of the Committee on the Application of Conventions and Recommendations is adopted by the Conference?

*(The report is adopted.)*

*Interpretation from French:* The PRESIDENT—On your behalf and on my own personal behalf, I would like to very warmly congratulate the Chairman, the Vice-Chairmen and the Reporter of the Committee on the Application of Conventions and Recommendations on the excellent work they have done and of course I shall not forget to thank Mr. Sidibé who represented the Secretariat in that Committee and did excellent work and made a particular effort to make sure that the report, despite all reservations, would be adopted unanimously.

*(The Conference adjourned at 4.15 p.m.)*

## Corrigendum

*Provisional Record*, No. 30:

On page 30/43, left-hand column, in the Committee's conclusions on Convention No. 87-Netherlands, the last sentence should read as follows:

"It stressed the importance of the application of the Convention and hoped that developments towards fuller compliance would be reported."

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# Provisional Record

Seventy-first Session, Geneva, 1985

## Thirty-first Sitting

Wednesday, 26 June 1985, 10.15 a.m.

President: Mr. Ennaceur

### REPORT OF THE COMMITTEE ON ASBESTOS: SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—First on this morning's agenda we have the examination of the report of the Committee on Asbestos.

I request Mr. Siccama, Government adviser, Netherlands, and Mr. Patil, Government adviser, India, respectively Chairman and Reporter of the Committee on Asbestos, to come to the rostrum.

I call on Mr. Patil, Government adviser, India, Reporter of the Committee, to submit the report of the Committee to the Conference.

Mr. PATIL (*Government adviser, India; Reporter of the Committee on Asbestos*)—Mr. President, since I am speaking for the first time in this forum let me take this opportunity to felicitate you on your unanimous election as President of this important Conference.

I have the honour to submit to the International Labour Conference the report of the Committee on Asbestos. The Committee has completed the first discussion of Proposed Conclusions concerning safety in the use of asbestos.

Health hazards from exposure to asbestos, both occupational and non-occupational, have been most intensively studied, hence the discussion of our Committee was rich in substance. Public concern about asbestos risks is very high, causing great anxiety. Reference was made to the tragic chronicle of enormous proportions represented by exposure to asbestos and the appropriateness of formulating international standards to provide objectively adequate measures for safety in the use of asbestos world-wide.

It was gratifying to note the concern of the members of our Committee about the hazards of occupational exposure to asbestos in its broad perspective and the discussions centred around fuller occupational safety and health measures both through prevention and through control of the harmful effects for people's health. In this context you will recall that the Prime Minister of my country, Mr. Rajiv Gandhi, in his address to this Conference observed that "The human dimensions of technology compel a reorientation of thinking".

Our Committee held 13 sittings and examined some 202 amendments. We argued and reasoned to arrive at a consensus, a compromise or go for a vote, but in the end we all accepted the Proposed Conclusions in a spirit of mutual concern for the workers' safety and health in the long run.

We thoroughly enjoyed our work under the able guidance of our Chairman, Mr. Siccama, whose greatest quality was his ability to listen, understand, participate fully and form conclusions for wider and deeper acceptance. Our deliberations would not have been as enjoyable and educative had it not been for our equally able Vice-Chairmen, Mr. Lesage, from the Employers' group, and Mr. Westerholm, from the Workers' group, who besides being professionals showed a great amount of creativity in their ideas and tolerance for the ideas of others as well as a high sense of concern and responsibility for the health of workers exposed to asbestos. Our discussions were quite open and frank and were conducted in an atmosphere of cordiality. I was reminded of my Minister of Labour's remark before this Conference that the social partners have a vital stake in orderly economic progress and growth, and that justice is essential to avoid social tensions arising in the process of economic development.

Noting the almost ubiquitous use of asbestos and asbestos-containing products in everyday life and the fact that it had been widely utilised in the past and still continues to be mined, processed and used extensively, we concluded that the best means of protection against asbestos risks that could be afforded to the millions of workers exposed, was to draw up international standards for safety in its use.

In framing the Proposed Conclusions we concentrated on scope and definitions; general principles; protective and preventive measures; surveillance of the working environment and workers' health; information and education and, more important, co-operation between the social partners while dealing with hazardous operations such as asbestos. It was brought into focus that enterprises, irrespective of their structures and the partners to economic progress, could not afford to be indifferent in safety and health matters.

Our task was eased somewhat by previous activities of the ILO, including the Conventions and Recommendations listed in the Preamble to the Proposed Conclusions with a view to a Convention. Of particular importance was *Safety in the use of asbestos: An ILO code of practice*, that we consulted quite often during our deliberations.

Our task was made much easier by the excellent help and assistance we received, at all times, from the representative of the Secretary-General, Mr. Kliesch, and his team of Secretariat staff, the interpreters and the typing pool, who I am aware worked extremely hard to fulfil all the requirements to bring the work of our Committee to a successful conclusion. We are grateful for this friendly co-operation and assistance.

Finally, the eminent delegates who took an active part in the work of our Committee and particularly those who served in the Drafting Committee have earned a well-deserved word of thanks.

I have great pleasure in submitting to this Conference the report of the Committee on Asbestos and recommending the adoption of the Proposed Conclusions.

*Interpretation from French:* The, PRESIDENT—We shall now proceed to the general discussion on the report of the Committee on Asbestos.

*Interpretation from French:* Mr. LESAGE (*Employers' adviser, Canada; Vice-Chairman of the Committee on Asbestos*)—I take pleasure, on behalf of the Employers' group, in informing you of our impressions following the 18 days of intensive work we have just concluded and the result of which is the report submitted to you today.

As a representative of the Employers' members of the Committee on Asbestos, we stated from the outset during the general discussion that this Committee was a special one since while in order to abide by the rules of the International Labour Organisation we had to be separated into different groups, governments, employers and workers, this distinction was essentially a theoretical one in this particular Committee, as all shared a common objective, that of protecting the health and safety of the workers in the strictly controlled use of asbestos. During the discussions, unfortunately, we found that some interventions were based more on political than on scientific consideration. Nevertheless, we are working on a technical committee, which has a duty to base its decisions on scientific knowledge; otherwise, there would be a risk of losing sight in certain cases of the common objective which must constitute the sole true objective of this Committee, the health and the safety of the workers in the use of asbestos. As we have stated previously, one sometimes gains the impression that certain persons have continued to adhere to positions adopted ten or 15 years ago, without taking into account the technical and technological progress that has been made, or the scientific data which, in the meantime, have shed new light on such subjects as asbestos. We therefore had to work hard in order to see to it that some scientific truth be reflected in the report submitted today. Our mandate was clear, however: safety in the use of asbestos, not its prohibition. This is recognised in point 1 of the Proposed Conclusions of the report, namely that the International Labour Conference should adopt two instruments on occupational safety and health in the use of asbestos. Point 7, as adopted, makes it clear that "national laws or regulations should prescribe the measures to be taken for the prevention and control of, and protection of workers against, health hazards due to occupational exposure to asbestos". The important point is that adequate measures should be taken for the prevention and control of hazards. Some have of course attempted to reintroduce the concept of prohibition—through a total or partial ban—and, in our view, even if they had little success, such success was still too much! We shall have to return to this matter next year.

The objective is to arrive at a Convention and a Recommendation acceptable to the majority of countries which will offer adequate protection to the

workers of these countries. With the assistance of scientifically qualified persons, who included Government and Workers' representatives, we have introduced the idea that materials used as a substitute for asbestos should be scientifically evaluated as being harmless or less harmful. It is time that discrimination ceased in respect of a product which is dangerous when uncontrolled but one which is irreplaceable and so useful to our societies when utilised responsibly and under optimum control conditions, with the aid of modern technologies.

Before concluding, I should like to highlight the inclusion of a new point in the proposed Conclusions which appears to bear little relation to asbestos but which it is attempted to introduce in all the new Conventions of the International Labour Organisation: I refer to point 63 on multinational enterprises and social policy. The Employers' group, which I have had the honour of representing, clearly showed that it was in favour of the principles underlying such a point. The proof of this is that 16 of us voted in favour of the point and none against. I should like to state, however, that this point should be rewritten and amended so that we can be in a position to support it fully next year. As it is currently worded, it will be difficult to endorse it in 1986, although it meets with our agreement in principle.

Having said this, I believe that the report submitted reflects clearly the discussions that we held and the Conclusions that we reached. I hope that it will be adopted and that the General Conference will place on the agenda of its next session an item entitled "Safety in the use of asbestos" for a second discussion with a view to the adoption of a Convention and a Recommendation.

Finally, I would like to thank Mr. Siccama, the Chairman of our Committee, and Mr. Westerholm, Vice-chairman and Workers' representative. Allow me to state that it was not only interesting but also a very pleasant experience to have been able to work with them. Mr. Siccama guided our discussions very intelligently in order to arrive at the report before you. Mr. Westerholm not only showed his fighting qualities and scientific knowledge, but also his courtesy and honesty. All this made it possible for us to have a debate of great quality which I hope will be resumed next year.

Mr. WESTERHOLM (*Workers' adviser, Sweden; Vice-Chairman of the Committee on Asbestos*)—Mr. President, it is indeed an honour and a privilege for me to be given this opportunity to address you and this plenary session of the 71st International Labour Conference.

It is my pleasure to inform you that the Workers' group of the Committee on Asbestos is in support of the Committee report which has just been presented by the Committee Reporter, the Government representative of India, Mr. Patil.

The Proposed Conclusions of the report, made with a view to a Convention supplemented by a Recommendation, lay down the foundations of two ILO instruments describing the principal objectives and strategies to be applied in pursuing these objectives with regard to prevention and control of asbestos exposure at work.

Out of necessity, many of the Proposed Conclusions are basically of a general nature. Such measures as prohibition, replacement, authorisation and tech-



nical engineering controls, as well as many other preventive and protective techniques can also be applied to many other types of workplace hazards.

We have endeavoured to mould such general principles so that they address the specific problems posed by asbestos exposure at work.

We have also taken care to create instruments of significant flexibility in order to provide member countries with possibilities to satisfy their needs and the intentions underlying the Conclusions, according to a time schedule decided on by themselves. Allowance can be made for differences between countries, such as the distribution and characteristics of hazardous exposures, priorities and levels of ambition, legislation and national practice, availability of requisite resources, to mention a few important factors.

We have now reached the half-way mark of our work. Our last resolution was to place on the agenda of next year's session of the International Labour Conference the item of our Committee, that is, "Safety in the use of asbestos".

In our opinion, the present report, including our Proposed Conclusions, constitutes a step in the right direction. There are still problem areas to explore in greater depth. One such area is the setting, enforcement and practical use made of exposure-limit values or so-called TLVs. Recognising that exposure-limit values may be useful tools in improving working conditions, we have experienced that such values are not infrequently misconceived and used—even misused—for purposes for which they were not intended. When this happens the security of workers may be endangered. This area of concern deserves to be re-examined more closely.

I am glad to say that even if we in the Committee had—and on some issues still have—differences of opinion, there has been a most substantial convergence of our different lines of approach, all the more remarkable because of our differing points of departure on this subject. The discussions have been truly constructive and imbued with the ILO spirit of commitment to seek a consensus of opinion on the end results.

In concluding, I wish to thank the Committee Chairman, Mr. Siccama, the Employers' spokesman and Committee Vice-Chairman Mr. Lesage, the Committee Reporter Mr. Patil, and all members of our Committee for the privilege and pleasure of working with them. I also wish to thank the ILO Office and the Conference Secretariat for all support and help provided during our work.

It is my pleasure, on behalf of the Workers' group in the Committee on Asbestos, to recommend the adoption by the 71st Session of the International Labour Conference of the report submitted by the Committee.

Mr. SICCAMA (*Government adviser, Netherlands; Chairman of the Committee on Asbestos*)—First of all, I should like as Chairman and on behalf of our Committee to express our appreciation to the Governing Body and to the International Labour Organisation for the timely decision to place the item on safety in the use of asbestos on the agenda of this year's session of the Conference.

We have noted with satisfaction the development of the ILO's activities with regard to safety in the use of asbestos since the early seventies. It is apparent

that the ILO has been fully conscious of the growing awareness in the world regarding the harmful effects associated with exposure to asbestos fibres. One understands this growing concern the better when attention is being paid to the widespread use of asbestos. It is estimated that over the past 100 years some 100 million tonnes of asbestos have been produced. Given the fact that asbestos is an inert material which does not deteriorate, it means that those 100 million tonnes still exist somewhere, spread over many, many applications.

However, because of its specific properties (being chemically inert and very resistant to heat), it is a particularly useful material and is therefore being used all over the world.

Fortunately not all applications give rise to a serious risk of exposure to asbestos fibres. There is, however, one important problem area, which I would like to point out. Asbestos products have been and still are widely used in the building trade. Sooner or later, buildings will have to be demolished and the demolition of asbestos products is an operation which, from the point of view of safety and health at work, needs thorough attention.

It is, therefore, of the highest importance that the ILO has taken the initiative to issue *Safety in the use of Asbestos: An ILO code of practice*. By giving technical guidance on how to prevent or control the risk of exposure to airborne asbestos fibres during various processes and even regarding the disposal of waste, the Code is a highly valuable instrument and an important contribution by the ILO towards the safe use of asbestos in workplaces.

In the discussions which took place in our Committee reference was often made to this ILO Code. On a number of occasions, when consensus seemed difficult to obtain, the Code appeared to provide a basis for a solution. In this way, agreement was reached on the important point of the definition of asbestos: by using the ILO Code. It might seem that a problem of definition cannot be all that difficult, but I would like to emphasise that here we strike a very important point in our discussions. Asbestos is a term referring to a group of minerals having similar technological properties but different in chemical composition. This group is generally called the asbestos family.

We had a very interesting discussion on the issue that other fibrous minerals, and maybe even other fibrous materials, which can be used as substitute materials may also impose a serious risk on the health of workers. This is an area which may be of great importance in regard to possible future work of the ILO.

I would like to stress a point on which it appeared from our discussions that there is a great need to obtain more information. I refer to the use, applicability and possible risks of substitute materials. We should not prevent one risk by introducing another. But how can we know? Substitute materials for asbestos are increasingly being introduced and a number of countries therefore advocate the policy of banning asbestos altogether. Other countries, however, prefer controlled use of asbestos in view on the fact that replacement materials cannot always meet the technical and also the economic requirements.

Our Committee was conscious of the importance of laying down this year the basis for international instruments to define the fundamental form and direction of activities aimed at regulating the safe use



of asbestos. We trust that this basis will facilitate the elaboration of the requisite documents for discussion and finalisation at next year's Conference.

Before I conclude I would like to mention one other point from our discussions which I think is of great importance to the work of the ILO. It appears that there is a significant difference in the approach to the problem by the developing countries and the by developed countries. The developing countries want the governments to create facilities and to lead the way in respect of safety and health at work, whereas the developed countries prefer to emphasise the responsibilities of both employers and workers and are reluctant to accept a leading role for the government. This difference in policy may also arise in other areas and may therefore be a general characteristic that has implications for the work of the ILO.

I want to conclude by expressing my sincere thanks to the Vice-Chairmen, Mr. Lesage and Mr. Westerholm. Thanks to the competent leadership of their groups and the open way in which they conducted the discussions, the meetings proceeded in a very pleasant atmosphere. I also pay tribute to Mr. Patil from India for his availability as Reporter. Last but not least, I express my great admiration for Mr. Kliesch (representative of the Secretary-General) and his staff. The work they performed was excellent and very helpful. I am convinced that no committee can proceed without this really professional and skilful work.

The report and Proposed Conclusions of the Committee on Asbestos presented to this assembly today contain proposals for a Convention and a Recommendation. We trust that they will be adopted and used as a basis for a second discussion.

#### FINAL RECORD VOTE ON THE CONVENTION CONCERNING OCCUPATIONAL HEALTH SERVICES

*Interpretation from French:* The PRESIDENT – We shall now take the final record vote on the Convention concerning occupational health services.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

*Interpretation from French:* The PRESIDENT–The result of the vote on the Convention concerning occupational health services is as follows: 399 votes in favour, 1 against, with 12 abstentions. Since the quorum is 253 and the required majority of two-thirds has been attained, the Convention is adopted.

*(The Convention is adopted.)*

#### FINAL RECORD VOTE ON THE RECOMMENDATION CONCERNING OCCUPATIONAL HEALTH SERVICES

*Interpretation from French:* The PRESIDENT–We shall now go on to the final record vote on the Recommendation concerning occupational health services.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

*Interpretation from French:* The PRESIDENT–The result of the record vote on the Recommendation concerning occupational health services is as follows: 354 votes in favour, 0 against, 55 abstentions. The required quorum is 253 votes and the required majority has been provided; so the Recommendation is adopted.

*(The Recommendation is adopted.)*

*Interpretation from French:* The PRESIDENT–I give the floor to Mr. Dinman, Employers' adviser, United States, to explain his vote.

Mr. DINMAN (*Employers' adviser, United States*)–I wish to explain the inability of the United States Employers' delegation to support the proposed Recommendation concerning occupational health services. We could not support the Recommendation for the following reasons. Firstly, Paragraph 43 of the Recommendation is in apparent conflict with paragraphs 8, 11 and 12 of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. This Recommendation suggests that multinational enterprises provide different standards of practice than those required by national laws and practice; secondly, the provisions of Paragraph 33(2) of the proposed Recommendation incorporate the workers directly into the managerial process. This Paragraph states that the workers should participate in decisions involving the employment of personnel of the occupational health services. This is a direct attempt to introduce co-determination into an ILO instrument, a concept found nowhere else in any other existing ILO Convention or Recommendation.

Thirdly, we wish to dissociate ourselves emphatically from Paragraph 220 of the report of the Committee on Occupational Health Services. What is described there as regards the persons involved in the compromise formulation process clearly indicates the existence of a working party. Accordingly, we hold that the proposal to elaborate a compromise on Paragraph 43 was solely a product of the working party's efforts.

#### REPLY OF THE DIRECTOR-GENERAL TO THE DISCUSSION OF HIS REPORT

*Interpretation from French:* The PRESIDENT–I should like to give the floor to the Director-General, Mr. Francis Blanchard, to reply to the discussion of his Report.

*Interpretation from French:* The SECRETARY-GENERAL–On 26 June 1945, the United Nations Charter was signed in San Francisco. Exactly 40 years ago today. Measured against history, that is a short time. In the context of modern history, though, it is quite a long time, bearing in mind that during this period two-thirds of the nations of the world have achieved independence, thus qualifying for admission to the United Nations. The Universal Declaration of Human Rights and the covenants on human rights have given moral and legal expression to ancestral aspirations and huge slices of international law have been codified. Through often stormy debates in several international forums, the

world has been made more clearly aware of the scope and magnitude of the problems and of the interdependence of nations and peoples. Peace has been preserved if we take this to mean that generalised warfare has been avoided over the past 40 years, but tragic outbreaks of strife are becoming more and more frequent. The arms race is continuing, diverting to sterile or dangerous purposes so many resources badly needed for human progress, particularly at a time when all countries are feeling the effects of an economic crisis and recession which weigh the heaviest on the poorest and on the most underprivileged. No organisation is better able than ours not only to measure what has already been accomplished but also to appreciate what still remains to be done to attain the goals set in its Constitution and in the Declaration of Philadelphia which are more applicable today than ever before. As the agency in the United Nations system responsible for labour matters, our Organisation is, I think, one of those which can pride themselves on having played their part in the efforts made in the past 40 years to establish multilateral co-operation on firm foundations. The achievements of the International Labour Conference are impressive in terms of the number and variety of international instruments drafted, discussed and adopted over the years in this building. Your session, the 71st Session, has made a further contribution to this considerable body of legislation in a series of areas with relevance to the needs of the working world.

This is particularly so in the case of the Committee on Asbestos, which has had a first discussion as to the desirability of adopting international instruments to control the hazards involved.

Asbestos exposes workers to a variety of health risks, some of which are particularly dangerous. Substantial economic interests are at stake as well as the jobs of a large number of workers. This issue has given rise to much very lively controversy over the past few years. It is reassuring to note that the debate that has just taken place at the Conference was reasoned and calm. Even though there were often divergencies of views, not only between Employers, Workers and Governments but sometimes within their respective groups, never did the debate become acrimonious.

Once again, on such a difficult subject as this, the virtues of tripartism have been demonstrated. Even though certain countries declared themselves in favour of a ban on asbestos and have already taken measures to that effect, the Committee recognised that substitute products might have equally harmful effects on the health of workers. The Committee has prepared Conclusions on the manner in which asbestos should be used which will help to reduce considerably the hazards to which this substance today exposes the health of the workers.

There is cause for satisfaction in that the Resolutions Committee, whose Chairman and members also deserve to be highly complimented, has taken pains to prepare a draft resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry. In doing so, the Committee was reacting to the observations made by Mr. Rajiv Gandhi, Prime Minister of India, when he referred from this rostrum to the Bhopal disaster which so deeply shocked world opinion. The resolution

adopted calls on governments, employers, workers and multinational enterprises to take a series of measures to reduce the hazards involved in the increasing use of dangerous substances. This resolution is an invitation addressed through the Governing Body to the Office to intensify the action of our Organisation in order to ensure high levels of safety and health in the protection of transport, storage and handling of dangerous substances and with a view to improving—and this seems essential to me—training programmes in the field of occupational safety and health. I should like to assure the Conference that the Office will spare no effort to give effect as soon as possible to this important resolution.

As may be seen, workers' health has really been given a great deal of attention at this session of your Conference. In effect, the Committee on Occupational Health Services has adopted a proposed Convention and Recommendation which the Conference has just approved concerning occupational health services at the outcome of proceedings marked by difficult debates on certain controversial issues. On most of these issues compromises could be reached, and I think I can say that the quality of the texts of these instruments has on the whole been entirely preserved. The instruments are sufficiently flexible to enable account to be taken of the different situations existing in the world. It should be possible for the Convention in particular to be ratified and applied by a very large number of countries. Both these instruments will be invaluable for the establishment of good occupational health services, and I should add that they are in line with the instruments on workers' safety and health already adopted in 1981. This shows what great efforts the Organisation has been making in the past few years in this particularly critical and vital field of workers' safety and health.

Another Committee, the Committee on Convention No. 63 (Statistics), has been able—with only one vote in Committee, which is quite remarkable—to produce an instrument which should give all the members of this Committee cause for satisfaction, I think. Difficulties arose in connection with statistics relating to productivity and the degree of flexibility the Convention should have. I understand the difficulties were successfully resolved. The Committee has, moreover, been able to propose concepts which will be particularly useful for the development of a methodology for statistics relating to productivity.

The general debate covered both the report of the Governing Body and the Report that I had the honour to submit to your Conference. A large number of the 262-odd speakers, including 108 ministers of labour, who took the floor here were good enough to emphasise the comprehensive and varied nature of the activities carried on by our Organisation in 1984, as described in Part II of my Report. Some of the speakers addressed themselves to the appendices to this Report and in particular Appendix III relating to the situation of the workers of the occupied Arab territories. In this connection, I wish to inform the Conference that I shall continue to keep this distressing problem under review as long as the situation of these workers makes this necessary. Furthermore, as far as circumstances and resources permit—and I hope that they will be more abundant—I shall endeavour to increase our aid to these workers in the areas within the competence of our Organisation.

I had chosen as the main theme of my Report industrial relations and tripartism. It seemed to me that this theme was more topical than ever in a world where everyone is wondering about the future of our societies in a world undergoing rapid changes as the result of the increases in population in the case of some countries, technological change in all countries and far-reaching alterations in traditional values. I expected that the debate would provide elements which would help to guide the Office in planning its future action, as well as with a view to reinforcing in each country the framework for industrial relations and co-operation. My hopes have not been dashed. Admittedly, all the comments were not approving ones and I have taken note of the criticisms made and the reservations expressed. I can assure you however that the Report that has been submitted to you did not take account solely of the situation in the market-economy countries, nor was it intended for them alone. It set out to cover the whole world, and I do not see anything in the debate that has just finished to contradict the idea that machinery for consultation and co-operation is more necessary than ever. This is the case everywhere, I would add. To put it briefly, the considerable differences in economic and social systems should not prevent every one of the member countries of this Organisation from committing itself firmly to policies whose purpose and effect will be to enable employers, whether public or private, and workers to cope with their share of the increasing problems which arise in enterprises above all, in professions and, by extension, in sectors of the economy, whether they be industry, agriculture, agro-industry or the services sector, without forgetting of course the civil service and the public sector in view of the importance they have taken on in the societies of today—and I think also in the societies of tomorrow. All these problems are bringing about changes in the attitudes of the workers, in their opinion as to the place to be occupied by work in their individual lives. It is therefore important to have machinery for co-operation, adapted of course to differing conceptions from one country to another but capable of enabling solutions inspired by dialogue to be sought and not solutions imposed by confrontation.

I note that on this point many of you expressed your support for the analysis given in my Report. Some of you did so all the more forcefully because they came from countries which are at this very moment coping with formidable problems brought about not only by the crisis or the recession or by technological and social changes but also by their indebtedness, about which a great deal has been said from this rostrum and which, when added to other factors, makes severe structural adjustment policies inevitable.

The industrial relations procedures which exist to varying degrees in most countries are being increasingly brought into play and often severely tried on account of the seriousness of the problems which arise, but also because the relative strength of the State, on the one hand, and the employers and the workers, on the other, or between the employers and workers have been modified, creating dangerous imbalances. The climate for negotiation has often hardened, and the public authorities have been prompted to intervene in collective bargaining while invoking the general interest, sometimes – not always

– with justification. Having said this, I should say that the balance sheet does also have positive aspects, rich in promise for the future. Many speakers have told the Conference about bipartite agreements which have made a positive contribution towards the solving of problems of structural adjustment which had to be dealt with as a result of the introduction of new technologies. Other speakers, both from industrialised and developing countries, have referred to tripartite arrangements worked out to deal with a whole series of problems: employment, remuneration, taxation, social security, the revision of labour legislation and many other problems. Some of you have laid stress, as the Report does, on the need to ensure compliance with three requirements on which the success or failure of bipartite or tripartite collective bargaining depends.

The first requirement pertains to the balance of forces between the parties in collective bargaining. To ensure this balance, there must be strong and responsible employers' and workers' organisations. Nothing would be more harmful to the interests of the workers – and, I would add, the general interest – than to set about weakening trade unions or placing employers' organisations under the government's thumb or, on the contrary, giving them too much power.

The second requirement is that each party should set about negotiating with the keen sense of responsibility which will have to be displayed when the time comes to make choices which may often be difficult – such as the choice between combating inflation and combating unemployment or choices in respect of wages, hours of work and public expenditure.

The third requirement is to approach the negotiations, whether bipartite or tripartite, in a spirit of trust and co-operation. This spirit does not in any way exclude divergencies of views. In fact, I would even say that these divergencies are inherent to a certain extent in the questions which state representatives, private and public undertakings and workers are constantly called upon to solve, by reconciling the requirements of production and those of social protection. I know that this approach has earned the Organisation the criticism of some people because of its approach, which they impatiently qualify as reformist. For those who take this view, the class struggle is the only means of achieving progress. I would observe that this was not the feeling of a large majority of participants in this Conference who showed themselves, on the contrary, determined to approach these problems by bringing into play the opportunities afforded by collective bargaining to the maximum extent possible. In this way they are only confirming their attachment to the principles of economic progress, social justice and freedom of association which remain the fundamental principles of our International Labour Organisation.

What can the Office do to promote the practices of good labour relations? I have said that they presuppose the existence of strong and responsible organisations, and this dictates our conduct. We must increase our assistance to workers' organisations by developing workers' education programmes. In developing countries, for the reasons explained vigorously by several of you and, I think most recently, last Saturday, by Mr. Henri Georget, we must continue to provide assistance to employers' organ-

isations, both in the private and the public sector. It is in this way that both kinds of organisations will better appreciate the problems which arise. If we also strengthen the Ministries of Labour, this would give them the possibility of usefully intervening in any possible tripartite consultations, and it would also be a way of enabling them to determine the desirable limits of their intervention.

The Programme and Budget for 1986-87, to which I shall return later, adopted while this debate was continuing, responds—and of course I am very pleased about this—to the need of increasing the role of the Office in this vast field of labour relations. We must strengthen the capacity of the Office to give direct assistance in the field to the member States and, above all, to the developing countries, to improve their systems for collective bargaining and tripartite consultation and concertation so that these negotiating systems can play their role in the process of structural adjustment. I think their role is almost irreplaceable and is certainly their rightful role. But we must also think about expanding our own programme, at least on one point, in order to improve our knowledge of facts. I intend to have a certain number of successful situations and experiences analysed and to disseminate this information so that other countries can, even if they cannot transfer these experiences to their own countries, at least they can draw on them. It is not a question of confining ourselves to a purely formal or academic description of these experiences but to try to seek the underlying reasons for the success and the difficulties which they have encountered. Information of this type cannot be found in a book, it has to be collected in the field. This is no doubt what the Secretary of Labor of the United States was thinking of when he suggested that the Office should offer a service of this kind to those member States which would like to benefit from it. I would thank Mr. Brock for having announced the fact that his Government was ready to provide a special financial contribution to the ILO for the launching and completion of a pilot project in this field with the possible assistance of the Turin Centre. In fact we shall ask for this assistance from the Turin Centre. I have taken note of the idea that he put forward of a tripartite meeting in order to examine experiences in labour relations, in particular leading to the launching of vocational training and retraining programmes in relation with the introduction of new forms of technology.

The idea underlying the pilot project which he proposed is of prevention rather than cure. It is in conformity with the ideas put forward in this Organisation, in particular during the first session of the Advisory Committee on Technology whose promising results were submitted last May to the Governing Body. These results respond, I believe, to the appeal of a certain number of you as expressed by the Government delegate of Switzerland, Mr. Hug, who, from this rostrum, encouraged the ILO to move forward in the field of technology. I am happy to be able to tell them that in the context of the Programme and Budget for 1986-87, studies are envisaged of the effects of micro-electronics and biotechnology in different sectors, in particular in the industrialised countries. Based on these studies, general policy guide-lines will be drawn up which should reduce to a minimum the negative effects of technical changes on employment.

During the course of this debate, I think you were almost unanimous in expressing, once again, your concern at continued unemployment, underemployment and poverty in the world. I do not need to remind you of the discussion which for a period of two years held the attention of the 69th and 70th Sessions of the International Labour Conference and led to the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), which supplements the Employment Policy Convention, 1964 (No. 122). These two texts, the Convention and the Recommendation, recognise the right to freely chosen employment. I would add, that in order to follow up a Conference resolution from last year concerning employment policy, the Governing Body has just decided to envisage the setting up of a committee on employment which, I believe, will be set up in November and which, in the Governing Body, will, and I think this is what will be decided, strengthen the activities of this Organisation in assisting member States, both industrialised and developing countries, to combat unemployment and poverty. These problems have a tragic human dimension for millions and millions of workers and poor people throughout the world. Contrary to certain allegations, our Organisation has not evaded this problem. I will spare you a reminder of the inventory of all the activities carried out since the launching of the World Employment Programme in 1969 and the World Employment Conference which you chaired successfully, Mr. President, in 1976, nearly ten years ago. I would simply like to say that through research – which is being actively pursued – and by standard-setting activities, which I have just reminded you of, and through technical co-operation, they are being extended to an increasing number of countries and above all to the poorest countries. In these countries the ILO is making every effort of every kind to try to bring down rates of unemployment and reduce poverty.

But there is more to say on this: responding to the objectives laid down in a resolution which you unanimously adopted last year and the wishes expressed by many of you very forcefully in particular by Mr. Pavan, Minister of Labour of Venezuela, the Office, as you know, has included in the Programme and Budget for 1986-87, which you have adopted, the necessary resources for the convening and the holding of a high-level technical meeting during the course of 1986. This meeting, and this is its unique feature, will bring together a number of Labour Ministers—this is essential—and Ministers of Finance and Planning—this is also very useful—as well as trade union leaders and leaders of employers' organisations—which is also essential—and major organisations in the economic field, such as the United Nations, the International Monetary Fund, the World Bank, GATT—or organisations of a social nature—and which include of course the ILO, in order to work out jointly certain principles and establish certain targets regarding the subject of employment promotion, structural change and equity in a changing world. In more specific terms, the meeting will examine the impact of commercial, financial and monetary policies at the international level on employment and poverty. I believe, and I think this is a general feeling, that this is an important stage which should reinforce the idea that only co-ordinated action by all the international organisations directly

concerned by these problems can make it possible for us to hope to reverse the trends which continue to prevail, characterised by persistent unemployment and underemployment. It is necessary for employment to become a permanent concern for everyone, whether government or international organisation, at the national level and at the international level. In the continuing crisis situation, some of you have asked yourselves the following question: Is it possible to retain social protection in its entirety without compromising employment at a time when the idea of deregulation is in many people's minds and where it appears to some people that a relaxing of social protection is necessary if we are to return to full employment? The ILO, I believe, should in fact examine this problem very carefully. I have noted on this point the suggestions made by the Minister of State of the Department of Labour of Ireland, because I believe, as he does, that the International Labour Organisation, which during the course of its 65 years of existence, has done so much to build up a system of social protection whose beneficial effects are evident. I think an organisation such as ours is in a particularly favourable position to pronounce on this and to guide member States along this somewhat dangerous path.

But employment is not just a question for the industrial sector, the only organised sector. It affects and must affect, as do, moreover, any of the activities of this Organisation, all men and women at work or who are looking for work or the means of earning a living and for too many of them, of course, this means actual survival. That is the idea behind the appeal suggested from this rostrum by the Prime Minister of India when he stressed the idea, which many of you took up, that one of the major obligations of the future is to respond to the legitimate aspirations and need for work, income, education and health care on the part of all those who benefit neither from social protection nor employment. The challenge is there and it is addressed to the whole of the international community. Do I need to tell you how clearly this is felt in this Organisation? It is the idea of this challenge which has led me to propose to the Governing Body, which has accepted the idea, to submit to it next February a thought-provoking document in which I intend to raise a number of questions on the orientations which should be given to the activities of this Organisation in future years. A major subject dealt with in this document will be the employment of young people. Young people want to work. This was proven to me in a very moving way when, on the eve of this Session. I received 1,000 young, young men and women, at the headquarters of the ILO, brought together on the initiative of the Fourth World Movement. These young people came from poor families. A large number were from European countries, and were in a sense our neighbours, but others came from Asia, the Americas and Africa. They chose Geneva and the headquarters of the International Labour Organisation to express their hope to attain or to regain their dignity by access to employment.

You cannot mention the problem of employment without mentioning the problem of the employment of women. The Committee on Equality in Employment dealt with this at great length. At the end of a very long debate and after a praise-worthy effort to come to a compromise, it adopted a wide-ranging

resolution. This text which confirms the value of the Declaration adopted by this Conference in 1975, ten years ago, will be brought to the attention of the United Nations Conference which, as you know, will be held in July in Nairobi to examine the results of the United Nations Decade for Women and to deal with the subject of equality, development and peace. The 282 amendments—a very impressive figure—submitted to the Conference Committee are proof, if indeed proof is required, of the interest, and at times, the passionate interest of governments, employers and workers in the many problems raised by the subjects of equal opportunities and equal treatment for men and women in employment, and the training, remuneration and working conditions of women. In short, it is a question of participation by women in everything connected with economic, social and political activities. Certainly, the solutions will differ from country to country and I would even say from culture to culture. But it is to the credit of the Committee, its Chairperson, all the members of the Committee and my colleagues in the Secretariat that a basis for consensus was found after very long negotiations and this, I think, pays tribute to the spirit of compromise and enterprise.

In this way, our Organisation, after this very long debate in this Committee, is even better equipped than ever to pursue its objective which is to promote equality of opportunities in the precise conditions laid down—and I think they are remarkable—in the text which appears as an annex to the resolution proposed for your adoption.

Although the field covered is broad, I have tried—but I realise that I am taking up the time of the Conference—to reply as quickly and objectively as possible to the question which everyone has in mind at the end of a large gathering such as this one.

Has the 71st Session, which will have run from the 7th to 27th June, lived up to our expectations? I believe that I can interpret your feelings by replying in the affirmative. Besides the remarks concerning the technical questions which I have just made, need I describe my feeling of satisfaction and that of my colleagues, the feeling of confidence which I had when the Conference adopted the Programme and Budget for 1986-87 by 388 votes in favour—and I cannot resist the pleasure of mentioning this figure—32 against, with 5 abstentions, and that the countries or the delegates who abstained were so scrupulous as to declare from this rostrum that their abstentions were due to various considerations and were not meant to weaken in the least their support not only of the Programme and Budget but of the Organisation, its objectives, its procedures, its management.

This Budget, as you noticed, includes supplementary credit, of a somewhat exceptional nature—of \$500,000 for the intensification of our action in Africa. This figure is modest but I would like to explain that a large part of the technical co-operation credits of the regular Budget and many other resources, I hope, will be devoted to programmes and projects to fill the needs of a continent which has been heavily hit by the crisis, by drought and by food shortages. In giving first priority to a resolution concerning the most urgent problems of Africa, the Resolutions Committee gave the best proof of the will of our Organisation to play an active part in the solution of the problems facing the African countries.

The Office will apply all the necessary energy to implement the outlined objectives to promote rural employment and the development of the local organisation of rural public works and to create basic infrastructure and equipment that can contribute to food self-sufficiency, to encourage the establishment of small and medium-sized enterprises and handicraft organisations and structures of a co-operative nature, and finally to reinforce the vocational training programme and improve the technical skills of farmers, breeders and planters and train agricultural technicians and the manpower responsible for the storage, processing, packaging, transport and distribution of products which have such a heavy bearing upon the problems now affecting food aid to Africa.

How could I refer to the situation in Africa, which I am doing now, without giving a few words to the continued scourge of this great continent and which affects all the countries of the world and which once again from this rostrum and in the specialised Conference Committee has once again been denounced with renewed vigour: the odious nature of apartheid?

Once again, the Conference has echoed the concerns expressed throughout the world against this particularly despicable form of racial discrimination. It agreed to take a series of measures to reinforce our struggle against apartheid. In response to a wish formulated in the report which you have adopted, I will present a report to the Conference next year which I hope will make it possible to put on record decisive progress in the action undertaken to eliminate the policy of apartheid and to save not only the people of South Africa but the people of southern Africa and of the entire world from the effects of that policy.

In spite of the efforts made during the past two weeks, the Committee on Structure has not been able to make sufficient progress to enable this Conference to adopt the constitutional amendments even though this had been the wish of a large number of you. While I am addressing you right now, the Committee is trying to take the last step which separates it from this objective by completing the list of its amendments by an item concerning the situation of States not yet included in the protocol so that the Conference may finally adopt them at the beginning of the 72nd Session in June 1986. Need I say that I am, of course, in the hands of the groups to continue, if they ask me, to continue my good offices with all my energy concerning the questions still pending, so that next year the adoption of these capital changes may meet with the agreement of all. Otherwise, next year these reforms might not fill their purpose and might not permit the adaptation of the Organisation, at the threshold of the twenty-first century, to the needs of its Members.

The fact that disagreement exists concerning certain aspects of these problems as well as certain aspects of problems concerning international standards does not lead to the conclusion that this Organisation is going through a crisis. The International Labour Organisation is not in a state of crisis. This has been proven by this session.

On the subject of international labour standards, I observe that the Committee on the Application of Standards has not failed in its task nor in its reputation of being a large, hard-working and responsible Committee. I note, in this connection,

that the Committee intends undertaking a preliminary discussion in 1986 on its working methods. This is not unconnected with the measures which the Governing Body Working Party on International Labour Standards will undoubtedly envisage, whenever there is room for improvement; in other words, to associate the member States better with the programme and with process of elaboration of standards. But it is the merit of this Organisation to maintain a firm policy in the field of international labour standards. Standard-setting is the key factor of our action, the foundation of this international legislation, which has left such a deep imprint upon the law and practice of all the member States of this Organisation. Allow me, in this connection, to recall that by joining the ILO, the States freely accepted in advance the obligations arising out of the Constitution. They freely accepted the procedures of the ILO. In creating the possibility of setting these procedures in motion, as opposed to others, they also accepted simultaneously the duty to submit themselves to them when used by other States. I add that while free accession to the Constitution gives certain rights and certain duties, the Conventions of the ILO provide the member States with another opportunity of exercising their freedom of choice, their full sovereignty. Indeed, membership of the ILO, although calling on each State to submit their Conventions to the ratification of Parliament, does not create an obligation to do so. As any rule of law or code of conduct, international Conventions contain constraints but these are not forced on a member State; indeed, it opts to submit itself to these constraints. And my question is: What other system could offer greater freedom to the member States?

The experience of the past 60 years, marked by a world war, by a great many conflicts, by decolonisation and by two serious economic crises, shows how strongly the international community adheres to the principles of this Organisation—its objectives and its unique structure conferred upon it by tripartism. The ratifications of over 5,000 Conventions proves the attachment of the member States to the international labour standards. All this seems to show that standard-setting action will increase in importance in the future as long as the developing countries play an increasingly active part in the elaboration and review of these standards. International standards will, furthermore, emerge as one of the key factors in consolidating international co-operation. These standards will continue to offer the representatives of the occupational workers' and employers' organisations the possibility of acting freely at the international level and of directly participating in the framing of international labour legislation. Let us express our satisfaction at the attachment of these employers' and workers' organisations to the ILO. It is due to the fact that whenever these organisations are in difficulty they know, from their own experience, that the ILO constitutes the highest instance. But this gives me an opportunity, as I have often done before, to recall the fact that the ILO is not a tribunal but a tool for consultation and conciliation, available to each and everyone to reduce the causes of strife and bring back social peace. Let us observe with what tact, with what concern not to give unwarranted offence to national sovereignties, the tenets of the Constitution have been applied throughout the history of our Organisation. That there is room for improvement in



our Organisation cannot be denied. We have the duty—starting with myself—to safeguard universality; that is also undeniable. I shall make every necessary effort to attain this end. But, my question is, how can an international organisation—with its long tradition behind it, its structure, its composition and, I may add, its ambition—avoid encountering difficulties, in the face of the enormous challenges the world has asked it to take up and in the face of ideological and other tensions dividing it? If the International Labour Organisation did not have any problems, it would be, in my opinion, suspect. We have never ceased to undergo trials since the day we were founded. It is to the credit of the institution that it has not only faced up to these trials but overcome them by seeking solutions within the very framework of the ILO: the International Labour Conference, all of you present here today, the Governing Body, the regional conferences, the supervisory bodies, etc. We have, within this Organisation, every possible means enabling us unceasingly to question ourselves. It would not be desirable to carry the discussion beyond these walls because nowhere else would we find the strength we have in the presence in this institution of governments, employers and workers. Let us commit ourselves not to dissipate this strength in fields which are outside the mandate of this Organisation or in quarrels where ideology takes precedence over reason and often over evidence. Let us, on the contrary, apply this strength to the sole objectives worthy of bringing us together: the well-being of workers, of all workers, those of today and of

tomorrow, for although the present is our immediate concern it is our duty to prepare for the future. I should like, on this final note, to recall Albert Einstein's maxim, that we shall have the future we deserve. Should we interpret these words as being a threat, an encouragement or a promise? Our answer will depend on us, on ourselves alone. I am sure that you will want it to be one of promise.

*Interpretation from French:* The PRESIDENT— I thank you for your applause, and this long ovation, which shows that you fully appreciated the very comprehensive and interesting statement by which Mr. Francis Blanchard, Director-General, has replied to the comments made during the discussion by various members of this distinguished gathering through this very long debate over the last three weeks. And your applause, I also believe, constitutes a sign of approval and encouragement to the Director-General of the ILO and his staff to pursue their enormous and important task and to implement the new programme and the new activities he mentioned in his reply. Some of them, I think, were inspired by contributions to the debate here, and I am sure that they will even further enrich the future programme of the Organisation.

On your behalf and on my own personal behalf, I should like to thank the Director-General and congratulate him on his speech.

*(The Conference adjourned at 1 p.m.)*

*Final record vote on the Convention concerning occupational health services*

*Pour/For/En pro (399)*

<i>Afghanistan/Afghanistan/ Afganistán:</i> KAWESH, Mr. (G) AMIN, Mr. (E) NEJRABI, Mr. (T/W)	<i>Bénin/Benin/Benin:</i> ZANOUE, M. (G) KPENOU, M. (E) ADETONAH, M. (T/W)	<i>Chili/Chile/Chile:</i> ARTHURERRAZURIZ, Sr. (G) VALDES SAENZ, Sr. (E) TORREBLANCA GUERRERO, Sr. (T/W)	<i>El Salvador:</i> GONZALEZ, Sr. (G) HUEZO MELARA, Sr. (G)
<i>Algérie/Algeria/Argelia:</i> BRIKI, M. (G) TAILEB, M. (G) KARA, M. (E) BENLAKHDAR, M. (T/W)	<i>République socialiste soviétique de Biélorussie/Byelorussian Soviet Socialist Republic/ República Socialista Soviética de Bielorrusia:</i> FOMICH, Mr. (G) PESHKOV, Mr. (G) VOROBYOV, Mr. (E) SAKHAROV, Mr. (T/W)	<i>Chine/China/China:</i> LI YUNCHUAN, Mr. (G) SHA YE, Mr. (E) WANG JIACHONG, Mr. (T/W)	<i>Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:</i> AL-JUMAIRY, Mr. (G) SALEM, Mr. (G) AL AOUD, Mr. (T/W)
<i>Allemagne, République fédérale d'/Germany, Federal Republic of/Alemania, República Federal de:</i> ROSENOLLER, Mr. (G) WEBER, Mr. (G) LINDNER, Mr. (E) MUHR, Mr. (T/W)	<i>Birmanie/Burma/Birmania:</i> GYI, U (G) MYINT, U (G) THAN, U (E) AYE, U (T/W)	<i>Chypre/Cyprus/Chipre:</i> CHRISTODOULOU, Mr. (G) CALLIMACHOS, Mr. (G) DINGLIS, Mr. (T/W)	<i>Equateur/Ecuador/Ecuador:</i> DIAZ-GARAYCOA, Sr. (G) BOLANOS-SANCHEZ, Sr. (T/W)
<i>Angola:</i> BRAS da SILVA, M. (G) MPOLO, M. (G) LUVUALU, M. (T/W)	<i>Bolivie/Bolivia/Bolivia:</i> CRESPO RODAS, Sr. (G) MOLLER PACIERI, Sr. (G) PEREZ GARCIA, Sr. (T/W)	<i>Colombie/Colombia/Colombia:</i> SALAZAR CHAVES, Sr. (G) CHARRY SAMPER, Sr. (G) ACOSTA VALDEBLANQUEZ, Sr. (T/W)	<i>Espagne/Spain/España:</i> La SERNA y GUTIERREZ REPIDE, Sr. (G) CRESPO VALERA, Sr. (G) FERRER DUFOLL, Sr. (E) REDONDO URBIETA, Sr. (T/W)
<i>Arabie saoudite/Saudi Arabia/ Arabia Saudita:</i> AL-YAHYA, Mr. (G) AL-KHALIDI, Mr. (G) DAHLAN, Mr. (E) SINAN, Mr. (T/W)	<i>Botswana:</i> PONTSHO, Mr. (G) LEBANG, Mr. (G) MASWIBILI, Mr. (E) NTHUME, Mr. (T/W)	<i>Comores/Comoros/Comoras:</i> NADHOIR, M. (T/W)	<i>Etats-Unis/United States/Estados Unidos:</i> SEARBY, The Hon. (G) FREEMAN, Mr. (G) SMITH, Mr. (E) BROWN, Mr. (T/W)
<i>Argentine/Argentina/Argentina:</i> DIMASE, Sr. (G) CAPUCCIO, Sr. (G) EURNEKIAN, Sr. (E)	<i>Brésil/Brazil/Brasil:</i> LAMOUNIER, Sr. (G) MONTENEGRO CASTELO, Sr. (G) DELLA MANNA, Sr. (E)	<i>Congo:</i> MALONGA, M <sup>me</sup> (G) NZABA, M. (G) SONGUEMAS, M. (E)	<i>Ethiopie/Ethiopia/Etiopía:</i> ARAYA, Mr. (G) ABDU RASHID, Mr. (G) MENGISTE, Mr. (E)
<i>Australie/Australia/Australia:</i> FOTHERINGHAM, Mr. (G) BEKEMA, Mr. (G) DOLAN, Mr. (T/W)	<i>Bulgarie/Bulgaria/Bulgaria:</i> DAVIDOV, M. (G) TELLALOV, M. (G) GLAVANAKOV, M. (E) ANDREEV, M. (T/W)	<i>Costa Rica:</i> SOLEY SOLER, Sr. (G)	<i>Fidji/Fiji/Fiji:</i> CHAUDHARY, Mr. (T/W)
<i>Autriche/Austria/Austria:</i> MARTINEK, Mr. (G) MELAS, Mr. (G) ARBESSER-RASTBURG, Mr. (E) BENYA, Mr. (T/W)	<i>Burkina Faso:</i> KABORE, M. (G) ZOUNDI, M <sup>me</sup> (E) PARE, M. (T/W)	<i>Côte-d'Ivoire/Ivory Coast/Costa de Marfil:</i> ESSIGAN, M. (G) COULIBALY, Dr. (G) KOUADIO, M. (E) ADIKO, M. (T/W)	<i>Finlande/Finland/Finlandia:</i> RIIKONEN, Mr. (G) PELTOLA, Mr. (G) JAASKELAINEN, Mr. (T/W)
<i>Bahreïn/Bahrain/Bahrein:</i> AL-MADANI, Mr. (G) AL-SHAKAR, Mr. (G) ZAINULABIDEEN, Mr. (E) HUSSEIN, Mr. (T/W)	<i>Burundi:</i> NSANZE, M. (G) BIHORUBUSA, M. (G) MUYUMPU, M. (E)	<i>Cuba:</i> MARTINEZ BRITO, Sr. (G) LECHUGA HEVIA, Sr. (G) FRANCIS de los REYES, Sr. (E) ESCANDELL ROMERO, Sr. (T/W)	<i>France/France/Francia:</i> VENTEJOL, M. (G) DUCRAY, M. (G) OECHSLIN, M. (E) GALLAND, M. (T/W)
<i>Bangladesh:</i> FARUQUI, Mr. (T/W)	<i>Cameroon/Cameroon/Camerún:</i> ACHIRI FRU, M. (G) NGAKOU, M. (G) NGAHA, M. (E) ABONDO, M. (T/W)	<i>Danemark/Denmark/ Dinamarca:</i> ANDERSEN, Mr. (G) FRANDSEN, Mr. (G) SVENNINGSEN, Mr. (T/W)	<i>Gabon/Gabon/Gabón:</i> ODZAGA, M. (G) IBINGA-MOMBO, M. (G) MIKANGA, M. (E) ALLINI, M. (T/W)
<i>Barbade/Barbados/Barbados:</i> ROGERS, Mr. (G) WALCOTT, Mr. (T/W)	<i>Canada/Canada/Canadá:</i> PROTTI, Mr. (G) EADY, Mrs. (G) HALLIWELL, Mr. (E) CARR, Mrs. (T/W)	<i>République dominicaine/ Dominican Republic/ República Dominicana:</i> ARMENTEROS, Sr. (E) DURAN, Sr. (T/W)	<i>Ghana:</i> OBIRI, Mr. (G) BANNERMAN-MENSON, Mr. (E) YANKEY, Mr. (T/W)
<i>Belgique/Belgium/Bélgica:</i> CALIFICE, M. (G) WALLIN, M. (G) VERSCHUEREN, M. (E) VANDEN BROUCKE, M. (T/W)	<i>République centrafricaine/ Central African Republic/ República Centrafricana:</i> OUANDA-LANIA, M. (G) AZIBOLO, M. (G)	<i>Egypte/Egypt/Egipto:</i> ALFARARGI, Mr. (G) TAHER, Mr. (G) EL-HARRAWI, Mr. (E) EID, Mr. (T/W)	<i>Grèce/Greece/Grecia:</i> PAPANAGIOTOU, M. (G) PETROPOULOS, M. (G) MITSOS, M. (E) RAFTOPOULOS, M. (T/W)



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LOUISON, Mr. (G)  
SMITH, Mrs. (E)  
HARFORD, Mr. (T/W)

*Guatemala:*

MOREIRA-LOPEZ, Sr. (G)  
CONTRERAS, Sra. (G)  
MASAYA-MURGA, Sr. (T/W)

*Guinée/Guinea/Guinea:*

SIDIBE, M. (G)

*Haïti/Haiti/Haiti:*

FOUCHARDS, M. (G)

*Honduras:*

MALDONADO MUNOZ, Sr. (G)  
GUTIERREZ NAVAS, Sr. (G)  
MARTINEZ, Sr. (E)  
ARTILES, Sr. (T/W)

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MARTON, M. (G)  
MARTOS, M. (E)  
TIMMER, M. (T/W)

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BHATNAGAR, Mr. (G)  
DESHMUKH, Mr. (G)  
ANAND, Mr. (E)  
MEHTA, Mr. (T/W)

*Indonésie/Indonesia/Indonesia:*

PITOYO, Mr. (G)  
SIMANJUNTAK, Mr. (G)  
JACOB, Mr. (T/W)

*Iran, République islamique d'/Iran, Islamic Republic of/Irán, República Islámica del:*

SARMADI, Mr. (G)  
SHAFII, Mr. (G)  
NEMATZADEH, Mr. (E)  
YAZDLI, Mr. (T/W)

*Iraq:*

TIKRITI, Mr. (G)  
SA'EED, Mr. (G)  
HUSSAIN, Mr. (E)  
ALDULAIMY, Mr. (T/W)

*Irlande/Ireland/Irlanda:*

REDMOND, Ms. (G)  
BIGGAR, Mr. (G)  
McAULEY, Mr. (E)  
HALL, Mr. (T/W)

*Islande/Iceland/Islandia:*

KRISTINSSON, Mr. (G)

*Israël/Israel/Israel:*

TZILKER, Mr. (G)  
DOWEK, Mr. (G)  
HAUSMANN, Mr. (E)  
BEN-ISRAEL, Mr. (T/W)

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FALCHI, M. (G)  
BRUNETTA, M. (G)  
SASSO-MAZZUFFERI, M<sup>me</sup> (E)  
BARBON, M. (T/W)

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AITKEN, Mr. (G)  
HILL, Mr. (G)

*Japon/Japan/Japón:*

CHIBA, Mr. (G)  
HIRAGA, Mr. (G)  
YOSHINO, Mr. (E)  
TAKAHASHI, Mr. (T/W)

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BARAKAT, Mr. (G)  
AL-ATOUM, Mr. (G)  
KHADAM, Mr. (T/W)

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GETHENJI, Mr. (G)  
MUSIKO, Mr. (G)  
OWUOR, Mr. (E)  
VELE, Mr. (T/W)

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AL-JASSEM, Mr. (E)

*Lesotho:*

MOAHLOLI, Mr. (E)

*Liban/Lebanon/Líbano:*

BECHARA, M. (T/W)

*Libéria/Liberia/Liberia:*

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KPANAN, Mr. (G)  
HOWELL, Mrs. (E)  
GRAY, Mr. (T/W)

*Jamahiriya arabe libyenne/Libyan Arab Jamahiriyah/Jamahiriya Arabe Libia:*

YAALY, Mr. (G)  
BURUIN, Mr. (G)  
KWAIRY, Mr. (E)

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SCHINTGEN, M. (G)  
DERATTE, M. (G)  
JUNG, M. (E)  
GLESENER, M. (T/W)

*Madagascar:*

RASOLO, M. (G)  
RABESANDRATANA, M. (T/W)

*Malaisie/Malaysia/Malasia:*

ABDUL LATIFF BIN SAHAN, M. (G)  
ABDUL JALIL MAHMUD, Mr. (G)  
NARAYANAN, Mr. (T/W)

*Malawi:*

LIPATO, Mr. (G)  
MAWINDO, Mr. (G)  
MBEKEANI, Mr. (E)  
MVULA, Mr. (T/W)

*Malï/Mali/Mali:*

N'DIAYE, M. (G)  
DIALLO, M. (G)  
TOURE, M. (E)  
TRAORE, M. (T/W)

*Malte/Malta/Malta:*

CILIA DEBONO, Mr. (G)  
ATTARD, Mr. (G)  
MALLIA MILANES, Mr. (E)  
ESPOSITO, Mr. (T/W)

*Maroc/Morocco/Marruecos:*

SKALLI, M. (G)  
KHALES, M. (G)

*Mauritanie/Mauritania/Mauritania:*

DIALLO, M. (G)

*Mexique/Mexico/México:*

TELLO, Sr. (G)  
LOMBERA PALLARES, Sr. (G)  
BARAJAS FERNANDEZ, Sr. (E)  
SANCHEZ MADARIAGA, Sr. (T/W)

*Mongolie/Mongolia/Mongolia:*

BAYART, Mr. (G)  
TSEMBEL, Mr. (E)  
NATSAGDORJ, Mr. (T/W)

*Mozambique:*

FRANCISCO, M<sup>me</sup> (G)  
FERRAO, M. (E)

*Namibie/Namibia/Namibia:*

SHIHEPO, Mr. (E)

*Népal/Nepal/Nepal:*

POKHAREL, Mr. (G)  
SHAH, Mr. (E)  
MALLA, Mr. (T/W)

*Nicaragua:*

VARGAS ESCOBAR, Sr. (G)  
MEZA SOZA, Sr. (G)  
NUNEZ RODRIGUEZ, Sr. (E)  
CANO TORRES, Sr. (T/W)

*Niger/Niger/Niger:*

GEORGET, M. (E)  
MOHAMED, M. (T/W)

*Nigéria/Nigeria/Nigeria:*

CHIKELU, Mr. (G)  
WILLIAMS, Mr. (G)  
OKOGWU, Mr. (E)  
CHIROMA, Mr. (T/W)

*Norvège/Norway/Noruega:*

HELDAL, Mr. (G)  
RUGE, Ms. (G)  
BALSTAD, Mr. (T/W)

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JACKSON, Mr. (G)  
COPE, Mr. (G)  
ROWE, Mr. (E)  
KNOX, Mr. (T/W)

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ODONGO, Mr. (G)  
OKOLIMONG, Mr. (T/W)

*Pakistan/Pakistan/Pakistán:*

KAZMI, Mr. (G)  
AHMAD, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr. (T/W)

*Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea:*

ILA, The Hon. (G)  
KEKED, Miss (G)  
MEATA, Mr. (T/W)

*Pays-Bas/Netherlands/Paises Bajos:*

SOHNS, Mr. (G)  
PABON, Mr. (G)  
HORDIJK, Mr. (T/W)

*Pérou/Peru/Perú:*

BARRENECHEA  
CALDERON, Sr. (G) Pérou  
SALMON de la JARA, Sr. (G)  
GALLIANI WINDER, Sr. (E)  
PACHO QUISPE, Sr. (T/W)

*Philippines/Philippines/Filipinas:*

NORIEL, The Hon. (G)  
BRILLANTES, Mr. (G)  
INOCENTES, Mr. (E)  
MENDOZA, Mr. (T/W)

*Portugal:*

DA ROCHA PIMENTEL, M. (G)  
MATHIAS, M. (G)  
MORGADO PINTO  
CARDOSO, M. (E)

*Qatar:*

AL-KHALIFA, Mr. (G)  
JAIDAH, Mr. (E)  
AL-OTAIBI, Mr. (T/W)

*République démocratique allemande/German Democratic Republic/República Democrática Alemana:*

NOACK, Mr. (G)  
HASCHE, Mr. (G)  
MARX, Mr. (E)  
BOCHOW, Mr. (T/W)

*Royaume-Uni/United Kingdom/Reino Unido:*

ROBINSON, Mr. (G)  
JOLLY, Mr. (G)  
FLUNDER, Mr. (E)  
MORTON, Mr. (T/W)

*Rwanda:*

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RUSHINGABIGWI, M. (G)  
UWILINGIYIMANA, M. (E)

*Saint-Marin/San Marino/San Marino:*

DELLA BALDA, M. (G)  
ANDREINI, M. (T/W)

*Sénégal/Senegal/Senegal:*

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CISSE, M. (G)  
SOW, M. (E)  
DIOP, M. (T/W)

*Singapour/Singapore/Singapur:*

SWEE, Mr. (G)

*Somalie/Somalia/Somalia:*

ISAQ, Mr. (G)  
GASHAN, Mr. (T/W)

*Soudan/Sudan/Sudán:*

MUSTAFA, Mr. (G)  
HAIDOUN, Mr. (G)  
MUSTAFA, Mr. (E)

*Sri Lanka:*

DASANAYAKE, Mr. (G)  
PERERA, Mr. (T/W)

*Suède/Sweden/Suecia:*

ISACSSON, Mr. (G)  
ETTARP, Mr. (G)  
KARLSSON, Mr. (T/W)

*Suisse/Switzerland/Suiza:*

HUG, M. (G)  
ZENGER, M. (G)  
DECOSTERD, M. (E)  
DREIFUSS, M<sup>re</sup> (T/W)

*Suriname:*

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TJOA, Mrs. (G)  
BIJNOE, Mr. (E)  
ZUNDER, Mr. (T/W)

*Swaziland/Swaziland/  
Swazilandia:*

MATSEBULA, The Hon. (G)  
BEMBE, Mr. (G)  
DLAMINI, M. (T/W)

*République arabe syrienne/  
Syrian Arab Republic/  
República Árabe Siria:*

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YASSIN KASSAB, M. (G)  
KHAYAT, M. (E)  
ISSA, M. (T/W)

*Tanzanie, République-Unie de  
Tanzania, United Republic of  
Tanzania, República Unida  
de:*

MDAMO, Mr. (G)  
USSI, Mr. (G)  
NAMATA, Mr. (E)

*Tchécoslovaquie/  
Czechoslovakia/  
Checoslovaquia:*

MOLKOVA, Mrs. (G)  
VEJVODA, Mr. (G)  
TESAR, Mr. (E)  
KOZIK, Mr. (T/W)

*Thaïlande/Thailand/Tailandia:*

VADANATHORN, Mr. (G)  
POTCHANA, Mr. (G)  
NAKORNSRI, Mr. (E)  
THAWATCHAINAN, Mr.  
(T/W)

*Togo:*

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BLEDJE, M. (G)  
ASSIH, M. (E)  
BARNABO, M. (T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago:*

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HUTCHINSON, Mrs. (G)  
GRENADE, Mr. (E)

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BEL HADJ HASSINE, M. (G)  
BEL HADJ AMMAR, M. (E)  
ACHOUR, M. (T/W)

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YAVUZALP, M. (G)  
TURAN, M. (G)  
YOLUC, M. (E)  
YILMAZ, M. (T/W)

*République socialiste soviétique  
d'Ukraine/Ukrainian Soviet  
Socialist Republic/República  
Socialista Soviética de  
Ucrania:*

OZADOVSKI, M. (G)  
VINOKOUROV, M. (G)  
CHILO, M. (E)  
KOVIAZINE, M. (T/W)

*URSS/USSR/URSS:*

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SYTENKO, M. (G)  
MARDONIEV, M. (E)  
SOUBBOTINE, M. (T/W)

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Sr. (G)  
PLA RODRIGUEZ, Sr. (G)  
VILLAR, Sr. (E)  
GROBA, Sr. (T/W)

*Venezuela:*

PAVAN, Sr. (G)  
RODRIGUEZ, Sr. (G)  
VILLALOBOS, Sr. (E)  
DELPINO, Sr. (T/W)

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ABBAD, Mr. (G)  
MOUKBEL, Mr. (G)  
AL-ATLASI, Mr. (E)

*Yougoslavie/Yugoslavia/  
Yugoslavia:*

TOS, Mr. (G)  
TOMASEVIC, Mr. (G)  
SIMEUNOVIC, Mr. (E)  
KRŠIKAPA, Mr. (T/W)

*Zaire/Zaire/Zaire:*

NDONGALA, M. (E)  
KOMBO, M. (T/W)

*Zambie/Zambia/Zambia:*

SUMBWE, Mr. (E)  
CHILUBA, Mr. (T/W)

*Zimbabwe:*

SHAVA, The Hon. (G)  
MOTHOB, Mr. (G)  
CHADZAMIRA, Mr. (E)  
MHUNGU, Mr. (T/W)

*Contre/Against/En contra (1)*

*Pays-Bas/Netherlands/Paises  
Bajos:*

HAK, Miss (E)

*Abstentions/Abstentions/Abstenciones (12)*

*Australie/Australia/Australia:*

NOAKES, Mr. (E)

*Bangladesh:*

CHOWDHURY, Mr. (G)  
KARIM, Mr. (G)  
KHAN, Mr. (E)

*Colombie/Colombia/Colombia:*

ECHEVERRI CORREA, Sr.  
(E)

*Danemark/Denmark/  
Dinamarca:*

JOHANSEN, Mrs. (E)

*Fidji/Fiji/Fiji:*

RAM, Mr. (G)  
PROBERT, Mr. (E)

*Finlande/Finland/Finlandia:*

KOSKIMIES, Mr. (E)

*Maroc/Morocco/Marruecos:*

EL AZMANI, M. (E)

*Norvège/Norway/Noruega:*

HOFF, Mr. (E)

*Suède/Sweden/Suecia:*

HOLTEN, Mr. (E)

*Final record vote on the Recommendation concerning occupational health services*

*Pour/For/En pro (354)*

*Afghanistan/Afghanistan/*

*Afganistán:*  
KAWESH, Mr. (G)  
NEZAR, Mr. (G)  
AMIN, Mr. (E)  
NEJRABI, Mr. (T/W)

*Algérie/Algeria/Argelia:*

BRIKI, M. (G)  
TAILEB, M. (G)  
KARA, M. (E)  
BENLAKHDAR, M. (T/W)

*Allemagne, République fédérale  
d'Allemagne, Federal Republic  
of Germany, República  
Federal de:*

ROSENMOLLER, Mr. (G)  
WEBER, Mr. (G)  
MUHR, Mr. (T/W)

*Angola:*

BRAS da SILVA, M. (G)  
MPOLO, M. (G)  
LUVUALU, M. (T/W)

*Arabie saoudite/Saudi Arabia/  
Arabia Saudita:*

AL-YAHYA, Mr. (G)  
AL-KHALIDI, Mr. (G)  
DAHLAN, Mr. (E)

*Argentine/Argentina/Argentina:*

DIMASE, Sr. (G)  
CAPUCCIO, Sr. (G)

*Australie/Australia/Australia:*

FOTHERINGHAM, Mr. (G)  
BEKEMA, Mr. (G)  
DOLAN, Mr. (T/W)

*Autriche/Austria/Austria:*

MARTINEK, Mr. (G)  
MELAS, Mr. (G)  
BENYA, Mr. (T/W)

*Bahreïn/Bahrain/Bahrein:*

AL-MADANI, Mr. (G)  
AL-SHAKAR, Mr. (G)  
ZAINULABIDEEN, Mr. (E)  
HUSSEIN, Mr. (T/W)

*Bangladesh:*

FARUQUI, Mr. (T/W)

*Barbade/Barbados/Barbados:*

ROGERS, Mr. (G)  
WALCOTT, Mr. (T/W)

*Belgique/Belgium/Bélgica:*

CALIFICE, M. (G)  
WALLIN, M. (G)  
VANDEN BROUCKE, M.  
(T/W)

*Bénin/Benin/Benin:*

ZANOUE, M. (G)  
KPENOU, M. (E)  
ADETONAH, M. (T/W)

*République socialiste soviétique  
de Biélorussie/Byelorussian  
Soviet Socialist Republic/  
República Socialista Soviética  
de Bielorrusia:*

FOMICH, Mr. (G)  
PESHKOV, Mr. (G)  
VOROBYOV, Mr. (E)  
SAKHAROV, Mr. (T/W)

*Birmanie/Burma/Birmania:*

GYI, U (G)  
MYINT, U (G)  
THAN, U (E)  
AYE, U (T/W)

*Bolivie/Bolivia/Bolivia:*

CRESPO RODAS, Sr. (G)

*Botswana:*

PONTSHO, Mr. (G)  
LEBANG, Mr. (G)  
NTHUME, Mr. (T/W)

*Brésil/Brazil/Brasil:*

LAMOUNIER, Sr. (G)  
MONTENEGRO CASTELO,  
Sr. (G)

*Bulgarie/Bulgaria/Bulgaria:*

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TELLALOV, M. (G)  
GLAVANAKOV, M. (E)  
ANDREEV, M. (T/W)

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KABORE, M. (G)  
KALHOULE, M. (G)  
ZOUNDI, M<sup>me</sup> (E)  
PARE, M. (T/W)

*Burundi:*

NSANZE, M. (G)  
BIHORUBUSA, M. (G)

*Cameroun/Cameroon/Camerún:*

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NGAKOU, M. (G)  
ABONDO, M. (T/W)

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EADY, Mrs. (G)  
CARR, Mrs. (T/W)

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Central African Republic/  
República Centroafricana:*

OUANDA-LANIA, M. (G)  
AZIBOLO, M. (G)

*Chili/Chile/Chile:*

CARRASCO FERNANDEZ,  
Sr. (G)  
ARTHUR ERRAZURIZ, Sr.  
(G)  
VALDES SAENZ, Sr. (E)  
TORREBLANCA  
GUERRERO, Sr. (T/W)

*Chine/China/China:*

LI YUNCHUAN, Mr. (G)  
SHA YE, Mr. (E)  
WANG JIACHONG, Mr.  
(T/W)

*Chypre/Cyprus/Chipre:*

CHRISTODOULOU, Mr. (G)  
CALLIMACHOS, Mr. (G)  
DINGLIS, Mr. (T/W)

*Colombie/Colombia/Colombia:*

SALAZAR CHAVES, Sr. (G)  
CHARRY SAMPER, Sr. (G)  
ACOSTA  
VALDEBLANQUEZ, Sr.  
(T/W)

*Comores/Comoros/Comoras:*

NADHOIR, M. (T/W)

*Congo:*

MALONGA, M<sup>me</sup> (G)  
NZABA, M. (G)  
SONGUEMAS, M. (E)  
ONDONDA, M. (T/W)

*Costa Rica:*

SOLEY SOLER, Sr. (G)

*Côte-d'Ivoire/Ivory Coast/Costa  
de Marfil:*

ESSIGAN, M. (G)  
COULIBALY, Dr. (G)  
KOUADIO, M. (E)  
ADIKO, M. (T/W)

*Cuba:*

MARTINEZ BRITO, Sr. (G)  
LECHUGA HEVIA, Sr. (G)  
FRANCIS de los REYES, Sr.  
(E)  
ESCANDELL ROMERO, Sr.  
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*Danemark/Denmark/  
Dinamarca:*

ANDERSEN, Mr. (G)  
FRANSEN, Mr. (G)  
SVENNINGSEN, Mr. (T/W)

*République dominicaine/  
Dominican Republic/  
República Dominicana:*

RICART PELLERANO, Sr.  
(G)

*Egypte/Egypt/Egipto:*

ALFARARGI, Mr. (G)  
TAHER, Mr. (G)  
EL-HARRAWI, Mr. (E)  
EID, Mr. (T/W)

*El Salvador:*

GONZALEZ, Sr. (G)  
HUEZO MELARA, Sr. (G)

*Emirats arabes unis/United Arab  
Emirates/Emiratos Arabes  
Unidos:*

AL-JUMAIRY, Mr. (G)  
SALEM, Mr. (G)  
AL AOUD, Mr. (T/W)

*Equateur/Ecuador/Ecuador:*

DIAZ-GARAYCOA, Sr. (G)  
BOLANOS-SANCHEZ, Sr.  
(T/W)

*Espagne/Spain/España:*

La SERNA y GUTIERREZ  
REPIDE, Sr. (G)  
CRESPO VALERA, Sr. (G)  
REDONDO URBIETA, Sr.  
(T/W)

*Etats-Unis/United States/Estados  
Unidos:*

SEARBY, The Hon. (G)  
FREEMAN, Mr. (G)  
BROWN, Mr. (T/W)

*Ethiopie/Ethiopia/Etiopía:*

ARAYA, Mr. (G)  
ABDU RASHID, Mr. (G)  
MENGISTE, Mr. (E)

*Fidji/Fiji/Fiji:*

CHAUDHARY, Mr. (T/W)

*Finlande/Finland/Finlandia:*

RIIKONEN, Mr. (G)  
PELTOLA, Mr. (G)  
JAASKELAINEN, Mr. (T/W)

*France/France/Francia:*

VENTEJOL, M. (G)  
DUCRAY, M. (G)  
GALLAND, M. (T/W)

*Gabon/Gabon/Gabón:*

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IBINGA-MOMBO, M. (G)  
MIKANGA, M. (E)  
ALLINI, M. (T/W)

*Ghana:*

OBIRI, Mr. (G)  
YANKEY, Mr. (T/W)

*Grèce/Greece/Grecia:*

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PETROPOULOS, M. (G)  
RAFTOPOULOS, M. (T/W)

*Grenade/Grenada/Granada:*

LOUISON, Mr. (G)  
HARFORD, Mr. (T/W)

*Guatemala:*

MOREIRA-LOPEZ, Sr. (G)  
CONTRERAS, Sra. (G)  
MASAYA-MURGA, Sr. (T/W)

*Guinée/Guinea/Guinea:*

SIDIBE, M. (G)

<i>Haïti/Haiti/Haití:</i> FOUCHARD, M. (G)	<i>Lesotho:</i> 'MABATHOANA, Mr. (G) MOAHLOLI, Mr. (E)	<i>Népal/Nepal/Nepal:</i> POKHAREL, Mr. (G) SHRESTHA, Mr. (G) SHAH, Mr. (E) MALLA, Mr. (T/W)	<i>République démocratique allemande/German Democratic Republic/ República Democrática Alemana:</i> NOACK, Mr. (G) HASCHKE, Mr. (G) MARX, Mr. (E) BOCHOW, Mr. (T/W)
<i>Honduras:</i> MALDONADO MUNOZ, Sr. (G) GUTIERREZ NAVAS, Sr. (G) ARTILES, Sr. (T/W)	<i>Libéria/Liberia/Liberia:</i> MORNORKONMANA, Mr. (G) KPANAN, Mr. (G) HOWELL, Mrs. (E) GRAY, Mr. (T/W)	<i>Nicaragua:</i> VARGAS ESCOBAR, Sr. (G) MEZA SOZA, Sr. (G) NÚÑEZ RODRIGUEZ, Sr. (E) CANO TORRES, Sr. (T/W)	<i>Royaume-Uni/United Kingdom/ Reino Unido:</i> ROBINSON, Mr. (G) JOLLY, Mr. (G) MORTON, Mr. (T/W)
<i>Hongrie/Hungary/Hungria:</i> MEISZTER, M. (G) MARTON, M. (G) TIMMER, M. (T/W)	<i>Jamahiriya arabe libyenne/ Libyan Arab Jamahiriya/ Jamahiriya Arabe Libia:</i> YAALY, Mr. (G) BURUIN, Mr. (G) KWAIRY, Mr. (E)	<i>Niger/Niger/Niger:</i> NADJIR, M. (G) DJOULA, M. (G) MOHAMED, M. (T/W)	<i>Rwanda:</i> HABIYAMBERE, M. (G) RUSHINGABIGWI, M. (G) NSENIGYUMVA, M. (T/W)
<i>Inde/India/India:</i> BHATNAGAR, Mr. (G) DESHMUKH, Mr. (G) MEHTA, Mr. (T/W)	<i>Luxembourg/Luxembourg/ Luxemburgo:</i> SCHINTGEN, M. (G) DERATTE, M. (G) GLESENER, M. (T/W)	<i>Nigéria/Nigeria/Nigeria:</i> CHIKELU, Mr. (G) WILLIAMS, Mr. (G) CHIROMA, Mr. (T/W)	<i>Saint-Marin/San Marino/San Marino:</i> DELLA BALDA, M. (G) THOMAS, M. (G) ANDREINI, M. (T/W)
<i>Indonésie/Indonesia/Indonesia:</i> PITOYO, Mr. (G) SIMANJUNTAK, Mr. (G) JACOB, Mr. (T/W)	<i>Madagascar:</i> RASOLO, M. (G) RABESANDRATANA, M. (T/W)	<i>Norvège/Norway/Noruega:</i> HELDAL, Mr. (G) RUGE, Ms. (G) BALSTAD, Mr. (T/W)	<i>Sénégal/Senegal/Senegal:</i> SENE, M. (G) CISSE, M. (G) SOW, M. (E) DIOP, M. (T/W)
<i>Iran, République islamique d'/ Iran, Islamic Republic of/Irán, República Islámica del:</i> SARMADI, Mr. (G) SHAFII, Mr. (G) NEMATZADEH, Mr. (E) YAZDLI, Mr. (T/W)	<i>Malaisie/Malaysia/Malasia:</i> ABDUL LATIFF BIN SAHAN, M. (G) ABDUL JALIL MAHMUD, Mr. (G) NARAYANAN, Mr. (T/W)	<i>Nouvelle-Zélande/New Zealand/ Nueva Zelandia:</i> JACKSON, Mr. (G) COPE, Mr. (G) KNOX, Mr. (T/W)	<i>Singapour/Singapore/Singapur:</i> SWEE, Mr. (G)
<i>Iraq:</i> TIKRITI, Mr. (G) SA'EED, Mr. (G) HUSSAIN, Mr. (E) ALDULAIMY, Mr. (T/W)	<i>Malawi:</i> LIPATO, Mr. (G) MAWINDO, Mr. (G) MVULA, Mr. (T/W)	<i>Ouganda/Uganda/Uganda:</i> NABETA, Mr. (G) ODONGO, Mr. (G) OKOLIMONG, Mr. (T/W)	<i>Somalie/Somalia/Somalia:</i> ISAO, Mr. (G) GASHAN, Mr. (T/W)
<i>Irlande/Ireland/Irlanda:</i> REDMOND, Ms. (G) BIGGAR, Mr. (G) HALL, Mr. (T/W)	<i>Mali/Mali/Mali:</i> N'DIAYE, M. (G) DIALLO, M. (G) TOURE, M. (E) TRAORE, M. (T/W)	<i>Pakistani/Pakistan/Pakistan:</i> KAZMI, Mr. (G) AHMAD, Mr. (G) AHMED, Mr. (T/W)	<i>Soudan/Sudan/Sudán:</i> MUSTAFA, Mr. (G) HAIDOU, Mr. (G) MUSTAFA, Mr. (E)
<i>Islande/Iceland/Islandia:</i> KRISTINSSON, Mr. (G)	<i>Malte/Malta/Malta:</i> CILIA DEBONO, Mr. (G) ATTARD, Mr. (G) ESPOSITO, Mr. (T/W)	<i>Papouasie-Nouvelle-Guinée/ Papua New Guinea/Papua Nueva Guinea:</i> ILA, The Hon. (G) KEKEDO, Miss (G)	<i>Sri Lanka:</i> DASANAYAKE, Mr. (G) PERERA, Mr. (T/W)
<i>Israël/Israel/Israel:</i> TZILKER, Mr. (G) DOWEK, Mr. (G) HAUSMANN, Mr. (E) BEN-ISRAEL, Mr. (T/W)	<i>Maroc/Morocco/Marruecos:</i> SKALLI, M. (G) KHALES, M. (G)	<i>Pays-Bas/Netherlands/Paises Bajos:</i> SOHNS, Mr. (G) PABON, Mr. (G) HORDIJK, Mr. (T/W)	<i>Suède/Sweden/Suecia:</i> ISACSSON, Mr. (G) ETTARP, Mr. (G) KARLSSON, Mr. (T/W)
<i>Italie/Italy/Italia:</i> FALCHI, M. (G) BRUNETTA, M. (G) BARBON, M. (T/W)	<i>Mexique/Mexico/México:</i> TELLO, Sr. (G) LOMBERA PALLARES, Sr. (G) SANCHEZ MADARIAGA, Sr. (T/W)	<i>Pérou/Peru/Perú:</i> BARRENECHEA CALDERON, Sr. (G) Pérou SALMON de la JARA, Sr. (G) PACHO QUISPE, Sr. (T/W)	<i>Suisse/Switzerland/Suiza:</i> HUG, M. (G) ZENER, M. (G) DREIFUSS, M <sup>me</sup> (T/W)
<i>Jamaïque/Jamaica/Jamaica:</i> AITKEN, Mr. (G) HILL, Mr. (G) NELSON, Mr. (T/W)	<i>Mongolie/Mongolia/Mongolia:</i> BAYART, Mr. (G) BALJINNYAM, Mrs. (G) TSEMBEL, Mr. (E) NATSAGDORJ, Mr. (T/W)	<i>Philippines/Philippines/ Filipinas:</i> NORIEL, The Hon. (G) BRILLANTES, Mr. (G) MENDOZA, Mr. (T/W)	<i>Suriname:</i> SION, Mr. (G) TJOA, Mrs. (G) ZUNDER, Mr. (T/W)
<i>Japon/Japan/Japón:</i> CHIBA, Mr. (G) HIRAGA, Mr. (G) TAKAHASHI, Mr. (T/W)	<i>Mozambique:</i> FRANCISCO, M <sup>me</sup> (G)	<i>Portugal:</i> DA ROCHA PIMENTEL, M. (G) MATHIAS, M. (G)	<i>Swaziland/Swaziland/ Swazilandia:</i> MATSEBULA, The Hon. (G) BEMBE, Mr. (G) DLAMINI, M. (T/W)
<i>Jordanie/Jordan/Jordania:</i> BARAKAT, Mr. (G) AL-ATOUM, Mr. (G) KHADAM, Mr. (T/W)	<i>Namibie/Namibia/Namibia:</i> YA OTTO, Mr. (T/W)	<i>Qatar:</i> AL-KHALIFA, Mr. (G) JAIDAH, Mr. (E) AL-OTAIBI, Mr. (T/W)	<i>République arabe syrienne/ Syrian Arab Republic/ República Árabe Siria:</i> DAOUDY, M. (G) YASSIN KASSAB, M. (G) KHAYAT, M. (E) ISSA, M. (T/W)
<i>Kenya/Kenya/Kenia:</i> GETHENJI, Mr. (G) MUSIKO, Mr. (G) VELE, Mr. (T/W)			

*Tanzanie, République-Unie del  
Tanzania, United Republic of  
Tanzania, República Unida de:*

MDAMO, Mr. (G)  
USSI, Mr. (G)  
NAMATA, Mr. (E)  
RWEGASIRA, Mr. (T/W)

*Tchécoslovaquie/  
Czechoslovakia/  
Checoslovaquia:*

MOLKOVA, Mrs. (G)  
VEJVODA, Mr. (G)  
TESAR, Mr. (E)  
KOZIK, Mr. (T/W)

*Thaïlande/Thailand/Tailandia:*

VADANATHORN, Mr. (G)  
THAWATCHAINAN, Mr.  
(T/W)

*Togo:*

NAPO, M. (G)  
BLEDJE, M. (G)  
BARNABO, M. (T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago:*

WILLIAMS, Mr. (G)  
HUTCHINSON, Mrs. (G)

*Tunisie/Tunisia/Túnez:*

MEBAZA, M. (G)  
BEL HADJ HASSINE, M. (G)

*Turquie/Turkey/Turquía:*

YAVUZALP, M. (G)  
TURAN, M. (G)  
YILMAZ, M. (T/W)

*République socialiste soviétique  
d'Ukraine/Ukrainian Soviet  
Socialist Republic/República  
Socialista Soviética de  
Ucrania:*

OZADOVSKI, M. (G)  
VINOKOUROV, M. (G)  
CHILO, M. (E)  
KOVIAZINE, M. (T/W)

*URSS/USSR/URSS:*

KOSTINE, M. (G)  
SYTENKO, M. (G)  
MARDONIEV, M. (E)  
SOUBBOTINE, M. (T/W)

*Uruguay:*

FERNANDEZ FAINGOLD,  
Sr. (G)  
PLA RODRIGUEZ, Sr. (G)  
GROBA, Sr. (T/W)

*Venezuela:*

PAVAN, Sr. (G)  
RODRIGUEZ, Sr. (G)  
DELPINO, Sr. (T/W)

*Yémen/Yemen/Yemen:*

ABBAD, Mr. (G)  
MOUKBEL, Mr. (G)  
AL-ATLASI, Mr. (E)

*Yémen démocratique/  
Democratic Yemen/Yemen  
Democrático:*

HAMED, Mr. (G)  
ABDULLA, Mr. (T/W)

*Yougoslavie/Yugoslavia/  
Yugoslavia:*

TOS, Mr. (G)  
TOMASEVIC, Mr. (G)  
SIMEUNOVIC, Mr. (E)  
KRŠIKAPA, Mr. (T/W)

*Zambie/Zambia/Zambia:*

CHILUBA, Mr. (T/W)

*Zimbabwe:*

SHAVA, The Hon. (G)  
CHADZAMIRA, Mr. (E)  
MHUNGU, Mr. (T/W)

### *Contre/Against/En contra (0)*

### *Abstentions/Abstentions/Abstenciones (55)*

*Allemagne, République fédérale  
d'Allemagne, Federal Republic  
of/Alemania, República  
Federal de:*

LINDNER, Mr. (E)

*Argentine/Argentina/Argentina:*

EURNEKIAN, Sr. (E)

*Australie/Australia/Australia:*

NOAKES, Mr. (E)

*Autriche/Austria/Austria:*

ARBESSER-RASTBURG, Mr.  
(E)

*Bangladesh:*

CHOWDHURY, Mr. (G)  
KARIM, Mr. (G)  
KHAN, Mr. (E)

*Belgique/Belgium/Bélgica:*

VERSCHUEREN, M. (E)

*Botswana:*

MASWIBILILI, Mr. (E)

*Brésil/Brazil/Brasil:*

DELLA MANNA, Sr. (E)

*Burundi:*

MUYUMPU, M. (E)

*Cameroun/Cameroon/Camerún:*

NGAHA, M. (E)

*Canada/Canada/Canadá:*

HALLIWELL, Mr. (E)

*Colombie/Colombia/Colombia:*

ECHEVERRI CORREA, Sr.  
(E)

*Danemark/Denmark/  
Dinamarca:*

JOHANSEN, Mrs. (E)

*République dominicaine/  
Dominican Republic/  
República Dominicana:*

ARMENTEROS, Sr. (E)

*Espagne/Spain/España:*

FERRER DUFOLL, Sr. (E)

*Etats-Unis/United States/Estados  
Unidos:*

SMITH, Mr. (E)

*Fidji/Fiji/Fiji:*

RAM, Mr. (G)  
PROBERT, Mr. (E)

*Finlande/Finland/Finlandia:*

KOSKIMIES, Mr. (E)

*France/France/Francia:*

OECHSLIN, M. (E)

*Ghana:*

BANNERMAN-MENSON, Mr.  
(E)

*Grèce/Greece/Grecia:*

MITOS, M. (E)

*Grenade/Grenada/Granada:*

SMITH, Mrs. (E)

*Honduras:*

MARTINEZ, Sr. (E)

*Inde/India/India:*

ANAND, Mr. (E)

*Irlande/Ireland/Irlanda:*

McAULEY, Mr. (E)

*Italie/Italy/Italia:*

SASSO-MAZZUFFERI, M<sup>me</sup>  
(E)

*Japon/Japan/Japón:*

YOSHINO, Mr. (E)

*Kenya/Kenya/Kenia:*

OWUOR, Mr. (E)

*Luxembourg/Luxembourg/  
Luxemburgo:*

JUNG, M. (E)

*Malawi:*

MBEKEANI, Mr. (E)

*Malte/Malta/Malta:*

MALLIA MILANES, Mr. (E)

*Maroc/Morocco/Marruecos:*

EL AZMANI, M. (E)

*Mexique/Mexico/México:*

BARAJAS FERNANDEZ, Sr.  
(E)

*Niger/Niger/Níger:*

GEORGET, M. (E)

*Nigéria/Nigeria/Nigeria:*

OKOGWU, Mr. (E)

*Norvège/Norway/Noruega:*

HOFF, Mr. (E)

*Nouvelle-Zélande/New Zealand/  
Nueva Zelandia:*

ROWE, Mr. (E)

*Pakistan/Pakistan/Pakistán:*

TABANI, Mr. (E)

*Pays-Bas/Netherlands/Países  
Bajos:*

HAK, Miss (E)

*Pérou/Peru/Perú:*

GALLIANI WINDER, Sr. (E)

*Philippines/Philippines/  
Filipinas:*

INOCENTES, Mr. (E)

*Portugal:*

MORGADO PINTO  
CARDOSO, M. (E)

*Royaume-Uni/United Kingdom/  
Reino Unido:*

FLUNDER, Mr. (E)

*Rwanda:*

UWILINGIYIMANA, M. (E)

*Suède/Sweden/Suecia:*

HOLTEN, Mr. (E)

*Suriname:*

BIJNOE, Mr. (E)

*Thaïlande/Thailand/Tailandia:*

NAKORNSRI, Mr. (E)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago:*

GRENADE, Mr. (E)

*Tunisie/Tunisia/Túnez:*

BEL HADJ AMMAR, M. (E)

*Turquie/Turkey/Turquía:*

YOLUC, M. (E)

*Uruguay:*

VILLAR, Sr. (E)

*Venezuela:*

VILLALOBOS, Sr. (E)

## Thirty-second Sitting

Wednesday, 26 June 1985, 3.30 p.m.

President: Mr. Ennaceur

### FINAL RECORD VOTE ON THE RECOMMENDATION CONCERNING OCCUPATIONAL HEALTH SERVICES (concl.)

*Interpretation from French:* The PRESIDENT—I shall start by giving the floor to Mr. MacKenzie, Government adviser, United States, to explain his vote on the Recommendation concerning occupational health services.

Mr. MacKenzie (*Government adviser, United States*)—Regarding health services, the United States Government takes this opportunity to briefly offer several points of explanation of its vote on this important matter. We are pleased to have voted for the totality of the Convention and the Recommendation, but we want to express our concern over an important aspect of the Recommendation.

First, we strongly affirm our support for the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy referred to in the Preamble to this Recommendation. In our view, this instrument of the ILO has taken its rightful place as one of the leading policy statements dealing with this subject, particularly articles 37, 38 and 39 of the Declaration.

Secondly, we wish to express our serious concern over the language of Paragraph 43 of the Recommendation. We believe this provision must be read in conjunction with those long-standing principles enunciated in the Declaration and that any reading must be consistent with this pre-existing instrument.

### FOURTH REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND DISCUSSION

*Interpretation from French:* The PRESIDENT—We shall now take the Fourth Report of the Credentials Committee.

I invite Mr. Reantragoon, substitute Government delegate, Thailand, Chairman of the Credentials Committee, to come to the rostrum and submit the report.

Mr. REANTRAGOON (*substitute Government delegate, Thailand; Chairman of the Credentials Committee*)—I have the honour to submit to the Conference the fourth report of the Credentials Committee. In this report, you will find the divided conclusions of the members of the Committee in regard to the nomination of the Workers' delegation of Chile.

The conclusions reached by the Employers' and Workers' members of the Committee differ from those of myself as Chairman. The Conference will therefore be asked to decide on the Employers' and the Workers' members' proposal, contained in paragraph 9 of the report, to invalidate the credentials of the Workers' delegation of Chile.

In my capacity as Chairman, I should like to explain in a few words the position I have taken which has led me to conclude that we should not propose the invalidation of the credentials in question. It is a position based on law, on the Constitution of the ILO and on the significant body of past decisions of the Credentials Committee and the Conference.

As I indicated in my conclusions, I do not consider that the trade union situation in Chile is satisfactory and I am, indeed, concerned about it.

However, the examination of credentials is a more formal question which has to be carried out exclusively in terms of Article 3, paragraph 5, of the Constitution. My position in law is that the problems raised by the objections to the credentials of the Workers' delegation of Chile relate to freedom of association, and as such cannot be examined by the Credentials Committee.

The constitutional mandate of our Committee is to determine whether a Member has nominated non-government delegates in agreement with the most representative industrial organisations of employers or workers, provided that such organisations exist. The reply of the Government of Chile indicates that it has appointed the Workers' delegate and advisers after consulting the workers' organisations which have legal existence in Chile.

The question as to whether *de facto* organisations should not be deprived of the right to exist as organisations representing the workers in the absence of official or legal recognition does not fall within the competence of the Credentials Committee but of the Committee on Freedom of Association.

Any attempt to deal with such questions by the Credentials Committee would lead to such other implications as whether a Member would have to consult and deal with the legally recognised organisations as well as any other organisations; it would follow that employers and management would consequently have to deal with *de facto* organisations in collective bargaining and that the legally recognised workers' organisations would also have to accommodate such *de facto* organisations in collective bargaining and negotiation. Therefore, it is my opinion that such questions of *de facto* organisations fall outside the competence of the Credentials Committee.

I simply wish to add that my own position, which I have just summarised, is fully consistent with the position generally taken by the Committee and the Conference in cases involving objections based on freedom of association.

In the present report, you will also find a reference to the objections which were received too late to be examined by the Committee as well as an account of the examination by the Committee of the question, originally raised by its Employers' member, of ways of improving the information placed at its disposal each year.

I cannot conclude my remarks without expressing my thanks to my two colleagues of the Committee, Mr. Hoff and Mr. Svenningsen, for their co-operation, even though we have divided opinions on one case; but at least we have agreed to disagree on the basis of our firm belief in, and commitment to, the ideals and objectives of the Organisation.

Finally, my sincere thanks must also go to Mr. Torres Abreu and his colleagues for their efficient and friendly assistance in the work of the Committee.

*Interpretation from French:* The PRESIDENT—Since in the case of part of this report there is a divergence of opinion and a request is made in paragraph 9 on the part of the Employer and Worker members of the Committee for the invalidation of the credentials of the Workers' delegate and advisers of Chile, I propose that the Conference have a discussion on this report in two stages. The first stage will deal with paragraphs 1 to 12 of the report, including paragraph 9, which contains the request for the invalidation of the credentials of the Chilean delegate. We shall start with this part of the report, where there has been a divergence of opinion among the members of the Committee, and then we shall go on to the rest of the report.

Mr. HOFF (*Employers' delegate, Norway*)—I would like in turn to thank Mr. Reantragoon, the Chairman, for his excellent co-operation this year also. I take it that it is sufficient if I concentrate on the only point, Chile, on which as you have heard, we did not agree in the conclusions.

What is the case of Chile about? The case has in reality been before the Conference for nearly 13 years; as you know, from 1975 until 1983 we did not really deal with the case because it was declared irreceivable. In 1983 we found in the Credentials Committee that there had been sufficient change in the case and that we could take it up again. I must say that in one way that pleased me because it made us able to see if the Chile case could stand on its merits. It has been dealt with on the facts and the merits for three years, and through all these three years it has been the unanimous view of the Committee that the situation in Chile is such that a very, very serious doubt about credentials could be raised. We said in 1983 and also in 1984 that we would not propose invalidation in those two years because we hoped for an improvement. This was done because the Government of Chile is a government that has shown that it could co-operate. And there has been some improvement, but we think not enough. The situation is such today that the Workers' members and I cannot see that it is possible to avoid the consequence of what we have said now for the past three years. We want to

put the case before the plenary where we think it now belongs. Our proposal, therefore, is that, according to the principles of this Organisation, we do not decide the matter at the level of the Credentials Committee but bring it before you, the highest body of the ILO, to take the decision yourself. We have concluded, without it being necessary for me to go into all details, that the consultations conducted with a view to including the Workers' delegation in the Chilean delegation to the Conference have not been sufficiently well carried through for us to accept it. Moreover, when we look at the Workers' delegation in the Chilean delegation, we find that it is not representative in the sense that it can satisfy us. Therefore, we propose invalidation.

To those of you who think that it is a very difficult point, that you have a situation where that country has legal organisations and organisations which are not registered, I would like to say that we have also looked into that aspect and that it really distresses us that the two biggest organisations which have now been registered for two years, the National Trade Union Co-ordinating Body and the Democratic Confederation of Workers, have not managed to get members on to the delegation. This again goes to show how difficult the case has been.

Let me just say before I conclude that, at a time when we are discussing the principles of this Organisation and we want to raise our standards, we think it is essential that the majority in the Credentials Committee bring this case before you, since we think that if the organisations of employers and workers are to be consulted in this way and if we are not getting the representatives that we want here, then something is so basically wrong that it is not in harmony with the obligation of being a Member of the ILO.

Mr. SVENNINGSSEN (*Workers' delegate, Denmark*)—I am very pleased to say that I am in full agreement with Mr. Hoff, the Employer member of the Credentials Committee. We worked together, even with the Chairman of the Credentials Committee but we came to the conclusion that we would have to call for invalidation this year. I do not think that in this hall there is any disagreement about the fact that the Workers' delegation of Chile is not representative. As a matter of fact, in 1983 and 1984, in this very hall, a report was adopted wherein it was stated that the Workers' delegation of Chile was not representative. This year, the Employer member and I reached the conclusion that we should not accept the situation as in the two previous years—and, on that basis, we support and urge the invalidation of the credentials. For this season it has been a sad day for us; we do not like to deny anybody a democratic right but I do not think that we should go on, year after year, accepting a situation like that of Chile.

*Interpretation from Spanish:* Mr. MEDINA GALVEZ (*Workers' adviser, Chile*)—In truth, it is quite a surprise to find the Conference once again debating the representativity of the Workers from my country and there is something quite remarkable about what was said by the two previous speakers about what is stated in article 3, paragraph 5, of the Constitution.

We, as trade union leaders, should like to state very plainly paragraph 5 of article 3 clearly estab-

lishes that consultations have to take place with the most representative organisations in the country if such organisations exist. It was on that basis that the Chilean Workers' delegation was formed.

This sort of situation had already occurred in 1975 and led to a fairly extensive discussion in the plenary here. Some speakers put forward the same arguments with respect to the Chilean Workers, and if we look back to what was said on that occasion, the Chairman of the Committee, Mr. Veldkamp, who was the Government delegate of the Netherlands, referred to a situation exactly like the one that is being stressed today by Mr. Reantragoon, when he, Mr. Veldkamp, said: "Questions of freedom of association are within the competence of other ILO bodies, as stated in the report."

That is to say, his position concurred exactly with that adopted by Mr. Reantragoon, the Chairman of the Credentials Committee, today in paragraph 11 of the report of the Committee.

Let us recall also what happened at that same session of the Conference, when the Employers' adviser from Argentina, Mr. Vitaic Jakasa, stated his position in the following terms: "have come to the rostrum because the Employers' member of the Credentials Committee, Mr. Verschueren, the Belgian Employers' delegate, has had to leave. As he left and with the consent of the Employers' group, he asked me to act as his personal representative and as the group representative in order to explain the group's view regarding the problem of the Chilean Workers' credentials, which the Conference now has to settle. I do not think there was any special reason for his picking me except that, before Mr. Verschueren became the Employers' member of the Credentials Committee, I acted in that capacity for several years. I had the pleasure of being on the Committee with Mr. Sunde who is still the Workers' member." Mr. Vitaic Jakasa then went on to say: "At the 1954 Conference—as can be seen from the fourth report of the Credentials Committee in Appendix II of the *Record of Proceedings*—a protest was lodged against the credentials of the delegates and advisers of the workers of Czechoslovakia and the USSR. At that time, it was decided that there were no grounds for challenging and invalidating their credentials because the question of trade union freedoms had nothing to do with the matter. At the 1956 Conference, as can be seen from the seventh report of the Credentials Committee in Appendix II of the *Record of Proceedings*, a protest was lodged against the Workers' delegate of Romania, there again it was maintained that trade union freedom had nothing to do with credentials."

When the representative of the ICFTU attended the meeting of the Credentials Committee, as may be seen in paragraph 5 of the report, he used the same argument as was used in paragraph 2, namely the lack of freedom of association and the failure to consult truly representative organisation.

In this respect, when we consider the scope of Convention No. 87, we Chilean Workers can speak with all morality and honesty because in the Committee I have been attending, the Committee on the Application of Standards, I was a firm supporter of the ratification by Chile of Conventions Nos. 87 and 98 because much has been said about democracy and freedom of association since the entry into force of

these Conventions by persons in governments have never shown the least intention of ratifying these Conventions.

The trade union organisations cited here—the National Trade Union Co-ordinating Body, the National Workers' Concern and the Democratic Confederation of workers really are active in trade union matters. The National Trade Union Co-ordinating Body came into existence on 18 June 1978, the National Workers' Concern and on 21 May 1983, and the Confederation of Workers Democratic on 26 April 1981; that is to say, they should have existed long enough to obtain legal personality, which today is granted under the Constitution of the country. It is not the same as it was in the past. In the past, trade union organisations in Chile had the greatest difficulty in obtaining legal personality because we were subject to changes of regime. Today all they have to do to obtain legal personality is submit their by-laws which has not been done in the present case.

But here the focus is placed on freedom of association and Convention No. 87. If we look at Convention No. 87 we see that Article 2 proclaims the right of workers and employers to establish organisations of their own choosing. All they have to do is to have their rules registered. If we look further at the provisions of Convention No. 87 we see that it states clearly and categorically in Articles 4, 5, 6, 7 and 8 that these organisations have to require legal personality because otherwise, if they seek to represent the workers how would it be possible for them to negotiate on their behalf, and with whom? Is not this ILO or organisation with whose Constitution we are all familiar? Can we oblige all the Chilean workers to belong to an umbrella organisation if we do not know what its objects and aims for the workers are? Is it freedom and democracy to tell us that we should have to join these trade union organisations?

Is it not a conspiracy against trade union freedom and democracy? Is it not in contradiction with human rights as stated in article 23, paragraph 4, of the Universal Declaration of Human Rights of 1948? What I think is that with this majority report an attempt is being made to put a brake on the Chilean trade union movement.

That is why I should like to recall words spoken from this rostrum, which are also recorded in the *Record of Proceedings* of the Session of the 1975 Conference, by the Chairman of the Workers' group, Mr. Morris, when he said that he challenged the Workers' delegation of Chile because the free exercise of trade union rights had been prohibited.

At that time Mr. Morris may have been right, but that was in 1975. In 1979, the first decree with constitutional ranking, Legislative Decree No. 2755 opened up wide possibilities for the workers to organise themselves freely. That same year, on 1979, the promulgation of Legislative Decree No. 2756 on trade union organisations which made it possible for free and democratic elections of workers' representatives to take place and for the workers to form trade unions, federations and confederations according to their wishes.

For these reasons we, as representatives of the workers, say to them: are we or are we not trade union leaders? Perhaps we have been merely imposed on our organisations by the government in power? No. We have been elected by the workers,



the workers in the iron industry and steel, the banks, at sea, in the saltpetre mines, and in the copper mines. We have all been elected by a majority of the members of our organisations. Is that not freedom? I have been a trade union leader in the copper-mining industry for 25 years. I obtained something like 75.3 per cent of the votes. Is not this a good reason why I should be the representative of the workers?

But it is alleged that certain trade union organisations were only consulted and that they were not nominated to send delegations to this 71st Session of the International Labour Conference. Yet on 13 May the National Workers' Command, after a meeting which took place on 7 May (I have the note here), nominated as representatives of the Chilean workers a colleague and former trade union leader. I would like to quote this note: "Mr. Luis Meneses, Brussels (Belgium): Dear colleague: the Executive of the Comando Nacional de Trabajadores (CNT) at its meeting on the 7th of this month discussed arrangements for the forthcoming International Labour Conference. In this connection we have resolved to request that you should participate, on behalf of the Chilean union movement, as representative of the Comando Nacional de Trabajadores, convinced as we are that you will accept this participation in such an important event. Within a few days we shall send you the text of the intervention upon which we are working. Yours faithfully" and the note is signed by all the members of the Executive of that organisation.

So I think that it is possible for the ILO to accept this situation. It should also be recalled that there are other people such as Mr. Agustín Muñoz who, at the present time, is at Paris University as an adviser and who has written a book about Chilean trade unions. On pages 251-257, he expresses his recognition of the role played by the trade unions in our country. Does this mean we are coming here to deceive delegates? Are we not acting in conformity with the watchword of the ILO when we say that for social peace to exist it is necessary to have social justice? And is this justice being applied in this majority vote? I do not think in all honesty that you can question us in this respect. As concern problems in our country, we have never denied that they exist. We are not like those who say that in their country there is paradise. We do have our problems with the Government. On some occasions we have problems with the employers too. But we try to resolve our problems by means of the instruments established by the ILO. We are firm believers in the Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144), that is to say the trade union organisations which we have in Chile are under the protective umbrella of the International Labour Organisation. Of course we want freedom of association. We do not want political problems to affect our lives within the country, because we believe that in the world today, in the economic crisis facing us all, it is at such times that governments, employers and workers should all join together to try to find ways of resolving the labour problems that arise. This is the rule by which we are guided in our trade union movement. We are not trying to destroy undertakings. We have to help resolve our problems because by helping employers resolve their problems, we are defending our right to work.

For all these reasons, I should like to conclude my remarks by asking you to forgive me for taking up a few minutes of your time, but I would urge you when during the vote you act in accordance with your conscience and abstain. The workers of Chile, all the workers and not just myself, will be grateful to you because this is the only way in which Chile can have a free, autonomous, democratic and participative trade union movement with no other objective than to defend the interests of the workers and their families and their country.

*Interpretation from Spanish:* Mr. VALDES SÁENZ (*Employers' delegate, Chile*)—I shall speak very briefly. Rather than referring to the situation in my own country, I shall refer to morality and justice and the double standards which, unfortunately, have been applied in many offices and divisions of the United Nations for a long time now.

I am speaking not on behalf of the Chilean Government but on behalf of the private employers' sector, the members of which have always co-operated with enthusiasm and worked with great hopes in the tripartite activities of the International Labour Organisation. For this reason, we consider it particularly difficult to understand that, in a year during which we have made great efforts in our country to establish bases for participation and collaboration and have made obvious progress in the field of consultation procedures, as suggested by the Credentials Committee in 1983 and 1984, that ironically this year, this very year, the jurisprudence followed in the past by the Credentials Committee has been changed and innovations made which, moreover create a problem of competence within this very Organisation.

I was talking about double standards and—I say this openly—I think that it is showing a lack of courage to select a small country, which might have more or less serious domestic problems, in order to try out the theory or a thesis which is disguised as a question of principle. If it is principles we are interested in, these principles should be applied freely and in full knowledge of the fact that there are many countries, as all of us present in this room know full well, whose consultation procedures are really much worse than the ones which have been so clearly spelled out to the Credentials Committee in the case of Chile. I go further and I will state here and now that the case of Chile will not be voted upon on its own merits. Unfortunately, I do not think that any statements which may be heard here this afternoon, whether brilliant or not, are going to change the results of the voting.

It has been argued by some and for the sake of the future of the Organisation that the Credentials Committee should start playing a different role. I honestly believe that above and beyond the Chilean case, we are on the threshold, today, of committing a great mistake which will result in a greater politisation of an Organisation that has outstanding traditions behind it; an Organisation endowed with a unique structure of tripartism, through which it has made strides forward in working conditions throughout the whole world.

For all these reasons and without wishing to prolong my speech, as Employers' delegate of Chile and as a representative of the largest employers'

organisation in my country which, today is 50 years old, I request the Employers' delegates at the Conference to abstain in the vote to invalidate the credentials of the Chilean Workers' delegation. This request of mine is made because we are thinking more of tomorrow than of today and because we think that there may be problems; I can assure you that such problems exist, in spite of whatever consultation that might have been undertaken; but we should be too theoretical or short-sighted if we did not recognise the enormous strides forward that have been made in this period in my country. I sincerely believe that a negative result in this vote might produce the results contrary to those which are claimed to be defended by those voting in the majority.

We have a clear conscience and can hold our heads high. We came once again this year to the ILO Conference, with the hope that we would work together to improve the situation of the working people in my country. We only regret, this time, that we fail to understand, with all the best will in the world, the reasons, which I do not venture to qualify, which determined the stand of the majority of the members on the Committee—especially since this year, it has changed its position and the jurisprudence it has had for the past 30 years.

I will close by stating that an abstention will be tantamount to acknowledging the competence of the Committee on Freedom of Association which, I believe, is of importance to all those who believe in freedom and democracy in the world.

What we want here is to reinforce the respect for the principle of freedom of association which should be applied by all the member countries of the Organisation. In approving the majority report we should create a dangerous confusion as regards the field of competence of the various bodies of the Organisation and, unfortunately, we should be contributing towards a greater politisation which will threaten the future work of this Organisation.

*Interpretation from German:* Mr. MUHR (*Workers' delegate, Federal Republic of Germany*)—The Workers' group of this Conference has authorised me to explain to you that the vote expressed by the majority of the Credentials Committee as outlined in paragraph 9 is something that can be supported by the Workers' group of the Conference.

Very briefly, after all that has been said here, I would like to give the reasons why the Workers' group of the Conference has adopted this position. It is exclusively a matter of whether, in the nomination of the Workers' delegate of Chile, the provisions of article 3, and in particular paragraph 5, of the Constitution have been respected. It is the duty of the Conference to consider such a question if it is brought to its attention. This responsibility cannot be transferred to any other body within the Organisation; in particular, it cannot be passed on to the Committee on Freedom of Association, and I should like briefly to give the reasons for this view. Under article 3, paragraph 5, which sets out the obligations of member States, it is exclusively a matter of whether the nomination of delegates has taken place in agreement with the appropriate industrial organisations, if such organisations exist. The Government of Chile has now presumed to decide for itself how it will define which associations exist and which do not.

It is here, in fact, that we find the violation of the provision of our Constitution, regarding the question of whether an association exists or does not exist. This is a question of fact, a question of the size of the organisation expressed in terms of membership. A government which decides for itself whether such an organisation exists or not—and this of course applies to employers' associations as well as to trade unions—will also naturally presume to withdraw recognition from an existing association, since if it assigns itself the right to recognise an organisation, it can also assign itself the right to withdraw recognition. I can only remind delegates that if this principle is followed then great care must be shown when they express their views, not just in their own country but also at the Conference. It would be easy next time for a government simply to withdraw recognition of your association or trade union and maintain that it is not violating the Constitution if it fails to consult you when your delegation is nominated. If matters are viewed in this light, there is obviously a violation of the provision of the Constitution if a government feels that it can decide with which organisation it wishes to negotiate, with which it does not. Mr. Reantragoon, the Chairman of the Committee, has told us that this is a case which falls within the purview of the Committee on Freedom of Association, but the work of this Committee is based on a voluntary procedure, a procedure which is founded solely on the decisions of the Governing Body. The practice adopted by Chile shows that this is indeed a voluntary procedure, and whether a country complies with the conclusions of this Committee or not, does not affect its membership in the Organisation. However, the procedure regarding credentials we are referring to here is a binding one and the fact that submission of this matter to the Committee on Freedom of Association has no effect is particularly evident in the case of Chile. A reading of the reports of the Committee on Freedom of Association over the past ten years shows that practically no country has been referred to more frequently than Chile in regard to violations of freedom of association, and persecution and enforced exile of trade unionists. If we do not finally give some clear signal as far as this case is concerned, then we will be having to deal with this case during the next ten years. I therefore propose that you endorse the majority decision taken in the Credentials Committee.

I would remind you that in accordance with article 26, paragraph 7, of the Standing Orders, delegates who wish to endorse the majority vote should vote "Yes", and I would like to ask the delegates to vote "Yes".

*Interpretation from Spanish:* Mr. ARTHUR ERRÁZURIZ (*Government delegate, Chile*)—I have asked for the floor in this assembly in order to appeal to the conscience of delegates and draw their attention to the fact that the Workers' delegation of my country had been formed in strict respect for the constitutional provisions by which this Organisation is governed.

Recently, the Workers' delegate of the Federal Republic of Germany said that in my country the Government assumed the right to decide which organisations should exist and which organisations should not.

I think, at this stage in the debate, that my best argument would be to read out the text of article 19 of the Constitution of Chile.

I believe that with his wide experience and sense of responsibility Mr. Muhr will be able to see whether what I am saying is correct. Article 19 says: "The Constitution assures to all persons", and now I am reading article 19 of our Constitution, "the right to form and join trade unions in the cases provided for by law; membership of such unions shall always be voluntary" and, it adds "trade union organisations shall enjoy legal personality for which purpose it shall only be necessary that they deposit their constitutions and rules with the authorities subject to such conditions as are provided for by law". Thus my Government has no powers of faculties to decide what trade union organisations may or may not exist. That is exclusively the constitutional prerogative of the workers.

But I can assure Mr. Muhr and the other delegates that article 20 of the same Constitution provides for the possibility of government intervention in connection with the decision of the workers to establish trade unions. Article 20 stipulates: "If as a result of arbitrary or illegal acts or omissions there should occur a privation, disruption or threat to the legitimate exercise of the rights and guarantees established in article 19, the person concerned may have recourse on his own behalf that of any others to the respective Court of Appeal, which shall immediately adopt the provisions deemed necessary to restore the use of these rights." So, you can see that the legislation in my country not only provides for the automatic granting of legal personality, but that provision is made for appeal in the event of any abusive action on the part of the Government that could interfere with this freedom as established by the Constitution.

Accordingly, my Government did carry out consultations in two ways. It published an announcement in the Official Gazette of the Republic calling on all trade union organisations which had legal personalities to put forward their candidates. In addition, it sent a note to the most representative of these organisations also requesting them to put forward candidates. Among the most representative organisations consulted, there are two which are recognised by the ICFTU as representative. I am referring to the copper workers and the private employees.

It was just said from this rostrum by Mr. Hoff, the Employer member of the Credentials Committee, that my Government did not consult the President of the private employees' organisation. Perhaps Mr. Hoff is right because not only was he consulted but he was invited. The Government of Chile and this is recorded in the relevant documents—invited Mr. Federico Mújica Canales, the President of the Confederation of Private Employees of Chile, in a meeting in the office of the Minister of Labour and Social Welfare at which I was also present, to attend this Conference. The documents before to the Credentials Committee fully confirm this fact. I greatly regret that Mr. Hoff, Employer member of the Credentials Committee, did not examine them with sufficient attention. If he had done, he would have found out that not only was Mr. Mújica consulted, but that he was invited to participate. So why did Mr. Federico Mújica not come to the Conference? Because on the date when he had his meeting with us,

he had signed a note giving powers to a third party and in this note he claimed that the Chilean Government was denying him the right to participate in this meeting. We are a small, country but we cannot tolerate being treated in this Calumnious way. We cannot tolerate that clear facts should be disregarded for ideological reasons.

Among the *de facto* organisations which my Government did not consult, because the possibility was open to them freely to seek and obtain legal personality, there was one whose President and General Secretary. Messrs. Ríos and Flores, had been delegates to this Conference in 1973 and 1978. Between 1973 and 1978 the ICFTU also challenged the credentials of the Workers' delegate. Today, the ICFTU is complaining because we did not consult those organisations whose representatives had their credentials challenged when they were delegates.

No doubt, you will have your opinion already formed, but I still have hopes that your conscience will allow you to see some of the defects in the arguments that have been put forward, because to reject the credentials which will shortly be voted upon will be to vote for the politicisation of this Organisation whose guiding principle is the defence of the workers' rights and the formulation of standards which constitute international Labour law.

Today it may be Chile, a small and remote country which is being accused. Tomorrow it may be another country and soon there will be no-one who will be able to stem the destructive flow.

If the ILO becomes politicised, it will lose its credibility as a champion of workers' rights and the author of common international standards, and sooner or later it will be completely destroyed and this will affect all of us.

That is why I make an appeal to all delegates here present to support the position of the Chairman of the Credentials Committee and abstain in the vote.

#### RECORD VOTE CONCERNING THE PROPOSAL FOR INVALIDATION OF THE CREDENTIALS OF THE WORKERS' DELEGATE AND WORKERS' ADVISERS OF CHILE

*Interpretation from French:* The PRESIDENT—Having heard the report—the views for and the views against invalidation—I should like to remind the Conference that under article 3, paragraph 9, of the Constitution, the credentials of delegates and their advisers are to be subject to scrutiny by the Conference, which may, by two-thirds of the votes cast by the delegates present, refuse to admit any delegate or adviser whom it deems not to have been nominated in accordance with this article.

Therefore, and on the basis of article 26, paragraph 7, of the Standing Orders of the Conference, the Conference now has to take a decision on the proposal for invalidation of the credentials of the entire Workers' delegation of Chile, paragraph 9 of the report which has just been presented to you. According to the Standing Orders, we shall now proceed to a record vote.

May I remind you that, according to paragraph 7 of article 26 of the Standing Orders of the Conference, the delegates in favour of the refusal to admit the delegation of the Chilean Workers' delegates, that is, the delegates who agree with the proposal of the Worker and Employer members of the Committee to

invalidate the credentials of the Workers' delegation, will vote yes. The delegates against this refusal to accept the credentials of the delegation, in other words, the delegations who do not agree with the proposal for invalidation, will vote no. To sum up, yes for invalidation; no against invalidation.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

*Interpretation from French:* The PRESIDENT—The result of the record vote is as follows: in favour of invalidation, 184, against, 0, with 127 abstentions. The quorum being 252, and this quorum not having been attained, the proposal to invalidate the credentials of the Chilean Workers' delegation has failed of adoption.

*(The proposal fails of adoption.)*

#### FOURTH REPORT OF THE CREDENTIALS COMMITTEE (concl.)

*Interpretation from French:* The PRESIDENT—We shall now continue with the fourth report of the Credentials Committee, paragraphs 13 to 21. These paragraphs having been agreed upon unanimously by the Committee, the Conference can only take note of them.

*(Paragraphs 13 to 21 are noted.)*

*Interpretation from French:* The PRESIDENT—I should like to take this opportunity to express my thanks to the Chairman and the Employers' and Workers' members of the Credentials Committee.

#### REPORT OF THE COMMITTEE ON ASBESTOS: DISCUSSION (concl.) AND ADOPTION

*Interpretation from French:* The PRESIDENT—We shall now continue the discussion of the report of the Committee on Asbestos.

*Interpretation from French:* Mr. BLAIN (*Government adviser, Canada*)—The Canadian Government supports the proposal to adopt the text of the provisional report as proposed by the Committee on safety in the use of asbestos.

Prevention, supervision and the safe use of asbestos is the approach adopted by Canada itself. Our own experience with asbestos has shown the importance of prevention and the need to carry out scientific studies before a given substance—and particularly other natural or artificial mineral fibre's—is used unrestrictedly on a large scale. Indeed, what would be the advantage of substituting other fibres, whose biological effects are unknown and which may turn out to be hazardous, for asbestos which can now be used safely? We believe that we must adopt the same cautious attitude with regard to these other fibres.

This is why we feel that asbestos should be replaced by another product only after it has been established that this product is less toxic or harmless, on the basis of scientific evidence.

We are of the view that on a short-term basis we also have to envisage ways of guaranteeing the protection of workers who are called upon to enter into contact with other mineral fibres. Indeed we should not wait for another 30 years before we take action. Let us act before it is too late and make sure that we guarantee safety in the use of other fibres whose physical and chemical properties make them similar to asbestos.

Moreover, it would not be desirable to adopt instruments on each of the so-called hazardous fibres with which workers may come into contact. If we were to do this we would have a multitude of instruments with all the difficulties that this would entail and it would be a long time before adequate protection could be provided to the workers. We already have the results of recent scientific studies on silicates such as fibreglass and other fibres. These studies are not very reassuring, and this question is therefore rather urgent.

For this reason we feel that a group of experts should be authorised now to study the question of the other mineral fibres, natural and artificial, so that we can rapidly receive the necessary technical data for the preparation of instruments to cover other inhalable fibres.

Such an initiative on the part of the ILO would be appropriate even at this stage in order to guarantee the safety and good health of all the workers concerned.

Mr. RIIKONEN (*Government delegate, Finland*)—The Nordic Government delegation, that is Denmark, Finland, Iceland, Norway and Sweden, wish to state that we feel a keen interest in the matter of protecting workers from the dangers caused by occupational exposure to asbestos. Therefore, we fully endorse the concept of a Convention and Recommendation on asbestos. The proposed text from the Office as well as the results of the deliberations during the 71st Session of the International Labour Conference have shown a clear will to improve the level of safety. However, we feel that this basic objective has not been fully achieved, and that a tendency has prevailed to put onerous demands on competent authorities, demands which might create serious problems for some countries. Consequently, we have reservations concerning some aspects in the instrument. What worries us especially is the very broad possibility for derogations even from some safety measures. The provisions of this proposed instrument allow for this and can make the instrument weak. They permit not only temporary but permanent derogations. On the whole, there is great need for clarification concerning the matter of derogations in the instrument.

In our opinion, the principle of replacement ought to be the cornerstone in any instrument on asbestos. The strategy that ultimately will offer the best protection to workers will be the replacement of asbestos by harmless or less harmful substances or the use of other technologies. The proposed prohibition of crocidolite as it is in the Recommendation should, in our view, be transferred to the Convention.

The experience concerning various systems of authorisation in Europe does not inspire us to go along this road and it does not indisputably lead to a better protection of workers. We find that the

Convention ought to offer also other possibilities, such as flexible notification systems, combined with the extensive training of the workers concerned.

*Interpretation from French:* The PRESIDENT—After listening to the remarks, reservations and comments of the speakers, we shall now proceed to the adoption of the report of the Committee on Asbestos, paragraphs 1 to 163. If there are no objections, I take it that this report is adopted.

*(The report is adopted.)*

PROPOSED CONCLUSIONS SUBMITTED BY THE COMMITTEE  
ON ASBESTOS: ADOPTION

*Interpretation from French:* The PRESIDENT—We shall now proceed to the adoption of the Proposed Conclusions, Point by Point. May I take it that Points 1 and 2 are adopted?

*(Points 1 and 2 are adopted.)*

PROPOSED CONCLUSIONS WITH A VIEW TO A CONVENTION  
SUBMITTED BY THE COMMITTEE ON ASBESTOS: ADOPTION

*Interpretation from French:* The PRESIDENT—I now turn to the Proposed Conclusions with a view to a Convention on occupational health and safety in the use of asbestos. May I consider that Points 3 to 29 are adopted?

*(Points 3 to 29 are adopted seriatim.)*

PROPOSED CONCLUSIONS WITH A VIEW TO A RECOMMENDATION,  
SUBMITTED BY THE COMMITTEE ON ASBESTOS:  
ADOPTION

*Interpretation from French:* The PRESIDENT—I now proceed to the adoption of the Proposed Conclusions with a view to a Recommendation on occupational safety and health in the use of asbestos. May I assume that Points 30 to 68 are adopted?

*(Points 30 to 68 are adopted seriatim.)*

*Interpretation from French:* The PRESIDENT—I now put for adoption the whole of the Proposed Conclusions submitted by the Committee on Asbestos?

*(The Proposed Conclusions are adopted as a whole.)*

RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT  
ORDINARY SESSION OF THE CONFERENCE AN ITEM EN-  
TITLED "SAFETY IN THE USE OF ASBESTOS", SUBMITTED  
BY THE COMMITTEE ON ASBESTOS: ADOPTION

*Interpretation from French:* The PRESIDENT—I shall now take up the resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the use of asbestos".

May I take it that this resolution is adopted by the Conference?

*(The resolution is adopted.)*

*Interpretation from French:* The PRESIDENT—I should like so take this opportunity to thank the Chairman and the other officers of the Committee on Asbestos for the excellent work they have done and for their report submitted to the Conference.

REPORT OF THE RESOLUTIONS COMMITTEE: SUBMISSION,  
DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—We shall now take up the examination of the report of the Resolutions Committee.

I ask Mr. Sène, Government delegate, Senegal, Chairman and Reporter of the Committee, to be good enough to come to the rostrum and present the report.

*Interpretation from French:* Mr. SÈNE (*Government delegate, Senegal; Chairman and Reporter of the Resolutions Committee*)—It is a pleasant duty for me to submit to the Conference for examination and adoption the report of the Resolutions Committee.

As you will no doubt recall 20 resolutions dealing with matters not on the agenda of our session were submitted in accordance with article 17 of the Standing Orders of the Conference. At the Committee's second sitting, these resolutions were presented to the Committee by their authors.

Following this presentation, and after consultations among delegations, a number of resolutions dealing with the same or similar subjects were merged and the Committee finally had before it a total of 15 resolutions.

After deciding by secret ballot the order in which the first five resolutions would be examined, the Committee took up the first resolution, entitled "resolution concerning the most urgent problems of Africa, and particularly food security" which was the result of the merger of four resolutions. Twenty-nine amendments were proposed to this resolution and, with the exception of two of them on which there was a vote, all the other amendments were withdrawn by their authors, which thus made it possible for this important resolution to be adopted unanimously. I shall refer to this resolution again in a few moments.

With respect to this resolution, the Resolutions Committee agreed unanimously on a proposal by the African delegations that a series of activities discussed by the Governing Body at its February-March 1985 session constitute the basis of a plan of action of the ILO for the implementation of this resolution in Africa and requested that the relevant parts of document GB.229/OP/3/4 which the Governing Body was to examine in June be appended to the resolution. This proposal was accepted.

The second resolution, entitled "resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry", was the outcome of the combination of two resolutions.

Sixty-five amendments were put forward of which only 15 were examined, the others having been withdrawn by their authors in a spirit of conciliation which made it possible for the Committee once again to adopt unanimously another important resolution about which I shall be saying more in a moment.

It is precisely because this report reflects the general pattern of our debates—that is to say the questions of substance, the procedural aspects, the main outlines of the events facts and developments connected with these matters of substance, all seen in the light of their international context—that I shall spare you lengthy explanations now.

But there are two remarks I should like to make. The first is to emphasise that the work of the Committee took place in a calm atmosphere where the spirit of dialogue and concerted effort in the seeking of compromises and consensus characterised our common approach, inspired by the rule of conduct between social partners implied by the principle of tripartism which is the cornerstone of the ILO's action in the world. We are also extremely satisfied that, in accordance with its reputation as the social conscience of mankind, our Conference had to deal with two resolutions dealing with matters of burning topicality which, because moreover of their urgent nature, have touched the conscience of the world. The first deals with the problem of hunger and poverty, which is assuming alarming proportions in various parts of the world, particularly in Africa where entire regions are ravaged by drought and desertification—to which must be added, of course, the harmful effects of the economic crisis and recession.

At a time where the inter-dependence of economies and nations has become a reality, the international community in a spirit of solidarity has chosen to respond to Africa's economic recovery efforts by trying to help its populations to enjoy a decent standard of living, social and cultural well-being and basic conditions in which to strengthen the capacity of African countries to secure their own development.

We believe that, on this day when we are celebrating the 40th Anniversary of the United Nations Charter, this action on behalf of Africa is of crucial and significant importance.

The other resolution deals with occupational safety and health, and we immediately think of the tragic events that took place in Mexico and more recently in Bhopal, which have had far-reaching effects on public opinion.

The impact of these two resolutions hardly needs commenting on. I shall therefore confine myself to expressing the ardent hope that the Conference adopts them so that the ILO may pledge itself to intensifying its role in the specific areas within its competence, whose objectives the Director-General, Secretary-General of our Conference, brilliantly defined this morning. It is therefore to be hoped that this Conference will adopt unanimously the two resolutions and associate itself with them so that the International Labour Office and also each delegate—whether he is a government, Employers' or Workers' delegate—may do everything they can to enable the implementation of the measures called for in these resolutions. In this context and with this conviction, the members of the Resolutions Committee worked tirelessly, and I must say that the debates were fruitful, intensive and comprehensive and made it possible for all of us to become more aware of the ideas and concerns of one another through the diversity of opinions expressed. There is no doubt that, in an organisation such as ours, an approach based on mutual trust and reciprocal tolerance, which

we endeavour to show throughout our debates, will contribute towards promoting a basis for creative and fruitful international co-operation. We hope that the work of the Resolution Committee will continue to be carried on in such a spirit in future.

Our only regret is that we were not able, as we would have liked, to examine the remaining resolutions which also dealt with matters of great topicality. It goes without saying that it would not have been possible for me to discharge my duties without the support, understanding and efficient collaboration of my two Vice-Chairmen colleagues, Mr. Rowe and Mr. Stagg, to whom I should like to express here my deep gratitude. I should also like to express my gratitude, through their intermediary, to all the Employers' and Workers' members of the Committee and directly to the Government members of the Committee, and more particularly Miss Diamond, Mr. Morozov and Mr. Medhin for their help and understanding.

I should also like to address my thanks to the members of the Secretariat for their devotion to duty and the help they gave us, without which the work of the Resolutions Committee could not have reached the result which we were entitled to expect from this Committee.

I recommend the Conference to approve unanimously the report of the Resolutions Committee.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open.

Mr. ROWE (*Employers' delegate, New Zealand; Vice-Chairman of the Resolutions Committee*)—It is my pleasure and privilege to second the adoption of the report of the Resolutions Committee.

The work of the Resolutions Committee this year was marred by the same sort of problems as those of previous years, but not to the same extent. In the event, we were able to adopt two important resolutions. It is a pity that we were not able to go further, and adopt at least the next two priority resolutions, both of which had secured substantial support in the priority vote.

As Employer Vice-Chairman, I am naturally sorry that we could not proceed to resolution No. 3 on employment creation, because we believe that to be a *sine qua non* for higher living standards for all.

The resolution concerning the most urgent problems of Africa received a very high priority vote, and was adopted by genuine consensus. The merged text which the Committee finally considered well identified the problems of Africa and appropriate, practical solutions. The result is a humanitarian operational resolution which should contribute significantly to the alleviation of the most urgent problems confronting Africa today, and I refer particularly to the Plan of Action appended to the resolution.

The Employers' group wholeheartedly commends that resolution to the Conference. The merged text of resolution No. 2, which came before the Committee, had a number of serious defects in our view, and we had limited success in eliminating them. We maintained, among other things, that the resolution concerned dangerous substance and processes, and risks and accidents associated with them, not multinational enterprises, nor the rights of trade unions—which incidentally is not normal ILO terminology.



We also maintained that new or advanced technologies are not *per se* more hazardous than the old—indeed rather the reverse; that ILO resolutions should be spare and realistic, and not propose things which are legally or practically impossible; and that in the general desire to achieve consensus on such a subject, matters of principle must not be lost sight of.

Multinational enterprises, although extraneous to the resolution, came in for a lot of discussion, and I think it desirable to put on record our stand on this matter, namely that national legislation and international labour standards should apply equally, without distinction as to national and international enterprises, and that any relevant features peculiar to multinational enterprises should be covered by the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

Multinational enterprises exist in so many different shapes and forms as to make generalisation about their control structures simplistic and misleading, if not downright wrong.

It is also relevant to recall that a major research programme is under way in the ILO on decision-making in multinational enterprises.

Finally, in the context of the resolution, it is worth stressing the conclusion of numerous ILO studies that multinational enterprises generally have an exceptionally good record as regards safety at the workplace.

Turning to the text of the resolution on dangerous substances which is now before the Conference, I have to express strong reservations, notably about the following: the determination of responsibility for accidents involving such substances is a delicate one involving governments as well as enterprises, and indeed sometimes workers.

The kind and importance of enterprises are not a relevant consideration and responsibility for risk-avoidance must remain at the operational level.

The prohibition of or restrictions on certain substances or processes is a matter for international definition and determination—not for arbitrary and ad hoc national initiative. The impropriety of such a resolution conflicts with health and safety, and the need in practice as well as in principle not to interfere with the right and duty of employers to attend to the safety of their workers to the greatest extent possible.

These and other reservations about the content of resolution No. 2 as it emerged from the Committee are such that many Employer delegates, including myself, have great difficulty in accepting parts of the text. In particular I have been asked to name the following as especially opposed to parts of the text to save each of them having to ask for the floor to explain their position. I should like now simply to read the names of the countries of which the Employers' delegates are covered by what I have just said. The following: the Federal Republic of Germany, Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Egypt, Spain, the United States, France, Greece, Ireland, Israel, Italy, Lebanon, Mexico, New Zealand, Netherlands, Peru, Portugal, the United Kingdom, Switzerland, Uruguay and Venezuela. It was agreed with the Employers' group that I should say what I have just said to get it on the record and to avoid our having to seek a vote on the adoption of this resolution.

In conclusion, I should like to repeat what I said in the Committee, that employers are just as anxious as

anyone else to minimise risks and accidents associated with dangerous substances and processes and I believe that we demonstrated this in the course of the Committee's deliberations on this resolution. Finally, it gives me great pleasure to compliment the Chairman on his splendid discharge of his often arduous task, to have amicably crossed swords again with the Workers' Vice-Chairman, to record the great competence and friendliness of the Secretariat and the interpreters and to acknowledge the support and loyalty of my colleagues in the Employers' group.

Mr. STAGG (*Worker's adviser, United Kingdom; Vice-Chairman of the Resolutions Committee*)—On behalf of the Workers' group, whom I have no intention of citing by name, I wish to support wholeheartedly the report of the Resolutions Committee and express the hope that, despite the discordant note that has been injected into this discussion by my friend the Employers' Vice-Chairman, these resolutions and our report will be adopted in the same happy spirit of consensus as they were within the tripartite Committee.

In so doing I would wish to record the thanks and the appreciation of the Workers' group to our Chairman, Mr. Sène of Senegal, for the admirable manner in which he conducted our proceedings. There were moments this year when the climate in the Resolutions Committee somewhat reflected the rather unusual weather that we have been experiencing here in Geneva over the past three weeks. We too had our heavy rains, our outbreaks of thunder, but I am glad to say that these were often followed by sunny intervals and it was due mainly to the skills exercised by our Chairman, his calmness, his fairness, his tolerance, together with his good humour and, when it was needed, his firmness, that sunshine always followed our rain. I would also wish to express my thanks to the Employers' Vice-Chairman, Mr. Rowe, for his patience and understanding when dealing with me and particularly for his co-operation in withdrawing a significant number of amendments on the second resolution at our final sitting which would otherwise not have allowed that resolution to be adopted in the happy way that it was.

In the past, it has been necessary for me to be critical of the manner in which the Resolutions Committee has discharged its responsibilities. This year, however, I have no such criticisms to offer. I regard this report as one of the most constructive that has emerged from the Resolutions Committee. Certainly it is the most constructive report to be placed before the Conference in my years of service as Workers' Vice-Chairman. There are reasons for this of course. One is that once again the Resolutions Committee has disciplined itself not to allow extraneous political issues to dominate its deliberations. We cannot of course entirely ignore political considerations in many of the matters that come before us on the Resolutions Committee. But I believe, very firmly, that we should not press these to the point where they lead to divisions between us, however exciting those divisions might be, divisions which divert us from our main task of safeguarding and furthering the interests of all workers, whether by hand or brain, throughout the world. When we do discipline ourselves in that way, the Committee can do constructive work and this report clearly demon-

trates that. It is significant to me that this is the second year in succession that this has happened and I sincerely hope it will not be the last. I hope also that this report signals the end of the bitter divisions that have plagued the Resolutions Committee in the past.

I personally derive the greatest satisfaction from the fact that, out of the 20 resolutions before us originally, the Committee chose to concentrate on the two most important and urgent questions of all, that of the appalling and heart-rending situation of poverty, hunger and painful premature death that face many millions of our fellow human beings in the continent of Africa, and the dreadful man-made catastrophes arising from neglect that have shaken the conscience of the world in places such as Bhopal and Mexico City. Given the opportunity that we have now had to debate and consider these tragic events which have occurred since this Conference last gathered together, it would have been unforgivable had we failed to become articulate and make the influence of the Organisation felt here today.

As the Chairman has pointed out, as far as Africa is concerned the original resolution is a successful merger of three from the Workers' benches and one from the Government of France. This resolution has been considerably strengthened by the constructive suggestion from the African group that it should be linked to the ILO's action programme approved by the Governing Body earlier this year. That programme requires no further elaboration by me and I will do no more than point out that, by inviting the Conference to adopt the resolution in its present form, we are asking the Conference to endorse the ILO's action programme, thus giving it greater weight and authority. In adopting this resolution, I hope the Conference and, I hope, all of us will recognise the obligations that it places upon governments here represented, obligations to ensure that in the Governing Body the necessary financial means are made available to implement its terms.

Turning now to the second resolution concerning accidents arising out of the use of dangerous substances and the reservations which have been expressed by the Employers' Vice-Chairman, some of which I heard here for the first time, may I say this. Much of our time in the Resolutions Committee this year was devoted to a paragraph of the preamble indicating and emphasising the basic responsibility of multinational enterprises in this matter. Now, it does seem a little strange to me that, unless we workers mention multinational enterprises in the most glowing and laudatory terms, we are subjected to intensive and bitter debate. I cannot for the life of me understand why we spent so much time on a preambular paragraph mentioning the basic responsibility of multinational enterprises in these matters, particularly as the Chairman of the Union Carbide Corporation of the United States accepted this responsibility from the very outset of the tragedy of Bhopal. So what are we arguing about? The preamble to a resolution is not a legal instrument. It is not a directive. It is not an instruction. It is not a command. It sets the scene. It attempts to lay out the background against which the operative paragraphs have been formulated. So let us not forget the main thrust of this resolution and where that first lies. It lies in the operative paragraphs which, as far as I am concerned at the moment, have not been subjected to challenge or reservation. Let us consider what those

operative paragraphs require us to do. First, they call upon governments of member States to consider certain steps in full consultation with workers' and employers' organisations. Are we going to make reservations or make essential points? These are steps which surely make practical and common sense. It goes on to address a call to all employers and managers in chemical and other hazardous industries to undertake additional safety measures. In the light of the events in Bhopal and in Mexico City, are we now suggesting that these are not necessary? This is where the thrust of the resolution lies. The operative paragraph also does not neglect to point to the responsibility of workers' organisations in this serious matter. Finally, it invites—it doesn't instruct, it invites—the Governing Body to consider a number of measures including meetings of experts, more and more consideration by industrial committees of safety and health aspects of potentially dangerous substances, and to consider including this subject on the agenda of an early International Labour Conference. Why make reservations? Do we not agree that these steps are necessary? It is an invitation to further consideration, further consideration in detail and in depth, in the light of what happened in Bhopal and Mexico City.

We are dealing here with a merged resolution incorporating two from the Workers' benches, a resolution that has been amended during its passage through the Committee. Consequently, it is not perfect in all its parts. So, if reservations are to be made, let us consider those reservations in perspective. Do not let them divert us away from the main thrust of this resolution. My appeal to the Employers', therefore, is to look at this reservation in that light and not come here with carping criticisms of points made by Workers' representatives. This is too serious a matter for us to be divided upon, too serious a matter for any reservations to be made. I feel bound to make these comments in the light of the Employers' Vice-Chairman's remarks.

There is one point I have been asked to make in regard to the second resolution, and that is that we hope on the Workers' side that the interpretation of the references to transport in operative paragraph 1(b) will cover all forms of transport, including rail and inland navigation in addition to road, sea and air.

Finally, I wish to record my deep appreciation of the service which Mr. Aamir Ali has given to the Resolutions Committee over the past few years. His continuously wise guidance and advice have always been of the greatest help to me, and I am sure the Conference will join with me in wishing him well in all that the future holds for him.

My thanks also go to the staff of the Secretariat for the splendid efforts they have all made to let us have this comprehensive report in such record time. As workers, we happen to know what that means. It involves late evening sessions and night work on their part, we on the Workers' side would not wish to think that their work and efforts have in any way been taken by us for granted.

I commend this constructive report to the Conference and I express the hope that in its adoption we can find here today the same happy spirit of consensus that we were fortunate enough to find in our final discussion last Saturday.



*Interpretation from French:* Mr. VENTEJOL (*Government delegate, France*) – Everyone knows that, on behalf of France, we submitted a draft resolution expressing our effective solidarity with Africa. Much of it is reproduced in the text of the resolution adopted by acclamation by the Committee.

Our common concern is obvious. The seriousness of food problems in Africa; the fact that the natural phenomenon of drought is closely connected with problems of economic and social development; the fact also of the insufficient solidarity of the industrialised or better endowed countries; the desire to mobilise more efforts and, by endorsing it, to amplify and clarify the Governing Body's 1985 report on the present situation in Africa. We are also proposing concrete means of implementing resolutions already adopted here and elsewhere. This is the reason why this resolution must be sober and free of any political consideration. It had to pursue economic and social objectives in implementing effective and speedy operation on the spot, and so it does. The Governing Body will have to see to it that this resolution does not stop at pious declarations of intent but actually takes the form of concrete action. As an annex, you will find the Programme of Action of the ILO in Africa. The Director-General and Governing Body must act speedily. I am happy that the sponsors of the three other texts concerning Africa felt the same way and that we were able to arrive at a single text that was given added weight in the course of the work of the Committee.

I would like to congratulate the Chairman of the Committee, Mr. Sène of Senegal, for the very active, competent and wise part he played. Congratulations also to the Vice-Chairmen, the Reporter and the ILO staff, and my thanks for the good offices of the Government adviser of Ethiopia.

In concluding, I would like to express my belief in the extension of co-operation beyond the classical cleavages among the countries of the world. I usually say, because I have been raised in this spirit and in this practice, that co-operation is one of the most beautiful words in every language. Co-operation must find expression in the will of each and every one to work on a equal footing and in a spirit of mutual respect at the great task ahead of us. I have deep faith in this and I wanted to tell you so in simple words but from the bottom of my heart.

*Interpretation from Russian:* Mr. MOROZOV (*Government adviser, USSR*)—Speaking as coordinator of the socialist countries in the Resolutions Committee, of the 71st Session of the International Labour Conference, I should like to say that our evaluation of the work of this Committee and the results which were achieved by it in the course of the discussion of the draft resolutions is, generally speaking, a positive one, although it is not completely unambiguous. The voting on priorities basically confirmed the will of the majority of Members represented in the Committee to give serious attention to the urgent problems which are of particular concern to all workers of the world.

We were pleased to note the constructive approach of the majority of the members of the Committee and also the groups represented in the Committee in explaining their positions on specific draft resolutions and proposed amendments to the resolutions.

The adoption by consensus in the Committee of the resolution concerning the most urgent problems of Africa—is above all a manifestation of solidarity with the peoples of that continent and the sign of a real will to give all possible assistance within the context of the terms of reference of the ILO to the workers of many African countries in their efforts to overcome the exceptionally serious economic situation which has arisen as a result of unprecedented natural catastrophes. Nobody would deny that the discussion of the provisions of the resolution on Africa has once again drawn the attention of the General Conference to Africa's social and economic problems that are rooted in its colonial past and neo-colonial exploitation of the present time. Nor can it be denied that the world recession and inflation are having a devastating effect on the economies of Africa, which are already so vulnerable. We must not overlook certain comments made under the pretext of making the use of assistance more effective, in particular within the context of this Organisation, that can be seen as an attempt to interfere in the internal affairs of African states in order to prevent the development of the state sector and national development plans in those countries, by attempting to impose on them the system of the market economies.

We of the socialist countries were not content merely to support the proposed resolution; we also tried to make a positive contribution by improving its content, basing our action on the fact that, even if we talk about urgent measures, as far as the African situation is concerned we must very honestly recognise the causes which have led to the socio-economic crisis in that continent, causes which now and probably in the near future, will present obstacles for overcoming this serious situation. In this connection, we should like to call the attention of the plenary to the joint statement made by the socialist countries which is included in paragraph 157 of the report of the Resolutions Committee. It is paradoxical that it should be the cruelty of the forces of nature that has made many people, including many in this Organisation, start talking about the need to provide urgent humanitarian aid to African countries. It is hard to understand from the humanitarian point of view how a number of countries can at the same time voluntarily destroy part of their food stocks in order to maintain agricultural prices at a certain level, and thus their profits.

The socialist countries would like to express the hope that the Director-General, in preparing measures with a view to the implementation of this resolution, will take our wishes into due account. We also would like to express our satisfaction with the discussion which took place in the Committee regarding the resolution concerning hazard control and accident prevention. It contains many important elements for the protection of workers and the working environment against the effects of hazardous products. The tragedies of Bhopal and Mexico City and those which occurred elsewhere must not be repeated in the future, and the ILO must contribute in its own Specific way to the solution of such problems, in particular, as has been said from this rostrum by the Prime Minister of India, Mr. Gandhi, as regards the activities of transnational corporations which must review their policy in this connection.

Traditionally, the Resolutions Committee at the International Labour Conference has been unable to consider all five resolutions that have received priority. This has already been mentioned by the representative of the Workers' group, Mr. Stagg. I think there are different ways of viewing this fact. We should perhaps take a fresh look at the procedure and working methods of this Committee, but this is a matter for future consideration.

At the same time, we are bound to recognise another fact; as you all know the socialist countries have consistently spoken out in favour of the democratisation of the supervisory machinery of the ILO, and our attitude to this matter has been very clearly set out in the declaration of the socialist countries on the situation in the ILO and in the statements made by our representatives including at this session of the General Conference. The fact that the resolution of the socialist countries regarding the working party on standard-setting activities has been included among the priority resolutions, I think speaks for itself. We hoped that this morning the Director-General would at least have mentioned this fact in his statement. This fact also shows that this trend in the activities of the Organisation is giving rise to legitimate concern among the great majority of countries and those representatives who are genuinely concerned with the fate of this Organisation and are concerned by the fact that the authority of the Organisation is now being placed in doubt within the United Nations family. This is indeed the situation as far as this problem is concerned, and not as the distinguished Director-General has been representing it over the past three years, including at the 229th Session of the Governing Body when he stated that the problem of the supervisory machinery is not a matter of concern for the majority of countries, that it is not a priority problem, so that everything is fine and well. We hope that the International Labour Office, on this occasion, will make a substantive response to the opinions very firmly expressed by the majority and will adjust its approaches to the solution of these essential problems which have a direct influence on the future of the Organisation, taking into account the fact that the role of the International Labour Office and the Director-General concerning this question is still a significant one.

In conclusion, I should like to express gratitude to all those representatives in the Resolutions Committee who supported or showed understanding for the proposals made by the socialist countries.

Once again, I should like to refer to the very positive contribution made to the successful outcome of the work of the Committee by the Chairman, the Ambassador of Senegal in Geneva, Mr. Sène.

I should also like to express my gratitude to the secretariat officials and the interpreters for the great amount of work they carried out and the assistance they gave to the members of the Committee in their difficult but, as the results have shown, noble task.

*Interpretation from Spanish:* Mr. LOMBERA PALLARES (*Government delegate, Mexico*)—The Government delegation of Mexico wishes to express its concern with respect to the link that was made in the Resolutions Committee between the cases of Bhopal and Mexico City. We, as Mexicans, consider that there are marked differences between these two cases.

First of all, the events of Bhopal require attention from the ILO because Union Carbide has not given a satisfactory reply, either from a technical or legal standpoint as to the reasons for the disaster in Bhopal. However, the accident which occurred in Mexico prompted the setting up of a commission of inquiry which inspected all the installations and companies where a similar occurrence might occur.

Secondly, Petroleos Mexicanos, which was involved in this disaster spontaneously paid compensation to the victims and the company concerned has accepted legal responsibility for this disaster. We believe that we have shouldered our responsibilities in respect of this disaster in Mexico, which cannot exactly be said in the case of Bhopal.

In paragraph 265 of the report, the Employers' Vice-Chairman points out that PEMEX is not a multinational, for which we are grateful; it is perhaps for this very reason that it adopted a responsible attitude towards the accident which occurred, which contrasts very sharply with the attitude of those responsible in Union Carbide for the Bhopal disaster.

As regards the comments made by the Employers on these resolutions, we wish to say that the Tripartite Declaration on Multinational Enterprises and Social Policy cannot be taken as a legal precedent as it restricts the standard-setting activities of this Assembly. It is only an instrument established by the Governing Body which, in one respect, lacks the authority of this gathering. We also reject the Employers' version, as concerns the supposed, undue interference by workers in the protection machinery. We believe that the workers have the right to have a say about the safety installations which protect them and this right cannot be done away with in the interests of the undertaking.

Finally, I should like to refer very briefly to the statements made by the Workers' Vice-Chairman concerning the sensitivity of employers whenever multinational enterprises are mentioned. We also believe that this is one to the fact that multinational enterprises often afford opportunities for employers to avoid their responsibilities and we entirely support any ILO standard-setting activities with a view to making our multinationals subject to legal standards, either national or international.

Mr. SCHRADER (*Government adviser, United States*)—My comments are addressed to the second resolution under consideration, namely the resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry.

The United States Government delegation agrees with the aims and purposes of the resolution and will join a consensual approval of the resolution because of the many positive points contained in the text. However, there are certain aspects of the resolution which cannot be implemented under the laws in force in the United States at present. Our participation in the consensus should be interpreted within the context of the voluntary, non-binding nature of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

*Interpretation from French:* The PRESIDENT—I give the floor to the Clerk of the Conference to read out some corrections to certain paragraphs.

*Interpretation from French:* The CLERK OF THE CONFERENCE—I should like to draw your attention to three corrections to be made in the text of the report. In paragraph 262 of the report, delete the sentence: “It was not sufficient only to refer to existing instruments and documents.”

*(The speaker continues in English):* Paragraph 5 of the resolution concerning the most urgent problems of Africa and particularly food security should read as follows: “Endorses the decision of the 229th Session of the Governing Body of the ILO on the social and economic situation prevailing in Africa and declares that the short-, medium- and long-term programmes contained in document GB.229/OP/3/4 (paragraphs 25-65) constitute the Programme of Action of the ILO for Africa, and decides to append them to the present resolution.”

The second correction in the English text concerns page 50, last sentence. Replace the word “transportation” by the word “preparation”.

*Interpretation from French:* The PRESIDENT—We shall now proceed to the adoption of the report, paragraphs 1-335. If there are no objections, I take it that the report of the Resolutions Committee is adopted.

*(The report is adopted.)*

RESOLUTION CONCERNING THE MOST URGENT PROBLEMS  
OF AFRICA, AND PARTICULARLY FOOD SECURITY,  
SUBMITTED BY THE RESOLUTIONS COMMITTEE:  
ADOPTION

*Interpretation from French:* the PRESIDENT—I shall now proceed to the adoption of the resolution

concerning the most urgent problems of Africa, and particularly food security.

If there are no objections, I take it that this resolution is adopted.

*(The resolution is adopted.)*

RESOLUTION CONCERNING THE PROMOTION OF MEASURES  
AGAINST RISKS AND ACCIDENTS ARISING OUT OF THE USE  
OF DANGEROUS SUBSTANCES AND PROCESS IN INDUSTRY  
SUBMITTED BY THE RESOLUTIONS COMMITTEE:  
ADOPTION

*Interpretation from French:* The PRESIDENT—I now turn to the resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry. Just now we took note of certain reservations which will of course be included in the record of our debate. Taking this into account, may I take it that this second Resolution is adopted by the Conference.

*(The resolution is adopted.)*

*Interpretation from French:* The PRESIDENT—I should like, on your behalf, to thank the Chairman of the Committee and the other officers, and the Secretariat of the Committee, for the excellent job they have done. The officers and members of the Committee certainly deserve your applause.

*(The Conference adjourned at 6.30 p.m.)*

#### CORRIGENDUM

*Provisional Record, No. 28:*

On page 28/4, replace the last line of paragraph 32 by the following: “stipulated in the draft Convention and Recommendation under discussion, especially those in Article 5(g) of the draft Convention and Paragraphs 24 and 25 of the draft Recommendation”.

Record vote concerning the proposal for the credentials of the Workers' delegate and Workers' advisers of Chile

Pour/For/En pro (184)

<i>Afghanistan/Afghanistan/ Afganistán:</i> KAWESH, Mr. (G) NEZAR, Mr. (G) AMIN, Mr. (E) NEJRABI, Mr. (T/W)	<i>Canada/Canada/Canadá:</i> HALLIWELL, Mr. (E) CARR, Mrs. (T/W)  <i>Chine/China/China:</i> SHA YE, Mr. (E) WANG JIACHONG, Mr. (T/W)  <i>Chypre/Cyprus/Chipre:</i> CHRISTODOULOU, Mr. (G) CALLIMACHOS, Mr. (G) DINGLIS, Mr. (T/W)  <i>Comores/Comoros/Comoras:</i> NADHOIR, M. (T/W)  <i>Congo:</i> NZABA, M. (G)  <i>Cuba:</i> MARTINEZ BRITO, Sr. (G) LECHUGA HEVIA, Sr. (G) FRANCIS de los REYES, Sr. (E) ESCANDELL ROMERO, Sr. (T/W)  <i>Danemark/Denmark/ Dinamarca:</i> ANDERSEN, Mr. (G) FRANDSEN, Mr. (G) JOHANSEN, Mrs. (E) SVENNINGSEN, Mr. (T/W)  <i>Equateur/Ecuador/Ecuador:</i> BOLANOS-SANCHEZ, Sr. (T/W)  <i>Espagne/Spain/España:</i> La SERNA y GUTIERREZ REPIDE, Sr. (G) CRESPO VALERA, Sr. (G) REDONDO URBIETA, Sr. (T/W)  <i>Etats-Unis/United States/Estados Unidos:</i> BROWN, Mr. (T/W)  <i>Ethiopie/Ethiopia/Etiopía:</i> ARAYA, Mr. (G) ABDU RASHID, Mr. (G) TAMERAT, Mr. (T/W)  <i>Fidji/Fiji/Fiji:</i> PROBERT, Mr. (E) CHAUDHARY, Mr. (T/W)  <i>Finlande/Finland/Finlandia:</i> RIIKONEN, Mr. (G) PELTOLA, Mr. (G) KOSKIMIES, Mr. (E) JAASKELAINEN, Mr. (T/W)  <i>France/France/Francia:</i> VENTEJOL, M. (G) DUCRAY, M. (G) OECHSLIN, M. (E) GALLAND, M. (T/W)	<i>Ghana:</i> YANKEY, Mr. (T/W)  <i>Grèce/Greece/Grecia:</i> PAPANAGIOTOU, M. (G) PETROPOULOS, M. (G) MITSOS, M. (E) RAFTOPOULOS, M. (T/W)  <i>Hongrie/Hungary/Hungria:</i> MEISZTER, M. (G) MARTON, M. (G) MARTOS, M. (E) TIMMER, M. (T/W)  <i>Inde/India/India:</i> BHATNAGAR, Mr. (G) DESHMUKH, Mr. (G) MEHTA, Mr. (T/W)  <i>Iran, République islamique d'/ Iran, Islamic Republic of/Irán, República Islámica del:</i> SARMADI, Mr. (G) SHAFII, Mr. (G) NEMATZADEH, Mr. (E) YAZDLI, Mr. (T/W)  <i>Irlande/Ireland/Irlanda:</i> REDMOND, Ms. (G) BIGGAR, Mr. (G) McAULEY, Mr. (E) HALL, Mr. (T/W)  <i>Islande/Iceland/Islandia:</i> HAFSTEIN, Mr. (G) KRISTINSSON, Mr. (G)  <i>Israël/Israel/Israel:</i> BEN-ISRAEL, Mr. (T/W)  <i>Italie/Italy/Italia:</i> FALCHI, M. (G) BARBON, M. (T/W)  <i>Japon/Japan/Japón:</i> TAKAHASHI, Mr. (T/W)  <i>Jordanie/Jordan/Jordania:</i> KHADAM, Mr. (T/W)  <i>Kenya/Kenya/Kenia:</i> VELE, Mr. (T/W)  <i>Libéria/Liberia/Liberia:</i> HOWELL, Mrs. (E) GRAY, Mr. (T/W)  <i>Jamahiriya arabe libyenne/ Libyan Arab Jamahiriya/ Jamahiriya Arabe Libia:</i> YAALY, Mr. (G) BURUIN, Mr. (G)  <i>Luxembourg/Luxembourg/ Luxemburgo:</i> DERATTE, M. (G) JUNG, M. (E) GLESENER, M. (T/W)	<i>Malte/Malta/Malta:</i> TRAORE, M. (T/W)  <i>Malte/Malta/Malta:</i> CILIA DEBONO, Mr. (G) ATTARD, Mr. (G) ESPOSITO, Mr. (T/W)  <i>Mexique/Mexico/México:</i> SANCHEZ MADARIAGA, Sr. (T/W)  <i>Mongolie/Mongolia/Mongolia:</i> BAYART, Mr. (G) BALJINNYAM, Mrs. (G) TSEMBEL, Mr. (E) NATSAGDORJ, Mr. (T/W)  <i>Mozambique:</i> FRANCISCO, M <sup>me</sup> (G)  <i>Namibie/Namibia/Namibia:</i> YA OTTO, Mr. (T/W)  <i>Nicaragua:</i> VARGAS ESCOBAR, Sr. (G) MEZA SOZA, Sr. (G) NUÑEZ RODRIGUEZ, Sr. (E) CANO TORRES, Sr. (T/W)  <i>Norvège/Norway/Noruega:</i> HELDAL, Mr. (G) RUGE, Ms. (G) HOFF, Mr. (E) BALSTAD, Mr. (T/W)  <i>Nouvelle-Zélande/New Zealand/ Nueva Zelandia:</i> JACKSON, Mr. (G) COPE, Mr. (G) ROWE, Mr. (E) KNOX, Mr. (T/W)  <i>Ouganda/Uganda/Uganda:</i> OKOLIMONG, Mr. (T/W)  <i>Pakistan/Pakistan/Pakistán:</i> AHMED, Mr. (T/W)  <i>Papouasie-Nouvelle-Guinée/ Papua New Guinea/Papua Nueva Guinea:</i> MEATA, Mr. (T/W)  <i>Pays-Bas/Netherlands/Paises Bajos:</i> SOHNS, Mr. (G) PABON, Mr. (G) HAK, Miss (E) HORDIJK, Mr. (T/W)  <i>Pérou/Peru/Perú:</i> PACHO QUISPE, Sr. (T/W)  <i>Philippines/Philippines/ Filipinas:</i> MENDOZA, Mr. (T/W)
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<i>Portugal:</i> DA ROCHA PIMENTEL, M. (G) MATHIAS, M. (G) MORGADO PINTO CARDOSO, M. (E)	<i>Sénégal/Senegal/Senegal:</i> SENE, M. (G) CISSE, M. (G) SOW, M. (E) DIOP, M. (T/W)	<i>Tchécoslovaquie/ Czechoslovakia/ Checoslovaquia:</i> MOLKOVA, Mrs. (G) VEJVODA, Mr. (G) TESAR, Mr. (E) KOZIK, Mr. (T/W)	<i>URSS/USSR/URSS:</i> KOSTINE, M. (G) SYTENKO, M. (G) MARDONIEV, M. (E) SOUBBOTINE, M. (T/W)
<i>République démocratique allemande/German Democratic Republic/ República Democrática Alemana:</i> NOACK, Mr. (G) HASCHKE, Mr. (G) MARX, Mr. (E) BOCHOW, Mr. (T/W)	<i>Suède/Sweden/Suecia:</i> ISACSSON, Mr. (G) ETTARP, Mr. (G) HOLTEN, Mr. (E) KARLSSON, Mr. (T/W)	<i>Tunisie/Tunisia/Túnez:</i> ACHOUR, M. (T/W)	<i>Uruguay:</i> GROBA, Sr. (T/W)
<i>Royaume-Uni/United Kingdom/ Reino Unido:</i> FLUNDER, Mr. (E) MORTON, Mr. (T/W)	<i>Suisse/Switzerland/Suiza:</i> HUG, M. (G) ZENGER, M. (G) DECOSTERD, M. (E) DREIFUSS, M <sup>me</sup> (T/W)	<i>République socialiste soviétique d'Ukraine/Ukrainian Soviet Socialist Republic/República Socialista Soviética de Ucrania:</i> OZADOVSKI, M. (G) VINOKOUROV, M. (G) CHILO, M. (E) KOVIAZINE, M. (T/W)	<i>Venezuela:</i> DELPINO, Sr. (T/W)
<i>Saint-Marin/San Marino/San Marino:</i> ANDREINI, M. (T/W)	<i>Suriname:</i> BIJNOE, Mr. (E)	<i>Yugoslavie/Yugoslavia/ Yugoslavia:</i> TOS, Mr. (G) TOMASEVIC, Mr. (G) SIMEUNOVIC, Mr. (E) KRŠIKAPA, Mr. (T/W)	<i>Zambie/Zambia/Zambia:</i> CHILUBA, Mr. (T/W)

## Contre/Against/En contra (0)

### Abstentions/Abstentions/Abstenciones (127)

<i>Arabie saoudite/Saudi Arabia/ Arabia Saudita:</i> AL-YAHYA, Mr. (G) AL-KHALIDI, Mr. (G) DAHLAN, Mr. (E)	<i>Canada/Canada/Canadá:</i> PROTTI, Mr. (G) EADY, Mrs. (G)	<i>Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:</i> AL-JUMAIRY, Mr. (G) SALEM, Mr. (G)	<i>Iraq:</i> TIKRITI, Mr. (G) SA'EED, Mr. (G) ALDULAIMY, Mr. (T/W)
<i>Argentine/Argentina/Argentina:</i> DIMASE, Sr. (G) CAPUCCIO, Sr. (G) EURNEKIAN, Sr. (E)	<i>Chili/Chile/Chile:</i> CARRASCO FERNANDEZ, Sr. (G) ARTHUR ERRAZURIZ, Sr. (G) VALDES SAENZ, Sr. (E) TORREBLANCA GUERRERO, Sr. (T/W)	<i>Espagne/Spain/España:</i> FERRER DUFOLL, Sr. (E)	<i>Israël/Israel/Israel:</i> TZILKER, Mr. (G) DOWEK, Mr. (G)
<i>Bahreïn/Bahrain/Bahrain:</i> AL-MADANI, Mr. (G) AL-SHAKAR, Mr. (G)	<i>Chine/China/China:</i> LI YUNCHUAN, Mr. (G)	<i>Etats-Unis/United States/Estados Unidos:</i> SEARBY, The Hon. (G) FREEMAN, Mr. (G) SMITH, Mr. (E)	<i>Italie/Italy/Italia:</i> SASSO-MAZZUFFERI, M <sup>me</sup> (E)
<i>Barbade/Barbados/Barbados:</i> ROGERS, Mr. (G)	<i>Colombie/Colombia/Colombia:</i> SALAZAR CHAVES, Sr. (G) CHARRY SAMPER, Sr. (G) ECHEVERRI CORREA, Sr. (E)	<i>Fidji/Fiji/Fiji:</i> RAM, Mr. (G)	<i>Jamaïque/Jamaica/Jamaica:</i> AITKEN, Mr. (G) HILL, Mr. (G)
<i>Belgique/Belgium/Bélgica:</i> VERSCHUEREN, M. (E)	<i>Comores/Comoros/Comoras:</i> SALIM, M. (E)	<i>Ghana:</i> OBIRI, Mr. (G)	<i>Japon/Japan/Japón:</i> CHIBA, Mr. (G) HIRAGA, Mr. (G) YOSHINO, Mr. (E)
<i>Birmanie/Burma/Birmania:</i> GYI, U (G) MYINT, U (G)	<i>Costa Rica:</i> SOLEY SOLER, Sr. (G)	<i>Guatemala:</i> MOREIRA-LOPEZ, Sr. (G) CONTRERAS, Sra. (G)	<i>Jordanie/Jordan/Jordania:</i> BARAKAT, Mr. (G) AL-ATOUM, Mr. (G)
<i>Botswana:</i> PONTSHO, Mr. (G) LEBANG, Mr. (G)	<i>Côte-d'Ivoire/Ivory Coast/Costa de Marfil:</i> ESSIGAN, M. (G) KOUADIO, M. (E)	<i>Guinée/Guinea/Guinea:</i> SIDIBE, M. (G)	<i>Kenya/Kenya/Kenia:</i> GETHENJI, Mr. (G) MUSIKO, Mr. (G) OWUOR, Mr. (E)
<i>Brésil/Brazil/Brasil:</i> LAMOUNIER, Sr. (G) MONTENEGRO CASTELO, Sr. (G) DELLA MANNA, Sr. (E)	<i>Egypte/Egypt/Egipto:</i> ALFARARGI, Mr. (G) TAHER, Mr. (G) EL-HARRAWI, Mr. (E)	<i>Haïti/Haiti/Haiti:</i> FOUCHARD, M. (G)	<i>Liban/Lebanon/Líbano:</i> BECHARA, M. (T/W)
<i>Burundi:</i> NSANZE, M. (G)	<i>El Salvador:</i> GONZALEZ, Sr. (G) HUEZO MELARA, Sr. (G)	<i>Honduras:</i> MALDONADO MUNOZ, Sr. (G) GUTIERREZ NAVAS, Sr. (G) MARTINEZ, Sr. (E)	<i>Libéria/Liberia/Liberia:</i> MORNORKONMANA, Mr. (G) KPANAN, Mr. (G)
<i>Cameroun/Cameroon/Camerún:</i> ACHIRI FRU, M. (G) NGAKOU, M. (G) ABONDO, M. (T/W)		<i>Indonésie/Indonesia/Indonesia:</i> PITOYO, Mr. (G) SIMANJUNTAK, Mr. (G) JACOB, Mr. (T/W)	

<i>Malaisie/Malaysia/Malasia:</i> ABDUL LATIFF BIN SAHAN, M. (G) ABDUL JALIL MAHMUD, Mr. (G) NARAYANAN, Mr. (T/W)	<i>Ouganda/Uganda/Uganda:</i> ODONGO, Mr. (G)  <i>Papouasie-Nouvelle-Guinée/ Papua New Guinea/Papua Nueva Guinea:</i> KEKEDO, Miss (G)	<i>Soudan/Sudan/Sudán:</i> MUSTAFA, Mr. (G) HAIDOUB, Mr. (G)  <i>Suriname:</i> SION, Mr. (G) TJOA, Mrs. (G) ZUNDER, Mr. (T/W)	<i>Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:</i> WILLIAMS, Mr. (G) HUTCHINSON, Mrs. (G) GRENADE, Mr. (E)
<i>Maroc/Morocco/Marruecos:</i> SKALLI, M. (G) KHALES, M. (G) EL AZMANI, M. (E)	<i>Pérou/Peru/Perú:</i> BARRENECHEA CALDERON, Sr. (G) Pérou SALMON de la JARA, Sr. (G) GALLIANI WINDER, Sr. (E)	<i>Swaziland/Swaziland/ Swazilandia:</i> MATSEBULA, The Hon. (G) BEMBE, Mr. (G)	<i>Tunisie/Tunisia/Túnez:</i> MEBAZA, M. (G) BEL HADJ HASSINE, M. (G)
<i>Mexique/Mexico/México:</i> TELLO, Sr. (G) LOMBERA PALLARES, Sr. (G) BARAJAS FERNANDEZ, Sr. (E)	<i>Philippines/Philippines/ Filipinas:</i> NORIEL, The Hon. (G) BRILLANTES, Mr. (G) INOCENTES, Mr. (E)	<i>Tanzanie, République-Unie de/ Tanzania, United Republic of/ Tanzania, República Unida de:</i> MDAMO, Mr. (G) USSI, Mr. (G)	<i>Turquie/Turkey/Turquía:</i> YAVUZALP, M. (G) TURAN, M. (G)
<i>Niger/Niger/Niger:</i> NADIJR, M. (G) DJOULA, M. (G)	<i>Royaume-Uni/United Kingdom/ Reino Unido:</i> ROBINSON, Mr. (G) JOLLY, Mr. (G)	<i>Thaïlande/Thailand/Tailandia:</i> VADANATHORN, Mr. (G) POTCHANA, Mr. (G) NAKORNSRI, Mr. (E)	<i>Venezuela:</i> PAVAN, Sr. (G) RODRIGUEZ, Sr. (G) VILLALOBOS, Sr. (E)
<i>Nigéria/Nigeria/Nigeria:</i> CHIKELU, Mr. (G) WILLIAMS, Mr. (G) OKOGWU, Mr. (E)	<i>Singapour/Singapore/Singapur:</i> SWEE, Mr. (G)	<i>Zaire/Zaire/Zaire:</i> NDONGALA, M. (E)	<i>Zimbabwe:</i> SHAVA, The Hon. (G) MOTHOBI, Mr. (G)







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# Provisional Record

Seventy-first Session, Geneva, 1985

## Thirty-third Sitting

Thursday, 27 June, 10.30 a.m.

Presidents: Mr. Ennaceur, Mr. Smith

### ANNOUNCEMENT BY THE CLERK OF THE CONFERENCE

*Interpretation from French:* The PRESIDENT—I give the floor to the Clerk of the Conference, who will make an announcement.

*Interpretation from French:* The CLERK OF THE CONFERENCE—There are three corrections to be made in the report of the Committee on Structure.

The corrections are in paragraph 98. The first is in the second line, in the remarks of the Government member of the USSR, Mr. Davydov, which should read as follows (*the speaker continues in English*): “Davydov, speaking on behalf of the group of socialist countries,”. The second correction is in the 16th and 17th lines: replace “his Government reserved its position at the present time. Its” by “the socialist countries reserved their position at the present time. Their”. And the last correction is in the last but one line: replace “his delegation” by “their delegations”.

### REPORT OF THE COMMITTEE ON EQUALITY IN EMPLOYMENT: SUBMISSION, DISCUSSION AND ADOPTION

*Interpretation from French:* The PRESIDENT—Now, if we may, we shall proceed to the submission, discussion and adoption of the report of the Committee on Equality in Employment.

I would like to invite Mrs. Pitso, Government adviser, Lesotho, Chairman of the Committee on Equality in Employment, and Ms. Griffin, Government adviser, Australia, the Reporter, to come up to the rostrum.

Ms. Griffin, would you be good enough to introduce the report of the Committee.

Ms. GRIFFIN (*Government adviser, Australia; Reporter of the Committee on Equality in Employment*)—It is my privilege on behalf of the Committee on Equality in Employment to present this report to the Conference.

The report adopted by the Committee describes the work of the Committee and covers some of its wide-ranging discussions.

May I perhaps draw your attention to an error on page 12 of the *Provisional Record*, No. 26, where the heading in the middle of the page should read “Conclusions” and all the following words in that heading should be deleted. I mention this because the conclusions form an integral part of the resolution of the Committee. I would also like to mention and

apologise for some errors including some misspellings of names which have somehow crept into the text despite our best efforts. These of course will be corrected.

Progress and problems are highlighted in the report, and this exchange provided valuable information which also assisted in the preparation and consideration of the resolutions now before you for adoption.

Following determination of a number of amendments in tripartite sittings, a Working Party established by the Committee prepared a draft resolution in which only five items, which had not been agreed upon, were referred to the Committee for decision, prior to its consideration of the resolution as a whole. Details of these five items, and of a draft resolution submitted to the Committee, but not pursued, are found in paragraphs 77-81 and paragraph 13 respectively of the report.

The Committee has prepared a comprehensive resolution for adoption by the Conference. This resolution comprises a preamble and conclusions including recommendations for further action by member States and by the ILO itself.

The preamble to the resolution reaffirms the validity of the Declaration on Equality of Opportunity and Treatment for Women Workers and the Plan of Action adopted by the Conference in 1975. The preamble invites and appeals to member States to give effect to that part of the conclusions dealing with national action and to ratify and implement relevant ILO Conventions and Recommendations. The preamble also invites the Governing Body to bring the resolution and its attached conclusions to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, which is to begin three weeks from now in Nairobi.

The introductory section of the conclusions briefly evaluates progress made in the last ten years towards equality of opportunity and treatment for men and women in employment. Although there is much greater awareness of the issues involved, progress has been uneven. In many countries women are still held back by economic and social restraints which may indeed have increased in recent years during the world-wide recession.

In many developing countries, rural women are severely affected by increasing poverty and deteriorating living standards.

Finally, it is noted that lasting peace is essential to economic progress and social justice, and therefore to the full implementation of equality of opportunity for men and women workers.

The detailed conclusions in Part I on National Action, as appropriate to national circumstances, contains sections on equal access to employment and training with priorities noted for the attainment of objectives concerning: equality of remuneration, working conditions and environment; maternity protection; problems of workers with family responsibilities; social security matters; participation of women in economic and political life, and especially in workers' organisations, the need for improved data and administrative arrangements to promote equality of opportunity.

Broadly summarised, these sections constitute a 1985 updating of the 1975 Plan of Action and the practical measures suggested were considered by the Committee in the context of wide differences in national conditions and circumstances.

Finally, in Part II, there are some conclusions for action by the ILO itself, which emphasise, *inter alia*, the need for the ILO to bear in mind equality of opportunity issues in preparing new standards and revising old ones, to continue to collect and evaluate data, to carry out research and to issue publications on a wide range of issues related to women workers, to ensure that women as well as men are responsible for and benefit from the ILO's technical co-operation programme and to set an example in all its services and structures in the implementation of equality of opportunity and treatment between men and women.

I have omitted many details contained in this comprehensive resolution in the interest of brevity, but I have one pleasant task to perform on behalf of the Committee. I wish to thank the Secretariat for their unfailing help and assistance and to convey through you, Mr. President, the gratitude and thanks of the Committee to our Chairperson, Mrs. Pitso, whose wisdom and patience guided our discussions.

*Interpretation from French:* The PRESIDENT—The discussion on the report is now open.

Mrs. PITSO (*Government adviser, Lesotho; Chairperson of the Committee on Equality in Employment*)—On behalf of the Committee on Equality in Employment, allow me, Mr. President, to take this opportunity to congratulate heartily you and your Vice-Presidents on your unanimous elections to these positions of responsibility. These were obviously wise choices by the Conference, as the success of its work, now apparent in these final days, testifies.

The Reporter, Ms. Griffin from Australia, has given a very useful summary of the contents of the Resolution on equal opportunities and equal treatment for men and women in employment, prepared by the Committee for adoption by the Conference.

Naturally we may not have agreed on all of the issues we discussed, but to me the Committee's significance lay more in the very ability of the three groups to sit down together and talk frankly. I am confident that this constructive endeavour will be followed up by practical action in many countries. Indeed, that would be a noble achievement of this Committee.

Despite many difficulties in the Committee's work, the final result—a comprehensive resolution—is a considerable triumph in my view for the Committee and for the Conference, and for the ILO as a whole.

The position of women is a delicate issue in every society—rich or poor—and under every social system

or religion. Whatever sensitivities may already have been presented tended to be exacerbated by the rapid process of economic development over the last 40 years in many developing countries, and also by the recent global economic recession.

The fact that in the ILO an accommodation has to be reached, taking into account the interest of the workers and the employers, has not made the Committee's work any easier, although this fact certainly enhances the authority of the resolution it has finally prepared.

Taking note of the Office report, which constitutes an in-depth analysis of the situation of women workers in the world, the Committee urged the Governing Body to bring the conclusions attached to the resolution to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace. Both the ILO and the United Nations Conference should contribute to a streamlining of activities for the advancement of women in new and innovative directions.

The task of the Committee on Equality in Employment demanded a high degree of commitment, precision and insight. The conclusions before you evaluate the progress made in the last ten years toward equality of opportunity and treatment for men and women in employment. Although there is a much greater awareness of the issues involved, progress has been uneven. In many countries, women are still held back by economic and social restraints, which may indeed have increased in recent years during the world-wide economic crisis. The high unemployment rate among women in many countries is especially alarming. In the light of statistics we know that they are the sole source of maintenance and care for approximately one-third of the world's families. In many countries, rural women are severely affected by increasing poverty and deteriorating living standards. The conclusions presented to you as a result of the general discussion emphasise that disadvantages suffered by women in employment are the disadvantages of society as a whole. Society is the poorer when half of its resources are not fully mobilised towards the goal of development. It is noted that lasting peace is essential to ensure economic progress and social justice, including the full implementation of equality of opportunity and treatment for men and women workers.

The detailed conclusions call for action and practical measures to promote full, productive and freely chosen employment for women. Some of the more important points in the conclusions are the following: referring to the Equal Remuneration Convention, 1951 (No. 100), and other relevant international labour Conventions, the conclusions emphasised that their implementation would generally improve the conditions of working women. The concept of participation of women was considered crucial in ILO activities especially at the grass-roots level in the design, implementation and evaluation of development projects. Special attention is given to strengthening the role of women in trade unions and co-operatives supporting women's organisations at the national and local levels to ensure that women's needs are reflected in development programmes and projects to enable their participation in the decision-making process. Attention is drawn to the role of education, training and information to change tradi-

tional attitudes and raise women's awareness alongside that of men and to seek their engagement in the process of equality and development.

The conclusions attached to the resolution constitute an update of the Plan of Action adopted by the Conference in 1975. It would be wrong to suggest that the Committee has completely revised the earlier Plan of Action for it contains a great many innovative elements; but the new conclusions are more specific on some points of detail and reflect current thinking, for example, on the possible need for new instruments in areas like home-based work and for the possible revision of some established standards with a protective element such as the Night Work (Women) Convention (Revised), 1948 (No. 89). What is most important, however, is that once the Conference has adopted this resolution, as I trust it will, the ILO and all its Members and officials will have a basic document dated 1985 rather than 1975 to refer to at every international meeting on women.

In your presence, Mr. President, I should like to thank the Committee for its concerted and co-ordinated response to this important theme. Each delegate participated in the deliberations, the negotiation process of which was conducted in a spirit of co-operation and consensus. I wish especially to thank—not simply as a formality but in a very personal sense—the two Vice-Chairpersons, Ms. Andreasson and Mr. Williams, and Ms. Griffin, our Reporter. Both the Employers' and Workers' groups were really very helpful and I am indebted to Ms. Andreasson and Mr. Williams for their tremendous co-operation and above all for their unfailing support. I also should like to take this opportunity to thank all the members of the Secretariat under the able leadership of Mr. Adossama, the Chief of the ILO Promotion of Equality Department, for their untiring efforts in making the Committee the success that I believe it has been.

In conclusion, let me reiterate the gratitude of my country, Lesotho, and indeed the continent of Africa, for my election to the Chair of this important Committee. I should like to thank the Committee itself and the OAU which supported me. And with these words, I urge the Conference to adopt this report of the Committee on Equality in Employment.

Mr. WILLIAMS (*Employers' delegate, Barbados; Vice-Chairman of the Committee on Equality in Employment*)—Permit me, Sir, to add my sincere congratulations to those already extended to you and your Vice-Presidents on your election to preside over this session of the Conference.

May I also on behalf of the Employers' group extend my thank to Mrs. Pitso, our Chairperson, Ms. Griffin, our Reporter, Ms. Andreasson, the Workers' Vice-Chairperson, and the staff of the Secretariat for their understanding of the difficulties which confront men when they have to deal with women's problems at close range. At all times, their kindness was generous.

It is the view of the Employers' group that the report, resolution and conclusions of the Committee on Equality in Employment which the Conference is being asked to consider and adopt represent a sound basis on which the ILO can make a valuable contribution to the proceedings of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, which will be

held next month at Nairobi. It has been my privilege to have received, on behalf of the members of the Employers' group from other members of the Committee, many kind remarks about and recognition for the constructive part we played in the general discussion leading up to and including the final text of the resolution and conclusions which are now before you.

We appreciate these sentiments more especially because it is not readily apparent from a reading of the report what arguments and eventual compromises were made within the Committee or the manner in which the vast majority of the points referred to in the detailed conclusions were determined. Not all were consensually agreed. However, this was the rule in the working party which was finally established to consider more than 200 proposed amendments to the Office text and to report back to the full Committee after two days of deliberations. In these circumstances, it seems appropriate that we should wish to make a few additional observations on the report and conclusions for the benefit of the Conference.

The greatest concern of the Employers' group has been the apparent failure of the Committee to have understood that its work was primarily of an advisory nature and had nothing to do with standard-setting activities or with the review of the personnel policies and procedures of this Organisation. Regrettably, this confusion of purpose has led to the production of a result which is in our view too detailed and lengthy. Indeed, the conclusions have the potential to induce a preponderance of new national legislation at a time and against a background of prevailing experience and economic circumstances which show that more is required to be done to eliminate such discrimination in employment than the enactment of laws. It was precisely for this reason that the approach of the Employers' group in considering the problems relating to the promotion of equality in employment emphasised two factors which we believe to be of fundamental importance. All practical measures which can be developed to help find solutions to the problems of women workers may be built upon the foundations of these factors. They are as follows.

Firstly, we believe that sustained economic growth and development offer the only assurance that new opportunities for increased employment and self-employment will continuously be created. A stagnant or declining economy disposes of jobs and makes it extremely difficult for new entrants to the labour market to find or retain jobs. In many countries, whatever the stage of their development or their economic situation, the impact of the recent international recession has disproportionately and adversely affected women workers. Also, in many countries, especially developing countries, population control and family planning policies are today integral aspects of national economic and social policy and are seen to be a means of promoting greater participation of women in the labour force. The report was notably silent on the impact of population control and family policies on the promotion of equality in employment.

Our second point is that employers' and workers' organisations must be directly involved at all stages of policy formulation and implementation relating to questions of equality in employment. Greater attention than was directed to this factor in the Office report should in future be given by the Office within its programme of activities to strengthening the role

of the social partners in promoting equality policies, especially in developing countries. Some employers' organisations, for example in the Asian region, have already taken initiatives in this field. There is, therefore, real potential for further development through voluntary collective measures and machinery as well as by formal personnel administration policies and programmes. Essentially, such measures will be informational, promotional and preventive and will be supervised by the parties concerned to ensure that the protection and opportunities which are offered are available to women and men alike. This is necessary because the overriding concern of the management of enterprises, in particular private enterprises, is and must always be to fill job vacancies by selecting the persons who are most suitable to fill the requirements of jobs and to advance the careers of those workers who have demonstrated a fervent capacity to undertake higher responsibility regardless of sex or other similar factors of discrimination in employment.

Regarding access to employment and equal remuneration, the Employers' group believes that these are part of a continuous process of development which starts with the provision of, and access to, adequate educational and vocational training facilities and an encouragement to women to make the fullest use of such facilities as the means most appropriate for equipping themselves to undertake job responsibilities, particularly in non-traditional occupations, and to compete on an equal footing with men, especially for the jobs of the future. In this way, we believe that the upward mobility of women workers at all levels of responsibility within the enterprise will be sustained, thus making it possible to bridge the alleged wage gap between men and women workers by measures which simultaneously will promote occupational integration of men and women while progressively eliminating job segregation.

The Employers' group recognises that major constraints in providing and/or developing the necessary social infrastructure to accommodate these desirable occupational and employment changes include economic underdevelopment and fiscal insolvency. Regrettably, these impediments mostly affect the developing countries, where the majority of the world's female population lives, to a large extent, in rural communities. In such circumstances, national priorities quite understandably are not so much directed towards the promotion of occupational mobility and equality but towards preventing starvation, alleviating poverty, improving primary health care and eradicating illiteracy. It is obvious that measures aimed at achieving the full integration of women in the labour force justify the early review and repeal of those protective measures, legislative and otherwise, which in the light of current scientific and technological knowledge appear unreasonably to restrict the fullest utilisation of female labour in certain jobs or at night. One such example is Convention No. 89, which is a matter that we were given to understand and are pleased to note will be considered by the Governing Body shortly.

Underlying the range of activities which are set out in the conclusions to be considered by the Office at a later time is the need for collecting and preparing reliable up-to-date statistical information regarding women workers. The Employers' group would hope

that in future reports conclusions will more adequately be substantiated by relevant facts and other statistical information. There was some concern in our Committee that in a few instances important general conclusions were stated in the Office text and in the Committee's report which were not supported by corroborative facts as was warranted.

Taken together, these observations which I have just made are not a criticism of the Committee's sterling and successful efforts. Instead, they are intended to reveal the delicately balanced compromises which were struck by the Committee in the interest of providing the main contribution of our Organisation to the forthcoming Nairobi Conference. We shall support the resolution and conclusions as they were agreed at the Committee's 11th sitting subject to the reservations mentioned in paragraphs 81, 87 and 90 of the report, and have pleasure in commending the report to the Conference for adoption.

Ms. ANDREASSON (*Workers' adviser, Norway; Vice-Chairperson of the Committee on Equality in Employment*)—Mr. President, at this late stage, I feel it is more appropriate to be one of the first to congratulate you for the way you have conducted the business of this Conference than to be the last one to do it for your election.

This is probably the last time I shall be taking part in this Conference and, to tell you the truth, I never thought that in 1985 I would end up my duties in the trade union movement by discussing once more the question of equal opportunities and treatment for men and women workers in employment. I never thought that I would have to fight the same battle again in this Conference and try to win support for principles and action which had been agreed upon ten years ago.

Indeed, some progress has been made and the report which is now before you acknowledges it. But the pace has been so slow. The discussion we had in the tripartite Committee as well as in our own Workers' group has brought to light how much remains to be done. All over the world the work done by women is still underpaid. They are still to be found largely in a narrow range of low-skilled occupations or where their skills are grossly undervalued.

The economic recession has hit women very severely, increasing unemployment and cutting into social services and programmes which had not only enabled them to combine work and family responsibilities more easily but which were also a source of employment for many of them.

Women in the rural areas of developing countries have been the hardest hit of them all.

In addition, structural adjustment and the introduction of new technologies are causing great concern and are changing the employment context in a way to which women are not as well prepared to adjust as men, because of the many past and still existing discriminations. The conclusions of the report take this rather bleak situation into account.

We must reaffirm the validity of the Declaration adopted in 1975 on the same subject and of the Plan of Action adopted then as well.

Our Committee has worked hard in order to be able to recommend to you a number of priorities for the next few years. It is really necessary to make a

stronger effort to translate them into achievement. I am convinced that the implementation of equality of opportunity is essential to put an end to poverty and unemployment.

Women's contribution to the economy must receive full recognition, obstacles to women's equal access to employment must be removed and a change of attitude further promoted to lighten the burden of women and achieve a better sharing of domestic and child-care responsibilities.

With regard to one point made in the report by the Employer member of Swaziland, I should like to point out that the working party considered very carefully the question of demography in the developing countries, and paragraph 7(b) was adopted as it is because the Workers' members of the developing countries wanted to have access to family planning more easily. They also considered themselves responsible enough to decide on the number and spacing of their children if only the means and information were at their disposal.

There is a whole section in the conclusions devoted to education and training as the foundation for equality of opportunities. There is also emphasis on the necessity for positive action in order to redress the imbalances due to direct and indirect discrimination against women, not only in employment but also at the decision-making level.

And I should like to point out to you the appeal made in the last part of the conclusions to this Organisation, the ILO, of which we are proud and which as workers we support wholeheartedly.

We feel it is time that the ILO looked at itself and gave an example to the world in the implementation of equality.

To say that women have equal access or equal opportunities is not enough. It is not enough to pass laws. It is not even enough to establish enforcement machinery. Concrete steps must be taken to create the conditions which will enable women to participate equally in work as well as in the decisions that will affect their working life. It may be a matter of joke to demand child-care facilities for participants at this Conference, but women are now more than 40 per cent of the labour force in many countries and not prepared any more to be barred from representing their own interests themselves.

The conclusions contained in the resolution before you constitute, as I said before, the result of hard work and hard negotiations. As it is they will make, I am convinced, a satisfactory and meaningful contribution to the United Nations Conference to Review and Appraise the Achievements of the United Nations Decade for Women.

It is our hope that they will also be taken into account in the strategies which are to result from the Nairobi Conference.

However, it is at the ILO that we have aimed them. We hope that they will guide member States, employers' and workers' organisations, on the national as well as on the international level, in their efforts to achieve equality of opportunity and treatment for men and women workers.

I should like, as the others, to thank Mrs. Pitso for providing our tripartite committee with an efficient and smooth hand, my colleague the Vice-Chairman from the Employers' group, Mr. Williams, the Office Secretariat for all they have done and, last but not least, Ms. Griffin, our Reporter, for the fine report

and for the excellent jobs she did in the working party—very efficient but at the same time smooth and in a good spirit.

I now move the adoption of the resolution and the report, and I trust you will give it your full support.

*Interpretation from German:* Mr. MARTINEK (Government delegate, Austria)—As far as the Austrian Federal Government is concerned, the results of the discussion on item 7 of the agenda concerning equal opportunities and equal treatment for men and women in employment are results which we can certainly welcome.

As my delegation sees it, these results should also receive the support of other governments. Certainly, there are certain reservations which will be made, and there will perhaps be a further discussion of this item. This is often the fate of resolutions which are drawn up in this way under considerable time pressure and difficult working conditions.

The resolution is the contribution which we would like the ILO to make to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women. This meeting will take place in Nairobi. This World Conference has, inter alia, the task of establishing priorities and strategies up to the year 2000, not just to implement the three main targets, that is, equality of rights, development and peace, but also as regards the somewhat related subjects of employment and health. The conclusions contained in this resolution, I think, make a very special contribution to the sub-item concerning employment which is on the agenda of the United Nations Conference. I think a certain amount of progress has been achieved since the World Conference of the International Women's Year and this has already been quite clearly pointed out by previous speakers. But not all the targets laid down by the Decade have been implemented and I think it is even more significant for us to recall all these necessary activities in our instrument and try to make greater efforts to implement these measures.

The Director-General, Mr. Blanchard, in his statement yesterday morning, mentioned the work of this Committee and paid tribute to it and stressed the importance of the draft resolution and conclusions. My delegation would like to associate itself with the Director-General's comments. We feel it is due to the excellent way in which the Committee and the Working Party was chaired, as well as to the contribution by the Vice-Chairman and the participation of the members of the Committee and the Working Party, that the resolution included measures which can be taken within individual countries and also measures which can be implemented at the international level. And we should not forget to pay tribute to the enormous amount of work done by officials of the Office. We feel that the conclusions are ones which we should be supporting for three reasons.

First of all, in the few days which remain before the Nairobi Conference, it has been possible to draw up a document which is to be the contribution of the ILO to that gathering. This is particularly remarkable since, in many discussions prior to the Nairobi Conference, in particular as far as future strategies are concerned covering the period up to the end of the century, no world-wide consensus has so far been achieved. Therefore, my delegation feels it very important that the ministers and the heads of delega-

tions have managed to produce this positive contribution which will be presented by the ILO to the Nairobi Conference.

Secondly, the document highlights the special aspirations of the ILO, a body in which discussions take place on a tripartite basis concerning the adoption and implementation of measures to improve the situation with regard to equal opportunities and equal treatment for men and women in employment.

Thirdly, the document requires that appropriate account should be taken of the conclusions in the future activities of the ILO. As we see it in Austria, the trend towards greater equality which is occurring in this century will in fact be confirmed. It is an important task of the ILO to supervise the application of these measures and Austria will certainly contribute to this supervision in the Governing Body.

Mr. ANAND (*Employers' adviser, India*)—Mr. President, may I, at the outset congratulate you on your unanimous election to the presidency of this momentous Conference. On the basis of your method of work during the last two weeks or so, I have no hesitation in stating that the spectacular success towards which this Conference is heading is primarily due to your deft handling of difficult situations. This is an eloquent tribute to your sagacity and wisdom.

I also take this opportunity to congratulate Mr. Francis Blanchard for his brilliant Report and the very inspiring address that he made yesterday in reply to the general debates and in which he called for the support of the international community in the difficult tasks that lie ahead.

With regard to the report of the Committee on Equality in Employment, I must say that the recommendations will contribute considerably to the promotion of equality of treatment for women in employment, and ensure that it becomes a reality all over the world. The decade of debate since the United Nations took the initiative in this respect has naturally elicited universal interest and aroused further expectations. These have been encouraged by free, compulsory education, especially in the developing countries. The Committee, awash as it was with about 300 amendments to the Office text and a further 150 amendments presented during discussions, had to strive hard to formulate a document which would retain its basic and distinctive character without being weakened by sectoral pressures, group ideological differences and occasional attempts to introduce diversionary phrases in the text.

It was heartening to see that, contrary to initial apprehensions during discussions in the Committee, the Working Party members and the group leaders displayed remarkable resilience and a wonderful spirit of mutual accommodation. I believe that the plenary will be happy unanimously to recommend this report to the Governing Body and to the United Nations Conference at Nairobi with a view to the formulation of a phased plan of action for the remainder of the century.

I must refer to a vital aspect of the document. The introductory chapter refers to the increasing poverty and deteriorating standards of living of rural women. It is, however, a matter of considerable regret to some of us in the Employers' group that the report lacks an adequate and effective reference to the population explosion which is a frustrating factor

aggravating poverty and adversely affecting living standards. Rural poverty, I submit, has persisted despite the strenuous efforts and substantial financial inputs of national governments and international agencies and institutions. This has been due largely to inadequate and slow response to measures adopted in the field of population control and family planning, particularly in some African, and most Asian countries. The lack of reference to this fact in the document has caused concern to many of us, at least in the Indian Employers' group. In my own country, plans are now under way, under the Seventh Plan, as our Prime Minister, Rajiv Gandhi, has said, to make this a people's movement and to provide renewed momentum in this respect. I am aware that the United Nations and the ILO have laid emphasis on family planning and population control, but I am afraid that the total absence of reference to this subject and its relevance to the quality of women's lives, as well as to poverty and living standards in the report under discussion, may lead to a slowing down of the programmes if resources currently allocated to them are diverted to other activities. These resources will in fact have to be substantially increased and efforts intensified, if any worthwhile results are to be achieved by the year 2000. The beneficiaries would undoubtedly be the women themselves since they would secure a better quality of life and better conditions of work and, *de facto*, equal socio-economic opportunities.

I hope that the Governing Body will take note of and remedy this omission, and will not allow programmes and activities in this sphere to be relegated to a state of complacency due to a lack of effective reference in the report.

Historically, spiritually, constitutionally and operationally India has always afforded an equal, if not a higher, status to women. Over the ages, each undertaking whether it be a war or a constructive new activity, has been marked and preceded by the propitiation of the deity within both communities and families. And in all parts of India—North, East, Centre, South and West—the Deity as an incarnation of God almighty has invariably been a goddess. The female is represented as Shakti or the power of providence. This practice has facilitated the acceptance, without inhibition, of female leadership even in socio-economic and occupational fields. When India gained independence in 1947, one of the first measures to be adopted by Parliament was equality of rights to property between women and male claimants. Since then India has not looked back. In its successive five-year plans, programmes for women's education, emancipation, job opportunities and equality in employment and economic activity through self-employment and entrepreneurship, have been given high priority and progressively received increasing resources. In this task the Indian employers' organisations and associate bodies have wholeheartedly co-operated with, promoted and assisted several voluntary agencies. However, we have been restricted by the taxation system in India which became very stringent in 1984 and made it almost impossible for employers to discharge their social obligations in this respect.

However we are fortified by the fact that article 12 of the ILO Declaration of 1975 calls for a review of taxation systems whenever such systems constitute an obstacle to women's employment. The restriction



and elimination of education and training for women do, in my humble opinion, constitute such an obstacle and I plead for this article to be invoked and call upon the ILO to undertake an immediate review in my country.

Owing to the size of my country and continued population growth undoubtedly we have a long way to go yet, but equality for women in employment and participation is no longer a matter of doubt or subject to debate in India. All employment opportunities as my senior, Mr. Williams, has already emphasised, are a consequence of economic development alone, as is also rightly pointed out in the report under discussion. I suggest that the Governing Body, while considering the subject, should therefore be guided by the integrated nature of the pre-conditions for increased opportunities, namely economic growth, population control and human creative and productive employment opportunities, in setting its priorities. Any talk of equal opportunities without simultaneous and in fact aggressive action on the triangular pre-conditions will undoubtedly continue to result in deteriorating living standards and further poverty. This will, moreover, cause disappointment and promote inequality between the sexes in urban and rural areas.

To conclude I feel obliged, on behalf of the Indian employers, to draw Mr. Blanchard's personal attention to these vital aspects, such as family planning, which were not sufficiently explicit though otherwise inherent in the work and approach of the ILO. While I apologise to the Director-General for this liberty of intervention I hope and plead that the Governing Body, composed as it is of dynamic, progressive, seasoned and representative administrations of public policy, will be fully aware, in the framework of its own responsibilities, of the far-reaching consequences of slow or inadequate action regarding the pre-conditions highlighted by the Employers' group in the Committee and pinpointed by myself, somewhat elaborately just now, with a view to ensuring a correct focus in the memorandum of the report to be forwarded to the United Nations Conference next month in Nairobi.

I commend the report for unanimous adoption.

*(Mr. Smith takes the chair.)*

Miss LOCKHART (*Government adviser, United States*)—The United States is extremely pleased to have participated in the work of the Committee on Equality in Employment. We consider, in our country, equality of opportunity in employment to be extremely important and therefore commend the Governing Body for having placed that subject on the agenda for consideration during this Conference.

We are about to consider today, for adoption, the report of the Committee on Equality in Employment. That report addresses many important matters relevant to the broad issue of equality of opportunity in employment which the United States fully supports. Unfortunately, however, the report also contains several provisions in the conclusions which are a matter of concern to us. While we support the adoption of the report because we believe it is a commendable achievement, we wish to identify at this time both provisions about which we have reservations; they are as follows.

First, we have reservations about that portion of paragraph 7 (a), which provides that the cost of maternity protection and benefits should be borne by social security systems or public funds or by means of collective arrangements. We believe that the language contained in this section may impose financial obligations on governments which are already operating within tight budgetary constraints. Accordingly, the imposition of such further obligations on government, in our view, may not be realistic.

Second, we have reservations regarding paragraph 7 (b), which provides that measures should be taken to ensure that couples and individuals have access to the necessary information, education and means to exercise their right to decide on the number and spacing of their children. It is unclear whether "individuals" includes persons below the age of majority or minors, and what exactly is intended by the reference to "and means". We find that the language of this very significant provision is imprecise and subject to various interpretations, some of which may be unacceptable to us.

Finally, we have reservations regarding that portion of the report which provides, and I quote: "Special programmes should also be devised for women who are compelled to make a living by prostitution by offering them work opportunities and if needed, social assistance." We should like to make clear that we understand and interpret the language of this section, which we feel is ambiguous, as meaning alternative work opportunities. We believe, again, that the language in this section is imprecise and it too may be subject to unintended interpretations. Accordingly, for the foregoing reasons, we wish the record to reflect our reservations regarding the provisions mentioned.

In conclusion, we should like to join with the previous speakers in expressing our sincere appreciation to the Chairperson of the Committee, Mrs. Pitso, for her direction during the deliberations of our Committee. We also wish to express our appreciation to the Vice-Chairpersons, our Reporter, the members of the Working Party, the Drafting Committee, the members of the Secretariat and our interpreters for their efforts over the last few weeks.

*Interpretation from Russian:* Mr. KOUDRIAVTSEV (*Government adviser, USSR*)—The report of the Committee on Equality in Employment, presented to the General Conference, and the resolution that has been prepared by the Committee, are the result of a great deal of hard work. The task to be carried out was not an easy one. We are not giving away any secrets when we state that many members of the Committee held positions on a number of important questions that were sometimes very different and, on certain issues, diametrically opposed. The great political significance of the resolution that has been prepared by the Committee resides in the fact that it not only defines the future orientation of the work of the International Labour Organisation in the field of equality of opportunity for working women, but also constitutes a contribution to the work of a very important international conference to be convened in Nairobi next month, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, which has three interlinked objectives: equality, development and peace.



In the resolution a number of basic provisions have been formulated which are of great significance with regard to the fight to assure not only legal but also *de facto* equality between men and women.

In socialist countries, concern about working women, mothers, housewives and those who look after the home, are one of the most important principles of social policy. In socialist countries, a broad series of measures has been introduced in order to provide state assistance to families with children and to create the most favourable conditions for combining the happiness of motherhood with the joy of active participation on an equal footing in labour within society.

The principles referred to in the resolution submitted for our consideration, such as the elimination of all forms of discrimination against women, equal remuneration for equal work for men and women, maternity protection, assistance in regard to child-care and educating children, equality of opportunity concerning education and vocational training, assuring the active participation of women in all spheres and at all levels of political, social and economic life, and many other principles have already been fully applied in socialist countries. Nevertheless, our peoples, legislative bodies, governments, trade unions, women's and other social organisations rightly consider that a great deal still has to be done in order to ensure improved conditions for women to participate at one and the same time in both production and family life. These problems are among the most important priority tasks in the economic and social development plans of our countries.

I have been authorised by the Governments of the Byelorussian SSR, the People's Republic of Bulgaria, the Hungarian People's Republic, the German Democratic Republic, the Republic of Cuba, the Mongolian People's Republic, the Ukrainian SSR, the Union of Soviet Socialist Republics and the Czechoslovak Socialist Republic, to state that we support the report and the resolution submitted by the Committee which includes detailed provisions and conclusions concerning these issues. Naturally we realise that the resolution is the result of a compromise among the representatives of different States and parties.

The final document of the Committee does not include all the provisions contained in the resolution submitted by the German Democratic Republic and the Czechoslovak Socialist Republic, nor the amendments presented by the representatives of socialist countries in the Committee. In particular, it is to be regretted that the draft resolution of the Committee contains no reference to the most important issue of resolving problems relating to disarmament, not only in order to maintain peace throughout the world, but also to resolve the concrete problems faced by women world-wide, working women and mothers.

In spite of the observations I have just made, we can lend our support to the resolution and would express our conviction that this document will make a positive contribution to the achievement of genuine equality between working men and women in all countries of the world.

The adoption by the General Conference of a resolution on this subject will place a responsibility upon the International Labour Organisation to deal more effectively in the years to come with problems

concerning equality of opportunity and treatment for men and women in employment.

In conclusion, we should like to thank the Chairperson of the Committee, Mrs. Pitso, the Vice-Chairpersons, Ms. Andreasson and Mr. Williams, and the Reporter, Ms. Griffin, as well as the members of the Secretariat, headed by Mr. Adossama, who prepared comprehensive documentation for the meetings of the Committee and actively participated in its work.

Mr. 'MABATHOANA (*Government delegate, Lesotho*)—My delegation would like to add its warm congratulations to the Chairperson of the Committee on Equality in Employment and, of course, also to the other members of the Committee for presenting such a valuable report.

Last year, the 70th Session of the Conference was presided over by a woman President for the first time in the ILO's history. During the opening address, the then Madam President, Mrs. Anna-Greta Leijon, the Swedish Minister of Social Affairs, said that she hoped the phenomenon would not be the last one. In accordance with that wish, at another level this year, technical equality has been displayed by Mrs. Mamolete Pitso from Lesotho on behalf of the African region.

Let us witness more such situations, because women are social partners in accordance with the new international economic and social order.

The Committee examined 214 amendments. It adopted a resolution and conclusions which are fully supported by my delegation for adoption by this august assembly.

The PRESIDENT (Mr. SMITH)—If there are no more speakers, we shall now proceed to the adoption of the report of the Committee on Equality in Employment, paragraphs 1-92.

*(The report is adopted.)*

RESOLUTION ON EQUAL OPPORTUNITIES AND EQUAL TREATMENT FOR MEN AND WOMEN IN EMPLOYMENT, SUBMITTED BY THE COMMITTEE ON EQUALITY IN EMPLOYMENT: ADOPTION

The PRESIDENT (Mr. SMITH)—Next, we shall proceed to adopt the resolution on equal opportunities and equal treatment for men and women in employment. The adoption of the resolution also includes the adoption of the conclusions following it. If there are no objections, I declare the resolution adopted.

*(The resolution is adopted.)*

The PRESIDENT (Mr. SMITH)—On behalf of the entire Conference I know that you would want me to thank very much both the Chairperson of this Committee and the Employer and Worker Vice-Chairpersons; they have worked long and hard and all of us here on the Conference want to express our great appreciation to the officers of this Committee.

REPORT OF THE COMMITTEE ON STRUCTURE: SUBMISSION,  
DISCUSSION AND ADOPTION

The PRESIDENT (Mr. SMITH)—The next business before the Conference is the report of the Committee on Structure.

I should like to call first upon the Chairman and Reporter of this Committee, Mr. Jiménez Dávila, Government adviser, Argentina. I would also invite the two Vice-Chairmen of this Committee, Mr. von Holten, Employers' delegate, Sweden, and Mr. Muhr, Workers' delegate, Federal Republic of Germany, to have a seat at the table.

I give the floor to Mr. Jiménez Dávila to present the report.

*Interpretation from Spanish:* Mr. JIMÉNEZ DÁVILA (*Government adviser, Argentina; Chairman and Reporter of the Committee on Structure*)—The report I have the honour of submitting for the fifth consecutive time to this assembly is in conformity with the conclusions submitted in the last report of a Committee on Structure established by the Conference.

It is recommended that, at the beginning of its 72nd Session next year, the Conference examine directly the adoption of the entire set of amendments, including an additional provision under the item which is already on the agenda and which concerns article 7 regarding States not yet included in a protocol.

To stress the importance of developments this year, I will very briefly outline the situation in which the Committee found itself at the beginning of its work.

As you know, the Conference at its last session referred to two problems still in abeyance, concerning the protocol for the American region and the internal rules for the composition of the Employers' group of the Governing Body—to which was subsequently added the problem of the States not yet included in a protocol.

As you also know, the Conference had asked the Director-General to use his good offices to try to find a solution to these problems.

Of the three problems only the last, concerning the States not yet included in a protocol, had implications for the Constitution and Standing Orders.

Thanks to the Director-General's good offices it has been possible to find the basis of a solution. In spite of great efforts, the Committee was not able to overcome certain difficulties in the final drafting of these amendments to the Constitution and Standing Orders.

It considered, however, that the elements of a solution suggested by the Director-General made it possible for it at least to draft an additional provision in article 7, for inclusion in the agenda of the 72nd Session of the Conference. Thus, it was possible to recommend that the entire set of amendments be adopted in 1986. Logically enough, there is still a great deal of work to be done before the proposed texts become actual amendments, but again the good offices of the Director-General, whom the Committee has appealed to, give us every reason to be optimistic.

The other two decisions, although equally important, do not have implications for the Constitution or

Standing Orders, since they are to be included within the framework of the provisions already accepted. For this reason the Committee, without awaiting the final settlement of these questions, considered that it was possible to proceed to the adoption of the amendments to the Constitution and Standing Orders which, with the addition I have referred to, are now complete.

I would be remiss if I did not state that this conviction was not shared by all the members of the Committee. Many of them, in particular the Government, Employers' and Workers' representatives of the socialist countries, considered that the Committee should have remained faithful to the principle of the overall commitment or "package deal" on which its work has been based and that the constitutional amendments should not be adopted before all these problems were resolved. I fully understand this concern, but I would venture to hope that the conclusions of the Committee and the machinery we have introduced will, to a point, allay all their concerns. As I stated earlier, the Committee's conclusions confirm that it still intends to pursue the dialogue and reach unanimous agreement on all the questions of structure, even if it considers that it is impossible to postpone any longer the adoption of the constitutional amendment. This is reflected in a specific provision in the conclusions, to the effect that the Committee calls upon the good offices of the Director-General, in consultation with myself and with the various representatives and spokesmen and other interested parties, in the search for solutions that are acceptable to all. Last year's experience in this connection promises some hope of success.

As a delegate of the American region I would like to say that it would be difficult in practice to imagine the amendments to the Constitution being adopted without a protocol first having been drawn up for this region. The desire to find a solution that was evidenced in the negotiations among the governments of the region during this Conference, the good offices of the Director-General and the especially propitious opportunity offered by the forthcoming American Regional Conference lead me to believe that the States Members of the ILO of the American region will reach a satisfactory conclusion.

As for the internal rules of the Employers' group we have been able to observe a desire to keep the dialogue open, as shown by reference in the conclusions to the intention of the representatives of both parties, to hold meetings during Governing Body sessions. It is to be hoped that this constructive attitude, combined perhaps with a somewhat new approach to the debate which has proved somewhat repetitive over the years and taking the new ideas presented in the Director-General's Report as a basis, will also help to bring about the desired result. In any case, the Conference is expected to deal with this question in detail at next year's session.

I do not venture to assert that these are historical changes, but they do constitute a decisive step in the efforts that the Conference has made with a great deal of tenacity and patience for many years—too many, certainly, for some of the countries present in this room. The process has been marked by many crises and controversies but also by the dedication of illustrious personalities whose tenacious dedication to the search for a solution, though at times an ungrateful and frustrating task, show the kind of

determination that this Organisation is capable of inspiring.

I do not intend to list all these personalities, but I very much regret that not all of them can be present here today to bear witness to the distance that has already been covered and to receive the tribute they deserve. However, I would like to express my deepest gratitude to those present here, such as Mr. Briki, Government delegate of Algeria, who only too rightly has given his name to one of the decisive elements in the amendment to article 7. I would like to express the gratitude of the whole Committee on Structure to Mr. Heldal, who chaired the Working Party for many years. I would also like to thank the two Vice-Chairmen who have worked with me during the past five years—Mr. Muhr and Mr. von Holten, the spokesmen of the Workers' and Employers' group. Last but not least, I would like to pay tribute to the co-operation and generous work throughout these years of the various spokesmen and co-ordinators of the regional groups, the spokesmen of the political groups and everyone in the Committee who gave the best they had and brought us to the point at which we find ourselves now. I would like especially at this point, because we have come to the end of the existence of the Committee on Structure which I have had the great honour to chair for so many years, to thank the Secretariat and, in particular, the officials of the legal service who have worked closely with me all this time.

I thank them all and await the decision of the Conference.

Mr. von HOLTEN (*Employers' delegate, Sweden; Vice-Chairman of the Committee on Structure*)—Concerning the work of the Committee on Structure, I have not much to add to what our Chairman, Mr. Jiménez Dávila, has just said.

The great majority of the Employers' group are happy with the conclusions and fully support the proposed resolution. I know there are those in this hall who are less happy that the tripartite work is now, after more than 20 years, coming to an end. Everybody, I think, in the Committee on Structure shares this feeling in one particular respect, which is that our special association with Mr. Jiménez Dávila will as a consequence also be over soon. He has been the perfect Chairman and a true gentleman, and we have felt privileged to work under him. Thank you ever so much, Sir.

From paragraph 4 of the conclusions, you will see that some members of the Employers' group have still a busy time ahead of themselves. Permit me to read out here the names of those concerned. They are Mr. Durling of Panama, with Miss Hak of the Netherlands as deputy; Mr. Georget of Niger, with Mr. Bannerman-Menson of Ghana as deputy; Mr. Mardoniev of the USSR with Mr. Sarcz of Hungary as deputy, and Mr. Francis de los Reyes of Cuba as substitute deputy; Mr. Narayanan of Malaysia, with Mr. Smith of the United States as deputy; Mr. Oechslin of France, with myself, Mr. von Holten, of Sweden as deputy; and Mr. Tata of India, with Mr. Nasr of Lebanon as deputy.

This is what I wanted to say about the conclusions of the Committee. I think I have, in all fairness, also explained to you the position within the Employers' group as regards the particular question concerning

the composition of the Employer representation on the Governing Body.

For the past three weeks, the Conference has been discussing tripartism relating to industrial relations. Tripartism is the unique feature of the structure of the ILO and essential for the fulfilment of its main objective, which is to set universal labour standards and to promote and supervise their application at the national level. Tripartism in the ILO means the obligation for Governments to appoint particular Employer and Worker delegates in agreement with the most representative national organisations and to finance their participation in the Conference. True, there are Government delegations to other United Nations assemblies which sometimes include employers' and workers' representatives among their advisers, but that is something quite different. In the ILO, the Employer and Worker delegates speak and vote as such, the idea being that they should not act nationally like the Governments but collectively, in order to arrive, with the help of the Governments, at compromises between the respective average management and labour standpoints of the world.

To safeguard the autonomy of the non-governmental groups, there is in the Constitution a special credentials procedure and also a procedure whereby each group elects its own Governing Body members representing, as it is said in the Constitution, the Employers and the Workers by a majority vote.

There are those who say that because the system dates back to 1919 it is obsolete. I do not agree. I say that without that system you would not have the active participation in the ILO and the positive contribution to its work of the major national organisations of employers of the world and of the major workers' organisations. Indeed, without that system, you might not have an ILO at all.

You have all heard, and some of you may think you have heard it a bit often, about there being within the Employers' group one majority viewpoint and one minority viewpoint concerning its Governing Body representation. The latter, the minority viewpoint, is held by the Eastern European socialist and certain other communist employers who, because they have so far not succeeded in getting enough electoral support to become members of the Governing Body, are asking for a guaranteed number of seats which they could fill without majority election.

You will understand that the group cannot accept this idea nor any other kind of outside interference in its free elections. We of the majority have been accused of doing nothing over the years to reach a compromise with our colleagues, but that is manifestly untrue. Already, in the seventies, there was an agreement between the theoreticians and pragmatists of the majority, if I may call them so, that once a socialist Employer has been elected to the Governing Body his presence there should be accepted by each and every one of his colleagues. After some years of footwork by the pragmatists, and with some encouragement I must say from the minority, the next step was reached in 1980 when the majority adopted the principles and rules reproduced in Appendix III to the reports of the Conference Delegation on Structure. According to this, the Employers' group, in electing its Governing Body representatives, must not discriminate between different systems of enterprise but only consider, on one hand, a candidate's determination and ability to

promote average management standpoints within the ILO, and, on the other hand, the need for a fair regional distribution of the seats. This was only natural with more and more employers' organisations all over the world representing not only private-owned undertakings but state-owned undertakings as well.

The third step followed in 1981 when the group as a whole accepted the new constitutional article 7(2) proposed by the Government delegate of Algeria, Mr. Briki. That article says that the composition of the Governing Body shall be as representative as possible, taking into account the various interests in all three groups, without however undermining their autonomy in any way.

While the pragmatists of the majority and the socialists welcome the new article, its reception by the theoreticians was perhaps more lukewarm. However, there was, as I said, agreement on what we thought might provide, or some of us thought might provide, the basis for a solution similar to the one already arrived at in the Workers' group.

After the first attempt at negotiation had failed, the majority in 1982 made one more overture to the minority in adopting an interpretation of the group's principles and rules which you can find in the *Record of Proceedings* No. 34 of 1982, paragraph 57 of which states, with reference to myself:

The Chairman of the group explained that the principles and internal rules ... should be read together with the proposed constitutional amendment ... which everybody seemed to have accepted. The group was certainly acting within its recognised autonomy when, in choosing between candidates at Governing Body elections, it considered the respective determination and ability to defend and promote the interests of the employers within the ILO without receiving instructions either from governments or elsewhere. In case two candidates, of whom one was a socialist employer, fulfilled the said condition to an equal extent, and the socialist employers were not already represented, the proposed amendment seemed to favour the socialist candidate. The determination and ability to defend and promote the interests of the employers within the ILO was something that one proved at the International Labour Conference and other meetings of the ILO by voting regularly with the majority of the Employers' group. That the socialist Employers had not done so in the past, seemed to the Chairman to be no reason why they should not do so in the future. After some time of such co-operation and when the structure reforms under discussion had all been implemented, including the proposed increase of the number of Employer seats on the Governing Body, the socialist Employers would seem to him to stand a good chance of becoming represented on the Governing Body.

Over the next 12 months we repeatedly stated our readiness to negotiate on various questions regarding this interpretation, like what were the items—technical or others—requiring an employer's solidarity, or how many socialists would have to vote with the Employer majority in the Conference in order to get so many seats, etc. But always the socialists seem to shy away from such discussions, and in 1983 the Employers' delegate of the USSR bluntly told the Committee on Structure that the system he rep-

resented set out to ensure the best conditions of work for the workers, and that therefore the directors of socialist undertakings, following normal practice in their own country, were obliged in the ILO to give their support to the Workers' interests on a great number of technical questions.

That statement can be found in paragraph 94 of the *Record of Proceedings*, No. 38 of 1983. Needless to say the majority, or at least the pragmatists, were extremely disappointed. I countered that statement myself in the plenary of the Conference by saying that we were not convinced that our colleague from the USSR had spoken on behalf of all communist employers and that we would continue to work for a solution along the lines indicated.

And that is about where we still stand. The discussions within our group last year and this year, too, have certainly been friendly. So far, however, our socialist colleagues have persisted in demanding an unconditional guarantee instead of the conditional one which we have offered to them.

Before the present session of the Conference we tried to institute a closer co-operation with our colleagues during the Conference, but were rebuffed, first in the structure delegation, then in the Conference where recourse was had to the so-called Appeals Board concerning the composition of committees, and last, but not least, by the tripartite Declaration on the situation in the ILO containing, inter alia, heavy criticism of the ILO's programme of technical assistance to employers' organisations in developing countries.

Despite these rather discouraging developments, we on the majority side will not give up, but continue our efforts to find a solution within the framework of our principles and rules, as completed by the new article 7(2).

No other solution is really thinkable, and certainly not one imposed from the outside, because that would have the most serious consequences for our group and its relationship with the ILO.

As I said in the beginning, the Employers will continue their internal negotiations over the next year and if we cannot agree, we will continue them beyond that—because our internal principles and rules as reproduced in Appendix III, which I have mentioned, expressly provide for the revision on the occasion of every election—with the Electoral College deciding by a simple majority whether to confirm or adopt the principles and rules.

I am sorry to have taken up your time, but I thought I had to clarify the position regarding this particular structure question. I hope the conclusions of the Committee and the proposed resolution will meet with the general agreement of the Conference.

(Mr. Ennaceur takes the chair.)

*Interpretation from German:* Mr. MUHR (Workers' delegate, Federal Republic of Germany; Vice-Chairman of the Committee on Structure)—I have not calculated the number of years that I have had to come up to this rostrum and express my regrets that we have not been able to achieve success or that we have in fact, failed.

For years, the Workers' group has been trying to make its contribution to the solution of all the questions related with the question of structure. If we

have not yet had any conclusive results, this is because it was unanimously decided that all questions should be resolved together in the so-called package and that we could not examine individual questions unless there was consensus amongst all those concerned.

At this point, I have to emphasise that these are two principles that the Workers' group has always agreed to observe, in the hope that it would be possible to use this method for achieving a final settlement of the structural issue. The Workers' group, for its part, has also made its own contribution to the solution of this problem and has done so for years. Our internal regulations were unanimously agreed upon a number of years ago, and were included in the overall package of the structural question. We acted in this way because we believed that such solutions were only possible if all participants were ready to make concessions and abstain from extreme views in the interest of a proper settlement or agreement. Unfortunately, this has not yet proved possible for an questions outstanding.

The situation has changed in this Conference because some Government groups have proposed that we should drop this system of unanimity and of the package.

The Workers' group did not wish to reject this proposal entirely, but had strong reservations when accepting it. The Workers' group would still have preferred, as in the past, to have reached a unanimous decision on all questions outstanding, according to the practice hitherto. What is more, I have to emphasise, that only a majority of the Workers' group was ready to accept this new proposal. A minority in our group continued to adopt the attitude that the time was not ripe to take a decision on these questions and that they should not therefore be placed on the agenda of the next Conference; consequently, they might vote against the adoption of the Conclusions. The majority in the Workers' group, however, is now ready to support the resolution and agrees that those items ripe for discussion be placed on the agenda of the next Conference. They are doing this in the hope that the questions still outstanding can be resolved in the next 12 months—that is to say before the 72nd Session of the International Labour Conference—and that, in spite of the fact that we have given up the principle of unanimity, it will be possible next year to resolve all these questions together, unanimously and without dissension.

In order to attain this objective, the Director-General has been requested once again to lend his good offices, as he already had during the period between the 70th and 71st Sessions of the International Labour Conference, and which, as you have seen, have given these partial results; we hope that it will be possible, making use of his good offices, for us to overcome the last remaining obstacles.

This is the position of the Workers' group, which we shall express when the report is being adopted. It remains at the end of our deliberations for me to thank all those who helped to achieve these results; of course, first and foremost, I must thank our Chairman, Mr. Jiménez Dávila, who, apart from the fact that he led us in our discussions this year and made these results possible, has been working hard with us during the past few years. Not only, has he always brought us back to the essential issues when necessary but has always done so with great human

warmth and friendliness and this is why the thanks of our entire group are due to him.

I should also like to thank the secretariat, Mr. Wolf and Mrs. Sarfati, who have worked together with us for years, during discussions which were not necessarily very thrilling, and have always remained very patient. We should like to thank all those behind the scenes who have been able to help us as well and I hope that this will mean that at the next Conference we shall be able to reach a final solution to these problems.

Mr. PROTTI (*Government delegate, Canada*)—The delegation of Canada shares the view that the time has come to conclude as soon as possible this long process of the reform of the structure of the ILO and to adopt constitutional amendments which will reflect the necessary change and renewal of this Organisation. However, the Canadian delegation does not share the conclusion that the best way to achieve this is to place, without any condition, on the agenda of the 72nd Session of the International Labour Conference, the amendments to the Constitution regardless of the fact that there remain some important outstanding issues. Inscription should be conditional as it always has been upon the resolution, between this session and the next, of the essential elements of the structural reform. In the view of our delegation, the conclusion of a mutually acceptable protocol for the American region is such an essential element. My delegation agrees with the assessment of the Co-ordinator for the American region—Mr. Crespo of Bolivia, reflected in the report of the Committee on Structure, that negotiations in the group are proceeding on the basis of the good will of all and the determination to succeed, hopefully at the American Regional Conference in Montreal in March 1986. We are hopeful and confident that this essential condition to the success of our work on structure, the conclusion of a protocol for the American region, will be fulfilled by next year. We feel strongly, however, that to inscribe the constitutional amendments regardless of what happens in this important region could be interpreted as a lack of confidence in this outcome. For this reason, my delegation has reservations about the inscription, without any condition, of the amendments to the Constitution on the agenda of the 72nd Session of the International Labour Conference.

*Interpretation from Russian:* Mr. KHOKHLOV (*Employers' adviser, USSR*)—As distinct from certain earlier speakers, I will not read out the comprehensive statements that we made in the Committee. I will simply comment on certain issues which we cannot avoid at the present. Firstly I should like to recall that the views of the socialist employers have, unfortunately, not been sufficiently reflected in the statement made by the representative of the majority of the Employers' group. On a number of occasions we have submitted detailed measures directed towards resolving the employer aspects of the structural problems of the Organisation. As we have emphasised on a number of occasions, the majority of the Employers have simply rejected our proposals outright.

I am not referring to only one or two proposals but to an entire series of detailed measures aimed at

finding a feasible and workman-like solution to the problem before us.

The struggle of the directors of the socialist countries for a worthy place in the International Labour Organisation and our fight against discrimination in various forms is a struggle for the recognition of those rights which the directors of socialist undertakings have or should have in this Organisation. None of the prerequisites that have been put forward, for example that we should be forced to vote jointly with the rest of the Employers' group, can contribute in any way to a constructive solution of the problem.

The socialist directors have their own points of view on each individual question discussed at the Conference and we have no intention of giving up these personal points of view.

We believe that the time has now come for the majority of the Employers' group to think seriously on the fact that on a number of occasions in the history of the ILO, a partial solution of the problem has not been the result of a compromise by the majority of the Employers' group but, as has been the case this year, of action done by the Appeals Board. This is not a satisfactory situation and I should ask the Employers' group to think about this.

*Interpretation from French:* The PRESIDENT—The list of speakers being exhausted, we shall now proceed to the adoption of the report, paragraphs 1-100. If there are no objections, I shall consider that the report of the Committee on Structure is adopted.

*(The report is adopted.)*

CONCLUSIONS OF THE COMMITTEE ON STRUCTURE,  
SUBMITTED BY THE COMMITTEE ON STRUCTURE:  
ADOPTION

*Interpretation from French:* The PRESIDENT—Now I proceed to the adoption of the conclusions of the Committee on Structure. If there are no objections I consider that the conclusions of the Committee are adopted.

*(The conclusions are adopted.)*

RESOLUTION PROPOSED TO THE CONFERENCE, SUBMITTED  
BY THE COMMITTEE ON STRUCTURE: ADOPTION

*Interpretation from French:* The PRESIDENT—I now proceed to the resolution submitted to the Conference by the Committee on Structure. If there are no objections I also consider that the resolution is adopted.

*(The resolution is adopted.)*

Mr. Kostine, Government delegate, USSR, has asked for the floor.

*Interpretation from Russian:* Mr. KOSTINE (Government delegate, USSR)—On behalf of the tripartite delegations of the Bulgarian People's Republic, the Byelorussian Soviet Socialist Republic, the Republic of Cuba, the Czechoslovak Socialist Republic, the German Democratic Republic, the Hungarian Peo-

ple's Republic, the Mongolian People's Republic, the Polish People's Republic, the Ukrainian Soviet Socialist Republic and the Union of Soviet Socialist Republics, it is my honour to state the following.

Our position on the structural reforms in the ILO and on the results of the work of the Committee on Structure at this session has been sufficiently and fully expressed in the report of that Committee. I should like simply once again to emphasise that our objective is to achieve an overall package solution of the problem of structure on a non-discriminatory basis. The decisions adopted at the present session, unfortunately, open up a possibility for the adoption of amendments to the ILO Constitution and to the Standing Orders of the General Conference without taking into account the legitimate interest of a whole group of member countries of the ILO.

Taking into account the above, were the report to have been submitted to a vote, we should have voted against its adoption.

In conclusion, I should like to express my gratitude to the Chairman of the Committee, Mr. Jiménez Dávila, for his considerable contribution to the work of the Committee.

*Interpretation from French:* The PRESIDENT—On your behalf, I should also like to most sincerely thank the Chairman and the officers of the Committee on Structure. Their job has been extremely difficult, but they have done excellent work throughout these very long days of debate, and this has made it possible to produce the report, the conclusions and the resolution which you have adopted.

CLOSING SPEECHES

*Interpretation from French:* The PRESIDENT—We have concluded our work and I think I have a very pleasant duty now, which is to listen to the closing statements; I should like to invite the Vice-Presidents to come up to the rostrum.

*Interpretation from Russian:* Mr. GREKOV (Government adviser, Byelorussian SSR; Vice-President of the Conference)—The work of the International Labour Conference is now drawing to a close. We have considered the various items on the agenda of the 71st Session. The session has taken place during a year in which progressive mankind is celebrating the 40th anniversary of the victory over Fascism and Nazism. This victory led to the foundation of the United Nations, the 40th anniversary of which is also being celebrated this year. These events have been reflected in the statements made by delegates at this Conference. The socialist countries attach great importance to the development of international co-operation in areas within the purview of the ILO. It is for this reason that the socialist countries have put forward many specific proposals in order to fulfil the constitutional objectives of the ILO and to improve the capacities of this Organisation in regard to strengthening international peace and protecting the vital interests and rights of the workers.

It is important to ensure that the ILO increase the effectiveness of its work and focus on the most important social questions that are of vital interest to workers throughout the world, engage in genuine co-operation on an equal footing among all countries



and all parties on a non-discriminatory basis, and actively promote the strengthening of peace and bringing about disarmament.

The principal theme of the Report of the Director-General this year has been comprehensively analysed by many delegates. As a result of this analysis, it is possible to draw a clear distinction between the capitalist and socialist countries as regards their views on solving economic, social and labour problems. In the socialist countries, improvements in the economic situation and living standards of the workers form part of state policy which is drawn up and applied in consultation with the workers themselves through the Councils of People's Deputies, work collectives, trade union and other social organisations. The socialist countries thus have a system of industrial relations in which every member of society can work towards the achievement of common objectives. The nature of industrial relations in the socialist countries is such that the workers have increasing powers to improve productivity, foster economic growth and raise their living standards.

The results of the work of this session of the General Conference provide certain examples of progress achieved, for example the adoption of a Convention and Recommendation concerning occupational health services and of a Convention and Recommendation concerning labour statistics, measures adopted regarding the ILO's contribution to the struggle against apartheid, and conclusions and decisions concerning the ILO's activities in assuring equality of men and women in employment. Two important resolutions have been adopted: one dealing with the most urgent problems in Africa and in particular as regards food production, and a second resolution concerning the prevention of occupational accidents and control of hazards in the use of dangerous substances. These resolutions are of importance as they apply to a large number of workers and countries. Discussion of the resolutions highlighted the fact that transnational corporations represent a considerable obstacle to the economic development of the weaker countries. Trade unions in many countries have for a long time been deeply concerned by the negative effects of the activities of the transnational corporations and their interference in the internal affairs of States. We therefore feel that this question should be considered more thoroughly at a forthcoming session of the International Labour Conference.

I note with satisfaction that the resolution submitted by the socialist countries concerning the Working Party on International Labour Standards was included as one of the resolutions given priority. This clearly demonstrates that this area of activity in the ILO does give rise to justified concern among a considerable number of member States of this Organisation. This session has shown that the question of democratisation of the supervisory machinery and the solution of problems relating to structure in a package, taking into account the legitimate interests of all countries and parties on a non-discriminatory basis, issues relating to unemployment, the struggle for peace and disarmament, as well as other global questions must be included in the ILO's agenda in order to ensure that the Organisation fully meets its obligations in conformity with the Constitution and the Declaration of Philadelphia. The international community is calling for the ILO's activities to be

viewed in this way, as does the Declaration of the socialist countries on the situation in the ILO.

In conclusion, Mr. President, I should like to congratulate you on the excellent manner in which you have presided over the Conference. This has certainly made matters much easier for your Vice-Presidents. I would like to express gratitude to the Conference and the Government group for having elected me as Vice-President of the 71st Session of the Conference. In so doing, you have paid tribute to my country, the Byelorussian Soviet Socialist Republic, and to the group of socialist countries. I should also like to thank all the officials of the International Labour Office, the translators and interpreters, editors and printers, and all those who have ensured the smooth running of the Conference.

Mr. SMITH (*Employers' delegate, United States; Vice-President of the Conference*)—Mr President, I want to express my deepest appreciation for the opportunity to work with you at this 71st Session of the International Labour Conference. Your long years of experience in this Organisation added to your wealth of experience in the Government of your own country have made it relatively simple for you to conduct the business of this Conference with great courtesy and yet with a firm and just ruling on a wide variety of controversial issues.

I also want to thank you for the very great courtesy with which you kept your fellow officers informed on the business of the Conference.

Of course, I wish to acknowledge the help and support of the other officers of the Conference: the Secretary-General, Mr. Blanchard; the Workers' Vice-President, Mrs. Carr; and the Government Vice-President, Mr. Grekov. Their conscientious and courteous attention to the problems of the Conference has made it possible to promptly find appropriate solutions to these problems.

On behalf of the Employers' group of the Conference, I also want to express our gratitude to the many faceless voices that we have all listened to for the last three-and-a-half weeks—the voices of our interpreters. Without their able assistance, we could not successfully conclude any business. We especially appreciate the long hours that many of them have accepted in order that some of the Committees of the Conference could finish their work at the scheduled time.

And, of course, let us not forget that group of dedicated workers that none of us ever see and few rarely think about. I am talking about the team that works so hard—usually in the small hours of the night—to translate and print our documents including, of course, the *Provisional Record* of the Conference. Their work is invaluable to the smooth functioning of this Conference.

This year, as an experiment, at least I hope it is only an experiment, we departed from the traditional timetable of the Conference and tried a different calendar for our meetings.

In the judgement of many of the Employers' group, the experiment has not proved successful! While all of us welcome an effort to shorten the Conference by one day, we could not help but note that in exchange for that one day we added three Saturdays to the Conference schedule—one of them a full day which had to result in a real increase in cost

rather than the hoped-for decrease that motivated the move in the first place. In addition, there is evidence that a number of inefficiencies crept in as a result of the new timetable. For instance, last Monday's plenary had so little to do that it adjourned the morning session after less than 45 minutes, while other plenary sittings have been overloaded.

Last Monday afternoon's plenary sitting was also greatly abbreviated as well. And even to carry out the limited agenda of that session, it was necessary to violate article 40(3) of the Standing Orders which states that discussion of a Convention or a Recommendation shall not take place before the day following that on which copies of the report have been circulated to the delegates. The report of the Committee on Occupational Health Services and the relevant instruments were not available to the delegates until Monday morning, 24 June, and the discussion took place on that same afternoon. This cramming together of the schedule very clearly did not give delegates a proper amount of time to study and reflect on the instruments, and it was a violation of the Standing Orders as well.

The Employers' group are pleased to see items on the agenda of the Conference from time to time that are established for the purpose of carrying out a general discussion—a discussion only. We are disturbed, however, when the Office documentation for such a Committee is designed to move away from a general discussion and towards the creation of an instrument, even though that may not have been the intent of the Governing Body when the topic for general discussion was placed on the agenda of the Conference. I am specifically referring to the PIACT item in 1984 and the equality subject in 1985.

Now, we have talked a lot here about tripartism in our respective countries. The vast majority of the Employers of the Conference believe that it is important to strengthen tripartism here in the Conference. There are many essential areas where something needs to be done, mostly by the Credentials Committee.

First, to ensure that delegates are really what we are told they are. Their functions at home should be clearly described in their letters of accreditation. Article 26, Paragraph 4, of the Standing Orders clearly requires this. Tripartism means that Employers' delegates should be representative of employers. This year, for instance the Employers' delegate from Afghanistan was first described as a Deputy Minister and after a protest was lodged to the Credentials Committee he was described as responsible for employers' affairs. Now, we are not fooled by this and his actions as an Employers' delegate clearly confirmed that he had no independence. It is not enough to describe the functions of an individual designated as an Employer in terms of his responsibilities during the Conference. Instead, it is important to know the responsibilities back home during the other 11 months of the year.

Second, we need to ensure that delegates are registered only after they have arrived in Geneva. Otherwise, the quorum would be false. A mission address in Geneva should never be accepted on a registration form. There are at least five Employers' delegates and two advisers who are on the list of delegations but have not yet arrived in Geneva on this last day of the Conference. And there may be more.

Third, we need to ensure that governments pay for the delegations from their countries, as required by article 13, paragraph 2 (a) of the Constitution.

There are 12 Employers' delegations that are here at this Conference without their governments having paid any of their expenses. They are Bahrain, Bolivia, Brazil, Lebanon, Liberia, Madagascar, Peru, Yemen and four others. In six others cases the delegates say that their subsistence allowances do not permit them to attend the Conference for its entire duration. They are Burkina Faso, Grenada and four others. The Costa Rican employers refused to nominate a delegate as long as their Government would not pay the delegate's expenses and consequently they are not represented here.

Tripartism also means equal treatment for employers and workers. There were 25 countries where the government paid only for workers or paid for more workers than employers.

Fourth, nine delegations are incomplete, none of them containing an employer: Cape Verde, Costa Rica, Dominica, El Salvador, Paraguay, Sao Tome and Principe, Sierra Leone, Singapore and the Solomon Islands. The vast majority of the employers believe that article 4 (2) of the Constitution should be changed so that, in such cases, the Government delegates should also lose their right to vote.

Fifth, ways should be found to ensure that votes cast by non-governmental delegates are really cast by non-governmental delegates. Each year there are complaints from various committees that Government representatives vote for absent non-governmental delegates. This means that there is a need to find ways to ensure the regularity of voting in crowded committee rooms.

This year, in an effort to take a step towards bridging the gap that has separated the small minority of the employers from the majority, the Employers' group of the Conference placed up to two managers of Communist enterprises as titular members on each committee of the Conference where such membership was sought, an accommodation that has not been available in earlier sessions of the Conference without either an appeal to an Appeals Board or by special agreement between the vast majority and the minority. This gesture of good will was met with a further request to obtain even more titular seats for Communist managers. The Appeals Board, which has not been required to meet for over a decade, was re-established and proceeded to add additional Communist managers to several committees, bringing the total of such members to as much as four on one important committee.

I wish to state in unequivocal terms the deep concern of a large majority of all the Employers of the Conference that a process not legitimised by the Constitution or the Standing Orders of the Conference has been used to force upon the Employer section of Conference committees a number of voting participants that are not completely independent of the other two sections of our tripartite body. This further weakening of the fundamental characteristic of the International Labour Organisation – tripartism – should be of the gravest concern to everyone who believes in the value of our unique Organisation. The time has come when we must eliminate procedures that are not authorised by the Constitution and the Standing Orders of the Conference.



Mr. President, fellow delegates to this Conference, as we all depart this lovely city of Geneva, I wish you a safe journey home and urge you to give thoughtful consideration to the matters that I have put before you today on behalf of the very large majority of the Employers' group.

Mrs. CARR (*Workers' delegate, Canada; Vice-President of the Conference*)—It has been almost three weeks since we began the work of this 71st Session of the International Labour Conference and during this time I have had the privilege of serving as Workers' Vice-President of the Conference. I must tell you, as a Canadian, I am very proud but especially so as a Canadian worker. For this honour and their confidence, I wish to express my sincere appreciation to the members of the Workers' group and to the Conference as a whole.

Permit me to take a few moments to review the activities and events of this Conference. The first item on the agenda was the Report of the Director-General. Part I of the Report invited discussion of developments and prospects in a field that is at the heart of the ILO's work—industrial relations—and a word that has been used very often here—tripartism. Do we really understand what tripartism means in the ILO? Is there equality in each committee when we talk about tripartism? As a worker, I wonder. One must never forget the vital role of the workers' organisations in this area, not only in the ILO but in the member States. The workers must be part of the process of development in our countries, with an equal voice and equal participation. A frank and extensive exchange of views followed in the early days of the Conference and now we are nearing an end. After thorough consideration, the Programme and Budget for the next biennium was adopted. The workers in particular welcomed this, even though we were seriously concerned that it might not happen, as it was a vital step to ensure that this Organisation can continue its programmes and activities through 1986-87.

This last week has seen the culmination of our efforts in many respects. The Committee on the Application of Conventions and Recommendations unanimously adopted its report. The Resolutions Committee returned to its important role of providing guide-lines to the Director-General and the Governing Body. This year, two resolutions were submitted to the Conference and adopted. These relevant and timely resolutions are, of course, responsive to the very serious conditions we are facing today. To be specific, we recall the catastrophic famine in Africa and the dangers arising from the use of hazardous substances and processes in industry. These resolutions are worthy of immediate publicity and implementation and I remind those employers and governments who had reservations that they, too, can suffer as well as everyone else in society.

The Committee on Equality in Employment has completed its work which took the form of a general discussion. The Committee was pleased with the progress made since the beginning of the United Nations Decade for Women. There was also great satisfaction with the resolution adopted by the Committee and, in particular, with the conclusions which formed part of the resolution. These conclusions

constitute a formidable set of objectives to be pursued both at the national level and within the ILO. It is of particular significance that the focus of attention is not so much on the need for additional new instruments as on the very real need to give positive effect to those Conventions and Recommendations already adopted.

Two Committees, the Committee on Occupational Health Services and the Committee on Convention No. 63 (Statistics), have completed the second year of their deliberations with the adoption of two new instruments, a Convention and a Recommendation, in their respective fields. The adoption itself is a major step forward but this is not sufficient. Member States must now ratify and implement them as quickly as possible. Safety and health must be considered a priority on all work sites.

The Committee on Asbestos has concluded the first discussion of its subject-matter and thus provided an excellent base for continued discussion at the 1986 Session of the International Labour Conference. If I may, on behalf of the Canadian workers, I wish to inform the Conference that although we have had long and difficult experiences with the potential danger of asbestos, we are also very concerned about the lack of clarity in the proposed instruments with regard to other mineral fibres. We feel that provisions similar to those for asbestos must be established for all replacement materials. As workers' representatives we must insist that any replacement which could lead to dangerous exposure must be scientifically proven to be safe for our health, our children's health, and our grandchildren's health.

The Committee on Apartheid, is where my heart and soul belong. The Special Report of the Director-General is a chilling story of the horror of the apartheid system. No human being on earth should be subjected to this indignity. But, we here, collectively have the means, politically and financially, to end this horror if we have the will. You are aware of my intervention during the presentation of our report and recommendations, which I gave to this plenary on behalf of the workers, so I shall not go into detail.

However, I must state my concern about the reluctance shown by many employers and governments in their replies to the ILO questionnaires. I am also concerned about the attitude of some employers and governments on this Committee who still maintain close ties and carry on business with South Africa, including some present in this Conference, as if nothing were wrong, an attitude that if we are nice, it will all go away. This will never happen, and we should stop kidding ourselves. The excuse also that our declarations and recommendations adopted in this Plenary are outside the competence and framework of the ILO is absolutely and totally ridiculous. The workers do not, and will not accept that argument. This, the ILO, is the only organisation in the world that is tripartite and where we can all help one other.

Raindrops, in my opinion (and we have had many of these in the last few weeks), refresh not only the land and fill our oceans, but also should refresh our souls. In the matter of apartheid, I hope many raindrops have accomplished just that—quietly and deliberately—so that next year there will be no reservations and no negative votes expressed throughout our Committee work and reports. What a message that would give to South Africa!

On the 17 June, we were fortunate to have with us the Honourable Rajiv Gandhi, Prime Minister of the Republic of India. Mr. Gandhi spoke not only of the situation in his country but also of the problems throughout this world. He reminded us that, and I quote, "It is in this larger perspective that we have to consider the role of the ILO. What we do here must relate to the major issues of our time, else our work and our achievements will not endure." In my opinion, the work we accomplish here is our legacy to those who will follow. I am sure this is what the Prime Minister had in mind.

This 71st Session of the International Labour Conference has been very full indeed—exhausting, in many respects—but most certainly rewarding. We can each of us take considerable satisfaction from what has been accomplished during the course of this Conference. To the officers and members of all the Committees, my compliments on behalf of the Workers for a job well done.

To you, Mr. President, a special "thank you" for your consideration and the manner in which you have conducted this Conference. And to my fellow Vice-Presidents, Mr. Smith and Mr. Grekov, my congratulations for a well chaired Conference. To the Secretary-General, Mr. Blanchard, and to the Clerk of the Conference, my appreciation for the efficient organisation of the proceedings, as difficult as it may be, as difficult as it may have seemed to be. On behalf of the Workers I also express our sincere appreciation to those who worked relentlessly behind the scenes: the members of the Secretariat, the documentation and distribution services, translators, interpreters, secretariat staff, security personnel, and those in the coffee shop who keep us all well-fed, and to many others too numerous to mention. The Worker benches give special thanks to those workers.

On a personal note, this is my last time here and I would sincerely like to say thank you for the consideration and confidence given to me by many of the colleagues sitting in this hall. But I am sure that that the ILO will continue to go on with this great strength and great consideration, but especially the great opportunity to keep a free world, because you have the three parties on your side.

I wish you all good health, I wish you great pleasure in your future, and I sincerely wish that you have a safe journey home.

*Interpretation from French:* The SECRETARY-GENERAL—The last word of course belongs to the President of the International Labour Conference. Thank you for having given me the floor, for a few words only. First of all, to observe that, in accordance with practice and tradition and the timetable we set ourselves at the outset, this Conference closes around one o'clock, which is a good thing. Another good thing is the results of this session of the International Labour Conference. I think that, all in all, they are good. That seems to be the general feeling expressed by a great many of you. It will allow me next week, a few days from now, to go to the Economic and Social Council and refer to these good results in fields which directly or indirectly concern an item on the agenda of the Economic and Social Council economic and social development in the world.

This session of the Conference has justified, perhaps more than any other in the past, the title given to the International Labour Conference of

"World Parliament of Labour". You are the world Parliament of Labour. I say this because this year there was a record number, a highly impressive number, of participants. There were 547 delegates to the International Labour Conference, 1,304 technical advisers, making 1,851 accredited representatives. There were also 250 observers from governmental and non-governmental organisations, giving a total of 2,200. I think that this rather ambitious title of "World Parliament of Labour" is therefore justified for our Conference.

So this has been a large Conference, and a busy Conference. It has been said, and I repeat, that the Conference has been so busy that we have had to work long hours, well into the night. Much of your work has been in the evening and during the night. I know that it is often said that night brings counsel but the committees' nights were entirely sleepless nights devoted to advancing the work of the Conference. I agree with some of you that all the arrangements need rethinking, and I understand that the Governing Body is going to tackle the matter tomorrow already.

Need I say that every member of this Conference merits congratulations not only for their day-to-day work but also for the results of this Conference. All the delegates—and I have just said how many there were—deserve to be thanked, particularly the Officers of the Conference Committees. You have no idea of the work the chairmen and vice-chairmen have to do during these three weeks; the Reporters of the committees, too, who have to prepare reports which, after all these years, still surprise me by their detail and quality. Credit, if I may say so, also goes to the staff. For, though I have the honour to serve the Conference as its Secretary-General, I rely, not altogether but to a very large extent, on the Secretariat, the interpreters, the translators, those responsible for the *Provisional Record* who work until 4 a.m., the Committee secretaries, the protocol officials and the officials who deal with the logistics of the Conference.

I am closest, of course, to the Officers of the Conference, that is, the vice-presidents of the Conference and the President himself. And here I would like to say to what extent this year again, this year particularly, I enjoyed the contacts and relations we established, the exchanges of views, the discussions I held with your colleagues and with yourself, Mr. President—Mr. Grekov, Mr. Smith and Mrs. Carr who we see leaving the Conference and the Organisation with regret. She said she was not going to come back, but I am sure that some way or other she will return to the Conference.

I would like to make a special reference to you, Mr. President of the 71st Session of the International Labour Conference, because if I were to give away some secrets or sketch your portrait, I would say that the portrait should include your eminent diplomatic qualities, and your constant interest in the work of the Conference. I know that you called in the Committee chairmen and officials and were even better informed than I, I must recognise publicly, of a number of things that were happening in the committees. You also showed a great deal of team spirit with your vice-presidents and with the Secretary-General of the Conference and extensive knowledge of the problems dealt with by this Conference. But none of this was a surprise to me.

In French, and I think in all languages, there is an expression which says "Never two without three!" I don't know whether it exists in the other languages spoken in this hall – English, Arabic, Spanish, German, Russian, Chinese, Japanese – but the French say "Never two without three". You were President of the World Employment Conference in 1976, you were President of the African Regional Conference in Tunisia in October 1983, and you have just been President of the International Labour Conference. So I have the great honour and the great pleasure of handing you a third gavel, Three gavels for one President sounds very dangerous, but it does correspond to the notion of tripartism. It is with the greatest pleasure that I present you with this modest instrument, modest in weight, modest in size, which I hope you will keep in your living-room in Tunis. It says: "Mohamed Ennaceur, President, International Labour Conference, 71st Session, Geneva, June 1985".

*Interpretation from French:* The PRESIDENT – well, here we are, we have concluded our work. My feelings at the moment are not feelings of relief but rather of great satisfaction, the satisfaction of having conducted to its conclusion, with the assistance of my distinguished colleagues, your exciting debate; the satisfaction of having established with you a relationship of mutual confidence; the satisfaction of having, with interest, listened to the wealth of instruction afforded by your statements, and, finally, the satisfaction of seeing our Conference producing positive results: new instruments which will enrich the arsenal of international standards and which will still further improve the level of social protection of workers throughout the world; a number of interesting resolutions, some of which bear witness to our common will to increase international social solidarity. And conclusions which I hope in the years to come will provide guidance for the work of the ILO and will allow it still further to adjust to the new needs and changing realities of the working world.

On this subject, with your permission, I would like to share with you some of the impressions which I have gained from statements by delegates during the discussion, and also from the reports and conclusions of the different Committees.

Firstly, the ILO is continuing to feel the effects of the international tensions affecting the world, and many a delegate is unable to resist the temptation of politicising the debate, running the risk of diverting it from its normal objective. This is nothing new in the ILO nor is it specific to our Organisation. What, however, should be pointed out and emphasised is that over the years we are increasingly seeing an active majority emerge to contain these tendencies and put a brake on these temptations to politicise the discussion and divert the Organisation from its objectives, at the risk of having it lose its natural course and its specific nature.

I was particularly struck in earlier years, but even more so this year, by this will shown by the majority of the members of the Conference, the prelude to a consensus which we can see just over the horizon, to protect this Organisation from the risk of excessive politicisation, in order to guarantee its specific nature and the perenity of its work in the service of social progress and social justice in the world.

A second impression which I have had, although it might appear somewhat paradoxical, is that the ILO draws its life from its internal contradictions. It makes progress as a result of the interplay of the centrifugal forces moving within it. It is a fact that because of its tripartite structure, the multitude of very often opposed interests of the elements which compose it, by the pluralism of the tendencies, systems and political economic and social choices of its Members, the International Labour Organisation is a plurality. Thus, it is very often open to internal tension to the extent that those who are not used to our work expect to our, sparks to fly and upheavals to occur and yet every year the Organisation is able to overcome its own contradictions and emerges unharmed, even enriched and better prepared for facing such situations in the future. This tendency is the result of the fact that the main actors, while each pulling in his own direction, all wish to see the ILO maintain its universality and attach a vital importance to its impartiality and objectivity.

The third impression which emerges from our three weeks' debate and, more particularly, from the discussion of the Director-General's Report, is the urgent appeal, which I have sensed in the different interventions, for the activities and future programmes and concerns of the ILO to reflect the twin aspects of social progress. That is, constantly improve the level of social protection for wage-earners and, at the same time, to extend social protection to those who are deprived of it, to those without work, those whose incomes are insufficient or inexistent, those who work in agriculture, those who belong to the rural world and who constitute the majority in the developing countries, those who are independent workers and belong to the so-called informal sector; all of them belong to the working world and all of them are also entitled to have the consistent attention of the ILO and of its different bodies.

These are the few impressions that I thought it was worth while to put to you at the conclusion of our work, and which I am sure, also, have gained your attention and that of the Director-General.

It remains for me to thank my friend, Mr. Francis Blanchard, for the very kind words and the praise which he has just addressed to me and my fellow Officers at this Conference. I would like to thank him very specially for the third gavel which he has given me over these few years, and which certainly will complete my collection of chairman's gavels. I am not polygamous but I can now say that I am polygavelous! This gavel is an unforgettable souvenir from the 71st International Labour Conference, of which I will treasure the memory, thanks to the effective assistance of Mr. Grekhov, Mr. Smith, and Mrs. Carr, my fellow Officers, whose talent I particularly appreciated as I did their courtesy and efficiency, and whose friendship I am proud to have gained. I would also like to thank them very sincerely for their co-operation, for their valued help and support during this Conference and for the kind words which they were good enough to address to me just now, to which I was particularly sensitive.

In particular, I would like to thank the Secretary-General for his valuable, effective and decisive contribution to the work of this Conference. I would also like to thank all his colleagues, who either at the Conference or in the different Committees have

made their maximum contribution to ensure that this should be a really successful Conference.

I should like also to thank all of you, the delegates of the Governments, Workers and Employers, for your understanding and co-operation.

During the discussion my colleagues and I may have offended, irritated, annoyed perhaps, but believe me we were not moved by any personal considerations, nor by any intention to take a stand on any particular subject which was close to the heart of anyone. Our only desire, speaking for my colleagues and myself, was to honour a contract of confidence that binds us to this Conference, a contract based upon fairness towards all of you. My colleagues and I are particularly grateful to you for having helped us to fulfil our contract and respect our commitments towards you.

Also, on your behalf, I should like to pay particular tribute to the officers of the different Committees, to the Clerk of the Conference, Miss Benazeraf, and to all the members of the Secretariat who again have done their job with competence, experience, enthusiasm and patience. I should also like to thank those who were less visible but were always present, namely the interpreters, the translators, the secretaries and the personnel responsible for producing

the records, as Mr. Blanchard reminded us just now, had to stay up night after night to prepare the work of our Conference so that it could proceed in the best conditions. To all of them I should like to express great thanks, on your behalf, on behalf of the Office and on my own behalf.

From time to time I ventured discreetly through the Clerk of the Conference to approach a number of you, either to reduce the length of a speech that I thought exceeded the normal time, or to avoid direct attacks against a country or a given system, or finally to avoid concentration on subjects that might undermine our work. I am very happy to say that, every time I did this I was met with understanding and co-operation. To all those who were good enough to accede to my sometimes bold requests, I would address my sincere and cordial thanks.

Ladies and gentlemen, it only remains for me to wish you a good trip home and to thank you once again for your co-operation.

I now solemnly and officially declare the 71st Session of the International Labour Conference closed.

*(The Conference adjourned sine die at 1.30 p.m.)*

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Supplément au *Compte rendu provisoire* (24 juin 1985)

**Conférence internationale du Travail**

Soixante et onzième session, Genève

**DÉLÉGATIONS**

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Supplement to the *Provisional Record* (24 June 1985)

**International Labour Conference**

Seventy-first Session, Geneva

**DELEGATIONS**

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Suplemento de *Actas Provisionales* (24 de junio de 1985)

**Conferencia Internacional del Trabajo**

Septuagésima primera reunión, Ginebra

**DELEGACIONES**

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La liste des délégations est présentée sous une forme trilingue dans l'ordre alphabétique français des pays représentés à la Conférence.

Toutes les informations concernant les noms des pays ou des organisations sont données en français, anglais et espagnol.

Les autres informations essentielles (titres et qualités des participants à la Conférence tels qu'ils figurent dans les pouvoirs officiels et fonctions exercées à la Conférence) sont indiquées dans une seule de ces langues: celle que doit utiliser le Bureau international du Travail dans la correspondance officielle avec le pays dont relève la personne intéressée.

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The list of delegations is presented in trilingual form, in the French alphabetical order of the countries represented at the Conference.

All details relating to the names of countries and organisations are given in French, English and Spanish.

Other essential details (titles, positions or functions of participants as indicated in the official credentials and the Conference status of participants) are given in the language used for official correspondence between the ILO and the country in question.

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En la lista trilingüe de delegaciones los países representados en la Conferencia figuran en orden alfabético francés.

Figuran en francés, inglés y español los nombres de los Estados y organizaciones asistentes a la Conferencia.

Por el contrario, los demás datos (títulos, profesiones y cargos de los participantes, tal como figuran en los poderes oficiales, y funciones ejercidas en la Conferencia) aparecen en la lengua utilizada por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

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Afghanistan

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GOVERNMENT DELEGATES

KAWESH, Assadullah, Mr., Chairman, State Committee for Labour and Social Security.

NEZAR, Ata Mohammad, Mr., Director of Foreign Relations and Planning, State Committee for Labour and Social Security.

Advisers and Substitute Delegates

KHERAD, Mohammad Akbar, Mr., Chargé d'affaires, Permanent Mission, Geneva.

SARABI, Abdul Wahed, Mr., Secretary, Economic Consultative Council.

KHERAD, Nadjia, Mrs.

EMPLOYERS' DELEGATE

AMIN, Said Amanuddin, Mr., Responsible for employers' affairs in light industry and foodstuffs.

WORKERS' DELEGATE

NEJRABI, Abdul Razaq, Mr., Head of the International Relations Department, Central Council of Afghanistan Trade Unions.

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Algérie

Algeria

Argelia

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MINISTRE ASSISTANT A LA CONFERENCE

AZZOUZ, Amar, M., vice-ministre chargé du travail.

Accompagné de OULD-ROUIS, Bachir, M., ambassadeur; représentant permanent à Genève.

DELEGUES GOUVERNEMENTAUX

BRIKI, Yahia, M., ministre plénipotentiaire à la mission permanente à Genève.

TAÏLEB, Mustapha, M., directeur des études juridiques de la réglementation et du contentieux au ministère de la Formation professionnelle et du Travail.

Conseillers techniques et délégués suppléants

CHERIEF, Abdelaziz, M., sous-directeur des activités internationales du travail.

TOUATI, Hadda, Mlle, attaché à la mission permanente à Genève.

Conseillers techniques

DRAYA, Abdel-Majid, M., de la Direction générale des relations économiques et internationales.

OMARI, Ayache, M., attaché à la mission permanente à Genève.

DELEGUE DES EMPLOYEURS

KARA, Mohamed Amar, M., directeur général adjoint à la SONELGAZ.

Conseiller technique et délégué suppléant

GHRIB, Mohamed, M., directeur de l'Entreprise nationale des industries électroniques.

DELEGUE DES TRAVAILLEURS

BENLAKHDAR, Tayeb, M., secrétaire général de l'Union générale des travailleurs algériens (UGTA).

Conseiller technique et délégué suppléant

BRIKI, Youcef, M., secrétaire national de l'UGTA; membre du Conseil d'administration du BIT.

Conseillers techniques

BENAÏSSA, Mohamed, M., secrétaire national de l'UGTA.

LATRECHE, Laïfa, M., secrétaire national de l'UGTA.

MELKI, Abdelkader, M., secrétaire national de l'UGTA.

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République fédérale d'Allemagne  
Federal Republic of Germany  
República Federal de Alemania

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MINISTER ATTENDING THE CONFERENCE

VOGT, Wolfgang, Mr., Secretary of State for Labour and Social Affairs.

Accompanied by WIRMER, Mr., Personal Adviser to the Secretary of State.

WILDING, Mrs., Personal Interpreter to the Secretary of State.

GOVERNMENT DELEGATES

ROSENMÖLLER, Christoph, Mr., Head, International Social Policy Department, Federal Ministry of Labour and Social Affairs.

WEBER, Horst, Mr., Head, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs; Substitute Member, Governing Body of the ILO.

### Advisers and Substitute Delegates

HOYNCK, W., Mr., Minister, Permanent Mission, Geneva.

BRINKMANN, Gisbert, Mr., International Social Policy Department, Federal Ministry of Labour and Social Affairs.

### Advisers

ABILD-SCHINDLER, Gabriele, Mrs., Labour Market Department, Federal Ministry of Labour and Social Affairs.

BERIE, Hermann, Mr., Policy and Planning Department, Federal Ministry of Labour and Social Affairs.

KAUFMANN, Bernd, Mr., Labour Law and Occupational Safety and Health Department, Federal Ministry of Labour and Social Affairs.

SCHULTE, Armin, Mr., Labour Law and Occupational Safety and Health Department, Federal Ministry of Labour and Social Affairs.

BOHR, Klaus, Mr., Permanent Mission, Geneva.

BISKUP, Eckerhard, Mr., Permanent Mission, Geneva.

JOPPE, Luise, Mrs., Federal Office of Labour.

HAKE, Lothar, Mr., Federal Office of Statistics.

### EMPLOYERS' DELEGATE

LINDNER, Wolf-Dieter, Mr., Director and Head of International Social Policy Department, Confederation of German Employers' Associations (BDA); Member, Governing Body of the ILO.

### Advisers

BELOW, Hans Jürgen, Mr., International Social Policy Department, BDA.

MÜLLER, Eugen, Mr., Social Security Department, BDA.

PÜCKLER, Botho, Count, Economic and Statistics Department, BDA.

WISSKIRCHEN, Alfred, Mr., Deputy Head, Labour Law Department, BDA.

SCHMIDT, Günter C., Mr., Managing Director, Asbestos Industry Association.

SCHWARZ, Rüdiger, Mr., Managing Director, Association of the Asbestos Cement Industry.

VOSSIEG, Siegfried, Mr., Managing Director, Employers' Association, Wuppertal.

BLASIG, Reinhard, Mr., Former Director-General, Federation of Employers' Associations, Baden-Württemberg.

### WORKERS' DELEGATE

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

Adviser and Substitute Delegate

BLÄTTEL, Irmgard, Mrs., Executive Board, DGB.

Advisers

KEHRMANN, Karl, Mr., Executive Board, DGB.

KONSTANTY, Reinhold, Mr., Executive Board, DGB.

KREIMER, Hans-Joachim, Mr., Executive Board, DGB.

LECHELT, Erhard, Mr., Executive Board, Chemical, Paper and Ceramics Workers' Union.

PARTIKEL, Heinz, Mr., Executive Board, Metal Workers' Union.

SIMON, Harald, Mr., Executive Board, DGB.

ROHR, Uta, Mrs., Head, Female Employees Department, Executive Board, German Salaried Employees' Union (DAG).

GROWITSCH, Klaus, Mr., Health Insurance Section, Executive Board, DAG.

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Angola

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DELEGUÉS GOUVERNEMENTAUX

BRAS da SILVA, Horácio Pereira, M., ministre du Travail et de la Sécurité sociale.

MPOLO, Wuta, M., directeur du Département des relations internationales au ministère du Travail et de la Sécurité sociale.

Conseillers techniques

KWIANGA, Joaquim Pedro, M., délégué provincial au ministère du Travail et de la Sécurité sociale.

MARIA, António, Dr., médecin du travail au Département de la protection et de l'hygiène.

MARTINS NGUNZA, Adão, M., du Département de la politique économique et sociale.

PADRE da SILVA, Silvana Maria, Mme, responsable du cabinet technique au ministère du Travail.

BAPTISTA JARDIM, Antónia, Mme, technicienne du travail.

GONCALVES, Afonso, M.

DELEGUE DES EMPLOYEURS

COELHO, José Maria, M., directeur de l'entreprise Combal.

DELEGUE DES TRAVAILLEURS

LUVUALU, Pascoal, M., secrétaire général de l'Union nationale des travailleurs angolais (UNTA).

Conseillers techniques

N'SINGUI MASSALA, Francisco, M., secrétaire aux relations extérieures de l'UNTA.

VIEIRA LOPES, Rui, M., secrétaire aux affaires économiques de l'UNTA.

FERNANDES, Francisca, Mme, du Département des affaires sociales de l'UNTA.

FATIMA, Elsa de, Mlle, secrétaire du secrétaire general de l'UNTA.

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Antigua-et-Barbuda

Antigua and Barbuda

Antigua y Barbuda

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GOVERNMENT DELEGATE

FREELAND, Adolphus Eleazer, The Hon., Minister of Labour, Housing and Co-operatives.

EMPLOYERS' DELEGATE

BASS, Henderson, Mr., Secretary, Antigua Employers' Federation.

WORKERS' DELEGATE

SAMUEL, Joshua, Mr.

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Arabie saoudite

Saudi Arabia

Arabia Saudita

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MINISTER ATTENDING THE CONFERENCE

AL-FAYEZ, Mohammed Ali, Mr., Minister of Labour and Social Affairs.

GOVERNMENT DELEGATES

AL-YAHYA, Ahmad Hamad, Mr., Deputy Minister for Labour Affairs.

AL-KHALIDI, Mohammed Said, Mr., Director-General, International Organisations Department.

Advisers and Substitute Delegates

AL-NAFIE, Mohammed A., Mr., Chairman, Supreme Commission for the Settlement of Labour Disputes.

AL-KHALIFA, Mohammed A., Mr., Director-General, Main Labour Office, Eastern Region.

FAKIH, Ahmed J., Mr., Director-General, Main Social Insurance Office, Western Region.

TAMMAMI, Abdulrahman M., Mr., Research Worker, Labour and Social Services, International Organisations Department.

SARHAN, Salah, M., Second Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

DAHLAN, Abdullah S., Mr., Secretary-General, Jeddah Chamber of Commerce.

#### WORKERS' DELEGATE

SINAN, Abdul-Ghani, Mr., Chief, Safety and Industrial Compensations Section, Aramco.

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Argentine

Argentina

Argentina

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#### MINISTRO ASISTENTE A LA CONFERENCIA

BARRIONUEVO, Hugo, Sr., Ministro de Trabajo y Seguridad Social.

#### DELEGADOS GUBERNAMENTALES

DIMASE, Leonardo, Sr., Asesor Presidencial; representante gubernamental, Consejo de Administración de la OIT.

CAPUCCIO, Emilio, Sr., Secretario de Estado de Seguridad Social, Ministerio de Trabajo y Seguridad Social.

#### Consejeros técnicos y delegados suplentes

LOPEZ NOGUEROL, Osvaldo O., Sr., Embajador; representante permanente en Ginebra.

ULRICH, Carlos, Sr., subsecretario de Coordinación Administrativa, Ministerio de Trabajo y Seguridad Social.

#### Consejeros técnicos

JIMENEZ DAVILA, Fernando, Sr., Embajador; Ministerio de Relaciones Exteriores y Culto.

MATZKIN, Gabriel, Sr., Embajador en Bruselas.

FELDMAN, Silvio, Sr., Ministerio de Trabajo y Seguridad Social.

RODRIGUEZ, Carlos, Sr., Ministerio de Trabajo y Seguridad Social.

GUIDOBONO, Rubén, Sr., Ministerio de Trabajo y Seguridad Social.

DAVEREDE, Alberto L., Sr., consejero de la misión permanente en Ginebra.

FASANO, Norma, Srta., primer secretario de la misión permanente en Ginebra.

ARCURI, Juan J., Sr., primer secretario de la misión permanente en Ginebra.

NASCIMBENE de DUMONT, Norma, Sra., primer secretario de la misión permanente en Ginebra.

GONZALEZ, Hugo C., Sr., segundo secretario de la misión permanente en Ginebra.

MIEMBROS DEL PARLAMENTO ASISTENTES  
A LA CONFERENCIA

BRASESCO, Luis Agustín, Sr., Senador Nacional.

BRITOS, Oraldo, Sr., Senador Nacional.

SANMARTINO, Roberto E., Sr., Diputado Nacional.

MARTINEZ, Valentín, Sr., Diputado Nacional.

CORSO, Julio, Sr., Diputado Nacional.

BERNASCONI, Tulio, Sr., Diputado Nacional.

LESTANI, Carlos, Sr., Diputado Nacional.

DELEGADO DE LOS EMPLEADORES

FAVELEVIC, Roberto, Sr., presidente de la Unión Industrial Argentina.

Consejeros técnicos y delegados suplentes

EURNEKIAN, Murat, Sr., miembro suplente del Consejo de Administración de la OIT.

FUNES de RIOJA, Daniel Carlos, Sr.

Consejeros técnicos

FUNES de RIOJA, Daniel Carlos, Sr.

HERMIDA MARTINEZ, Darío, Sr.

INVERNIZZI, Juan Pedro, Sr.

CERETTI, Carlos, Sr.

PIVA, José, Sr.

LEVISMAN, A., Sr.

DELEGADO DE LOS TRABAJADORES

UBALDINI, Saúl, Sr.

Consejero técnico y delegado suplente

BORDA, Osvaldo, Sr.



Consejeros técnicos

GOYENECHÉ, Pedro, Sr.

GUERRERO, Luis, Sr.

DIGON, Roberto, Sr.

ETCHEZAR, Luis H., Sr.

SOBERANO, Rodolfo M., Sr.

VENTURINI, Enrique, Sr.

DIZ REY, Manuel, Sr.

CANDORE, Miguel, Sr.

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Australie

Australia

Australia

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MINISTER ATTENDING THE CONFERENCE

WILLIS, Ralph, The Hon., MP, Minister for Employment and Industrial Relations.

Accompanied by KEATING, Michael, Mr., Secretary, Department of Employment and Industrial Relations.

CONNORS, Helen, Miss, Personal Secretary to Mr. Willis.

STATE MINISTER ATTENDING THE CONFERENCE

PEARSALL, G.A., The Hon., MHA., Deputy Premier and Minister for Labour and Industry, Tasmania.

GOVERNMENT DELEGATES

FOTHERINGHAM, Ross, Mr., Minister (Special Labour Adviser), Permanent Mission, Geneva; Government Representative, Governing Body of the ILO.

BEKEMA, Tjebbe, Mr., Assistant Secretary, International Relations Branch, Department of Employment and Industrial Relations.

Advisers

PARSONS, Frank, Mr., Director, Australian Bureau of Statistics.

RIORDAN, Joe, Mr., Secretary, Department of Industrial Relations, New South Wales.

GRIFFIN, Pauline, Ms., Commissioner, Chairman, National Committee on Discrimination in Employment and Occupation.

SCOTT, Bob, Dr., Senior Medical Adviser, National Occupational Health and Safety Commission.

CAMPBELL, Noel, Mr., First Secretary, Permanent Mission, Geneva.

PAGONIS, Con, Mr., Acting Principal Executive Officer, International Relations Branch, Department of Employment and Industrial Relations.

**EMPLOYERS' DELEGATE**

NOAKES, Bryan, Mr., Director-General, Confederation of Australian Industry Industrial Council; Substitute Member, Governing Body of the ILO.

**Advisers**

ABEY, Tim, Mr., Chief Industrial Advocate, Tasmanian Chamber of Industries.

BROWN, Bill, Mr., Executive Director, Confederation of Western Australian Industry.

DIXON, John, Mr., OBE, Chairman, Confederation of Australian Industry Industrial Council.

**WORKERS' DELEGATE**

DOLAN, Cliff, Mr., AO, President, Australian Council of Trade Unions; Member, Governing Body of the ILO.

**Advisers**

ELLIS, Jack, Mr., Secretary, Operative Painters and Decorators Union of Australia.

FORSTER, John, Mr., Secretary, Australasian Society of Engineers (Tasmanian Branch).

MEECHAM, Robert, Mr., Assistant Secretary, Trades and Labour Council of Western Australia.

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**Autriche**

**Austria**

**Austria**

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**MINISTER ATTENDING THE CONFERENCE**

DALLINGER, Alfred, Mr., Federal Minister for Social Affairs.

Accompanied by SCHULTHEIS, Gerfried, Mr., Senior Counsellor, Federal Ministry for Social Affairs.

**GOVERNMENT DELEGATES**

MARTINEK, Oswin, Mr., Director-General, Federal Ministry for Social Affairs; Government Representative, Governing Body of the ILO.

MELAS, Heinz-Michael, Mr., Director, Federal Ministry for Social Affairs.

**Advisers and Substitute Delegates**

REISCH, Georg, Mr., Ambassador; Permanent Representative, Geneva.

LANGHAMMER, Herbert, Mr., Senior Counsellor, Federal Ministry for Social Affairs.

Advisers

FELIX, Ferdinand, Mr., Director-General, Federal Ministry for Social Affairs.

GAUDART, Dorothea, Mrs., Director, Federal Ministry for Social Affairs.

POLZER, Herbert, Mr., Director, Federal Ministry for Social Affairs.

BIRBAUM, Günter, Mr., Minister, Permanent Mission, Geneva

LENTSCH, Wolfgang, Mr., Counsellor, Federal Ministry for Commerce and Industry.

TICHY, Helmut, Mr., Third Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

ARBESSER-RASTBURG, Max, Mr., Manager, Herz-Armaturen GmbH; Substitute Member, Governing Body of the ILO.

Advisers

HERGET, Günther, Mr., Federal Chamber of Commerce.

BACHMAYER, Fritz, Mr., Eternit Werke Ludwig Hatschek AG.

TEUFFEL, Johannes, Mr., Eternit Werke Ludwig Hatschek AG.

BRAUNER, Heinrich, Mr., Head, Social Insurance and Labour Protection Division, Federation of Austrian Industrialists.

WORKERS' DELEGATE

BENYA, Anton, Mr., Member of Parliament; President, Austrian Confederation of Trade Unions.

Advisers and Substitute Delegates

ENGELMAYER, Günther, Mr., Secretary, Austrian Confederation of Trade Unions.

MAIER, Heribert, Mr., Austrian Confederation of Trade Unions; Deputy Member, Governing Body of the ILO.

MALY, Ferdinand, Mr., Head, Social Policy Division, Austrian Confederation of Trade Unions.

Advisers

MLINEK, Brigitta, Mrs., Austrian Congress of Chambers of Labour.

CHRONIS, Seigfried, Mr., Head, Central Representation of Workers, Eternit Werke Ludwig Hatschek AG.

NEUBERGER, Manfred, Mr., Institute for Environment Hygiene, University of Vienna.

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Bahreïn

Bahrain

Bahrein

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MINISTER ATTENDING THE CONFERENCE

AL-KHALIFA, Shaikh Khalifa bin Sulman bin Mohamed, Mr., Minister of Labour and Social Affairs.

GOVERNMENT DELEGATES

AL-MADANI, Abdulla Rashid, Mr., Under-Secretary, Ministry of Labour and Social Affairs.

AL-SHAKAR, Karim Ebrahim, Mr., Ambassador, Permanent Representative, Geneva.

Advisers

AL-SHEHABI, Sadiq Abdul Karim, Mr., Director of Administrative and Financial Affairs, Ministry of Labour and Social Affairs.

NABI, Ezzat Abdul, Mr., Labour and Legal Adviser, Ministry of Labour and Social Affairs.

AL-MAJED, Ebrahim Ali, Mr., First Secretary, Permanent Mission, Geneva.

AL-FAIHANI, Saeed, Mr., Second Secretary, Permanent Mission, Geneva.

AL-DOSARI, Sabah Salem, Mr., Secretary to the Minister of Labour and Social Affairs.

EMPLOYERS' DELEGATE

ZAINULABIDEEN, Hassan, Mr., Vice-Chairman, Bahrain Chamber of Commerce and Industry.

Advisers and Substitute Delegates

FAREJ, Abdel Hussain, Mr., Member, Bahrain Chamber of Commerce and Industry.

JIMSHEER, Abdel Rahman Mohamed, Mr., Member, Bahrain Chamber of Commerce and Industry.

WORKERS' DELEGATE

HUSSEIN, Abdul Gafar Abdul, Mr., Member, General Committee of Bahrain Workers.

Adviser and Substitute Delegate

AL-SAMMAK, Saeed Abbas, Mr., Member, General Committee of Bahrain Workers.

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**Bangladesh**

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**MINISTER ATTENDING THE CONFERENCE**

MAHMUD, Anisul Islam, Mr., Minister for Labour and Manpower.

**GOVERNMENT DELEGATES**

CHOWDHURY, M. Nur-un-Nabi, Mr., Secretary, Ministry of Labour and Manpower.

KARIM, A.H.S. Ataul, Mr., Ambassador; Permanent Representative, Geneva.

**Advisers**

HOSSAIN, Syed Noor, Mr., Counsellor, Permanent Mission, Geneva.

ALI, M. Ashraf, Mr., Labour Adviser, Ministry of Labour and Manpower.

CHOUDHURY, Liaquat Ali, Mr., Second Secretary, Permanent Mission, Geneva.

AHMED, Saifuddin, Mr., Minister (Economic), High Commission, London.

**EMPLOYERS' DELEGATE**

KHAN, M. Morshed, Mr., Vice-President, Bangladesh Employers' Association;  
Substitute Member, Governing Body of the ILO.

**Adviser and Substitute Delegate**

MORTUZA, M.G., Mr., Labour Adviser, Bangladesh Employers' Association.

**WORKERS' DELEGATE**

FARUQUI, S.R., Mr., President, Bangladesh Janaswadhin Sramik Federation.

**Adviser and Substitute Delegate**

KHAN, Md. Nazrul Islam, Mr., General Secretary, Bangladesh Jatiotabadi Sramik  
Dal.

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**Barbade**

**Barbados**

**Barbados**

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**GOVERNMENT DELEGATES**

BRADSHAW, Delisle, The Hon., Minister of Labour, Social Security and Sport.

ROGERS, Wilfred, Mr., Permanent Secretary, Ministry of Labour, Social  
Security and Sport.

EMPLOYERS' DELEGATE

WILLIAMS, James, Mr., Director, Barbados Employers' Confederation.

WORKERS' DELEGATE

WALCOTT, Frank L., Mr., General Secretary, Barbados Workers' Union; Deputy Member, Governing Body of the ILO.

Adviser

CLARKE, Dennis, Mr., Acting Deputy General Secretary, National Union of Public Workers (NUPW).

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Belgique

Belgium

Bélgica

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MINISTRE ASSISTANT A LA CONFERENCE

HANSENNE, M., M., ministre de l'Emploi et du Travail.

Accompagné de SIMONS, P., M., secrétaire général du ministère de l'Emploi et du Travail.

PAERMENTIER, P., M., chef de cabinet du ministre de l'Emploi et du Travail.

DUYSENS, D., M., chef de cabinet adjoint du ministre de l'Emploi et du Travail.

GROSJEAN, R., M., chef de cabinet adjoint du ministre de l'Emploi et du Travail.

DE KEYN, J.P., M., attaché de cabinet du ministre de l'Emploi et du Travail.

BOURLARD, M., M., chargé de mission auprès du ministre de l'Emploi et du Travail.

DELEGUES GOUVERNEMENTAUX

CALIFICE, A., M., sénateur; ancien ministre; ministre d'Etat.

WALLIN, M., M., conseiller au ministère de l'Emploi et du Travail.

Conseiller technique et délégué suppléant

ONKELINX, A., M., ambassadeur; représentant permanent à Genève.

Conseillers techniques

CHAMPENOIS, P., M., ministre conseiller; représentant permanent adjoint à Genève.

DENONNE, L., M., directeur général au ministère de l'Emploi et du Travail.

DE GREVE, J.M., M., inspecteur général au ministère de l'Emploi et du Travail.

GILLET, J., M., directeur.

GENTILE, J., Mme, attaché à la mission permanente à Genève.

PATERNOTRE, P.M.P., Mme, conseiller.

DELBUSHAYE, J.-P., M., conseiller au ministère des Relations extérieures.

CLOSEN, J., M., conseiller adjoint au ministère de l'Emploi et du Travail.

D'AES, L., M., secrétaire à la mission permanente à Genève.

SIMON, A., M., secrétaire d'administration au ministère de l'Emploi et du Travail.

GYSENS, L., Mme, secrétaire d'administration.

LIEBAUX, J., M., rédacteur.

BRIBOSIA, V., M., membre du cabinet du ministre de l'Emploi et du Travail.

#### DELEGUE DES EMPLOYEURS

VERSCHUEREN, A., M., directeur général honoraire de la Fédération des entreprises de Belgique (FEB); conseiller général de la Fédération pétrolière belge.

#### Conseillers techniques

ARETS, P., M., directeur des questions sociales à la FEB, membre suppléant du Conseil d'administration du BIT.

KOHNNENMERGEN, S., Mlle, conseiller à la FEB.

STORM, M.L., Mme, conseiller à FABRIMETAL.

CHIMKOVITCH, S., M., conseiller à la S.A. Solvay et Compagnie.

LEPOUTRE, J., Dr., médecin conseil du groupe Eternit.

VAN DEN BERGH, R., M., directeur de la S.A. Esso Belgium.

CORDY, A., M., conseiller à la FEB.

#### DELEGUE DES TRAVAILLEURS

VANDEN BROUCKE, A., M., président de la Fédération générale du travail de Belgique.

#### Conseiller technique et délégué suppléant

HOUTHUYS, J., M., président de la Confédération des syndicats chrétiens de Belgique.

#### Conseillers techniques

POTTIE, Franz, M., attaché aux services d'Etude de la Centrale générale des syndicats libéraux de Belgique.

DE VITS, M., Mlle, secrétaire nationale de la Fédération générale du travail de Belgique.

SILON, P., M., secrétaire à la Confédération des syndicats chrétiens de Belgique.

STALPORT, J.L., M., conseiller juridique à la Fédération générale du travail de Belgique.

THYRE, A., M., chef de service à la Fédération générale du travail de Belgique.

DE DECKER, A., M., président de centrale à la Confédération des syndicats chrétiens de Belgique.

WALDRAET, M., M., secrétaire à la Confédération des syndicats chrétiens de Belgique.

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Bénin

Benin

Benin

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DELEGUES GOUVERNEMENTAUX

ATCHADE, André, M., ministre du Travail et des Affaires sociales.

ZANOU, Pierre, M., directeur du travail.

DELEGUE DES EMPLOYEURS

KPENOU, Raphaël Benjamin, M., secrétaire général de l'Organisation nationale des employeurs du Bénin.

DELEGUE DES TRAVAILLEURS

ADETONAH, Barnabé, M.

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RSS de Biélorussie

Byelorussian SSR

RSS de Bielorussia

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GOVERNMENT DELEGATES

FOMICH, Anatoly Mihailovich, Mr., Chairman, State Committee for Labour and Social Affairs.

PESHKOV, Vassili Ivanovich, Mr., Member of the Board and Head of Department, Ministry of Foreign Affairs.

Adviser and Substitute Delegate

GREKOV, Vladimir Vassilievich, Mr., Permanent Representative, Geneva.



Adviser

SYCHYOV, Alexander Nikolayevich, Mr., Second Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

VOROBYOV, Ivan Yakovlevich, Mr., Director, Traktorodetal Works, Minsk.

WORKERS' DELEGATE

SAKHAROV, Igor Mikhailovich, Mr., Head of Department, Byelorussian Council of Trade Unions.

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Birmanie

Burma

Birmania

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MINISTER ATTENDING THE CONFERENCE

KYAW, Ohn, U, Minister for Social Welfare and for Labour.

GOVERNMENT DELEGATES

GYI, Maung Maung, U, Permanent Representative, Geneva.

MYINT, Thein, U, Director-General, Department of Labour.

Advisers

TIN, Pe Thein, U, Deputy Permanent Representative, Geneva.

THAN, Mya, U, Second Secretary, Permanent Mission, Geneva.

MAUNG, Marlar Sein, Daw, Second Secretary, Permanent Mission, Geneva.

TUN, Than, U, Third Secretary, Permanent Mission, Geneva.

LIN, Saw, U, Director-General, Factories and General Labour Laws Inspection Department.

SWE, Myo, U, Deputy General Manager, Social Security Board.

DIN, San, U, Divisional Head of Department, Department of Labour, Mandalay Division.

MAUNG, Nyunt, U, Secretary to the Minister of Social Welfare and Labour.

EMPLOYERS' DELEGATE

THAN, Mya, U, Deputy Factory Manager (Production), Asbestos Cement Factory (Ahlone), Ceramic Industries Corporation.

WORKERS' DELEGATE

AYE, Tin, U, Executive Committee Member, Workers' Asiayone Central Body.

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**Bolivie**

**Bolivia**

**Bolivia**

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**MINISTRO ASISTENTE A LA CONFERENCIA**

PORCEL SALAZAR, Gabriel, Sr., Ministro de Trabajo y Desarrollo Laboral.

**DELEGADOS GUBERNAMENTALES**

CRESPO RODAS, Alfonso, Sr., Embajador; representante permanente en Ginebra.

MOLLER PACIERI, Edwin, Sr., Asesor del Ministro.

Consejero técnico

PAZ CLAROS, Iván, Sr.

**DELEGADO DE LOS EMPLEADORES**

ILLANES de la RIVA, Fernando, Sr., presidente de la Confederación de Empresarios Privados de Bolivia.

Consejero técnico

ESPANA SMITH, Raúl, Sr., presidente de la Asociación de Mineros Medianos.

**DELEGADO DE LOS TRABAJADORES**

PEREZ GARCIA, Justo, Sr., representante de la Central Obrera Boliviana (COB).

Consejero técnico y delegado suplente

VASQUEZ, Edgardo, Sr., representante de la COB.

Consejero técnico

DIEZ, Jesús, Sr.

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**Botswana**

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**MINISTER ATTENDING THE CONFERENCE**

KGABO, E.M.K., Mr., Minister of Home Affairs.

**GOVERNMENT DELEGATES**

PONTSHO, Augustine, Mr., Deputy Permanent Secretary, Ministry of Home Affairs.

LEBANG, Thembo, Mr., Principal Labour Officer (International Affairs).

Advisers

PULE, Thebe Aron, Mr., Occupational Health Officer.

MOOKI, Nthato Ezekiel, Mr., Labour Officer (International Affairs).

EMPLOYERS' DELEGATE

MASWIBILILI, Batisame Simon, Mr., Botswana Employers' Federation.

WORKERS' DELEGATE

NTHUME, Balangani Chilume, Mr., Botswana Federation of Trade Unions.

Advisers

BAFETANE, Bame Priscilla, Miss, Equality of Opportunity and Treatment Section.

MOPHUTING, Masego Mavis, Mrs., Equality of Opportunity and Treatment Section

SALESHANDO, Ditiro Motalalepula, Mr., Use of Asbestos Section.

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Brésil

Brazil

Brasil

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MINISTRO ASISTENTE A LA CONFERENCIA

PAZZIANOTTO PINTO, Almir, Sr., Ministro de Trabajo.

Acompañado de NOGUEIRA BATISTA, Paulo, Sr., Embajador; representante  
permanente en Ginebra.

DELEGADOS GUBERNAMENTALES

LAMOUNIER, Bolivar, Sr., presidente del Instituto de Desarrollo del Estado de  
São Paulo (IDESP).

MONTENEGRO CASTELO, Francisco Ary, Sr.

Consejero técnico y delegado suplente

CARVALHO LOPES, Fernando José de, Sr., consejero de la misión permanente en  
Ginebra.

Consejeros técnicos

ADRI SARTI, Plinio Gustavo, Sr., secretario de Relaciones de Trabajo del  
Ministerio de Trabajo.

BOSI, Eclea, Sra., profesora de la Universidad de São Paulo (USP)

MORRONE, Luiz Carlos, Sr., director técnico de la Secretaria de Relaciones de  
Trabajo de São Paulo.

MELO, Carmelito de, Sr., secretario de Embajada de la misión permanente en  
Ginebra.

PROCOPIAK, Elda Maria Alvarez, Sra., secretaria de Embajada del Ministerio de Relaciones Exteriores.

PIMENTA, Wagner Antonio, Sr., procurador general ante la Jurisdicción laboral.

Acompaña a la Delegación

PRATES, Marco Aurelio, Sr., ministro del Tribunal Supremo de Trabajo.

#### DELEGADO DE LOS EMPLEADORES

DELLA MANNA, Roberto, Sr., de la Federación de Industrias del Estado de São Paulo.

#### Consejeros técnicos

ALMEIDA VIEIRA, Enoch, Sr., Diputado Federal.

TEIXEIRA, Múcio, Sr., de la Confederación Nacional de Agricultura.

SANTOS NEVES FILHO, Jonas, Sr., segundo tesorero de la Confederación Nacional de la Industria (CNI); presidente de la Comisión Permanente de Relaciones Internacionales de Trabajo (COPRINT); miembro adjunto del Consejo de Administración de la OIT.

FERRANTINI, Viviano, Sr., consejero técnico de la Federación de Industrias del Estado de São Paulo (FIESP).

ARAÚJO MARTINS, Victor d', Sr., vicepresidente de la Confederación Nacional del Comercio (CNC)

MORITZ, Charles Edgard, Sr., director de la CNC.

GOLOMBECK, Rafael, Sr., consejero del Servicio Nacional del Comercio.

PORTO, José Aquino, Sr., de la Confederación Nacional de la Industria.

VELLOSO SILVEIRA, Agostinho, Sr., de la Confederación Nacional de la Industria.

GRECO, Leonardo, Sr., de la Confederación Nacional de la Industria.

PEREIRA, José Eduardo, Sr., de la Confederación Nacional de la Agricultura.

#### DELEGADO DE LOS TRABAJADORES

MELLO, Washington Thadeu, Sr., secretario adjunto de Relaciones Internacionales de Trabajadores de las Comunicaciones y la Publicidad (CONTCOP).

#### Consejeros técnicos

REINO, Eribelto Manoel, Sr., primer vicepresidente de la Confederación Nacional de Trabajadores de las Empresas de Crédito.

SILVA, José Francisco da, Sr., presidente de la Confederación Nacional de Trabajadores de la Agricultura (CONTAG).

TOSCHI, Antonio, Sr., presidente del Sindicato de los Metalúrgicos de Osasco, Estado de São Paulo.

GOMES, Omar José, Sr., representante de la Confederación Nacional de Trabajadores de los Transportes Terrestres.

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Bulgarie

Bulgaria

Bulgaria

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MINISTRE ASSISTANT A LA CONFERENCE

EVGENIEV, Georgi, M., président du Comité du travail et des affaires sociales.

DELEGUES GOUVERNEMENTAUX

DAVIDOV, David, M., premier vice-président du Comité du travail et des affaires sociales.

TELLALOV, Konstantin, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques

MRATCHKOV, Vassil, M., secrétaire du Conseil législatif du Conseil d'Etat.

KALOUCHEV, Georgi, M., directeur au Comité du travail et des affaires sociales.

HARALAMPIEV, Raytcho, M., ministre plénipotentiaire à la mission permanente à Genève.

PASKALEV, Hristo, M., deuxième secrétaire au ministère des Affaires étrangères.

KANTCHEV, Kantcho, M., spécialiste auprès du Comité du travail et des affaires sociales.

DELEGUE DES EMPLOYEURS

GLAVANAKOV, Konstantin, M., président du Conseil des dirigeants des entreprises.

Conseillers techniques

GANEV, Blagoï, M., membre du bureau du Conseil des dirigeants des entreprises; président de l'Association économique industrielle bulgare.

SIMEONOV, Tsvetan, M., secrétaire du Conseil des dirigeants des entreprises; expert juridique auprès de l'Association économique industrielle bulgare.

DELEGUE DES TRAVAILLEURS

ANDREEV, Kosta, M., secrétaire du Conseil central des syndicats bulgares.

Conseillers techniques

KOUZMANOVA, Tsvetanka, Mme, collaborateur scientifique auprès de l'Institut scientifique des affaires syndicales.

DETCHEV, Krassimir, M., instructeur auprès du Conseil central des syndicats bulgares.

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**Burkina Faso**

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**MINISTRE ASSISTANT A LA CONFERENCE**

TOE, Fidèle, M., ministre du Travail, de la Sécurité sociale et de la Fonction publique.

**DELEGUES GOUVERNEMENTAUX**

KABORE, Béléko Pierre, M., directeur central du travail, de l'emploi et de la sécurité sociale.

KALHOULE, Tométo, M., directeur général de la Caisse nationale de sécurité sociale.

**Conseillers techniques**

ZOUNGRANA, S. Célestin, M., directeur général de l'Office national de la promotion de l'emploi.

OUILI, Saïdo, M., directeur des services de santé des travailleurs.

NANA, Agathe, Mme, inspecteur régional du travail, de l'emploi et de la sécurité sociale.

**DELEGUE DES EMPLOYEURS**

ZOUNDI, Simone, Mme.

**DELEGUE DES TRAVAILLEURS**

PARE, Moumouni, M., membre du bureau de la CNTB.

**Advisers**

KABORE, Boniface D., M., secrétaire général de l'ONSL.

OUEDRAOGO, Jean Emmanuel, M.

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**Burundi**

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**DELEGUES GOUVERNEMENTAUX**

NSANZE, Térance N, M., ambassadeur; représentant permanent à Genève.

BIHORUBUSA, Benoît, M., membre de l'Assemblée nationale; conseiller à la présidence.

Conseillers techniques et délégués suppléants

NZISABIRA, Gaspard, M., directeur général du Travail et de la Formation professionnelle; représentant gouvernemental au Conseil d'administration du BIT.

IRARIHA, Léandre, M., agent du Service des normes du Bureau d'études du ministère du Travail et de la Formation professionnelle.

DELEGUE DES EMPLOYEURS

MUYUMPU, André, M., administrateur-secrétaire général de la Banque de crédit de Bujumbura; vice-président de l'Association des employeurs du Burundi (AEB).

Conseiller technique et délégué suppléant

GAHUNGU, Athanase, M., directeur général de la SOCABU; trésorier de l'AEB.

DELEGUE DES TRAVAILLEURS

RURAHENYE, Marius, M., secrétaire général de l'UTB.

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Cameroun

Cameroon

Camerún

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MINISTRE ASSISTANT A LA CONFERENCE

FOFE, Joseph, M., ministre du Travail et de la Prévoyance sociale.

DELEGUES GOUVERNEMENTAUX

ACHIRI FRU, Arouna Aaron, M., directeur du Travail.

NGAKOU, Célestin, M., chef du Service des relations extérieures.

Conseillers techniques et délégués suppléants

KALLA LOTTIN, Ernest, M., délégué provincial du travail du Sud-ouest.

NOUTHE, Julienne, Dr., chef de l'Inspection médicale du travail.

EYAMBE, William, M., deuxième secrétaire à la mission permanente à Genève.

DELEGUE DES EMPLOYEURS

NGAHA, Moïse, M., directeur du personnel de la SIC-CACAO.

Conseiller technique et délégué suppléant

TSALA MESSI, André, M., directeur administratif de la SOCAPALM.

DELEGUE DES TRAVAILLEURS

ABONDO, Jérôme, M., président confédéral de l'Union nationale des travailleurs du Cameroun (UNTC).

Conseiller technique et délégué suppléant

VEWESSEE, Cornelius Patrick Nganteh, M., membre du Bureau confédéral de l'UNTC.

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Canada

Canada

Canada

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MINISTRES ASSISTANT A LA CONFERENCE  
MINISTERS ATTENDING THE CONFERENCE

McKNIGHT, Bill, The Hon., Minister of Labour of Canada.

FRECHETTE, Raynald, L'Hon., ministre du Travail de la Province de Québec.

DELEGUES GOUVERNEMENTAUX  
GOVERNMENT DELEGATES

PROTTI, Ray, Mr., Assistant Deputy Minister, Policy, Department of Labour of Canada.

EADY, Mary, Mrs., Deputy Minister of Labour of Manitoba.

Conseillers techniques et délégués suppléants  
Advisers and Substitute Delegates

BEESELEY, J. Alan, Mr., Permanent Representative, Geneva.

BLAIN, Yvan, M., sous-ministre du Travail de la Province de Québec.

TANGUAY, Fernand, M., représentant permanent adjoint à Genève.

CARON, Lucille, Mme., directrice des relations internationales au ministère du Travail du Canada.

Conseillers techniques  
Advisers

BENNETT, Paula, Ms., Assistant Director, Policy Development, Women's Bureau, Department of Labour of Canada.

BOUCHARD, Michel, Dr., directeur par intérim de la Direction de la médecine du travail et de l'épidémiologie de la Commission de la santé et de la sécurité du travail de la Province de Québec.

FERELJOWSKI, Peter, Mr., Chief Economist, Employment Standards Branch, Ministry of Labour of Ontario.

LAAT, Bill de, Mr., International Relations, Department of Labour of Canada.

DHAVERNAS, Daniel, M., conseiller à la mission permanente à Genève.

LAPOINTE, Gilliane, Mme., chef de la section des affaires institutionnelles du ministère des Affaires extérieures du Canada.

IGNATOW, Alek, Mr., Mineral Policy, Department of Energy, Mines and Resources of Canada.



McLELLAN, Jim, Mr., Director, Occupational Safety and Health, Department of Labour of Canada.

WORTON, David, Mr., Assistant Chief Statistician, Special Assignments, Statistics, Canada.

MEMBRES DU PARLEMENT ASSISTANT A LA CONFERENCE  
MEMBERS OF PARLIAMENT ATTENDING THE CONFERENCE

COPPS, Sheila, Ms., Member for Hamilton East.

HUDON, Jean-Guy, M., député de Beauharnois-Salaberry; secrétaire parlementaire du ministre de l'Emploi et de l'Immigration.

MURPHY, Rod, Mr., Member for Churchill.

PRICE, Joseph, Mr., Member for Burin-St. George's; Parliamentary Secretary to the Minister of Labour.

REPRESENTANTS DE GOUVERNEMENTS PROVINCIAUX  
ACCOMPAGNANT LA DELEGATION  
PROVINCIAL REPRESENTATIVES ACCOMPANYING  
THE DELEGATION

L'ECUYER, Normand, Mr., conseiller en relations internationales au ministère des Relations internationales de la Province de Québec.

ROBERGE, Jacques, M., directeur des affaires extra-ministérielles au ministère de la Main-d'oeuvre et de la Sécurité de revenu de la Province de Québec.

DELEGUE DES EMPLOYEURS  
EMPLOYERS' DELEGATE

HALLIWELL, J., Mr., Director of Labour Relations, Canadian Construction Association.

Conseiller technique et délégué suppléant  
Adviser and Substitute Delegate

BRILLINGER, Ray H., Mr., Director, Industrial Relations, Canadian Manufacturers' Association; Deputy Member, Governing Body of the ILO.

Conseillers techniques  
Advisers

BATES, A.J., Mr., Chairman, Employer-Employee Relations Committee, Canadian Chamber of Commerce.

LESAGE, Michel, M., Lesage, Dumont et Associés.

PAQUIN, Sarto G., M., directeur des relations industrielles à la Division du Québec de l'Association des manufacturiers canadiens.

RICHAN, Keith, Mr., President, Richan and Associates.

SINCLAIR, Helen, Ms., Director, Public Affairs, Canadian Bankers' Association.

DELEGUE DES TRAVAILLEURS  
WORKERS' DELEGATE

CARR, Shirley G.E., Mrs., Secretary-Treasurer, Canadian Labour Congress;  
Member, Governing Body of the ILO.

Conseiller technique et délégué suppléant  
Adviser and Substitute Delegate

MALLON, Brian, Mr., National Representative, Canadian Labour Congress.

Conseillers techniques  
Advisers

GODBOUT, Clément, M., directeur du district 5 des Syndicats des métallos unis  
d'Amérique.

LEDGER, Verna, Mrs., Regional Director of Safety and Health, International  
Woodworkers of America.

RIOUX, Claude, M., du Comité de coordination des négociations de la  
Confédération des syndicats nationaux.

SMITH, Richard, Mr., National President, Brotherhood of Railway, Airline and  
Steamship Clerks, Freight Handlers, Express and Station Employees.

JOHNSTON, Edith M., Miss, Representative, United Automobile, Aerospace and  
Agricultural Implement Workers of America.

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Cap-Vert

Cape Verde

Cabo Verde

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MINISTRE ASSISTANT A LA CONFERENCE

MAXIMILIANO, Joao, M., secrétaire d'Etat de l'Administration publique et du  
Travail.

DELEGUES GOUVERNEMENTAUX

SOARES de BRITO, José Maria, M., directeur général du travail.

MONTEIRO, Francisco, M., président de l'Institut de la formation et du  
perfectionnement professionnels.

Conseiller technique

NOBRE LEITE, Gabriela, Mme, directrice de l'Institut des assurances et de la  
sécurité sociale.

DELEGUE DES TRAVAILLEURS

GOMES, Alfonso Carlos, M., secrétaire général de l'Union nationale des  
travailleurs capverdiens - Centrale syndicale (UNTC-CS).

Conseiller technique et délégué suppléant

ASCENCAO SILVA, Júlio, M., membre du secrétariat exécutif de l'UNTC-CS.

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République centrafricaine  
Central African Republic  
República Centroafricana

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MINISTRE ASSISTANT A LA CONFERENCE

POLLAGBA, Stanislas Joseph, M., ministre de la Fonction publique, du Travail et de la Sécurité sociale.

DELEGUES GOUVERNEMENTAUX

OUANDA-LANIA, Emmanuel, M., secrétaire général du ministère de la Fonction publique, du Travail et de la Sécurité sociale.

AZIBOLO, Gaston, M., directeur général du travail et de l'emploi.

Conseillers techniques

SEGAN, Gaston, M., directeur général de l'Office centrafricain de sécurité sociale.

PERKS, René-Gabriel, M., directeur général de l'Office national la main-d'oeuvre.

MANDABA, Jean-Luc, Dr., médecin-conseil de l'Office centrafricain de sécurité sociale.

MALEZEVO, Marie-Pauline, Mme, représentante de l'Union de femmes centrafricaine.

DELEGUE DES EMPLOYEURS

BLONDIAUX, Roch, M., président de la Fédération nationale du patronat centrafricain.

DELEGUE DES TRAVAILLEURS

SANDOS-OUALANGA, Jean-Richard, M., secrétaire général de la Confédération nationale des travailleurs centrafricains.

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Chili

Chile

Chile

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MINISTER ATTENDING THE CONFERENCE

MARQUEZ DE LA PLATA IRARRAZABAL, Alfonso, Sr., Ministro del Trabajo y Previsión Social.

#### DELEGADOS GUBERNAMENTALES

CARRASCO FERNANDEZ, Wáshington, Sr., Embajador; Representante Permanente en Ginebra.

ARTHUR ERRAZURIZ, Guillermo, Sr., Subsecretario del Trabajo y Previsión Social.

#### Consejeros técnicos y delegados suplentes

CANALES UNDURRAGA, Alfonso, Sr., Sub-Director del Trabajo.

CADIZ BENAVIDES, Luis Eugenio, Sr., ministro consejero de la misión permanente en Ginebra.

LOPEZ MUÑOZ, Luis Felipe, Sr., jefe del Departamento de Agencias Especializadas de la Dirección de Política Multilateral, Ministerio de Relaciones Exteriores.

PEREZ WALKER, Francisco, Sr., consejero de la misión permanente en Ginebra.

DUPOUY GREZ, Jorge, Sr., consejero de la misión permanente en Ginebra.

CORREA UNDURRAGA, Jaime, Sr., jefe del Departamento Jurídico del Banco del Estado.

ACUÑA, Jaime, Sr., primer secretario de la misión permanente en Ginebra.

#### Consejero técnico

RUIZ ASMUSSEN, Eduardo, Sr., primer secretario de la misión permanente en Ginebra.

#### DELEGADO DE LOS EMPLEADORES

VALDES SAENZ, Cristóbal, Sr., fiscal de la Asociación de Bancos e Instituciones Financieras de Chile.

#### Consejeros técnicos y delegados suplentes

PRIETO CONCHA, Humberto, Sr., gerente de la Cámara Nacional de Comercio.

ANABALON ABURTO, Héctor, Dr., experto en materias broncopulmonares, Confederación de la Producción y del Comercio.

OYANGUREN MOYA, Hernán, Dr., experto en Salud Ocupacional, Confederación de la Producción y del Comercio.

#### DELEGADO DE LOS TRABAJADORES

TORREBLANCA GUERRERO, Mario, Sr., presidente de la Federación Nacional de Sindicatos de Trabajadores del Salitre de la Sociedad Química y Minera de Chile.

#### Consejero técnico y delegado suplente

MEDINA GALVEZ, Guillermo, Sr., presidente del Sindicato de Trabajadores del Cobre No. 7, División "El Teniente", de CODELCO-CHILE.

Consejeros técnicos

PEREZ NAVARRO, Lamberto, Sr., presidente del Sindicato Nacional de Trabajadores del Banco del Estado de Chile.

ESTIVALES SANCHEZ, Hugo, Sr., presidente del Sindicato de Trabajadores del Cobre No. 2, de la División Andina, de CODELCO-CHILE; consejero nacional de la Confederación de Trabajadores del Cobre.

SANTANDER SEPULVEDA, Mario, Sr., director de la Federación de Sindicatos de Trabajadores Estibadores y Desestibadores Marítimos de Chile.

TORO CASTRO, Walter, Sr., presidente de la Federación Nacional de Sindicatos de Trabajadores del Hierro, Acero y Actividades Afines y Conexas.

SANHUEZA BAEZA, Juan Ricardo, Sr., presidente del Sindicato de Trabajadores del Acero, Establecimiento Huachipato de la Compañía de Acero del Pacífico.

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Chine

China

China

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GOVERNMENT DELEGATES

LI YUNCHUAN,, Mr., Vice-Minister of Labour and Personnel; Government Representative, Governing Body of the ILO.

LI LUYE,, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and Substitute Delegates

WANG JIANBANG,, Mr., Counsellor, Permanent Mission, Geneva.

ZHANG WEI,, Mr., Deputy Director, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

Advisers

ZHANG YAQUN,, Mr., Director of Bureau, Ministry of Labour and Personnel.

IIPRAYIM ROZI,, Mr., Director, Bureau of Labour and Personnel, Xinjiang Autonomous Region.

LIU YOUJIN,, Mr., Deputy Director, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

MA JIEXIAN,, Mrs., First Secretary, Department of International Organisations and Conferences, Ministry of Foreign Affairs.

FENG CUI,, Mrs., First Secretary, Permanent Mission, Geneva.

SUN LIANJIE,, Mr., Chief of Safety Technique Branch, Bureau of Labour Protection, Ministry of Labour and Personnel.

XIE HONG,, Mrs., Deputy Chief of Branch, Foreign Financial Relations Bureau, Ministry of Finance.

GU HONGMEI,, Mrs., Deputy Chief of Labour Protection Branch, Beijing Municipal Labour Bureau.

LI CHUNGUANG,, Mr., Official in Charge of General Office, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

LIN MAIZHU,, Mr., Official in Charge of International Labour Organisation Branch, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

JIANG JINGXIAN,, Mrs., Official, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

LIU XUEMIN,, Mr., Official, General Office, Ministry of Labour and Personnel.

ZHANG FENG,, Mr., Official, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

CHEN LI,, Miss, Official, Bureau of Foreign Affairs, Ministry of Labour and Personnel.

#### EMPLOYERS' DELEGATE

SHA YE,, Mr., President, China Enterprise Directors (Managers) Association (CEDA); Vice-President, China Enterprise Management Association (CEMA).

#### Advisers

YU YEHA1,, Mr., Research Fellow, CEMA.

DAI FUHA1,, Mr., Secretary-General, CEDA.

SONG XIAOWU,, Mr., Deputy Secretary-General, CEDA.

#### WORKERS' DELEGATE

WANG JIACHONG,, Mr., Vice-Chairman, All-China Federation of Trade Unions (ACFTU); Deputy Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

GUO MAOAN,, Mr., Deputy Director, International Liaison Department, ACFTU.

#### Advisers

FU XUSHAN,, Mr., Chief of Branch, International Liaison Department, ACFTU.

XU XIAOQIAN,, Mr., Deputy Chief of Branch, International Liaison Department, ACFTU.

LIU NAILI,, Mrs., Deputy Chief of Branch, International Liaison Department, ACFTU.

LIANG RENYUAN,, Mr., Member of the Committee on International Affairs, ACFTU.

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Chypre

Cyprus

Chipre

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MINISTER ATTENDING THE CONFERENCE

MOUSHOUTTAS, Andreas, Mr., Minister of Labour and Social Insurance.

GOVERNMENT DELEGATES

CHRISTODOULOU, Christodoulos, Mr., Director-General, Ministry of Labour and Social Insurance.

CALLIMACHOS, Achilleas, Mr., Chief Inspector of Factories, Department of Labour.

Advisers

NICOLAIDES, Andros, Mr., Ambassador; Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

PIRISHIS, Andreas, Mr., Deputy Permanent Representative, Geneva.

SOTERIOU, Soteris, Mr., Engineering Inspector 1st Grade, Factory Inspectorate, Department of Labour.

EMPLOYERS' DELEGATE

PIERIDES, Antonis, Mr., Director-General, Cyprus Employers' and Industrialists' Federation; Substitute Member, Governing Body of the ILO.

Adviser and Substitute Delegate

KYTHREOTIS, Christos, Mr., Senior Industrial Relations Officer, Cyprus Employers' and Industrialists' Federation.

Advisers

PILIKOS, Michael, Mr., Industrial Relations Officer, Cyprus Employers' and Industrialists' Federation.

ALEXANDROU, George, Mr., Personnel Officer, BP Cyprus Limited.

WORKERS' DELEGATE

DINGLIS, Pavlos, Mr., Assistant General Secretary, Pancyprian Federation of Labour (PEO).

Advisers

IOANNOU, Michalakis, Mr., General Secretary, Cyprus Workers' Confederation (SEK).

VANEZOS, Christakis, Mr., Secretary, PEO.

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Colombie

Colombia

Colombia

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DELEGADOS GUBERNAMENTALES

SALAZAR CHAVES, Oscar, Sr., Ministro de Trabajo y Seguridad Social.

CHARRY SAMPER, Héctor, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos

DUQUE, Carmen de, Sra., consejero de la misión permanente en Ginebra.

GAMBOA, Alejandro, Sr., primer secretario de la misión permanente en Ginebra.

LUNA, Luis Alberto, Sr., primer secretario de la misión permanente en Ginebra.

PAREDES, Luis Fernando, Sr., segundo secretario de la misión permanente en Ginebra.

AREVALO YEPES, Ciro Alfonso, Sr., tercer secretario de la misión permanente en Ginebra.

MORA PERDOMO, Arismendi, Sr., senador; presidente de la Comisión Séptima.

EMILIANI ROMAN, Raimundo, Sr., senador; vicepresidente de la Comisión Séptima.

LOZANO, Jorge Tadeo, Sr., senador.

MAZUERA GOMEZ, Daniel, Sr., representante; presidente de la Cámara.

TASCON VICTORIA, Laureano, Sr., representante; presidente de la Comisión Séptima.

VILLAREAL RAMOS, Tiberio, Sr., representante; vicepresidente de la Comisión Séptima.

MARIN, Luis Gonzalo, Sr.

BULA HOYOS, Germán, Sr.

ESCOBAR CONCHA, Luis, Sr.

VALDIVIESO, Ciro Alfonso, Sr.

DELEGADO DE LOS EMPLEADORES

ECHEVERRI CORREA, Fabio, Sr., presidente de la Federación Nacional de Industriales.

Consejeros técnicos

BECERRA TORO, Rodrigo, Sr., gerente de relaciones industriales y asesor jurídico de Central Castilla SA.

RODRIGUEZ-JACOME, Mario, Sr., vicepresidente de relaciones industriales de Eternit Colombiana SA.



ARANGO, Gabriel Jaime, Sr., vicepresidente jurídico de Cervecería Unión.

RAMIREZ VALDIVIESO, Alfonso, Sr., vicepresidente administrativo de Avianca.

Acompaña a la Delegación

ARMEL ARENAS, Ariél, Sr.

DELEGADO DE LOS TRABAJADORES

ACOSTA VALDEBLANQUEZ, Víctor, Sr., presidente de la Unión de Trabajadores de Colombia.

Consejeros técnicos

RAMIREZ PINILLA, Alvaro, Sr., presidente de la Confederación General del Trabajo (CGT).

MANYOMA, Pedro Pablo, Sr., secretario de asuntos económicos y estadísticos de la Confederación de Trabajadores de Colombia (CTC).

QUINCENO, Arnaldo, Sr., miembro confederado de la Confederación Sindical de Trabajadores de Colombia (CSTC); secretario general de la Federación de Trabajadores de Antioquia (FEDETA).

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Comores

Comoros

Comoras

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MINISTRE ASSISTANT A LA CONFERENCE

HASSANALY, Ali, M., ministre délégué auprès du ministère d'Etat chargé de l'intérieur, responsable de la justice, du travail, de l'emploi et de la formation professionnelle.

DELEGUES GOUVERNEMENTAUX

SAINDOU, Cheikh, M., directeur de l'emploi et de la formation professionnelle.

BINTY, Mady, Mme, directrice adjointe du travail.

DELEGUE DES EMPLOYEURS

SALIM, Ahmed, M., secrétaire général de la Chambre de commerce, d'industrie et d'agriculture des Comores.

DELEGUE DES TRAVAILLEURS

NADHOIR ben Saïd, Achirof, M.

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Congo

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MINISTRE ASSISTANT A LA CONFERENCE

COMBO MATSIONA, Bernard, M., ministre du Travail, de l'Emploi, de la Refonte de la fonction publique et de la Prévoyance sociale.

DELEGUES GOUVERNEMENTAUX

MALONGA, Yvette Denise, Mme, conseillère au travail et à l'emploi au ministère du Travail, de l'Emploi, de la Refonte de la fonction publique et de la Prévoyance sociale.

NZABA, Anatole, M., directeur général du travail.

Conseiller technique et délégué suppléant

KAYA, Grégoire Rufin, M., directeur des études et de la planification.

DELEGUE DES EMPLOYEURS

SONGUEMAS, Nicolas, M., membre de l'Union interprofessionnelle du Congo (UNICONGO).

DELEGUE DES TRAVAILLEURS

ONDONDA, Alphonse, M., secrétaire permanent chargé des relations internationales à la Confédération syndicale congolaise (CSC).

Conseiller technique et délégué suppléant

FIRA, Max-Vincent, M., chef de la Division de la politique et des organisations internationales de la CSC.

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Costa Rica

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DELEGADOS GUBERNAMENTALES

CALVO, José, Sr., Ministro de Trabajo.

SOLEY SOLER, Elías, Sr., Embajador; representante permanente en Ginebra.

Consejero técnico

SOLANO, Ezequiel, Sr., profesor de la Universidad de Costa Rica.

DELEGADO DE LOS TRABAJADORES

VEGA, Oscar, Sr., de la Confederación Nacional de Trabajadores.

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Côte-d'Ivoire

Ivory Coast

Costa de Marfil

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MINISTRE ASSISTANT A LA CONFERENCE

VANIE-BI-TRA, Albert, M., ministre du Travail et de l'Ivoirisation des cadres.

Accompagné de TRAORE, Amadou, M., ambassadeur; représentant permanent à Genève.

DELEGUES GOUVERNEMENTAUX

ESSIGAN, Assomou, M., directeur du travail au ministère du Travail et de l'Ivoirisation des cadres.

COULIBALY, Kounandi, Dr., directeur de l'Inspection médicale du travail.

Conseillers techniques et délégués suppléants

EKRA KOUASSI, Florent, M., conseiller à la mission permanente à Genève.

N'DRI, Konan, M., chargé de mission.

DELEGUE DES EMPLOYEURS

KOUADIO, Noël, M., directeur général adjoint des établissements Robert Gonfreville; membre de l'Union patronale de Côte-d'Ivoire (UPACI); membre adjoint du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

YAPI, Jacques, M., attaché de direction à l'UPACI.

DELEGUE DES TRAVAILLEURS

ADIKO, Niamkey, M., secrétaire général de l'Union générale des travailleurs de Côte-d'Ivoire (UGTCI); membre du Conseil d'administration du BIT.

Conseiller technique

COULIBALY, Mamadou, M., secrétaire général de l'UGTCI.

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Cuba

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DELEGADOS GUBERNAMENTALES

MARTINEZ BRITO, Héctor, Sr., vicepresidente del Comité Estatal de Trabajo y Seguridad Social.

LECHUGA HEVIA, Carlos, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos

ORTIZ RODRIGUEZ, Frank, Sr., funcionario del Ministerio de Relaciones Exteriores.

HEREDIA PEREZ, Julio, Sr., primer secretario de la misión permanente en Ginebra.

HERNANDEZ OLIVA, Gretel, Sra., funcionaria del Comité Estatal de Trabajo y Seguridad Social.

GONZALEZ HERNANDEZ, Rosa, Sra., funcionaria del Ministerio de Relaciones Exteriores.

GONZALEZ MENENDEZ, Ramón, Sr., funcionario del Comité Estatal de Trabajo y Seguridad Social.

GONZALEZ PEREZ, Angel, Sr., tercer secretario de la misión permanente en Ginebra.

DELEGADO DE LOS EMPLEADORES

FRANCIS de los REYES, Osmel, Sr., director de la Empresa de Envases Metálicos del Ministerio de la Industria Alimenticia.

Consejero técnico

NAVARRO CABRERA, Jorge, Sr., jefe del Departamento Jurídico de la Unión de Empresas Constructoras de Viviendas.

DELEGADO DE LOS TRABAJADORES

ESCANDELL ROMERO, Jesús, Sr., miembro del Secretariado Ejecutivo de la Central de Trabajadores de Cuba (CTC).

Consejeros técnicos

AGÜERO PEREZ, Juan, Sr., jefe del Departamento de Relaciones Internacionales de la CTC.

PEREZ ROSQUETE, José M., Sr., funcionario del Departamento de Relaciones Internacionales de la CTC.

MARRERO AISPURUA, José A., Sr., funcionario del Departamento de Relaciones Internacionales de la CTC.

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Danemark

Denmark

Dinamarca

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MINISTER ATTENDING THE CONFERENCE

MØLLER, Grethe Fenger, Miss, Minister of Labour.

Accompanied by HASSENKAM, H., Mr., Permanent Secretary, Ministry of Labour.

PEDERSEN, Jesper Hartvig, Mr., Personal Assistant to the Minister of Labour.

#### GOVERNMENT DELEGATES

ANDERSEN, Niels Ole, Mr., Head of the International Relations Division, Ministry of Labour.

FRANSEN, Gregers, Mr., Deputy Head of the International Relations Division, Ministry of Labour.

#### Adviser and Substitute Delegate

REPSDORPH, Kaj, Mr., Ambassador; Permanent Representative, Geneva.

#### Advisers

BINGEN-JAKOBSEN, Merete, Mrs., Head of Section, Ministry of Labour.

ERIKSEN, Henning, Mr., Head of Section, Ministry of Labour.

HJORTDAL, Henrik, Mr., Head of Section, Ministry of Labour.

MADSEN, Vagn Holger, Mr., Head of Section, National Labour Inspection Service.

MOLDE, Jørgen, Mr., Secretary of Embassy, Permanent Mission, Geneva.

OVERGAARD-HANSEN, K., Mr., Head of Division, National Labour Inspection Service.

PEDERSEN, Jesper Bruus, Mr., Head of Section, Danmarks Statistik.

THOMSEN, Jette, Mrs., Member of Parliament.

#### EMPLOYERS' DELEGATE

JOHANSEN, Birte, Mrs., Head of Division, Danish Employers' Confederation.

#### Adviser and Substitute Delegate

LINIUS, Knud Erik, Mr., Head of Department, Danish Employers' Confederation.

#### Advisers

DAHL, Anders Henrik, Mr., Deputy Director, Danish Employers' Confederation.

JEPSEN, Torben, Mr., Head of Section, Danish Employers' Confederation.

NIELSEN, Margit Hurup, Mrs., Head of Section, Danish Employers' Confederation.

SPRINGBORG, H.C., Mr., Head of Department, Danish Employers' Confederation.

#### WORKERS' DELEGATE

SVENNINGSSEN, John, Mr., Consultant, Danish Federation of Trade Unions; Member, Governing Body of the ILO.

#### Advisers

ANDERSEN, Benny, Mr., Vice-President, Danish Nurses' Organisation.

BØGH, Sune, Mr., Consultant, Danish Federation of Trade Unions.

ECKEROTH, Jørgen, Mr., Consultant, Danish Federation of Trade Unions.

KJAER, Britta, Mrs., Interpreter, Danish Federation of Trade Unions.

MARTENS, Hans, Mr., International Consultant, Federation of Danish Public Servants' and Salaried Employees' Organisations.

STENKJAER, Tove, Mrs., President, Danish Union of Garment and Textile Workers.

SVANHOLT, Karen Lisbeth, Mrs., Consultant, Danish Federation of Trade Unions.

WISTISEN, Ib, Mr., Secretary, Danish Federation of Trade Unions.

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Djibouti

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DELEGUE GOUVERNEMENTAL

FATOUMA, Osman, Mme, chef du service administratif et juridique au ministère du Travail.

DELEGUE DES EMPLOYEURS

AKAL, Ali Amakak, M.

DELEGUE DES TRAVAILLEURS

OSMAN, Moussa Ahmed, M., secrétaire général de l'UGTD; membre suppléant du Conseil d'administration du BIT.

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République dominicaine

Dominican Republic

República Dominicana

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MINISTRO ASISTENTE A LA CONFERENCIA

FRANCO BADIA, Pedro A., Sr., Secretario de Estado del Trabajo.

DELEGADOS GUBERNAMENTALES

RICART PELLERANO, Alfredo, Sr., Embajador; representante permanente en Ginebra.

GAUTREAUX SANCHEZ, Enriquillo Arturo, Sr.

Consejeros técnicos

SUAZO, Daniel F., Sr., ministro consejero de la misión permanente en Ginebra.

BURSZTEIN LAVIGNE, A. Mercedes, Sra., ministro consejero de la misión permanente en Ginebra.

BONETTI HERRERA, Angelina, Sra., primer secretario de la misión permanente en Ginebra.

**DELEGADO DE LOS EMPLEADORES**

ARMENTEROS, José Manuel, Sr.

**DELEGADO DE LOS TRABAJADORES**

DURAN, José Cristóbal, Sr.

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Egypte

Egypt

Egipto

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**MINISTER ATTENDING THE CONFERENCE**

AHMED, Saad Mohamed, Mr., Minister of Manpower and Vocational Training.

**GOVERNMENT DELEGATES**

ALFARARGI, Saad, Mr., Ambassador, Permanent Representative, Geneva.

TAHER, Khaled, Mr., Senior Under-Secretary, Ministry of Manpower and Vocational Training.

**Advisers and Substitute Delegates**

OMAR, Sayed Abouzeid, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

AL-HINDAWI, Soliman, Mr., Director-General, Foreign Labour Relations Department, Ministry of Manpower and Vocational Training.

**Advisers**

IBRAHIM, Hamed Abdel-Aziz, Dr., Director-General, Occupational Safety and Health Department, Ministry of Manpower and Vocational Training.

AL-AASAR, Abd-El Kader El Sawi, Mr., Chief, Organisations and Conferences Service, Foreign Labour Relations Department, Ministry of Manpower and Vocational Training.

KAMIL, Wafik Zaher, Mr., Counsellor, Permanent Mission, Geneva.

TAHA, Hamdi Mohamed, Mr., Counsellor (Labour Affairs), Permanent Mission, Geneva.

GAMIL, Suzanne, Miss, Third Secretary, Permanent Mission, Geneva.

**EMPLOYERS' DELEGATE**

EL-HARRAWI, Mohamed Sherif, Mr., Member of the Board, Egyptian Federation of Industries.

Adviser and Substitute Delegate

EZZAT, Galal Amin, Mr., Director-General, Egyptian Federation of Industries.

Advisers

GAZARIN, Adel Ismail, Mr., Chairman of the Board, Egyptian Federation of Industries.

ZAKI, Hassan Abdel Kader, Mr., Vice-Chairman of the Board, Egyptian Federation of Industries.

EL-BANNAN, Laila Mohamed, Mrs., Managing Director, Luna Factory.

WORKERS' DELEGATE

EID, Hassan Mohamed, Mr., Secretary for Foreign Relations, Egyptian Trade Union Federation; Substitute Member, Governing Body of the ILO.

Advisers and Substitute Delegates

MUSTAFA, Mustafa Ibrahim, Mr., Deputy Secretary for Foreign Relations, Egyptian Trade Union Federation.

HASSAN, Hussein Ali, Mr., Deputy Director, Foreign Labour Relations Department, Egyptian Trade Union Federation.

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El Salvador

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DELEGADOS GUBERNAMENTALES

GONZALEZ, Adalberto, Sr., Embajador; representante permanente adjunto en Ginebra.

HUEZO MELARA, Raúl Romeo, Sr., ministro consejero de la misión permanente en Ginebra.

Consejero técnico

BARAHONA RIVAS, Carlos A., Sr., secretario de la misión permanente en Ginebra.

DELEGADO DE LOS EMPLEADORES

BORJA LETONA, Carlos Antonio, Sr., miembro de la Asociación Nacional de la Empresa Privada.

Consejeros técnicos

MALDONADO, Juan Vicente, Sr., director ejecutivo de la Asociación Nacional de la Empresa Privada.

SANTAMARIA, Oscar, Sr., asesor de la Asociación Nacional de la Empresa Privada.



**DELEGADO DE LOS TRABAJADORES**

VASQUEZ, Miguel Angel, Sr.

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Emirats arabes unis

United Arab Emirates

Emiratos Arabes Unidos

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**GOVERNMENT DELEGATES**

AL-JUMAIRY, Ahmed Atteg, Mr., Under-Secretary for Labour and Social Affairs.

SALEM, Salem Ali, Mr., Director, International Labour Affairs Department,  
Ministry of Labour and Social Affairs.

**Advisers and Substitute Delegates**

AL ABDUL, Mohamed Rashid, Mr., Head, Labour Safety Division.

SALEM, Ibrahim Mohamed, Mr., Head, Follow-up and Research Division.

AL-SHAALI, Saeed Rashid, Mr., Head of Division, International Labour Affairs  
Department.

AL-DALEI, Fadel Ahmed, Mr., Officer in Charge, Conferences and Organisations  
Section, Ministry of Labour and Social Affairs.

EL-NUR, Youssif Gaafar Sirag, Mr., Labour Adviser, Ministry of Labour and  
Social Affairs.

**Advisers**

AL-SHAMLAN, Abdul-Rahmen, Mr., chargé d'affaires a.i.

BUSHEHAB, Issa, Mr., first secretary.

**EMPLOYERS' DELEGATE**

AL MARZOUKI, Omar Abdul-Rahmen, Mr., Member, Federation of Chambers of  
Commerce and Industry.

**Adviser and Substitute Delegate**

HUREIZ, Youssef, Mr.

**Adviser**

AMIN, Abdul Rahman, Mr., Member, Ajman Chamber of Commerce and Industry.

**WORKERS' DELEGATE**

AL AOUD, Hamad Hamdan, Mr., Head of Traffic and Maintenance Division, Ministry  
of Communication.

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Equateur

Ecuador

Ecuador

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**DELEGADOS GUBERNAMENTALES**

DIAZ-GARAYCOA, Francisco, Sr., Ministro de Trabajo y Recursos Humanos.

LEORO FRANCO, Galo, Sr., Embajador; representante permanente en Ginebra.

**Consejeros técnicos**

GARCIA-DONOSO, Paulina, Sra., ministra; representante permanente adjunta en Ginebra.

BARRIGA-LOPEZ, Washington, Sr., director del Departamento de Asuntos Internacionales del Ministerio de Trabajo.

VALDIVIESO-EGUIGUREN, Fabián, Sr., segundo secretario de la misión permanente en Ginebra.

**DELEGADO DE LOS EMPLEADORES**

MALO-HARRIS, Wilson, Sr.

**Consejeros técnicos**

AREVALO-HIDROVO, Gerardo, Sr.

CHANG-DURANGO, Guillermo, Sr.

**DELEGADO DE LOS TRABAJADORES**

BOLAÑOS-SANCHEZ, Bolívar, Sr.

**Consejeros técnicos**

TENESACA TRUJILLO, David, Sr.

CHANG CRESPO, Julio, Sr.

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Espagne

Spain

España

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**MINISTRO ASISTENTE A LA CONFERENCIA**

ALMUNIA AMANN, Joaquín, Sr., Ministro de Trabajo y Seguridad Social.

**DELEGADOS GUBERNAMENTALES**

La SERNA y GUTIERREZ REPIDE, Alfonso de, Sr., Embajador; representante permanente en Ginebra.

CRESPO VALERA, Segismundo, Sr., subsecretario de Trabajo y Seguridad Social; representante gubernamental, Consejo de Administración de la OIT.

Consejeros técnicos y delegados suplentes

ALBALATE LAFITA, Joaquín, Sr., agregado laboral de la misión permanente en Ginebra; representante gubernamental suplente, Consejo de Administración de la OIT.

COLINA ROBLEDO, Miguel, Sr., jefe del Servicio de Empleo y Relaciones Laborales de la Oficina de Relaciones Sociales Internacionales.

Consejeros técnicos

ESPINA, Alvaro, Sr., secretario general de Empleo y Relaciones Laborales del Ministerio de Trabajo y Seguridad Social.

ZAPATERO RANZ, José Antonio, Sr., secretario general técnico del Ministerio de Trabajo y Seguridad Social.

MOLTO GARCIA, Juan Ignacio, Sr., director general de la Inspección de Trabajo y Seguridad Social.

RUIZ SECCHI, Alberto, Sr., director del Gabinete de Asuntos Sociales de la Presidencia del Gobierno.

SANCHEZ RAMOS, Enrique, Sr., jefe del Gabinete Técnico de la Dirección del Instituto Nacional de Seguridad e Higiene en el Trabajo.

PALACIOS SERRANO, Julián, Sr., secretario de embajada de la misión permanente en Ginebra; representante gubernamental suplente, Consejo de Administración de la OIT.

GOIZUETA SANCHEZ, Manuel, Sr., consejero para Asuntos Financieros y Fiscales de la misión permanente en Ginebra.

MASSIEU VERDUGO, Antonio, Sr., director del Programa de Coordinación y Planificación Estadística.

VELA LANGARITA, Evelio, Sr., jefe del Servicio de Salarios de Actividades Industriales del Instituto Nacional de Estadística.

GONZALEZ FERNANDEZ, Enrique, Sr., jefe del laboratorio de higiene analítica del Instituto Nacional de Seguridad e Higiene en el Trabajo.

BENITO RUIZ-FORNELLS, Fernando, Sr., funcionario de la misión permanente en Ginebra.

BENGOCHEA BARTOLOME, Elena, Sra., inspectora técnica de trabajo y seguridad social.

MIEMBROS DEL PARLAMENTO ASISTENTES A LA CONFERENCIA

AMATE, José Antonio, Sr.

SUAREZ, Fernando, Sr.

LOPEZ de LERMA, José, Sr.

CABRERA BAZAN, José, Sr., Presidente de la Comisión de Trabajo.

ARIAS SOLIS, Francisco, Sr., Vicepresidente Primero de la Comisión de Trabajo.

DIEZ GONZALEZ, Ignacio, Sr.

AGUIRIANO FORNIER, Luis Alberto, Sr.

MARTIN AMARO, Ignacio Juan, Sr., Vicepresidente Segundo de la Comisión de Trabajo.

CHOLBI DIEGO, José, Sr.

#### DELEGADO DE LOS EMPLEADORES

FERRER DUFOLL, Javier, Sr., miembro del comité ejecutivo de la Confederación Española de Organizaciones Empresariales (CEOE).

##### Consejero técnico y delegado suplente

LACASA ASO, José María, Sr., director del Departamento de Relaciones Internacionales de la CEOE; miembro adjunto del Consejo de Administración de la OIT.

##### Consejeros técnicos

SANCHEZ FIERRO, Julio, Sr., director del Departamento de Relaciones Laborales de la CEOE.

SUAREZ GARCIA, Roberto, Sr., miembro de la junta directiva de la CEPYME.

PLANIOL LACALLE, Cecilia, Sra., economista del Departamento de Economía de la CEOE.

RODRIGUEZ DELGADO, Guillermo, Dr., Departamento Médico de Hidroeléctrica Española.

MORENO DUARTE, Ricardo, Sr., secretario general de la Federación del Metal de Zaragoza.

GARCIA MARTIN, José Francisco, Sr., presidente de la Federación Empresarial Toledana de la CEOE.

JIMENEZ AGUILAR, Juan, Sr., secretario general de la CEOE.

PEDROSO y PROST, Diego de, Sr., presidente de la Comisión de Relaciones Internacionales de la CEOE.

GONZALEZ LLORENTE, Miguel, Sr., presidente de la Federación Empresarial Segoviana.

IGLESIAS BERENGUER, Rodrigo, Sr., director de Relaciones Laborales de Fomento del Trabajo Nacional.

SAURAS LAITA, José Manuel, Sr., secretario general de la Confederación Regional de Empresarios de Aragón.

#### DELEGADO DE LOS TRABAJADORES

REDONDO URBIETA, Nicolás, Sr., secretario general de la Unión General de Trabajadores (UGT).

Consejero técnico y delegado suplente

SIMON VELASCO, Manuel, Sr., secretario de Relaciones Internacionales de la UGT; miembro suplente del Consejo de Administración de la OIT.

Consejeros técnicos

SERRANO ACEDO, Concepción, Sra., responsable del Departamento de Salud Laboral de la UGT.

ESCORIAL CLEMENTE, Teodoro, Sr., secretario de Acción Sindical de la Federación Estatal de Madera, Construcciones y Afines de la UGT.

MONTERO GARCIA, Leónidas, Sr., secretario de Relaciones Internacionales de Comisiones Obreras (CCOO).

CARCOVA ALONSO, Angel, Sr., miembro del Gabinete Técnico Confederal de la CCOO.

VILCHES ARRIBAS, María Jesús, Sra., adjunta de la Secretaría de la Mujer de la CCOO.

ELKORO BEREIKUA,, Sr., miembro del Comité Nacional de ELA/STV.

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Etats-Unis

United States

Estados Unidos

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MINISTER ATTENDING THE CONFERENCE

BROCK, William E., The Hon., Secretary of Labor.

Accompanied by CARMEN, Gerald P., The Hon., Ambassador; Permanent Representative, Geneva.

GOVERNMENT DELEGATES

SEARBY, Robert W., The Hon., Ambassador; Deputy Under-Secretary of Labor for International Affairs, Department of Labour; Government Representative, Governing Body of the ILO.

FREEMAN, Anthony G., Mr., Special Assistant to the Secretary and Co-ordinator for International Labor Affairs, Department of State.

Advisers and Substitute Delegates

PETERSON, David A., Mr., Senior Policy Adviser, Office of Economic Policy, Department of Commerce.

FERNANDEZ, John, Mr., Assistant Labor Attaché, Rome.

Advisers

DUNKAK, Barbara A., Mrs., Assistant Director for Industrial Committees, Bureau of International Labor Affairs, Department of Labor.

GREGG, Jennifer A., Miss, Permanent Mission, Geneva.

HARE, C. Robert, Mr., Labor Attaché, Permanent Mission, Geneva.

HILBURN, Paul W., Mr., Director for Labor and Industrial Affairs, Bureau of International Organization Affairs, Department of State.

LANDY, Ernest A., Mr., Consultant, Bureau of International Labor Affairs, Department of Labor.

LINSENMAYER, Tadd, Mr., Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor; Substitute Government Representative, Governing Body of the ILO.

LOCKHART, Annabelle, Mrs., Legislation and Legal Services, Solicitor's Office, Department of Labor.

MacKENZIE, Donald E., Mr., Regional Administrator, Occupational Safety and Health Administration, Department of Labor, Boston.

MISNER, Julia E., Miss, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

SCHRADER, Roger C., Mr., Special Adviser for ILO Affairs to the Deputy Under Secretary for International Affairs, Department of Labor.

SHEINBAUM, Gil, Mr., Permanent Mission, Geneva.

STELLUTO, George L., Mr., Associate Commissioner for Wages and Industrial Relations, Bureau of Labor Statistics, Department of Labor.

STROBEL, Gary, Mr., Special Assistant for Regulatory Affairs, Office of the Assistant Secretary for Occupational Safety and Health, Department of Labor.

#### MEMBERS OF CONGRESS ATTENDING THE CONFERENCE

JEFFORDS, James M., The Hon., House of Representatives.

BAKER, Donald, Mr., Counsel, Committee on Education and Labor, House of Representatives.

McGUINNESS, Kevin, Mr., Counsel, Committee on Labor and Human Resources, Senate.

POWDEŃ, Mark, Mr., Committee on Education and Labor, House of Representatives.

STEPHENS, James, Mr., Counsel, Committee on Labor and Human Resources, Senate.

#### EMPLOYERS' DELEGATE

SMITH Jr., Charles H., Mr., Chairman of the Board, Sifco Industries Inc.

#### Adviser and Substitute Delegate

O'HANLON, James F., Mr., Managing Associate, MJC Associates.

#### Advisers

COXSON, Harold P., Mr., Partner, Thompson, Mann and Hutson.

DINMAN, Bertram D., Dr., Vice-President, Health and Safety, Aluminium Company of America.

GROSS, Paul, Dr.

HIGHLAND, A. Cory, Mr., Director, International Labor Affairs, United States Council for International Business.

KARLOW, S. Peter, Mr., Director, Consulting Services, International Business Affairs Corporation.

MOORHEAD, Thomas B., Mr., Senior Vice-President Corporate Affairs, Estee Lauder Inc.

POTTER, Edward E., Mr., Partner, McGuiness and Williams.

SAWYER, Cynthia C., Mrs., Manager, Industrial Relations Planning, The Coca Cola Company.

#### WORKERS' DELEGATE

BROWN, Irving J., Mr., Director, International Affairs, American Federation of Labor and Congress of Industrial Organizations (AFL-CIO); Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

BAKER, James E., Mr., Deputy European Representative, AFL-CIO, Paris.

#### Advisers

GOLD, Laurence S., Mr., General Counsel, AFL-CIO.

HICKEY Jr., Edward J., Mr., Attorney, Mulholland and Hickey.

JOYCE, John T., Mr., President, International Union of Bricklayers and Allied Craftsmen.

KEMBLE, Eugenia, Mrs., Executive Director, Free Trade Union Institute, AFL-CIO.

LYNCH, Leon, Mr., Vice President, United Steelworkers of America.

O'FARRELL, Patrick J., Mr., Executive Director, African American Labor Center, AFL-CIO.

OSWALD, Rudolph A., Mr., Director, Economic Research Development, AFL-CIO.

SEMINARIO, Margaret M., Mrs., Associate Director, Department of Occupational Safety, Health and Social Security, AFL-CIO.

SWEENEY, John J., Mr., President, Service Employees' International Union, AFL-CIO.

GRAY, Charles D., Mr., Deputy Executive Director, Asian American Free Labor Institute.

FRIEDMAN, Jesse A., Mr., Assistant Director, American Institute for Free Labor Development.

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Ethiopie

Ethiopia

Etiopfa

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GOVERNMENT DELEGATE

ARAYA, Yemane, Mr., Vice-Minister of Labour and Social Affairs.

Adviser and Substitute Delegate

ABDU RASHID, Mohamed, Mr., Head, Labour Department, Ministry of Labour and Social Affairs.

Advisers

BIRU, Assefa, Mr., Legal Adviser, Ministry of Labour and Social Affairs.

MEDHIN, Getachew G., Mr., Counsellor, Permanent Mission, Geneva.

WOLDE MARIAM, Desta, Mr., Expert, Ministry of Labour and Social Affairs.

SHENKORU, Kifle, Mr., Second Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

MENGISTE, Mebrate, Mr., Secretary-General, Chamber of Commerce of Ethiopia.

WORKERS' DELEGATE

TAMERAT, Tadesse, Mr., Chairman, All-Ethiopia Trade Union (AETU).

Adviser

TEFFERI, Yohannes, Mr., Head, International Relations Department, All-Ethiopia Trade Union (AETU).

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Fidji

Fiji

Fiji

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GOVERNMENT DELEGATES

RAMZAN, Mohammed, The Hon., Minister for Employment and Industrial Relations.

RAM, Raja, Mr., Chief Labour Officer, Ministry of Employment and Industrial Relations.

EMPLOYERS' DELEGATE

PROBERT, R.P.A., Mr., Vice-President, Fiji Employers' Consultative Association.

WORKERS' DELEGATE

CHAUDHARY, M.P., Mr., Assistant Secretary, Fiji Trades Union Congress.



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Finlande

Finland

Finlandia

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MINISTER ATTENDING THE CONFERENCE

KUUSKOSKI-VIKATMAA, Eeva, Mrs., Minister of Social Affairs and Health.

Accompanied by RANTANEN, Paavo, Mr., Ambassador; Permanent Representative,  
Geneva.

GOVERNMENT DELEGATES

RIIKONEN, Jaakko, Mr., Director-General, National Board of Labour Protection;  
Government Representative, Governing Body of the ILO.

PELTOLA, Juha, Mr., Director, Ministry of Social Affairs and Health.

Advisers and Substitute Delegates

RANTANEN, Jorma, Mr., Director-General, Institute of Occupational Health.

KOLI, Ilse, Mrs., Chief of Bureau, Ministry of Labour.

Advisers

SALMI, Heikki, Mr., Deputy Director, Central Statistical Office of Finland.

SALMENPERÄ, Matti, Mr., Counsellor, Ministry of Social Affairs and Health.

LOPPI, Heikki, Mr., Chief of Bureau, National Board of Labour Protection.

HARTTILA, Pekka, Mr., Chief of Bureau, Ministry for Foreign Affairs.

HÄMÄLÄ, Hannu, Mr., Chief of Section, Ministry for Foreign Affairs.

RAUNILA-HÄRMÄLÄ, Marjatta, Mrs., Government Secretary, Ministry of Social  
Affairs and Health.

KIVIAHO, Pirkko, Mrs., Planner, State Council of Equality.

SUOMAA, Leo, Mr., Chief Inspector, Ministry of Social Affairs and Health.

VUORINEN, Anneli, Ms., Secretary for International Affairs, Ministry of Social  
Affairs and Health.

RAIVIO, Tuuli, Mrs., First Secretary, Permanent Mission, Geneva; Substitute  
Government Representative, Governing Body of the ILO.

LEHTINEN, Hanna, Miss, Attaché, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

KOSKIMIES, Jaakko, Mr., International Secretary, Finnish Employers'  
Confederation.

Adviser and Substitute Delegate

VIHMA, Jyrki, Mr., Director, Employers' Confederation of Service Industries.

Advisers

SUUTARINEN, Hannu, Dr., Medical Adviser, Finnish Employers' Confederation and Employers' Confederation of Service Industries.

RAMM-SCHMIDT, Ralf, Mr., Chief of Section, Finnish Employers' Confederation.

ROSSI, Auni, Mrs., Adviser, Industrial Relations, Employers' Confederation of Service Industries.

ALTONEN, Manu, Mr., Finnish Employers' Confederation.

RAUTIAINEN, Hannu, Mr., Legal Adviser, Finnish Employers' Confederation.

WORKERS' DELEGATE

JÄÄSKELÄINEN, Markku, Mr., International Secretary, Central Organisation of Finnish Trade Unions.

Adviser and Substitute Delegate

LINDROOS, Päivikki, Mrs., Secretary for International Affairs, Confederation of Salaried Employees.

Advisers

TOROPAINEN, Markku, Dr., Medical Adviser, Central Organisation of Finnish Trade Unions.

RUSANEN, Jorma, Mr., Legal Adviser, Central Organisation of Finnish Trade Unions

KANGASPERKO, Raila, Mrs., Legal Adviser, Confederation of Salaried Employees.

KALLINEN, Kaija, Mrs., Social Adviser, Central Organisation of Finnish Trade Unions.

KOSKINEN, Kari, Dr., Medical Adviser, Central Organisation of Finnish Trade Unions.

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France

France

Francia

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DELEGUES GOUVERNEMENTAUX

VENTEJOL, Gabriel, M., président du Conseil économique et social; représentant gouvernemental au Conseil d'administration du BIT.

DUCRAY, Gabriel, M., directeur régional du travail en congé spécial; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

CARTIER, Jean-Louis, M., sous-directeur de la Division des relations internationales, ministère du Travail, de l'Emploi et de la Formation professionnelle.

Conseillers techniques

ABITBOUL, Jacqueline, Mme, chargé de mission à la Délégation à l'emploi, ministère de Travail, de l'Emploi et de la Formation professionnelle.

BOUFFANDEAU, Jean-François, M., conseiller des affaires étrangères à la Direction des Nations Unies et des organisations internationales, ministère des Relations extérieures.

BRIFFAUT, Georges, M., ingénieur de sécurité au Bureau d'hygiène au ministère du Travail à la Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

DALLEAU, Hélène, Mme, chargé de mission à la Division des relations internationales, ministère du Travail, de l'Emploi et de la Formation professionnelle.

FAURE, Janine, Mlle, administrateur civil à la Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

LAVAL, Antoine, Mr., chargé de mission auprès du président du Conseil économique et social.

LECLERC, Jacqueline, Mlle, adjoint du chef de service à la mission de liaison auprès des organisations non gouvernementales, ministère des Relations extérieures.

LEMESLE, Raymond, M., directeur du travail au secrétariat d'Etat auprès du ministre de l'Intérieur et de la Décentralisation, chargé des départements et territoires d'outre-mer.

MOMAL, Jean-Marie, M., conseiller des affaires étrangères à la mission permanente à Genève.

PONE, Catherine, Mme, chargé de mission au ministère des Droits de la femme.

ROBERT, Jacques, M., administrateur civil à la Délégation à l'emploi, ministère du Travail, de l'Emploi et de la Formation professionnelle.

SAZARIN, Pierre, M., chargé de mission à la Direction des Nations Unies, ministère des Relations extérieures.

FENET, Jean-Marc, M., de la mission permanente à Genève.

KOEPP, Paul, M.

EL MOAFI, Achraf Mohieldine, M., stagiaire à la mission permanente à Genève.

DELEGUE DES EMPLOYEURS

OECHSLIN, Jean-Jacques, M., directeur des affaires sociales internationales, Conseil national du patronat français (CNPF); vice-président du Conseil d'administration du BIT.

Conseillers techniques

- BOUIGE, Daniel, M., directeur à l'Association française de l'amiante.
- GIVELET, Philippe, M., délégué général au Centre d'information des Services médicaux d'entreprises et d'interentreprises.
- LEPEU, Henri, M., Confédération générale des petites et moyennes entreprises (CGPME).
- NICOLAS, André, M., membre du bureau de la CGPME.
- PARION, Michel, M., directeur général de la Caisse nationale de retraite des entrepreneurs du bâtiment et des travaux publics.
- RETOURNARD, Jean-François, M., adjoint au directeur des questions sociales internationales, CNPF.
- ROILAND, Marie-Paule, Mme, Service des affaires internationales, Union des industries métallurgiques et minières (UIMM).
- TASSIN, Jacques, M., délégué général honoraire à la Fédération française des sociétés d'assurance.

DELEGUE DES TRAVAILLEURS

- GALLAND, Johannès, M., secrétaire confédéral de la CGT.

Conseillers techniques

- BLONDEL, Marc, M., secrétaire confédéral de la Confédération générale du travail Force ouvrière (CGT-FO); membre adjoint du Conseil d'administration du BIT.
- BRIESCH, Roger, M., secrétaire confédéral de la CFDT.
- CAILLAT, Rémi, M., secrétaire général de l'Union départementale FO de l'Ain.
- DUNET, André, M., secrétaire de la commission OIT, CGT.
- FONT-REAULX, Marie-Joseph de, Mlle, chef du Service international, CFE-CGC.
- GASTAUD, Maurice, M., du bureau confédéral, CGT.
- SALANNE, René, M., chargé de mission à la CFDT.
- VEYSSIERE, Jacques, M., membre du bureau confédéral, CFTC.
- TELLIER, Régine, Mme, secrétaire nationale de la Fédération de l'éducation nationale (FEN).

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Gabon

Gabon

Gabón

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MINISTRE ASSISTANT A LA CONFERENCE

- SAMBAT, Alexandre, M., ministre du Travail et de l'Emploi.

#### DELEGUES GOUVERNEMENTAUX

ODZAGA, Jean Robert, M., ambassadeur; représentant permanent à Genève.

IBINGA-MOMBO, Robert, M., directeur général du travail, de la main-d'oeuvre et de l'emploi.

#### Conseillers techniques

NDONG NANG, Daniel, M., inspecteur général adjoint de l'hygiène et de la médecine du travail.

AKOE-MBA, Jean Baptiste, M., directeur des relations internationales.

FANGUINOVENY, Dina, Mme, premier conseiller à la mission permanente à Genève.

IMBOUMY, Théodore, M., premier conseiller à la mission permanente à Genève.

NZE EKOME, Médard, M., deuxième conseiller chargé des questions sociales et des relations avec le BIT à la mission permanente à Genève.

ZENG, Albertine, Mme, directrice adjointe de la main-d'oeuvre et de l'emploi.

VENGUET, Edouard, M., chef du Service des normes internationales au ministère du Travail.

BOMBOH, Michel, M., chef du cabinet du ministre.

#### DELEGUE DES EMPLOYEURS

MIKANGA, Charles, M.

#### DELEGUE DES TRAVAILLEURS

ALLINI, Martin, M., président de la Confédération syndicale du Gabon (COSYGA);  
membre suppléant du Conseil d'administration du BIT.

#### Conseillers techniques et délégués suppléants

ESSONE NDONG, Laurent Thierry, M., secrétaire général de la COSYGA.

ISSIAKOU, Flore, Mme, trésorière générale adjointe à la COSYGA.

NYAMA, Anicet, M., membre de la COSYGA.

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#### Ghana

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#### GOVERNMENT DELEGATES

AUSTIN, Ato, Mr., PNDC, Secretary for Labour and Social Welfare.

OBIRI, D.D., Mr., Acting Chief Director, Ministry of Labour and Social Welfare.

Adviser and Substitute Delegate

QUARM, S.E., Mr., Ambassador; Permanent Representative in Geneva.

Advisers

CHRISTIAN, L.K., Mr., First Secretary, Permanent Mission, Geneva.

DUWIEJUAH, R., Mr., First Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

BANNERMAN-MENSON, Frank, Mr., Executive Director, Ghana Employers' Association.

WORKERS' DELEGATE

YANKEY, A.K., Mr., Secretary-General, Trades Union Congress.

Advisers and Substitute Delegates

ADJEBENG, Frank, Mr., Chairman, Executive Board, Trades Union Congress.

NUNOO-QUAYE, S.O., Mr., Head, International Department, Trades Union Congress.

Adviser

ADJEI, C.A., Mr., General Secretary, Public Utility Workers' Union, Trades Union Congress.

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Grèce

Greece

Grecia

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MINISTRE ASSISTANT A LA CONFERENCE

TSOCHATZOPOULOS, Apostolos A., M., ministre du Travail.

DELEGUES GOUVERNEMENTAUX

PAPANAGIOTOU, Constantin, M., secrétaire général du ministère du Travail.

PETROPOULOS, Athanasios, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques et délégués suppléants

KAIMAS, Dimitrios, M., conseiller spécial au ministère du Travail.

CAMBITIS, Andreas, M., conseiller à la mission permanente à Genève.

Conseillers techniques

CHADJIPANAYOTOU, Evangelos, M., directeur du ministère de l'Economie nationale.

STRATAKIS, E., M., conseiller à la mission permanente à Genève.

ASIMACOPOULOS, Alex, M., conseiller spécial au ministère du Travail.

AVLONITOU, Sophia, Mme, directrice au ministère du Travail.

GEORGOPOULOU, Eleni, Mme, directrice au ministère du Travail.

LOGIADOU-DIDIKA, Despina, Mme, chef de section au ministère du Travail.

PELORIADIS, Grigoris, M., chef de section au ministère du Travail.

TOMBROU-KALOGRIDOU, Ioanna, E., Mme, fonctionnaire au ministère du Travail.

LAIYOU, Maria, Mme, fonctionnaire au ministère du Travail.

CHRYSANTHOU, Eudokia, Mme, fonctionnaire au ministère du Travail.

PAPANAGIOTOU, Giorgos, M., fonctionnaire au ministère du Travail.

KATSANI, Marie, Mme.

#### DELEGUE DES EMPLOYEURS

MITOS, Ioannis, M., président honoraire de la Fédération des industries de Grèce.

#### Conseiller technique et délégué suppléant

HARAKAS, Harilaos, M., conseiller juridique à la Fédération des industries de Grèce.

#### Conseillers techniques

LEVENTIS, Dimitrios, M., directeur à la Fédération des industries de Grèce.

ANGHELOU, Georges, M., conseiller à la Fédération des industries de Grèce.

TSOUMANI-SPENTZA, Evgenia, Mme, avocate à la Fédération des industries de Grèce.

#### DELEGUE DES TRAVAILLEURS

RAFTOPOULOS, Giorgos, M., président de la Confédération générale des travailleurs de Grèce.

#### Conseiller technique et délégué suppléant

PAPAMIHAIL, Ioannis, M., vice-président de la Confédération générale des travailleurs de Grèce; membre suppléant du Conseil d'administration du BIT.

#### Conseillers techniques

MARANGOUDAKIS, Kostas, M., secrétaire adjoint de la Confédération générale des travailleurs de Grèce.

LIAKOPOULOS, Christos, M., membre du comité exécutif de la Confédération générale des travailleurs de Grèce.

HATJISOCRATIS, Dimitris, M., membre du comité exécutif de la Confédération générale des travailleurs de Grèce.

DASSIS, Georgios, M., conseiller technique à la Confédération générale des travailleurs de Grèce; représentant de la Confédération en Europe.

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Grenade

Grenada

Granada

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GOVERNMENT DELEGATES

ALEXIS, Francis, The Hon., Minister of Labour.

LOUISON, Percival H., Mr., Labour Commissioner.

EMPLOYERS' DELEGATE

SMITH, R. Angela, Mrs., Director, Grenada Employers' Federation.

WORKERS' DELEGATE

HARFORD, Basil, Mr., President, Grenada Trade Union Council.

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Guatemala

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DELEGADOS GUBERNAMENTALES

MOREIRA-LOPEZ, Carlos A., Sr., Embajador; representante permanente en Ginebra.

CONTRERAS, Norma M. de, Sra., ministro consejero; representante permanente adjunta en Ginebra.

Consejeros técnicos y delegados suplentes

DUPONT-WILLEMEN, Alberto L., Sr., cónsul general en Ginebra.

VALVERDE, Rosa María, Srta., primer secretario de la misión permanente en Ginebra.

DELEGADO DE LOS EMPLEADORES

RIVERA-ECHEVERRIA, Julio, Sr.

DELEGADO DE LOS TRABAJADORES

MASAYA-MURGA, Gilberto Rubén, Sr.

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Guinée

Guinea

Guinea

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MINISTRE ASSISTANT A LA CONFERENCE

BARRY, Mamadou Pathé, M., secrétaire d'Etat au Travail.



DELEGUES GOUVERNEMENTAUX

SIDIBE, Mansa Moussa, M., inspecteur général du travail et des affaires sociales.

CAMARA, Fode Momo, M., ambassadeur; représentant permanent à Genève.

DELEGUE DES EMPLOYEURS

CAMARA, Ibrahima, M.

DELEGUE DES TRAVAILLEURS

KEBE, Mamadou Samba, M., secrétaire général de la CNTG.

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Guinée-Bissau

Guinea-Bissau

Guinea-Bissau

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DELEGUE GOUVERNEMENTAL

GODINHO GOMES, Henriqueta, Mme, secrétaire d'Etat à la présidence du Conseil d'Etat.

MUSSA BALDE, Carlos, M., conseiller juridique à la présidence du Conseil d'Etat et directeur-général du Travail par intérim.

DELEGUE DES EMPLOYEURS

GOMES, Carlos Domingos, M., président de l'Association du commerce, de l'industrie et de l'agriculture.

DELEGUE DES TRAVAILLEURS

MONTEIRO PIRES, Carlos Alberto, M., chef du département de l'administration et du personnel de l'Union nationale des travailleurs de Guinée (UNTG).

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Guinée équatoriale

Equatorial Guinea

Guinea Ecuatorial

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MINISTRO ASISTENTE A LA CONFERENCIA

BOLEKIA, Anacleto Ejapa, Sr., Ministro de Trabajo, Seguridad Social y Promoción de la Mujer.

DELEGADO GUBERNAMENTAL

ALOGO MBA, Mariano, Sr.

DELEGADO DE LOS EMPLEADORES

MARTINEZ AYECABA, Nicolás, Sr.

DELEGADO DE LOS TRABAJADORES

NDONG ANDEME, José Luis, Sr.

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Haïti

Haiti

Haití

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DELEGUES GOUVERNEMENTAUX

BLAIN, Arnold, M., ministre des Affaires sociales.

CHARLES, Gervais, M., ambassadeur; représentant permanent adjoint à Genève.

Conseiller technique

FOUCHARD, L. Max, M., directeur général au ministère des Affaires sociales.

DELEGUE DES EMPLOYEURS

DEROULEAUX, Louis A., M., président de la Chambre de commerce d'Haïti.

DELEGUE DES TRAVAILLEURS

SENAT, Joseph J., M., président de la Fédération des ouvriers syndiqués.

Conseiller technique

JEAN, Ludsen, M.

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Honduras

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MINISTRO ASISTENTE A LA CONFERENCIA

NUÑEZ, Amado H., Sr., Ministro de Trabajo.

DELEGADOS GUBERNAMENTALES

MALDONADO MUÑOZ, José Mario, Sr., Embajador; representante permanente en Ginebra.

GUTIERREZ NAVAS, José Antonio, Sr., Oficina de Organismos Internacionales, Ministerio de Trabajo.

Consejero técnico y delegado suplente

RITTER, Manfred, Sr., ministro consejero de la misión permanente en Ginebra.

DELEGADO DE LOS EMPLEADORES

MARTINEZ, José Job, Sr.

DELEGADO DE LOS TRABAJADORES

ARTILES, Andrés Víctor, Sr.

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Hongrie

Hungary

Hungria

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MINISTRE ASSISTANT A LA CONFERENCE

RACZ, Albert, M., secrétaire d'Etat; président du Bureau d'Etat du travail et du salaire.

DELEGUES GOUVERNEMENTAUX

MEISZTER, David, M., ambassadeur; représentant permanent à Genève.

MARTON, Tamás, M., chef de département au Bureau d'Etat du travail et du salaire; représentant gouvernemental au Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

KIS, István, M., premier secrétaire à la mission permanente à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

RADNAY, József, M., chef de département au Bureau d'Etat du travail et du salaire.

SIMO, Mária, Mme, premier secrétaire au ministère des Affaires étrangères.

OROLIN, Zsuzsa, Mme, chef de département à l'Institut de recherche pour les questions du travail.

SIRCZ, János, M., directeur de l'Institut national de formation et de perfectionnement en matière de sécurité du travail.

DELEGUE DES EMPLOYEURS

MARTOS, István, M., directeur général de l'entreprises "Medicor"; vice-président de la Chambre de commerce hongroise.

Conseiller technique et délégué suppléant

SARECZ, Sándor, M., chef de département à la Chambre de commerce hongroise.

DELEGUE DES TRAVAILLEURS

TIMMER, József, M., président du Conseil syndical de Budapest; membre adjoint du Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

KEKI, Ervin, M., chef adjoint de département au Conseil national des syndicats.

SZLOVATSIK, Károly, M., chef de département au Conseil national des syndicats.

BARANYAI, Géza, Mme, haut fonctionnaire au Conseil national des syndicats.

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Iles Salomon

Solomon Islands

Islas Salomón

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GOVERNMENT DELEGATES

DOROVOLOMO, Jason, The Hon., Minister of Immigration and Labour.

KAIETI, Cain, Mr., Senior Labour Officer, Ministry of Immigration and Labour.

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Inde

India

India

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MINISTERS ATTENDING THE CONFERENCE

ANJAIAH, T., The Hon., Union Minister of Labour.

Accompanied by MOINUDDIN, Khaja, Mr., Additional Private Secretary to the Minister.

SIVADASAN, K., The Hon., Minister of Labour of Kerala State.

GOVERNMENT DELEGATES

BHATNAGAR, H.M.S., Mr., Secretary, Union Ministry of Labour.

DESHMUKH, B.G., Mr., Chief Secretary to the Government of Maharashtra;  
Chairman, Governing Body of the ILO.

Advisers and Substitute Delegates

DUBEY, M., Mr., Ambassador; Permanent Representative, Geneva.

BORDIA, Anil, Mr., Additional Secretary, Union Ministry of Labour.

Advisers

SINGH, Karnail, Mr., Joint Secretary, Union Ministry of Labour.

DAYAL, S., Mr., Secretary, Department of Labour, Gujarat State.

CHOPRA, Chitra, Mrs., Director, Union Ministry of Labour.

PURI, R.N., Mr., Private Secretary to the Minister of Labour.

PATIL, S.B. Hegde, Mr., Deputy Director-General, Factory Advice Service and  
Labour Institutes (FASLI), Bombay.

IYENGAR, B.R., Mr., Counsellor, Permanent Mission, Geneva.

BALAKRISHNAN, B., Mr., First Secretary, Permanent Mission, Geneva.

TAYAL, S.R., Mr., First Secretary, Permanent Mission, Geneva.

ROY, D.P., Mr., Deputy Adviser, Planning Commission.

LAKSHMINARAYANAN, K., Mr., Deputy Director, Union Ministry of Labour.

#### EMPLOYERS' DELEGATE

PURI, K.L., Mr., Chairman and Managing Director, Bharat Heavy Electricals Limited.

#### Adviser and Substitute Delegate

ANAND, I.P., Mr., Chairman, Shivalik Agro Poly Products Limited.

#### Advisers

KIDWAI, Waris R., Mr., Secretary-General, Standing Conference of Public Enterprises.

PANDE, R.C., Mr., Joint Secretary, All India Organisation of Employers.

VISWANATHAN, R., Mr., Co-Chairman, Industrial Relations Council, and Executive Director, Simpson and Company.

MAHATME, V.B., Mr., Additional Secretary, Employers' Federation of India.

#### WORKERS' DELEGATE

MEHTA, Kanti, Mr., General Secretary, Indian National Trade Union Congress (INTUC); Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

GOPESHWAR,, Mr., Member of Parliament, Treasurer, INTUC.

#### Advisers

KULKARNI, Raja, Mr., Secretary, INTUC.

GHATOWAR, Paban Singh, Mr., Organising Secretary, INTUC.

PRABHAKAR, G., Mr., Organising Secretary, Bharatiya Mazdoor Sangh.

THOMAS, Thampan, Mr., Member of Parliament, Secretary, Hind Mazdoor Sabha, Cochin.

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Indonésie

Indonesia

Indonesia

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#### MINISTER ATTENDING THE CONFERENCE

SUDOMO, H.E., Mr., Minister of Manpower.

#### GOVERNMENT DELEGATES

PITOYO,, Mr., Director, Centre of Personnel, Education and Training, Department of Manpower.

SIMANJUNTAK, Payaman, Mr., Director of Programme Development, Department of Manpower.

Advisers and Substitute Delegates

KOENTARSO, Poedji, Mr., Ambassador; Permanent Representative, Geneva.

JUWANA,, Mr., Minister Counsellor, Permanent Mission, Geneva.

Advisers

NASUTION, Salfrida, Miss, Official, Directorate for International Organisations Affairs, Department of Foreign Affairs.

PRAYITNO, Bambang, Mr., Third Secretary, Permanent Mission, Geneva.

JALALUDDIN, Mizwar, Mr., Third Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

BOEDJOSASTRO, Suprpto, Mr., President, Indonesian Employers' Association.

WORKERS' DELEGATE

JACOB, P.H., Mr., Deputy Secretary-General, All Indonesian Labour Federation.

Adviser

GINTINGS, Penawar Kata, Mr., Deputy Member, Indonesian Plantation Workers' Union.

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République islamique d'Iran  
Islamic Republic of Iran  
República Islámica del Irán

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MINISTER ATTENDING THE CONFERENCE

TAYARANI YUSEFABADI, Mohamad Ali, Mr., Deputy Minister of Labour and Social Affairs for Social and Employment Services.

Accompanied by KAZEMI KAMYAB, Nasrollah, Mr., Ambassador; Permanent Representative, Geneva.

GOVERNMENT DELEGATES

SARMADI, Mostafa, Mr., Director-General of International Relations; Government Representative, Governing Body of the ILO.

SHAFII, Ataollah, Mr., Second Secretary, Permanent Mission, Geneva.

Advisers

MIRZAZADEH, Mehdi, Mr., Deputy Minister of Labour and Social Affairs for Administration and Financial Affairs.

MOHAZZAB, Mohammad Hassan, Mr., Adviser to the Minister of Labour and Social Affairs.

GARSHASBI, Ghafoor, Mr., Adviser to the Minister of Labour and Social Affairs.

NABIEYAN, Mohammad Sadegh, Mr., Expert in International Affairs, Ministry of Labour and Social Affairs.

SHAHABI SIRJANI, Farhad, Mr., Permanent Mission, Geneva.

KALAMI, Mehr Ali, Mr., Permanent Mission, Geneva.

GARAKANI, Habibollah Motallebi, Mr., Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

NEMATZADEH, Gholam Reza, Mr., Manager, Shahed Company.

#### WORKERS' DELEGATE

YAZDLI, Ahmad Bagheri, Mr., Iran Dama Company.

#### Advisers

ZANDI, Ali Reza, Mr., Irang Company.

KAMALI, Hossein, Mr., Member of the Central Council, Workers' House.

MAHJOOB, Ali Reza, Mr., Member of the Central Council, Workers' House.

BADBAN, Ali Asghar, Mr., Head of Technical Services, Choobiran.

HOSSEINIDOKHT, Hossein, Mr., Bafgh Yazd Lead Mine.

RAFIEI, Roya, Mrs., Arj Factory.

BAKHTAR, Mehri, Mrs.

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#### Iraq

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#### MINISTER ATTENDING THE CONFERENCE

RASOUL, Bakr Mahmoud, Mr., Minister of Labour and Social Affairs.

#### GOVERNMENT DELEGATES

TIKRITI, Abdul-Karim, Mr., Counsellor, Ministry of Labour and Social Affairs.

SA'EED, Hamid Ali, Mr., President, State Organisation for Labour and Vocational Training.

#### Advisers

AL DABAGH, Abdul Razzaq, Mr., Secretary-General for Social Affairs of the Autonomy Area.

MAHBOUB, Issam Abdul-Ghani, Mr., Chargé d'affaires, Permanent Mission, Geneva.

AL KHATEEB, Ussama Abdul Wahab, Mr., Expert.

JOMARD, Amer, Mr., First Secretary, Permanent Mission, Geneva.

SALEH, Kamil Obaid, Mr., Chief of Cabinet.

KHATAB, Hatam Mahmoud, Mr., Public Relations Department.

IBRAHIM, Issam Abdul-Razak, Mr., Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

HUSSAIN, Mohamed Kafel, Mr., Vice-President, Bagdad Chamber of Commerce and Industry.

#### Adviser

AL-ASWAD, Mohamed Hamid, Mr., Expert, Iraqi Federation of Chambers of Commerce.

#### WORKERS' DELEGATE

ALDULAIMY, Ahmed Muhsin, Mr., President, General Federation of Trade Unions (GFTU).

#### Advisers

AL-JOBOURI, Muslim Hadi, Mr., Member of the Central Labour Bureau.

DAWOOD, Mohammed Sharif, Mr., Member of the Executive Office, GFTU.

HUSSAIN, Saadulla Atiya, Mr., Member of the Executive Office, GFTU.

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Irlande

Ireland

Irlanda

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#### MINISTER ATTENDING THE CONFERENCE

BIRMINGHAM, George, Mr., Minister of State, Department of Labour.

Accompanied by HAYES, Francis Mahon, Mr., Ambassador; Permanent Representative, Geneva.

KEEGAN, Michael, Mr., Secretary of the Department of Labour.

FARRELLY, Mary, Ms., Personal Secretary to the Minister of State.

TONER, Thomas, Mr., President, Federated Union of Employers of Ireland.

#### GOVERNMENT DELEGATES

REDMOND, R., Ms., Assistant Principal, Department of Labour.



BIGGAR, J.D., Mr., First Secretary, Permanent Mission, Geneva.

Adviser and Substitute Delegate

WOOD, S., Dr., Industrial Medical Adviser, Department of Labour.

Advisers

BREEN, E., Ms., Higher Executive Officer, Department of Labour.

CRADDOCK, M., Mr., Attaché, Permanent Mission, Geneva.

**EMPLOYERS' DELEGATE**

McAULEY, Daniel J., Mr., Director-General, Federated Union of Employers.

Adviser

DUNNE, J.P., Mr., Federated Union of Employers.

**WORKERS' DELEGATE**

HALL, J., Mr., Irish Congress of Trade Unions.

Adviser

HORAN, Brid, Ms., Irish Congress of Trade Unions.

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Islande

Iceland

Islandia

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**GOVERNMENT DELEGATES**

HAFSTEIN, Hannes, Mr., Ambassador, Permanent Representative, Geneva.

KRISTINSSON, Gylfi, Mr., Head of Division, Ministry of Social Affairs.

Adviser and Substitute Delegate

INGOLFSSON, Thorsteinn, Mr., Minister Counsellor, Deputy Permanent Representative, Geneva.

**EMPLOYERS' DELEGATE**

THORBERGSSON, Kristján, Mr., Attorney, Confederation of Icelandic Employers.

**WORKERS' DELEGATE**

JULIUSDOTTIR, Lára, Mrs., Legal Adviser, Icelandic Federation of Labour.

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Israël

Israel

Israel

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MINISTER ATTENDING THE CONFERENCE

KATSAV, Moshe, Mr., Minister of Labour and Social Affairs.

GOVERNMENT DELEGATES

TZILKER, Tzvi, Mr., Director-General, Ministry of Labour and Social Affairs.

DOWEK, Ephraim, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and Substitute Delegates

HARAN, Ephraim F., Mr., Ambassador; Deputy Permanent Representative, Geneva.

RANON, Gad, Mr., Director, International Organisations Division, Ministry of Foreign Affairs.

BARAK, Itzhak, Mr., Legal Adviser, Ministry of Labour and Social Affairs.

AMIR, Shlomo, Mr., Assistant to the Minister of Labour and Social Affairs.

DANIELI, David, Mr., First Secretary, Permanent Mission, Geneva.

LIVNE, Shmuel, Mr., Second Secretary, Permanent Mission, Geneva.

FRANKEL, Ofer, Mr., Attaché, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

HAUSMANN, Yosef, Mr., Labour Adviser, Manufacturers' Association of Israel.

Adviser and Substitute Delegate

GATTEGNO, Joseph, Mr., Head, Labour and Human Resources Division, Manufacturers' Association of Israel.

WORKERS' DELEGATE

BEN-ISRAEL, Gideon, Mr., Member of the Central Bureau and Chairman of the Organisations Department, General Federation of Labour (Histadrut).

Advisers and Substitute Delegates

HERTZ, Israel, Mr., Member of the Executive Committee and Vice-Chairman of the International Department, Histadrut.

KARKABY, Nelly, Mrs., Member of the Executive Committee of "Naamat", Histadrut Women's Organisation.

NACHMANI, Daniel, Mr., Member of the Executive Committee, Histadrut.

SELLA, Eitan, Mr., Histadrut Representative, Latin America.

SIEW, Michael, Mr., Representative for Europe, Histadrut.

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Italie

Italy

Italia

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MINISTRE ASSISTANT A LA CONFERENCE

DE MICHELIS, Giovanni, M., ministre du Travail et de la Prévoyance sociale.

Accompagné de CACOPARDO, Domenico, M., chef de cabinet.

DELEGUES GOUVERNEMENTAUX

FALCHI, Giovanni, M., ambassadeur au ministère des Affaires étrangères;  
représentant gouvernemental au Conseil d'administration du BIT.

BRUNETTA, Renato, M., ministère du Travail; représentant gouvernemental  
suppléant au Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

ARISTODEMO, Francesco, M., directeur général des relations du travail au  
ministère du Travail.

Conseillers techniques

SCIALOJA, Mario, M., ministre-conseiller à la mission permanent à Genève.

CACOPARDI, Guiseppe, M., directeur général de l'orientation professionnelle et  
technique au ministère du Travail.

DE MAIO, Enrico, M., conseiller à la mission permanente à Genève.

NOCITO, Alfio, M., ministère du Travail.

FORMICA, Filippo, M., deuxième secrétaire à la mission permanente à Genève.

FERRARI BRAVO, M., conseiller juridique à la mission permanente à Genève.

CLINI, Corrado, M., directeur du Service de l'hygiène à Porto Margherita.

ARANGIO-RUIZ GIACOPINI, Grazia, Mme, de l'Institut central de statistique  
(ISTAT).

SANETTI, Ippolito, M., de ISTAT.

GUERRIERI, Maurizio, M., du ministère du Travail.

AJO, Marta, Mme, du ministère du Travail.

ROTUNDO, Giuseppe, M., de la mission permanente à Genève.

SALERNO, Antonio, M.

SANETTI, Ippolito, M.

CARAPPELLA, Carolina, Dr., du Ministère de la Santé.

DELEGUE DES EMPLOYEURS

SASSO-MAZZUFFERI, Lucia, Mme, Confédération générale de l'industrie (CONFINDUSTRIA); membre adjoint du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

GAMBARUTO, Ferruccio, M., CONFINDUSTRIA.

Conseillers techniques

MISSERVILLE, Giuseppe, M., Confédération générale de l'agriculture (CONFAGRICOLTURA).

CATTANEO, Giovanni, M., INTERSIND.

CECI, Sergio, M., Confédération générale du commerce et du tourisme (CONFCOMMERCIO).

COSTA, Emilio, M., Centre national de l'amiante.

VALERIANI, Valeriano, M., Association des entreprises pétrochimiques d'Etat (ASAP).

MORSELLI, Pietro, M., Confédération des coopératives italiennes.

DELEGUE DES TRAVAILLEURS

BARBON, Silvano, M., CGIL.

Conseiller technique et délégué suppléant

SALVATORI, Franco, M., CGIL.

Conseillers techniques

PATRIARCA, Stefano, M., CGIL.

CAL, Luigi, M., Bureau international de la CISL.

STANZANI, Claudio, M., CISL.

DI MEOLA, Nestore, M., Bureau international de l'UIL.

FERRARI, Renato, M., UIL.

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Jamaïque

Jamaica

Jamaica

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MINISTER ATTENDING THE CONFERENCE

SMITH, J.A.G., The Hon., MP, Minister of Labour.

#### GOVERNMENT DELEGATES

AITKEN, Probyn W., Mr., Permanent Secretary, Ministry of Labour; Government Representative, Governing Body of the ILO.

HILL, K.G.A., Mr., Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

#### Advisers and Substitute Delegates

McFARLANE, Carmen, Mrs., Director, Statistical Institute of Jamaica.

EDWARDS, Harold F., Mr., CD, OBE, Chief Liaison Officer, West Indies Central Labour Organisation, Washington.

HERON, Noel, Mr., OD, Chief Liaison Officer, West Indies Central Labour Organisation, Toronto.

CLAYTON, Cecile, Miss, Minister Counsellor, Permanent Mission, Geneva.

ROBOTHAM, Paul, Mr., First Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

GRELL, Eric, Mr., Executive Director, Jamaica Employers' Federation.

#### WORKERS' DELEGATE

NELSON, Dwight, Mr., Senator, Island Supervisor and Education Officer, Bustamante Industrial Trade Union.

#### Adviser

JONES, Irvin, Mr., Assistant Island Supervisor, National Workers' Union of Jamaica.

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Japon

Japan

Japón

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#### MINISTER ATTENDING THE CONFERENCE

YAMAGUCHI, Toshio, Mr., Minister of Labour.

Accompanied by SATO, Ginko, Mrs., Director, International Labour Affairs Division, Ministry of Labour.

KIMURA, Fumio, Mr., Secretary to the Minister.

ISHII, Mitsuko, Miss, Private Secretary.

#### GOVERNMENT DELEGATES

CHIBA, Kazuo, Mr., Ambassador Extraordinary and Plenipotentiary; Permanent Representative, Geneva; Government Representative, Governing Body of the ILO.

HIRAGA, Toshiyuki, Mr., Assistant Minister for International Labour Affairs, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

Advisers and Substitute Delegates

MURATA, Mitsuhei, Mr., Deputy Director-General, United Nations Bureau, Ministry of Foreign Affairs.

SHIYA, Tadashi, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

ISHIWADA, Hiroshi, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

SATO, Hiromi, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers

FUKUWATARI, Yasushi, Mr., Director, Industrial Health Division, Industrial Safety and Health Department, Labour Standards Bureau, Ministry of Labour.

NOZAWA, Tatsuo, Mr., Director, General Affairs Division, Fire Defence Agency, Ministry of Home Affairs.

KIUCHI, Takahiro, Mr., Director, First Public Service, Personnel Division, Public Service Personnel Department, Local Administration Bureau, Ministry of Home Affairs.

NIIMURA, Akira, Mr., Director, Ceramics and Construction Materials Division, Consumer Goods Industries Industrial Bureau, Ministry of International Trade and Industry.

MATSUBARA, Nobuko, Mrs., Director, Policy Planning Division, Women's Bureau, Ministry of Labour.

HIROMI, Kazuo, Mr., Director, Labour Legislation Division, Labour Relations Bureau, Ministry of Labour.

ANDO, Masahiro, Mr., Counsellor, Personnel Bureau, Management and Co-ordination Agency.

MABUCHI, Mutsuo, Mr., Director, Social Co-operation Division, United Nations Bureau, Ministry of Foreign Affairs.

YAMANAKA, Hideki, Mr., Counsellor, Embassy of Japan, Bonn.

TAKAHASHI, Shigeomi, Mr., Councillor, Councillor's Office, Cabinet Secretariat.

IKAHATA, Akira, Mr., First Secretary, Embassy of Japan, London.

KUSUMOTO, Yuichi, Mr., First Secretary, Permanent Mission, Geneva.

SHIMODA, Toshio, Mr., First Secretary, Permanent Mission, Geneva.

HASEGAWA, Shinichi, Mr., First Secretary, Permanent Delegation of Japan to the Organisation for Economic Co-operation and Development.

IGUCHI, Naoki, Mr., First Secretary, Permanent Mission, Geneva.

KAMOGAWA, Yukio, Mr., First Secretary, Permanent Mission, Geneva.

TAKAHARA, Masayuki, Mr., Official, Social Co-operation Division, United Nations Bureau, Ministry of Foreign Affairs.

#### EMPLOYERS' DELEGATE

YOSHINO, Koh, Mr., Executive Director, Japan Federation of Employers' Associations (Nikkeiren); Adviser, Asahi Glass Company Limited; Member, Governing Body of the ILO.

#### Advisers

KOGA, Kuniaki, Mr., Senior Deputy Manager, Technical Section, Technical Department, Nichias Corporation.

OKAMOTO, Mitsuo, Mr., Deputy Director, Staff Relations Department, Japanese National Railways.

SUDO, Masami, Mr., Senior Manager, Personnel Department, Nippon Telegraph and Telephone Corporation.

SUZUKI, Toshio, Mr., Director, International Division, Japan Federation of Employers' Associations (Nikkeiren).

TAKAHASHI, Yutaka, Mr., Senior Researcher, Research and Development Division, Nishiarai Works, Nisshinbo Industry Inc.

YOKODATE, Hisanori, Mr., Manager, International Division, Japan Federation of Employers' Associations (Nikkeiren).

#### WORKERS' DELEGATE

TAKAHASHI, Tomiji, Mr., Deputy General Secretary, General Council of Trade Unions of Japan (Sohyo).

#### Advisers

MARUYAMA, Yasuo, Mr., President, All-Japan Prefectural and Municipal Workers' Union (Jichiro).

YAMANO, Kazuko, Ms., Director, Women's Bureau, General Council of Trade Unions of Japan (Sohyo).

YAMADA, Yoichi, Mr., Director, International Affairs Bureau, General Council of Trade Unions of Japan (Sohyo).

HATSUOKA, Shoichiro, Mr., Director, Tokyo Office, Postal, Telegraph and Telephone International (PTTI).

MATSUMOTO, Kunio, Mr., Executive Member, National Trade Union of Metal and Engineering Workers (Zenkoku Kinzoku).

FUJIMOTO, Katsuo, Mr., Secretariat, International Affairs Bureau, General Council of Trade Unions of Japan (Sohyo).

TANAKA, Yoshikazu, Mr., General Secretary, Japanese Confederation of Labour (Domei); Member, Governing Body of the ILO.

HOSOKAWA, Hideka, Mr., President, Japanese Federation of Pulp Paper Workers' Union.

KUMAZAKI, Kiyoko, Ms., Director of the Women's Bureau and Member of the Standing Central Executive Committee, Japanese Federation of Textile, Garment, Chemical, Distributive and Allied Industry Workers' Unions.

ISHIKURA, Koichi, Mr., Director, Public Workers' Bureau, Japanese Confederation of Labour (Domei).

AIHARA, Masao, Mr., Director, International Affairs Bureau, Japanese Confederation of Labour (Domei).

MATSUMOTO, Yuiko, Ms., Director, Youth and Women Department, Japanese Federation of Electric Machinery Workers' Unions.

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Jordanie

Jordan

Jordania

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MINISTER ATTENDING THE CONFERENCE

HASSAN, Khaled Haj, Mr., Minister of Labour and Social Development.

GOVERNMENT DELEGATES

BARAKAT, Ghaleb Z., Mr., Ambassador; Permanent Representative, Geneva.

AL-ATOUM, Mansour, Mr., Director, Department of Employment.

Advisers

SHAHATIT, Issam Ibrahim, Mr., Director, Foreign Relations Department.

AL-MOUHECEN, Hisham, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

BURKAN, Saleh, Mr., Counsellor, Permanent Mission, Geneva.

TOUKAN, Lina, Miss, Second Secretary, Permanent Mission, Geneva.

AL-TAL, Mazen, Mr., Third Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

AL-TIBI, Subhi, Mr., Member of the Board, Amman Chamber of Industry.

Advisers

ENABA, Mohamed, Mr., Member of the Board, Amman Chamber of Industry.

HUDHUD, Mohamed Majed, Mr.

AL-HOSSEINY, Amin Younes, Mr., General Secretary, Confederation of Jordanian Chambers of Commerce.

MAATOUK, Said, Mr., Member of the Executive Board, Confederation of Jordanian Chambers of Commerce.



**WORKERS' DELEGATE**

KHADAM, Abdel Halim, Mr., Head of the Executive Committee, Jordan Federation of Trade Unions (JFTU).

Adviser and Substitute Delegate

HARZALLAH, Mahmoud, Mr., Deputy Secretary-General, JFTU.

Adviser

DOUSSO, Fawzi, Mr., Member of the Executive Committee, JFTU.

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Kenya

Kenya

Kenia

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**MINISTER ATTENDING THE CONFERENCE**

OUKO, Robert John, The Hon., MP, Minister for Labour.

**GOVERNMENT DELEGATES**

GETHENJI, Joseph Augustine, Mr., Permanent Secretary, Ministry of Labour.

MUSIKO, John Oganyo, Mr., Assistant Labour Commissioner, Ministry of Labour.

Advisers

KIARA, Stephen Kinoti, Mr., Chief Inspector of Factories, Ministry of Labour.

ODUOR-OTIENO, Barak Emmanuel, Mr., Principal Economist, Ministry of Labour.

**EMPLOYERS' DELEGATE**

OWUOR, Tom Diyu, Mr., Executive Director, Federation of Kenya Employers;  
Member, Governing Body of the ILO.

Adviser and Substitute Delegate

EKIRAPA, Albert Alexander Aggrey, Mr., Chairman, Federation of Kenya Employers.

Advisers

WEJULI, Fanuel Olunga, Mr., Group Personnel Director, Brook Bond Kenya Limited.

KARIUKI, Rose Wanjiku, Mrs., Chief Establishment Officer, Industrial Development Bank.

KIBWAGE, Samuel Omweri, Mr., Executive Officer, Motor Trade and Allied Industries Employers' Association.

**WORKERS' DELEGATE**

VELE, Justus Mulei, Mr., Secretary-General, Central Organisation of Trade Unions.

Advisers

MWANGI, Philip, Mr., Chairman-General, Central Organisation of Trade Unions.

OGUTU, Were Dibo, Mr., Treasurer-General, Central Organisation of Trade Unions.

MUGO, Duncan, Mr., Senior Trustee, Central Organisation of Trade Unions.

ADONGO, Ambrose Adeya, Mr., Secretary-General, Kenya National Union of Teachers.

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Koweït

Kuwait

Kuwait

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MINISTER ATTENDING THE CONFERENCE

AL-JUMAIAN, Khaled J., Mr., Minister of Social Affairs and Labour.

GOVERNMENT DELEGATES

AL-THAMER, Mohamed Shabaan, Mr., Assistant Under-Secretary for Labour Affairs, Ministry of Social Affairs and Labour.

AL-OMAR, Adnan Ali, Mr., Director, Hawally Labour Governorate.

Advisers and Substitute Delegates

AL-TAWHEED, Abdul-Rahman Saleh, Mr., Director, Ahmadi Labour Governorate.

AL-BADHAL, A'yed Salem, Mr., Capital Labour Governorate.

AL-OTHMAN, Salah, Mr., Counsellor, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

AL-JASSEM, Aqil Ahmad, Mr., Deputy General Manager, Kuwait Chamber of Commerce and Industry; Deputy Member, Governing Body of the ILO.

Adviser and Substitute Delegate

AL-SHALFAN, Adnan, Mr., Member of the Board of Directors, National Industries Company.

WORKERS' DELEGATE

AL-JERRY, Molaihan Ramadan, Mr., Deputy Chairman, General Union of Kuwait Workers.

Adviser and Substitute Delegate

AL-HUJAILAN, Rashed, Mr., Member of the Executive Council, General Union of Kuwait Workers.

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**Lesotho**

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**MINISTER ATTENDING THE CONFERENCE**

MOLAPO, M.V., The Hon., Minister of Trade, Industry and Tourism.

**GOVERNMENT DELEGATES**

'MABATHOANA, Motebele J., Mr., Commissioner of Labour.

LETELE, S., Mrs., Legal Officer.

Adviser and Substitute Delegate

PITSO, Mamolete, Mrs.

**EMPLOYERS' DELEGATE**

MOAHLOLI, K., Mr., Union of Employers in Lesotho.

**WORKERS' DELEGATE**

JONATHAN, S.M., Mr., General Secretary, Lesotho Congress of Free Trade Unions.

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**Liban**

**Lebanon**

**Lfbano**

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**DELEGUES GOUVERNEMENTAUX**

KHOURY, Hamid, M.

SOUEID, Maarouf, M.

**DELEGUE DES EMPLOYEURS**

NASR, Marwan, M., secrétaire général de l'Association des industriels; membre du Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

BALBOUL, Fouad, M., président de l'Association des fabricants de matériaux de construction.

ZACHARIA, Alfred, M., membre de l'Association des industriels.

**DELEGUE DES TRAVAILLEURS**

BECHARA, Antoine, M.

Conseiller technique et délégué suppléant

DAGHER, Fares, M.

Conseillers techniques

SAKRE, George, M.

EL HABER, Elias, M.

HUSSEIN, Hussein Ali, M.

SHE'YA, Elias, M.

MATTAR, Adnan, M.

ZEYDAN, Habib, M.

SABA, Jean, M.

HARB, Georges, M.

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Libéria

Liberia

Liberia

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MINISTER ATTENDING THE CONFERENCE

SENKPENI, Frank P., The Hon., Minister of Labour.

GOVERNMENT DELEGATES

MORNORKONMANA, Nyudueh, Mr., Deputy Minister of Labour, Planning and Human Resources Development.

KPANAN, Samuel, Mr., Special Assistant to the Minister of Labour.

Advisers and Substitute Delegates

AYOMANOR, Charles S., Mr., Assistant Minister for Legal and International Labour Affairs.

COLLINS, Charles, Mr., Assistant Minister for Technical and Vocational Training, Ministry of Youth and Sports.

BOWEN-CARR, Edith, Mrs., Counsellor; Chargé d'Affaires, Permanent Mission, Geneva.

Advisers

WISSEH, Ignatius K., Mr., Assistant Minister for Employment Services.

REID, Muna, Mrs., Senior Manpower Planning Officer.

KWEEKEH, Parlee B., Mr., Deputy Director-General, National Social Security and Welfare Corporation.

EMPLOYERS' DELEGATE

HOWELL, Luesette Simpson, Mrs., Secretary-General, Liberia Chamber of Commerce.

#### WORKERS' DELEGATE

GRAY, Amos N., Mr., Secretary-General, Liberia Federation of Labour Unions.

##### Advisers and Substitute Delegates

DAVIS, Nimely J., Mr., Executive Vice-President, Liberia Federation of Labour Unions.

KIEH, Aloysius, Mr., President, Workers' Union, LAMCO.

GUMMO, Eva, Ms., Secretary, Liberia Federation of Labour Unions.

WEEKS, Monroe T., Mr., Chairman and Trustee, Liberia Federation of Labour Unions.

SHERIFF, Esmael A., Mr., President-General, Liberia Federation of Labour Unions.

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Jamahiriya arabe libyenne	Libyan Arab Jamahiriya	Jamahiriya Arabe Libia
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#### GOVERNMENT DELEGATES

YAALY, Abdalla F., Mr., Ambassador; Deputy Permanent Representative, Geneva.

BURUIN, Nasser, Mr., Secretariat, General People's Committee of Public Service.

##### Advisers and Substitute Delegates

EL MASDUR, Faraj, Mr., Counsellor (Labour Affairs), Permanent Mission, Geneva.

ABDUSSALAM, Muftah, Mr., Attaché (Labour Affairs), Permanent Mission, Geneva.

##### Advisers

SWEID, Ibrahim Miloud, Mr., Secretariat, General People's Committee of Public Service.

EL ZLITNI, Hamed Abubaker, Mr., Secretariat, General People's Committee of Public Service.

DROUJI, Mousa, Mr., First Secretary, Permanent Mission, Geneva.

ALLAGHI, Nureddin A., Mr., Attaché, Permanent Mission, Geneva.

ABDUSSALAM, Issa M., Mr., Attaché, Permanent Mission, Geneva.

SHTEWI, Leila, Miss, Attaché, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

KWAIRY, Abdullah Muftah, Mr.

Adviser and Substitute Delegate

EL GHOUL, Mohamed, Mr.

Adviser

SWEIHLI, Fouad, Mr.

WORKERS' DELEGATE

HUIJ HOWAYDI, Bashir, Mr., Head, Producers' Federation.

Adviser and Substitute Delegate

JALLOUD, Salem Ahmed, Mr., Member of the Producers' Federation.

Advisers

ABUZEID, Mohamed, Mr., Substitute Member, Governing Body of the ILO.

IDRIS EL HASSI, Abdulla, Mr., Member of the Producers' Federation.

AZZABI, Mohamed Youssef, Mr., Member of the Producers' Federation.

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Luxembourg

Luxembourg

Luxemburgo

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MINISTRES ASSISTANT A LA CONFERENCE

JUNCKER, Jean-Claude, M., ministre du Travail; ministre délégué au Budget.

BERG, Benny, M., ministre de la Sécurité sociale; ministre de la Santé.

DELEGUES GOUVERNEMENTAUX

SCHINTGEN, Romain, M., premier conseiller de gouvernement au ministère du Travail.

DERATTE, Arthur, M., conseiller de gouvernement au ministère de la Sécurité sociale.

Conseillers techniques et délégués suppléants

MOUSEL, Jean-Marie, M., directeur de l'Administration de l'emploi.

SCHUSTER, Arthur, M., directeur de l'Inspection du travail et des mines.

Conseillers techniques

WOLZFELD, Jean-Louis, M., représentant permanent adjoint à Genève.

LULLING, Astrid, Mme, présidente du Comité du travail féminin.

RUME, Nicolas, Dr., médecin chef de service de la médecine du travail, ministère de la Santé.

PETERS, Jean, Dr., médecin du travail à l'Office des assurances sociales.

BICHELER, Claude, M., conseiller de direction adjoint à l'Administration de l'emploi.

#### DELEGUE DES EMPLOYEURS

JUNG, Lucien, M., administrateur-directeur de la Fédération des industriels luxembourgeois.

Conseiller technique et délégué suppléant

SAUBER, Marcel, M., secrétaire général de la Fédération des artisans.

#### Conseillers techniques

WAGENER, Raymond, Dr., médecin en chef du travail à l'ARBED; conseiller à la Fédération des industriels luxembourgeois.

BEFFORT, Romain, M., secrétaire général de la Fédération des industriels luxembourgeois.

OLINGER, Paul, M., secrétaire général adjoint de la Fédération des artisans.

#### DELEGUE DES TRAVAILLEURS

GLESENER, Marcel, M., président de la Confédération luxembourgeoise des syndicats chrétiens.

Conseiller technique et délégué suppléant

KRATOCHWIL, Jos, M., secrétaire général de l'OGB-L; représentant de la Confédération générale du travail du Luxembourg.

#### Conseillers techniques

PIZZAFERRI, René, M., membre du bureau exécutif de l'OGB-L; représentant de la Confédération générale du travail du Luxembourg.

BLESER, René, M., secrétaire général de la FNCTTFEL; représentant de la Confédération générale du travail du Luxembourg.

SCHWEITZER, François, M., secrétaire général de la Confédération luxembourgeoise des syndicats chrétiens.

MERTEN, René, M., président national de la Fédération des employés privés.

WILHELM, Jules, M., membre du comité directeur de la Fédération des employés privés.

MASSON, Fernand, M., président fédéral de la Confédération générale de la fonction publique.

HAAS, Félix, M., trésorier général de la Confédération générale de la fonction publique.

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**Madagascar**

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**MINISTRE ASSISTANT A LA CONFERENCE**

RUPHIN, Georges, M., ministre de la Fonction publique, du Travail et des Lois sociales.

**DELEGUES GOUVERNEMENTAUX**

RASOLO,, M., directeur du travail et de la prévoyance sociale.

JOANA, Emile, M., <sup>3</sup>premier secretaire à la mission permanente à Genève.

**DELEGUE DES EMPLOYEURS**

ADRIANTSITOHAINA, Charles, M., du Groupement des entreprises de Madagascar (GEM).

**Conseillers techniques et délégués suppléants**

RAMAROSON, André, M., du Fivondronan'ny Mpandraharaha Malagasy (FIVMPAMA).

RAKOTONIAINA, Jean-Jacques, M.

**DELEGUE DES TRAVAILLEURS**

RABESANDRATANA, Aristide, M., du syndicat SEREMA.

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**Malaisie**

**Malaysia**

**Malasia**

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**MINISTER ATTENDING THE CONFERENCE**

MAK HON KAM,, Dato', Minister of Labour.

Accompanied by LEE KIYAU LOO,, Mr., Senior Private Secretary to the Minister.

**GOVERNMENT DELEGATES**

ABDUL LATIFF BIN SAHAN, Dato', Haji, Secretary-General, Ministry of Labour.

ABDUL JALIL MAHMUD, Mr., Haji, Director-General, Factories and Machinery Department.

**Advisers**

AHMAD FAIZ BIN ABDUL HAMID,, Mr., Ambassador; Permanent Representative, Geneva.

TAN KOON SAN,, Mr., Deputy Permanent Representative, Geneva.

ABDUL-RAHMAN HARON,, Mr., Principal Assistant Secretary, Research and Planning, Ministry of Labour.



KIRUBANATHAN, J.D., Mr., Labour Attaché, Permanent Mission, Geneva.

IBRAHIM BIN MAHAMOOD,, Mr., Second Secretary, Permanent Mission, Geneva.

MOHAMED RADZI BIN ABDUL RAHMAN,, Mr., Second Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

MOKHZANI ABDUL RAHIM,, Datuk, President, Malaysian Employers' Federation (MEF).

#### Adviser and Substitute Delegate

NARAYANAN, S., Mr., Executive Director, MEF; Substitute Member, Governing Body of the ILO.

#### WORKERS' DELEGATE

NARAYANAN, P.P., Mr., President, Malaysian Trades Union Congress (MTUC).

#### Adviser and Substitute Delegate

AHMAD NOR,, Mr., President, Congress of Unions of Employees in the Public and Civil Services (CUEPACS).

#### Advisers

GASPER LIM, Lucille, Mrs., Council Member, MTUC.

MOHAMED YUNUS MAARIF, Mr., Haji, Council Member, MTUC.

PATHMA, T., Miss, Council Member, MTUC.

AMANAT ALI,, Mr., Council Member, CUEPACS.

SANTHANASAMY, S., Mr., Council Member, CUEPACS.

SIVA SUBRAMANIAM,, Mr., Council member, CUEPACS.

WEE NAH SIN, Henry, Mr., Assistant Treasurer, Sarawak Government Officers' Union.

SEVIAR GOPAL,, Mr., Council Member, MTUC.

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#### Malawi

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#### MINISTER ATTENDING THE CONFERENCE

KATOLA-PHIRI, E.C., The Hon., MP., Minister of Labour.

#### GOVERNMENT DELEGATES

LIPATO, W.K., Mr., Principal Secretary, Ministry of Labour.

MAWINDO, B.B., Mr., Chief Labour Officer.

Adviser and Substitute Delegate

KUNJE, F.N., Mr., Chief Inspector of Factories and Explosives.

**EMPLOYERS' DELEGATE**

MBEKEANI, N.W., Mr., Chairman, Employers' Consultative Association of Malawi.

**WORKERS' DELEGATE**

MVULA, L.Y., Mr., General Secretary, Trades Union Congress of Malawi.

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Mali

Mali

Mali

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MINISTRE ASSISTANT A LA CONFERENCE

KEITA, Modibo, M., ministre de l'Emploi et de la Fonction publique.

**DELEGUES GOUVERNEMENTAUX**

N'DIAYE, Mody, M.

DIALLO, Arsiké, M., directeur du travail et des lois sociales.

Conseiller technique

TRAORE, Cheick Oumar, M., directeur général de l'Institut national de prévoyance sociale (INPS).

**DELEGUE DES EMPLOYEURS**

TOURE, Ousmane, M., secrétaire permanent de la Fédération nationale des employeurs du Mali (FNEM).

**DELEGUE DES TRAVAILLEURS**

TRAORE, Boïssé, M., membre de l'Union nationale des travailleurs du Mali (UNTM).

Conseiller technique et délégué suppléant

KARAMBE, Bakary, M., membre de l'UNTM.

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Malte

Malta

Malta

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MINISTER ATTENDING THE CONFERENCE

MICALLEF, Freddie, The Hon., MP, Minister of Labour and Social Services.

Accompanied by BUCKLE, Norman, Mr., Personal Secretary to the Minister.

**GOVERNMENT DELEGATES**

CILIA DEBONO, Emanuel, Mr., Director, Department of Labour and Emigration.

ATTARD, Vincent, Mr., Executive Officer II, Ministry of Labour and Social Services.

**EMPLOYERS' DELEGATE**

MALLIA MILANES, Alfred, Mr., Administrative Secretary, Employers' Association.

**WORKERS' DELEGATE**

ESPOSITO, Vincent, Mr., Deputy General Secretary, General Workers' Union.

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Maroc	Morocco	Marruecos
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**MINISTRE ASSISTANT A LA CONFERENCE**

ABBADI, Hassan, M., ministre de l'Emploi.

**DELEGUES GOUVERNEMENTAUX**

SKALLI, Ali, M., ambassadeur; représentant permanent à Genève.

KHALES, Abdellatif Ahmed, M., secrétaire général du ministère de l'Emploi.

**Conseillers techniques**

HAKKOU, Mahmoud, M., chef de la Division du travail.

LAGHRIFI, Abderrahmane, M., chef du Service de la législation du travail.

HALFAOUI, Mustafa, M., deuxième secrétaire à la mission permanente à Genève.

**DELEGUE DES EMPLOYEURS**

EL AZMANI, Abdellah, M., président de la Fédération des chambres du commerce et de l'industrie du Maroc.

**Conseillers techniques**

RAGY, Abdelbaqui, M., président de la Commission sociale de la Confédération générale économique du Maroc.

ARAQI HOUSSAÏNI, Saïd, M., directeur de la Chambre du commerce et de l'industrie de Settat.

**DELEGUE DES TRAVAILLEURS**

BEN SEDDIK, Mahjoub, M., secrétaire général de l'Union marocaine du travail (UMT).

### Conseillers techniques

ALFILAL, Abderrazak, M., secrétaire général de l'Union générale des travailleurs marocains (UGTM).

NOUBIR EL AMAOUI, Mohamed, M., secrétaire général de la Confédération démocratique du travail (CDT).

AWAB, Abdelkader, M., de l'UMT.

BAZWI, Hassan, M., de l'UMT.

BENABDELLAH, Abdelali, M., de l'UMT.

AFLAH, Mohamed, M., de l'UGTM.

BOUZIA, Mohamed, M., de la CDT.

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Maurice

Mauritius

Mauricio

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### GOVERNMENT DELEGATES

DUVAL, Joseph Hervé, The Hon., MLA, Minister of Labour and Industrial Relations.

TOOFANY, Motallib, Mr., Permanent Secretary, Ministry of Labour and Industrial Relations.

### EMPLOYERS' DELEGATE

REY, Joseph Marcel Francis, Mr., Director, Mauritius Employers' Federation.

### WORKERS' DELEGATE

BHAGIRUTTY, Chandersendsing, Mr., MBE.

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Mauritanie

Mauritania

Mauritania

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### MINISTRE ASSISTANT A LA CONFERENCE

CAMARA, Ali Gueladio, M., ministre de la Fonction publique, du Travail, de la Jeunesse et des Sports.

### DELEGUES GOUVERNEMENTAUX

DIALLO, Mamadou Alassane, M., directeur du travail par intérim.

SY, Abdoulaye, M., chef du Service des relations extérieures par intérim.

#### DELEGUE DES EMPLOYEURS

OULD SIDI MOHAMED, Mohamed Ali, M., secrétaire général de la Confédération générale des employeurs de Mauritanie (CGEM).

#### DELEGUE DES TRAVAILLEURS

OULD JIDDOU, Mohamed, M., secrétaire aux relations extérieures de l'Union des travailleurs de Mauritanie (UTM).

#### Conseiller technique

OULD EL KHOU, Sid'Ahmed, M.

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Mexique

Mexico

México

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#### MINISTRO ASISTENTE A LA CONFERENCIA

ZERTUCHE MUÑOZ, Fernando, Sr., subsecretario "A" del Trabajo y Previsión Social; representante gubernamental, Consejo de Administración de la OIT.

#### DELEGADOS GUBERNAMENTALES

TELLO, Manuel, Sr., Embajador; representante permanente en Ginebra.

LOMBERA PALLARES, Enrique, Sr., director general de Asuntos Internacionales de la Secretaría del Trabajo y Previsión Social.

#### Consejeros técnicos

CRUZ GONZALEZ, Francisco, Sr., ministro de la misión permanente en Ginebra.

GALLEGAS LOPEZ, Sergio, Sr., representante gubernamental suplente, Consejo de Administración de la OIT.

GARCIA VILLANUEVA, Carlos A., Sr., director de Organismos Internacionales y Migración Laboral de la Secretaría del Trabajo y Previsión Social.

DIAZ INFANTE MENDEZ, Sergio, Sr., asesor de la Dirección General de Organismos Internacionales, Secretaría del Trabajo y Previsión Social.

ARCE MORA, María Angélica, Srta., tercer secretario de la misión permanente en Ginebra.

FERNANDEZ NUÑEZ, Salvador A., Sr., jefe del Departamento de Migración de la Frontera Sur de la Secretaría del Trabajo y Previsión Social.

RODRIGUEZ DORIA, Magda, Sra., coordinadora de Estudios Especiales de la Secretaría del Trabajo y Previsión Social.

BARROSO FIGUEROA, José, Sr., analista especializado en Asuntos Internacionales de la Secretaría del Trabajo y Previsión Social.

REGUERO, Marcela, Srta., agregado diplomático de la misión permanente en Ginebra.

#### DELEGADO DE LOS EMPLEADORES

BARAJAS FERNANDEZ, Silvestre, Sr., presidente de la Confederación de Cámaras Industriales.

##### Consejero técnico y delegado suplente

YLLANES RAMOS, Fernando, Sr., abogado consultor de la Confederación de Cámaras Industriales; miembro del Consejo de Administración de la OIT.

##### Consejeros técnicos

MORALES, Marco Manuel, Sr., director general de la Confederación de Cámaras Industriales.

REGIL GOMEZ, Jorge del, Sr., presidente de la Comisión de Trabajo en la Confederación de Cámaras Industriales.

#### DELEGADO DE LOS TRABAJADORES

SANCHEZ MADARIAGA, Alfonso, Sr., secretario de Relaciones del Comité Nacional de la Confederación de Trabajadores de México (CTM); miembro del Consejo de Administración de la OIT.

##### Consejeros técnicos

RODRIGUEZ ALCAINE, Leonardo, Sr., secretario de Organización y Estadística de la CTM.

MUÑOZ MOSQUEDA, Gilberto, Sr., senador; asesor jurídico de la CTM.

SAN ROMAN ARREAGA, Héctor, Dr., presidente de la Comisión Nacional de Seguridad e Higiene en el Trabajo de la CTM.

ESPONDA ZEBADUA, Gonzalo, Sr., asesor jurídico de la CTM.

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Mongolie

Mongolia

Mongolia

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#### MINISTER ATTENDING THE CONFERENCE

DAGVADORJ, Ravjaagiin, Mr., Chairman, State Committee on Labour and Social Security, Council of Ministers.

#### GOVERNMENT DELEGATES

BAYART, Luvsandorjiin, Mr., Ambassador; Permanent Representative, Geneva.

BALJINNYAM, Damdingiin, Mrs., First Secretary, Ministry of Foreign Affairs

##### Advisers

YUMJAV, Shirchinjavyn, Mr., First Secretary, Permanent Mission, Geneva.

ONON, Sodovyn, Mrs., Officer, State Committee on Labour and Social Security.

**EMPLOYERS' DELEGATE**

TSEMBEL, Turmunkhiin, Mr., Vice-Chairman, Union of Coalmining Enterprises.

**WORKERS' DELEGATE**

NATSAGDORJ, Tsagaan-Uvgenii, Mr., Head of Division, Central Council of Mongolian Trade Unions.

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**Mozambique**

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**DELEGUES GOUVERNEMENTAUX**

REAL MAZULA, Aguiar Jonassane Reginaldo, M., secrétaire d'Etat au Travail.

FRANCISCO, Maria Noémia Luis, Mme, directrice du cabinet d'études du secrétariat d'Etat au Travail.

**Conseiller technique**

CUMBE, Paulo Tito, M., conseiller au cabinet d'études du secrétariat d'Etat au Travail.

**DELEGUE DES EMPLOYEURS**

FERRÃO, José Augusto, M.

**DELEGUE DES TRAVAILLEURS**

GANANCIO, José Correia, M., secrétaire général adjoint de l'Organisation des travailleurs du Mozambique (OTM).

**Conseillers techniques**

MABUMO, Estevao Nwamushuate, M., chef du Département des relations internationales de l'OTM; membre suppléant du Conseil d'administration du BIT.

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**Namibie**

**Namibia**

**Namibia**

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**GOVERNMENT DELEGATE**

RAVIX, Roger, Mr., United Nations Council for Namibia.

**Advisers**

MERCHOUG, Tayeb, Mr.

LIM, Helena-Maria, Mrs.

**EMPLOYERS' DELEGATE**

SHIHEPO, Aron, Mr.

**WORKERS' DELEGATE**

YA OTTO, John, Mr., Secretary-General, National Union of Namibian Workers (NUNW).

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**Népal**

**Nepal**

**Nepal**

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**MINISTER ATTENDING THE CONFERENCE**

BUDHATHOKI, Shree Prasad, The Hon., Minister of State for Tourism and Labour and Social Welfare.

**GOVERNMENT DELEGATES**

POKHAREL, Hari Prasad, Mr., Director-General, Department of Labour.

SHRESTHA, Purushottam Lal, Mr., Chargé d'Affaires, Permanent Mission, Geneva.

**EMPLOYERS' DELEGATE**

SHAH, Devendra Bahadur, Mr., Executive Chairman, Janakpur Cigarette Factory.

**WORKERS' DELEGATE**

MALLA, Pramod, Mr., President, Nepal Labourers' Organisation.

**Adviser**

GIRI, Hem Raj, Mr., Secretary, Nepal Labourers' Organisation.

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**Nicaragua**

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**MINISTRO ASISTENTE A LA CONFERENCIA**

MENESES FONSECA, Benedicto, Sr., Ministro del Trabajo.

**DELEGADOS GUBERNAMENTALES**

VARGAS ESCOBAR, Gustavo-Adolfo, Sr., Embajador; representante permanente en Ginebra.

MEZA SOZA, Adrián, Sr., director de planificación socio-laboral.

**Consejeros técnicos**

MIRANDA CASTILLO, Norman José, Sr., ministro consejero de la misión permanente en Ginebra.



MONTENEGRO DIAZ de BLANDON, Fanny, Sra., directora de Relaciones Internacionales del Ministerio del Trabajo.

ALEMAN BENAVIDES, Oscar Efraín, Sr.

#### DELEGADO DE LOS EMPLEADORES

NUÑEZ RODRIGUEZ,, Sr., presidente de la Unión Nacional de Agricultores y Ganaderos (UNAG).

#### Consejeros técnicos

TIJERINO FAJARDO, Juan, Sr., miembro de la Comisión del Ganado, V región.

SARABIA HIDALGO, Enrique José, Sr., miembro de la Asociación de Algodoneros de León, II región.

RODRIGUEZ RODRIGUEZ, José Benito, Sr., miembro de la Comisión de Ganaderos, VI región (Matagalpa-Jinotega).

GONZALEZ PASTORA, Marcos, Sr., asesor jurídico, UNAG.

LEIVA PEREZ, Antonio, Sr., director de la Cámara de Comercio de Nicaragua.

CASTILLO RAMIREZ, Edmundo, Sr., director de la UPANIC.

GARACHE CASTELLON, Mario, Sr., jefe del Departamento de Promoción y Servicios de la Cámara de Industria.

AVILES MOLINA, Juan Ramón, Sr., asesor ejecutivo de la Presidencia del Consejo Superior de la Empresa Privada (COSEP).

#### DELEGADO DE LOS TRABAJADORES

CANO TORRES, Francisco, Sr., secretario de relaciones internacionales de la Asociación de Trabajadores del Campo (ATC).

#### Consejeros técnicos

TABLADA MOLINA, Leopoldo, Sr., responsable del área de Europa de la secretaría de relaciones internacionales de la ATC.

MELLENDEZ AGUIRRE, Denis, Sr., secretario de relaciones internacionales de la CST.

TORRES GOMEZ, Luciano, Sr., responsable de la sección Europa de la CST.

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Niger

Niger

Níger

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#### DELEGUES GOUVERNEMENTAUX

NADJIR, Hadji, M., ministre de la Fonction publique et du Travail.

DJOULA, Hima Moussa, M., directeur du travail et de la sécurité sociale.

Conseiller technique

AROUNA, Alloké Toussaint, M., chef de la Division des relations internationales et études du ministère de la Fonction publique et du Travail.

DELEGUE DES EMPLOYEURS

GEORGET, Henri, M., du Syndicat national des petites et moyennes entreprises du Niger (SYNAPEMEN); membre du Conseil d'administration du BIT.

Conseiller technique

BOLHO, Mohamed Aimé, M., membre du bureau du SYNAPEMEN.

DELEGUE DES TRAVAILLEURS

MOHAMED, Abdoulaye, M., secrétaire général de l'Union des syndicats des travailleurs du Niger (USTN); membre adjoint du Conseil d'administration du BIT.

Conseiller technique

ISSAKA, Seyni, M., secrétaire aux relations extérieures au Bureau exécutif de l'USTN.

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Nigéria

Nigeria

Nigeria

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MINISTER ATTENDING THE CONFERENCE

OMQJOKUN, S.K., The Hon., Federal Minister of Employment, Labour and Productivity.

GOVERNMENT DELEGATES

CHIKELU, G.P.O., Mr., Permanent Secretary, Federal Ministry of Employment, Labour and Productivity.

WILLIAMS, Fortunatus Oyeyinka, Mr., Assistant Director, International Labour Relations Division, Federal Ministry of Employment, Labour and Productivity.

Advisers and Substitute Delegates

TONWE, Benson O., Mr., Ambassador; Permanent Representative, Geneva.

ADEYEMI, B.A., Mr., Ambassador; Deputy Permanent Representative, Geneva.

OKORONKWO, A.O., Mrs., Assistant Director, Federal Ministry of Employment, Labour and Productivity.

FASANYA, Jonathan O., Mr., Labour Attaché, Permanent Mission, Geneva.

EBBE, S.N., Mr., Chief Labour Officer, Federal Ministry of Employment, Labour and Productivity.

Adviser

WILCOX, N.E., Mrs., Personal Assistant to the Minister.

EMPLOYERS' DELEGATE

OKOGWU, Gabriel Chike, Mr., Executive Director, Nigeria Employers' Consultative Association (NECA); Deputy Member, Governing Body of the ILO.

Advisers

ADEAGA, O.A., Mr., Deputy Managing Director, Nigerian Breweries.

IMOISILI, I.C., Mr., Executive Secretary, Association of Food, Beverage and Tobacco Employers.

OKERE, Nicolas Anoruo, Dr., Medical Director, Nigerite Limited.

WORKERS' DELEGATE

CHIROMA, Ali, Mr., President, Nigeria Labour Congress; Deputy Member, Governing Body of the ILO.

Advisers

DANGIWA, Aliyu Musa, Mr., General Secretary, Nigeria Labour Congress.

OSIDIPE, S.O., Mr., President, National Union of Food, Beverage and Tobacco Employees.

SUNMONU, H.A., Mr., Director of Industrial Relations, Civil Service Technical Workers' Union of Nigeria.

PEPPLE, N.F., Mr., General Secretary, National Union of Banks, Insurance and Financial Institutions Employees.

OZIGI, Y.O., Mr., President, Medical and Health Workers' Union of Nigeria.

HASHIM, Y., Mr., Nigerian Labour Congress.

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Norvège

Norway

Noruega

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MINISTER ATTENDING THE CONFERENCE

RETTEDAL, Arne, Mr., Minister of Local Government and Labour.

Accompanied by HERMANSEN, Tormod, Mr., Secretary-General, Ministry of Local Government and Labour.

STAHL, Kjell, Mr., Personal Adviser to the Minister.

GRØHOLT, Knut, Mr., Director of Department, Ministry of Local Government and Labour.

HØJDAHL, Odd, Mr., Director, Directorate of Labour  
Inspection.

#### GOVERNMENT DELEGATES

HELDAL, Halldor, Mr., Deputy Director, Ministry of Local Government and  
Labour.

RUGE, Mari Holmboe, Ms., Chief of Division, Ministry of Local Government and  
Labour.

#### Advisers and Substitute Delegates

LINDSTRØM, Bjarne, Mr., Chief of Division, Ministry of Foreign Affairs.

UTHEIM, Bjørnar, Mr., Minister Counsellor; Deputy Permanent Representative,  
Geneva.

#### Advisers

BAKKEN, Trygve, Mr., Director of Department, Ministry of Consumers' Affairs  
and Government Administration.

BRAATEN, Tormod, Mr., Senior Engineer, Directorate of Labour Inspection.

DAHL, Linn, Ms., Counsellor, Ministry of Local Government and Labour.

FURUHOLMEN-JENSSEN, Gunnar, Mr., Chief of Division, Central Bureau of  
Statistics.

GRENNES, Ragnhild, Ms., Counsellor, Ministry of Consumers' Affairs and  
Government Administration.

LEHNE, Hans Fredrik, Mr., Secretary of Embassy, Permanent Mission, Geneva.

MULHOLLAND, Anne Edda, Ms., Counsellor, Ministry of Local Government and  
Labour.

PETTERSEN, Oddrun, Ms., Member of Parliament.

BLEGEN SVINDLAND, Aud, Ms., Medical Director, Directorate of Labour Inspection.

#### EMPLOYERS' DELEGATE

HOFF, Erik, Mr., Director, International Office, Norwegian Employers'  
Confederation.

#### Adviser and Substitute Delegate

STRAND, Terje Due, Dr., Director, Division of Occupational Health and  
Industrial Medicine, Norwegian Employers' Confederation.

#### Advisers

CLAUSEN, Anne-Lisa, Ms., Secretary, International Office, Norwegian Employers'  
Confederation.

KAADA, Tor, Mr., Director, Elf Aquitaine Norge A/S; Member of the Executive  
Committee, Norwegian Employers' Confederation.

RYSST, Harald, Mr., Senior Vice-President, Norcem A/S; Member of the Central Board, Norwegian Employers' Confederation.

MAGNUSSEN, Olav, Mr., Deputy Director-General and Head of the Economic and Social Policy Department, Norwegian Employers' Confederation.

OPJORDSMOEN, Brit, Ms., Group Leader, Management Development Department, Norwegian Employers' Confederation.

KNUTSEN, Ingrid, Ms., Senior Counsellor, Elf Aquitaine Norge A/S.

#### WORKERS' DELEGATE

BALSTAD, Jan K., Mr., Secretary, Confederation of Trade Unions in Norway.

#### Adviser and Substitute Delegate

DAHL, Karl Nandrup, Mr., Legal Adviser, Confederation of Trade Unions in Norway.

#### Advisers

KOSTØL, Esther, Ms., Secretary, Federation of Unions of State Employees.

ANDREASSEN, Harriet, Ms., Secretary, Confederation of Trade Unions in Norway.

ERIKSON, Bjørn, Mr., Industrial Hygienist, Confederation of Trade Unions in Norway.

LANGÅKER, Eldri, Ms., President, Confederation of Occupational Unions.

BROKHAUG, Anne Karin, Ms., Vice-President, Norwegian Nurses' Association.

HANSEN, Jorunn, Ms., Occupational Health Nurse, Norwegian Federation of Supervisors and Technical Employees (NFATF).

WILDHAGEN, Valborg, Ms., NFATF.

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Nouvelle-Zélande

New Zealand

Nueva Zelandia

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#### MINISTER ATTENDING THE CONFERENCE

RODGER, S.J., The Hon., Minister of Labour.

#### GOVERNMENT DELEGATES

JACKSON, G.L., Mr., Secretary of Labour.

COPE, L.J., Mr., Chief Inspector of Factories, Department of Labour.

#### Advisers

NOTTAGE, R.F., Mr., Permanent Representative, Geneva.

LINEHAM, B.T., Mr., Deputy Permanent Representative, Geneva.

BRACEGIRDLE, A.M., Mr., Second Secretary, Permanent Mission, Geneva.

RIDDELL, H.M., Miss, Second Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

ROWE, J.W., Mr., Executive Director, New Zealand Employers' Federation;  
Deputy Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

JARVIE, W., Mr., Managing Director, Wormald International (NZ) Ltd.

#### WORKERS' DELEGATE

KNOX, W.J., Mr., President, New Zealand Federation of Labour; Substitute  
Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

BUTTERWORTH, J.N., Mr., Secretary, Auckland Engineers' Union.

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Ouganda

Uganda

Uganda

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#### MINISTER ATTENDING THE CONFERENCE

LOGUL BUTELE, Anthony, The Hon., MP, Minister of Labour.

#### GOVERNMENT DELEGATES

NABETA, David J.K., Mr., Ambassador at Paris.

ODONGO, George Livingstone Makana, Mr., Acting Labour Commissioner.

#### Advisers

NSUBUGA, Samwiri Kibuka, Mr., Chief Factories Inspector, Ministry of Labour.

SEKIMPI, Deogratus Kaheru, Dr., Acting Chief, Occupational Health and  
Hygiene, Ministry of Labour.

OLWENY, Claudius Mary, Mr., Assistant Labour Commissioner.

KAAHWA, Ivan Majara Rutoole, Mr., Principal Labour Officer.

KAYONGO, Ganalema Male Nathan, Mr., Senior Assistant Secretary, Ministry  
of Labour.

SALI, Elizabeth Nakato, Miss, Senior Industrial Relations Officer, Ministry of  
Labour.

OBACE, Grace Margaret, Mrs., Senior Personal Secretary, Ministry of Labour.

**EMPLOYERS' DELEGATE**

KIRENGA, Kenneth William Rwamabanga, Mr., Chairman, Federation of Uganda Employers.

**WORKERS' DELEGATE**

OKOLIMONG, Suplicius Akurut, Mr., Acting Secretary-General, National Organisation of Trade Unions.

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Pakistan

Pakistan

Pakistan

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**GOVERNMENT DELEGATES**

KAZMI, M.A., Mr., Secretary, Ministry of Labour, Manpower and Overseas Pakistanis.

AHMAD, Mansur, Mr., Ambassador; Permanent Representative, Geneva.

**Adviser and Substitute Delegate**

ALI, Ashraf, Mr., Joint Secretary, Ministry of Labour, Manpower and Overseas Pakistanis.

**Advisers**

SIDDIQUI, Saiyed Ahmad, Mr., Secretary, Department of Labour, Government of Sind.

MAHDI, Rafat, Mr., Counsellor, Permanent Mission, Geneva.

NIAZ, Kamran, Mr., First Secretary, Permanent Mission, Geneva.

AKRAM, Zamir, Mr., Second Secretary, Permanent Mission, Geneva.

KHAN, Behram, Mr., Permanent Mission, Geneva.

**EMPLOYERS' DELEGATE**

TABANI, Ashraf W., Mr., President, Employers' Federation of Pakistan.

**Adviser and Substitute Delegate**

SETHI, Mohammad Yunus Elahi, Mr., Member of the National Assembly; Chairman, ABE Industries.

**Adviser**

HAMID, S.A., Mr., Member of the Managing Committee and Chairman of the Standing Committee on Labour, Federation of Pakistan Chambers of Commerce and Industry.

#### WORKERS' DELEGATE

AHMED, Khurshid, Mr., General Secretary, All Pakistan Federation of Trade Unions; Substitute Member, Governing Body of the ILO.

#### Adviser and Substitute Delegate

RAHMATULLAH, Chaudhry, Mr., General Secretary, Pakistan Federation of Labour; President, Punjab Federation of Labour.

#### Adviser

JUNAIDI, Habibuddin, Mr., Secretary-General, Pakistan Bank Employees' Federation; Senior Vice-Chairman, Pakistan Labour Organisation.

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Panama

Panama

Panamá

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#### MINISTRO ASISTENTE A LA CONFERENCIA

FUENTES, Pedro J., Sr., Viceministro de Trabajo y Bienestar Social.

#### DELEGADOS GUBERNAMENTALES

VALDES ALMENGOR, Horacio, Sr., Embajador; representante permanente en Ginebra.

DECEREGA, Ruth, Sra., representante permanente adjunto en Ginebra.

#### Consejeros técnicos

BARRIOS, Argenida de, Sra., secretaria de la Comisión de Trabajo y Bienestar Social de la Asamblea Legislativa.

CALDERON A., Leonor, Sra., directora de la Asesoría de Asuntos Internacionales del Ministerio de Trabajo y Bienestar Social.

AIZPURUA PEREZ, Itzia I., Sra., consejero de primera clase de la misión permanente en Ginebra.

#### DELEGADO DE LOS EMPLEADORES

COSTARANGOS, Jorge, Sr., miembro del Consejo Nacional de la Empresa Privada (CONEP).

#### Consejero técnico

DEROUX, Juan Ramón, Sr., miembro del Consejo Nacional de la Empresa Privada (CONEP) y del SIP.

#### DELEGADO DE LOS TRABAJADORES

LOPEZ, Genaro, Sr., secretario general del Sindicato Unico de Trabajadores de la Construcción y Similares (SUNTRACS).



Consejeros técnicos

MONTERREY, Ricardo, Sr., secretario general de la Confederación de Trabajadores de la República de Panamá (CTRP).

FALCON, Fernando, Sr., secretario de educación de la Central Auténtica de Trabajadores Independientes (CATI).

VIVAR PIKE, Luis E., Sr., secretario general del Sindicato Nacional de Transportes Colegiales (SINATRACO).

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Papouasie-Nouvelle-Guinée

Papua New Guinea

Papua Nueva Guinea

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GOVERNMENT DELEGATES

ILA, Tony, The Hon., MP.

KEKEDO, Rose, Miss.

Adviser and Substitute Delegate

GINI, Robert, Mr.

Adviser

ARUA, Patrick, Mr.

EMPLOYERS' DELEGATE

ERI, Vincent, Mr.

WORKERS' DELEGATE

MEATA, Joseph, Mr.

Adviser

PAIVA, Murray, Mr.

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Paraguay

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DELEGADO GUBERNAMENTAL

DOLDAN del PUERTO, Carlos, Sr., director general del Trabajo, Ministerio de Justicia y Trabajo.

Consejero técnico

ARRUA de DOLDAN, Mariá Etelvina, Sra.

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**Pays-Bas**

**Netherlands**

**Países Bajos**

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**MINISTER ATTENDING THE CONFERENCE**

KONING, Jan de, Mr., Minister for Social Affairs and Employment.

**GOVERNMENT DELEGATES**

ALBEDA, Wil, Mr., Former Minister of Social Affairs.

PABON, Jan W.S., Mr., Director for International Affairs, Ministry of Social Affairs and Employment.

**Advisers and Substitute Delegates**

SCHAIK, Robert van, Mr., Ambassador; Permanent Representative, Geneva.

SOHNS, Emile C., Mr., Head, International Social Affairs Division, Ministry of Social Affairs and Employment.

**Advisers**

BUMA, Sietse, Mr., Directorate-General of Labour, Ministry of Social Affairs and Employment.

HAGEN, Kees, Mr., Department of International Affairs, Ministry of Social Affairs and Employment.

KRIMPEN, Janine van, Mrs., Department for International Organisations, Ministry of Foreign Affairs.

HELDRING, Alexander, Mr., Counsellor of Embassy, Permanent Mission, Geneva.

RAVEN, A., Mr., Deputy Director-General, Directorate-General of General Policy, Ministry of Social Affairs and Employment.

SICCAMA, Bert, Mr., Directorate-General of Labour, Ministry of Social Affairs and Employment.

SWIEBEL, Joke, Mrs., Department for the Co-ordination of Emancipation Policy, Ministry of Social Affairs and Employment.

VERHAGE, Kees, Mr., Central Bureau of Statistics.

**EMPLOYERS' DELEGATE**

HAK, Cornélie, Miss, Head, International Social Affairs Division, Federation of Netherlands Industry; Deputy Member, Governing Body of the ILO.

**Advisers**

COHEN TERVAERT, Carel, Mr., International Adviser, Federation of Netherlands Industry.

HAAFF, Henk van'T, Mr., Co-ordinator, Environmental Affairs, Eternit BV.

MEESTER, Ineke de, Miss, Secretary, Federation of Netherlands Industry.

NOLEN, Rob, Mr., International Adviser, Federation of Netherlands Industry.

#### WORKERS' DELEGATE

HORDIJK, Ary, Mr., General Secretary, Federation of Christian Trade Unions (CNV).

#### Adviser and Substitute Delegate

ETTY, Tom, Mr., Adviser, International Affairs, Confederation of the Netherlands Trade Union Movement (FNV).

#### Advisers

BURINGH, Eltjo, Mr., Policy Adviser, FNV.

MULLER, Wolter, Mr., Vice-President, Confederation of Trade Unions of Middle and Senior Staff (MHP).

SCHMITZ, Henk, Mr., Policy Adviser, FNV.

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Pérou	Peru	Perú
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#### MINISTRO ASISTENTE A LA CONFERENCIA

LEGUIA GALVEZ, Joaquín, Sr., Ministro de Trabajo y Promoción Social.

Acompañado de VILLARAN KOECHLIN, Roberto, Sr., Embajador; representante permanente en Ginebra.

#### DELEGADOS GUBERNAMENTALES

BARRENECHEA CALDERON, Julio César, Sr., viceministro de Trabajo.

SALMON de la JARA, Rafael, Sr., ministro consejero para asuntos laborales de la misión permanente en Ginebra.

#### Consejeros técnicos

ROJAS ESCALENTE, Vicente, Sr., primer secretario de la misión permanente en Ginebra.

GONZALES TERRONES, Javier, Sr., representante permanente adjunto en Ginebra.

CASTILLO, César, Sr., consejero de la misión permanente en Ginebra.

VILLAR MONTOYA, Wenceslao, Sr., miembro del Consejo de Administración del Instituto Peruano de Seguridad Social.

#### MIEMBROS DEL PARLAMENTO ASISTENTES A LA CONFERENCIA

ALVA ORLANDINI, Javier, Sr., senador.

CALMELL del SOLAR, Fernando, Sr., senador.

MONTEAGUDO, Ricardo, Sr., senador.

TRELLES, Oscar, Sr., senador.

RIVERO VELEZ, Enrique, Sr., senador.

BERNALES, Enrique, Sr., senador.

CABIESES LOPEZ, Carlos, Sr., senador.

NAPURI, Ricardo, Sr., diputado.

BURGA VELASCO, Ricardo, Sr., diputado.

GUERRERO GUERRERO, Doris, Sra., diputada.

QUISPE CUSI, Bonifacio, Sr., diputado.

LABARTHE CORREA, Javier, Sr., diputado.

RAMIREZ del VILLAR, Roberto, Sr., diputado.

HAYA de la TORRE, Agustín, Sr., diputado.

MELGAR DIAZ, Julio Hugo, Sr., diputado.

#### DELEGADO DE LOS EMPLEADORES

GALLIANI WINDER, Luis A., Sr., asesor jurídico de la Sociedad Nacional de Minería y Petróleo.

#### Consejeros técnicos

DONAYRE BARRIOS, Guillermo, Sr., de la Confederación de la Cámara de Comercio de Lima.

PITTA CALDERON, Jorge, Sr., de la Sociedad Nacional de Industrias.

DELGADO APARICIO, Luis, Sr.

#### DELEGADO DE LOS TRABAJADORES

PACHO QUISPE, Valentín, Sr., secretario general de la Confederación General de Trabajadores del Perú (CGTP).

#### Consejeros técnicos

CRUZADO ZAVALA, Julio, Sr., de la Confederación de Trabajadores del Perú (CTP); miembro suplente del Consejo de Administración de la OIT.

SANCHEZ ZAPATA, Víctor Manuel, Sr., de la Confederación Nacional de Trabajadores (CNT).

ZAFRA MENDOZA, José, Sr., de la Central de Trabajadores de la Revolución Peruana (CTRP).

ANCIETA, Simón, Sr., de la Confederación de Trabajadores del Perú (CTP).

BAZAN, Gregorio, Sr., de la CGTP.

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Philippines

Philippines

Filipinas

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MINISTER ATTENDING THE CONFERENCE

OPLÉ, Blas F., The Hon., Minister of Labor.

GOVERNMENT DELEGATES

NORIEL, Carmelo C., The Hon., Deputy Minister of Labor.

BRILLANTES, Hortêncio J., Mr., Ambassador; Permanent Representative, Geneva.

Advisers

VELOSO, Alberto, The Hon., Member of Parliament; Deputy Minister of Labor.

CAYAPAS, Eleo, Mr., Director, Employees' Compensation Commission.

SANTO TOMAS, Patricia, Mrs., Administrator, Philippine Overseas Employment Administration.

PINEDA, Lily, Miss, Director, National Wages Council.

ATIENZA, Diego, Mr., Chairman, National Labor Relations Commission.

CONFESOR, Nieves, Mrs., Chief, International Labor Affairs Service.

CRUZ, Milagros, Miss, Special Assistant to the Minister.

REYES, Felina T., Miss, Labor Attaché, Permanent Mission, Geneva.

OPLÉ, Luis V., Mr., Information Attaché, Permanent Mission, Geneva.

CABRAL, Becky, Ms., Office of Media Affairs.

TEODORO, Reymundo, Mr., Office of Media Affairs.

GARCIA, Jovencio, Mr., Office of Media Affairs.

VELOSO, Rey Albert T., Mr.

EMPLOYERS' DELEGATE

INOCENTES, Raoul M., Mr., Vice-President, Employers' Confederation of the Philippines.

Adviser and Substitute Delegate

VARELA, Miguel, Mr., Governor, Employers' Confederation of the Philippines.

Advisers

TAN, Ancheta K., Mr., Governor, Employers' Confederation of the Philippines.

HERNANDEZ, Benildo, Mr., Vice-President, Employers' Confederation of the Philippines.

DRILON, Franklin, Mr., Governor, Employers' Confederation of the Philippines.

WORKERS' DELEGATE

MENDOZA, Democrito, Mr., President, Trade Union Congress of the Philippines (TUCP); Deputy Member, Governing Body of the ILO.

Adviser and Substitute Delegate

DINGLASAN Jr., Andres, Mr., Executive Vice-President, TUCP.

Advisers

VALERIO, Avelino, Mr., Vice-President and Director for National Affairs, TUCP.

CRUZ, Zoilo de la, Mr., Vice-President, TUCP.

TAN, Juan C., Mr., President, Federation of Free Workers.

TAMAYO, Jacinto, Mr., Vice-President, TUCP.

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Portugal

Portugal

Portugal

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MINISTRE ASSISTANT A LA CONFERENCE

DE AZEVEDO, Amândio Anes, M., ministre du Travail et de la Sécurité sociale.

Accompagné de SAMPAIO CAETANO RAMALHO, Vítor Manuel, M., secrétaire d'Etat au Travail.

BARRADAS DO AMARAL, Rui Alberto, M., secrétaire d'Etat à l'Emploi et à la Formation professionnelle.

ARRUDA, Manuel Ribeiro, M., secrétaire régional du travail de la région autonome des Açores.

MARQUES, Manuel Jorge, M., secrétaire régional des affaires sociales de la région autonome de Madère.

DELEGUES GOUVERNEMENTAUX

DA ROCHA PIMENTEL, José Manuel, M., directeur général du travail, ministère du Travail et de la Sécurité sociale.

MATHIAS, Marcello, M., conseiller d'ambassade, ministère des Affaires étrangères.

Conseiller technique et délégué suppléant

MELLO e CASTRO, Antonio de, M., conseiller d'ambassade, mission permanente à Genève.

Conseillers techniques

VIEIRA MESQUITA, Julio, M., coordonnateur du cabinet pour les relations internationales, ministère du Travail et de la Sécurité sociale.

DE SOUSA FIALHO, José António, M., directeur des services de statistique, ministère du Travail et de la Sécurité sociale.

ANSELMO de CASTRO, Maria Alba, Mme, directrice des services de la Direction générale de l'hygiène et de la sécurité du travail, ministère du Travail et de la Sécurité sociale.

LEANDRO, David, M., chef de division, Direction générale de l'hygiène et de la sécurité du travail, ministère du Travail et de la Sécurité sociale.

GONCALVES DA SILVA, Rui, M., directeur régional du travail, secrétariat régional du travail, gouvernement régional de Madère.

FONSECA HANDEL de OLIVEIRA, José Raul, M., directeur régional du travail, secrétariat régional du travail, gouvernement régional des Azores.

DA FONSECA, Aurora, Mme, membre de la Commission de la condition féminine.

DE ALMEIDA RIBEIRO, Maria Cândida, Mme, Direction générale du travail, ministère du Travail et de la Sécurité sociale.

JORDÃO, Manuel, M., attaché pour les affaires sociales et du travail, mission permanente à Genève.

INOCENCIO PEREIRA, António Gaspar, M., attaché d'ambassade, ministère des Affaires étrangères.

DELEGUE DES EMPLOYEURS

MORGADO PINTO CARDOSO, António, M., administrateur d'entreprise.

Conseillers techniques

FERNANDES SALGUEIRO, Heitor Flávio, M., directeur général adjoint, Confédération de l'industrie portugaise (CIP).

DA ROCHA NOVO, Gregório, M., Confédération de l'industrie portugaise (CIP).

DE OLIVEIRA COSTA, Francisco Manuel, M., Association commerciale et de l'industrie de Funchal.

SA E MELO, Alberto, M., Confédération portugaise du commerce (CCP).

BLANCO DE MORAIS, M., Confédération portugaise du commerce (CCP).

DELEGUE DES TRAVAILLEURS

JUDAS, José Luís, M., membre de la commission exécutive du Conseil national de la CGTP-IN.

Conseillers techniques

REIS, Maria Emília, Mme, CGTP-IN.

BARROS DE MOURA, José, M., CGTP-IN.

FEIO VALE, Ana, Mme.

SILVA, Augusto, M., CGTP-IN.

PEREIRA LOPES, José, M., président de l'UGT.

MONTEIRO VELUDO, José Manuel, M., UGT.

MORGADO, Alfredo, M., UGT.

ARENGA, Joaquim Manuel, M., UGT.

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Qatar

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MINISTER ATTENDING THE CONFERENCE

AL-ANSARI, Ali Bin Ahmed, Mr., Minister of Labour and Social Affairs.

Accompanied by AL-KUWARI, Mohamed Salem R., Mr., Ambassador, Permanent Representative, Geneva.

GOVERNMENT DELEGATES

AL-KHALIFA, Abdulla Naser, Mr., Assistant Director of Labour.

AL-MOHANADI, Saif Saif, Mr., Labour Inspector.

Advisers

AL-DAF, Khatab Omar, Mr., Director, Department of Personnel Affairs, Ministry of Finance and Petroleum.

AZZAM, Mohamad Ali, Mr., Director of the Minister's Office.

ABU SHARBAK, Ali Said, Mr., Director, Department of International Relations and Technical Affairs, Ministry of Labour and Social Affairs.

EMPLOYERS' DELEGATE

JAIDAH, Abdulmonaim Abdulla, Mr., Public Relations Supervisor, Qatar General Petroleum Corporation (Off shore).

WORKERS' DELEGATE

AL-OTAIBI, Ali Daham, Mr., Technical Foreman, Qatar General Petroleum Corporation (On shore).



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République démocratique allemande  
German Democratic Republic  
República Democrática Alemana

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MINISTER ATTENDING THE CONFERENCE

BEYREUTHER, Wolfgang, Mr., Secretary of State for Labour and Wages.

Accompanied by BIENERT, Ernst, Mr., Head of the Office of the Secretary of State.

GOVERNMENT DELEGATES

NOACK, Ingolf, Mr., Deputy Secretary of State for Labour and Wages.

HASCHKE, Herbert, Mr., Minister Plenipotentiary; Deputy Permanent Representative, Geneva.

Advisers and Substitute Delegates

JUNGE, Hermann, Mr., Head, International Division, State Secretariat for Labour and Wages.

ZENKER, Jürgen, Mr., Counsellor, Head of Sector, Ministry of Foreign Affairs.

Advisers

TOEDTMANN, Anneliese, Mrs., Chief Adviser to the Minister of Health.

GRUBER, Hans, Mr., State Secretariat for Labour and Wages.

ZIEGENHAGEN, Ronald, Mr., State Secretariat for Labour and Wages.

BRAEMER, Hans, Mr., Scientific Adviser, Permanent Mission, Geneva.

TILTSCH, Renate, Mrs., Third Secretary, Permanent Mission, Geneva.

BORCHERT, Joachim, Mr., Attaché, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

MARX, Ulrich, Mr., Head of Production, Central Engineering Enterprise (Metallurgy).

WORKERS' DELEGATE

BOCHOW, Frank, Mr., Member of the Governing Board and Secretary of the National Council, Confederation of Free German Trade Unions (FDGB).

Adviser and Substitute Delegate

FRANKE, Heinz, Mr., Head, International Division, National Council of the FDGB.

Advisers

BISCHOFF, Gretel, Mrs., Deputy Director, Trade Unions College.

HANTSCHKE, Walter, Mr., Head, Department of Labour Law, Trade Unions College.

STOECKEL, Hans, Mr., National Council of the FDGB.

GOLDBERG, Günther, Mr., National Council of the FDGB.

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Roumanie

Romania

Rumania

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DELEGUES GOUVERNEMENTAUX

DATCU, Ion, M., ambassadeur; représentant permanente à Genève.

MELESCANU, Teodor, M., conseiller à la mission permanente à Genève.

Conseiller technique

BALOIU, Petre, M., premier secrétaire à la mission permanente à Genève.

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Royaume-Uni

United Kingdom

Reino Unido

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MINISTER ATTENDING THE CONFERENCE

BOTTOMLEY, Peter, Mr., MP, Parliamentary Under-Secretary of State for Employment.

Accompanied by HUTT, Paul, Mr., Private Secretary to the Under-Secretary of State.

GOVERNMENT DELEGATES

ROBINSON, W.R.B., Mr., Under-Secretary, Department of Employment; Government Representative, Governing Body of the ILO.

JOLLY, J., Mr., Principal, Department of Employment.

Advisers and Substitute Delegates

WARBURTON, Anne, Dame, DCVO, CMG, Ambassador; Permanent Representative, Geneva.

WEALSTEAD, J.D., Mr., Principal, Department of Employment.

Advisers

ALEXANDER, D.C., Mr., Principal, Department of Employment.

BROWN, P.M., Dr., Senior Employment Medical Adviser, Health and Safety Executive.

BUCKINGHAM, B.J., Mr., Chief Statistician, Department of Employment.

CHEN, D., Mr., Deputy Commissioner for Labour, Labour Department, Hong Kong.

DAVID, T.J., Mr., First Secretary, Permanent Mission, Geneva.

DIMOND, J., Miss, Principal, Department of Employment.

ELLIOTT, J., Miss, Higher Executive Officer, Department of Employment.

KING, J.S., Dr., Principal, Health and Safety Executive.

KYLES, R., Mr., Third Secretary, Permanent Mission, Geneva.

MAXWELL, M., Miss, Second Secretary, Foreign and Commonwealth Office.

MAYNE, E., Mr., Under Secretary, Department of Economic Development, Northern Ireland.

MORRIS, A.J., Mr., First Secretary, Foreign and Commonwealth Office.

MOSS, D.J., Mr., Counsellor, Permanent Mission, Geneva.

ROBERTS, P., Miss, Second Secretary, Permanent Mission, Geneva.

SIRETT, R.G., Mr., Principal, Department of Employment.

WEBBER, S.J., Mrs., Principal, Department of Employment.

#### EMPLOYERS' DELEGATE

FLUNDER, D.J., Mr., MC, VRD, Member of the Council and Chairman of the International Labour Committee, Confederation of British Industry; Member, Governing Body of the ILO.

#### Advisers

CASTLE, C.H.A.F., Mr., Group Social Affairs Adviser, British Petroleum Company Limited.

EBERLIE, R.F., Mr., Deputy Director, International Social Affairs, Confederation of British Industry.

MACKIE, A.M., Miss, OBE, Assistant Employee Relations Adviser, Unilever PLC; Chairman of the Equal Rights Panel, Confederation of British Industry.

PENNEY, W., Mr., Director-General, Asbestos Information Centre, Chairman of the Asbestos Working Party, Confederation of British Industry.

ROBBINS, W.H., Mr., Employee Relations Consultant, ICI PLC.

RUGMAN, D.F., Mr., Consultant, Employment of Disabled People Working Party, Confederation of British Industry.

WEST, S.J., Mr., OBE, Director and Chief Executive, Engineering Employers' West of England Association.

#### WORKERS' DELEGATE

MORTON, J.T., Mr., Member, General Council of the Trades Union Congress;  
General Secretary, Musicians' Union; Member, Governing Body of the ILO.

#### Advisers

MacGOUGAN, J., Mr., Former Member, General Council of the Trades Union Congress; Former General Secretary, National Union of Tailor and Garment Workers.

MADDOCKS, W.B., Mr., MBE, JP, Former Member, General Council of the Trades Union Congress; Former General Secretary, National Union of Dyers, Bleachers and Textile Workers.

MORGAN, G., Mrs., BEM, Member, General Council of the Trades Union Congress; Member of the National Committee, Amalgamated Union of Engineering Workers (EFC).

ORTIZ, P., Ms., Assistant, International Department, Trades Union Congress.

SOLT, Clive, Mr., Inland Revenue Staff Federation.

STAGG, N., Mr, OBE, Former Deputy General Secretary, Union of Communication Workers.

THOMAS, K., Mr., Former Member, General Council of the Trades Union Congress; Former General Secretary, Civil and Public Services Association.

TROTTER, R.C., Mr., General Secretary, Amalgamated Textile Workers' Union, Central Lancashire and Calderdale.

WILLIAMS, John, Mr., Inland Revenue Staff Federation.

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#### Rwanda

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#### MINISTRE ASSISTANT A LA CONFERENCE

HABIYAKARE, François, M., ministre de la Fonction publique et de la Formation professionnelle.

#### DELEGUES GOUVERNEMENTAUX

HABIYAMBERE, Joseph, M., directeur général de l'emploi et de la sécurité sociale.

RUSHINGABIGWI, Aloys, M.

#### DELEGUE DES EMPLOYEURS

UWILINGIYIMANA, Juvenal, M., secrétaire général de la Chambre de commerce et de l'industrie du Rwanda.

**DELEGUE DES TRAVAILLEURS**

NSENGIYUMVA, Fabien, M., de la Brasserie et Limonaderie du Rwanda (BRALIRWA)

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**Saint-Marin**

**San Marino**

**San Marino**

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**DELEGUES GOUVERNEMENTAUX**

DELLA BALDA, Giuseppe, M., ministre du Travail et de la Coopération.

THOMAS, Dieter, M., ministre plénipotentiaire; représentant permanent à Genève.

**Conseillers techniques et délégués suppléants**

RONDELLI, Anna Maria, Mme, directrice du Département du travail.

MATSER, Fred, M., conseiller à la mission permanente à Genève.

ZEILER, Huguette, Mme, premier secrétaire à la mission permanente à Genève.

**DELEGUE DES EMPLOYEURS**

AMATI, Lucio, M., président de l'Association nationale de l'industrie de Saint-Marin.

**Conseillers techniques et délégués suppléants**

MORRI, Alessandro, M., secrétaire général de l'Association nationale de l'industrie de Saint-Marin.

GIORGI, Carlo, M., délégué administratif de l'Association nationale de l'industrie de Saint-Marin.

CORNACCHIA, Renato, M., directeur général de l'Association nationale de l'industrie de Saint-Marin.

**DELEGUE DES TRAVAILLEURS**

ANDREINI, Floriano, M., secrétaire général adjoint de la Confédération démocratique des travailleurs de Saint-Marin.

**Conseiller technique et délégué suppléant**

GIARDI, Maurizio, M., du secrétariat de la Confédération démocratique des travailleurs de Saint-Marin.

**Conseillers techniques**

CHIARUZZI, Pio, M., du secrétariat de la Confédération du travail de Saint-Marin.

MAURIACA, Carlos, M., du bureau international de la Confédération du travail de Saint-Marin.

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Sao Tomé-et-Principe

Sao Tome and Principe

Santo Tomé y Príncipe

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**DELEGUE GOUVERNEMENTAL**

VAZ d'ALMEIDA, Armindo, M., ministre du Travail et de la Prévoyance sociale.

RITA, Cosme Bonfim Afonso, M., directeur des relations internationales.

**Conseiller technique**

SALVATERRA de SOUSA DIAS d'ALVA, Maria de Lourdes, Mme, fonctionnaire de la Direction des relations internationales.

**DELEGUE DES TRAVAILLEURS**

ESPIRITO SANTO, Avelino do, M., chargé du Département des relations internationales de l'Organisation nationale des travailleurs de Sao Tomé-et-Principe (ONT STP).

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Sénégal

Senegal

Senegal

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**MINISTRE ASSISTANT A LA CONFERENCE**

SONKO, André, M., ministre de la Fonction publique, de l'Emploi et du Travail.

**DELEGUES GOUVERNEMENTAUX**

SENE, Alioune, M., ambassadeur; représentant permanent à Genève.

CISSE, Mamadou, M., directeur du travail et de la sécurité sociale.

**Conseillers techniques**

GUEYE, Amadou, M., conseiller technique au cabinet du ministre de la Fonction publique, de l'Emploi et du Travail.

NDAO, Papa Ibrahima, M., directeur de l'emploi.

SY, Ibrahima, M., premier conseiller à la mission permanente à Genève.

KONATE, Samba Cor, M., conseiller à la mission permanente à Genève.

NDIAYE, Moustapha, M., secrétaire d'ambassade à la mission permanente à Genève.

SANE, Moussa, M., secrétaire d'ambassade à la mission permanente à Genève.

**DELEGUE DES EMPLOYEURS**

SOW, Amadou Moctar, M., président du Conseil national des employeurs du Sénégal (CNES).

Conseillers techniques

KANE, Yaya, M., vice-président de la CNES.

WADE, Youssoupha, M., vice-président de la CNES.

SOW, Abdourakhmane, M., secrétaire général de la CNES.

DELEGUE DES TRAVAILLEURS

DIOP, Madia, M., secrétaire général de la Confédération nationale des travailleurs du Sénégal (CNTS); membre adjoint du Conseil d'administration du BIT.

Conseiller technique

DIOP, Assane, M., membre du bureau confédéral de la CNTS.

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Sierra Leone

Sierra Leone

Sierra Leona

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GOVERNMENT DELEGATES

MARAH, S.B., The Hon., Minister of Labour.

DIXON, A.B., Mr., Permanent Secretary, Ministry of Labour.

Adviser

DECKER, S.E.R., Mr., Labour Officer, Ministry of Labour.

WORKERS' DELEGATE

YILLAH, Kandeh, Mr., Secretary-General, Sierra Leone Labour Congress.

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Singapour

Singapore

Singapur

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GOVERNMENT DELEGATES

CHEW, Tai Soo, Mr., Ambassador; Permanent Representative, Geneva.

SWEE, Kok Choon, Mr., Labour Officer, Labour Relations Department, Ministry of Labour.

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Somalie

Somalia

Somalia

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GOVERNMENT DELEGATES

ISAQ, Ahmed Mohamed, Mr., Permanent Secretary, Ministry of Labour and Sports.

MOHAMED, Abdullahi Moallim, Mr., Director-General of Labour and Social Welfare, Ministry of Labour and Sports.

Advisers and Substitute Delegates

KEYNAN, Hassan Mohamed Ali, Mr., Director, Department of Manpower, Ministry of Labour and Sports.

BIHI, Fatima Isak, Mrs., Ambassador; Permanent Representative, Geneva.

ENO-HASSAN, Fatuma, Mrs., First Counsellor, Permanent Mission, Geneva.

Adviser

MOHAMED, Najib Abdulkarim, Mr., Counsellor, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

RAGE, Ahmed Mohamed, Mr., Director, Foreign Trade, Chamber of Commerce.

WORKERS' DELEGATE

GASHAN, Mohamed Farah Isse, Mr., President, Somali General Federation of Trade Unions.

Adviser and Substitute Delegate

GABAY, Hassan Ahmed, Mr., Secretary for Foreign Relations, Somali General Federation of Trade Unions.

Advisers

MIRE, Abdillahi Mohamed, Mr., Member, Governing Body of the ILO.

NOOR, M.S., Mr.

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Soudan

Sudan

Sudán

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GOVERNMENT DELEGATES

MUSTAFA, Mohamed El Murtada, Mr., Under-Secretary, Ministry of Public Service and Labour.

HAIDOUB, Abd Elrahman Yousif, Mr., Director, Labour Relations Directorate.



Advisers and Substitute Delegates

EL HASSAN, Elsabtly M., Mr., Director, International Relations Directorate.

ELDEEB, Mohamed Izzat Babiker, Mr., Ambasssador; Permanent Representative, Geneva.

SHOUNA, Omar M.B., Mr., Ambassador, Deputy Permanent Representative, Geneva.

ISMAIL, Yousif Mohamed El Hadi, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

MAHMOOD, Yehia Abd El Galil, Mr., Second Secretary, Permanent Mission Geneva.

EMPLOYERS' DELEGATE

MUSTAFA, Mohamed Elmakawi, Mr., Member of the Executive Office, Sudan Employers' and Businessmen's Federation; Substitute Member, Governing Body of the ILO.

Adviser and Substitute Delegate

YOUSIF, Ahmed Izz Elarab, Mr., Executive Manager, Sudan Industries Association.

WORKERS' DELEGATE

GAMMA, Mohamed Osman, Mr., President, Sudan Workers' Trade Unions Federation.

Advisers and Substitute Delegates

EL ZIBYR, Mahjoub, Mr., Vice-President, Sudan Workers' Trade Unions Federation.

ABDOON, Tag Elsir Mohamed, Mr., Foreign Relations Secretary, Sudan Workers' Trade Unions Federation.

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Sri Lanka

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MINISTER ATTENDING THE CONFERENCE

IMBULANA, P.C., The Hon., Minister of Labour.

GOVERNMENT DELEGATES

DASANAYAKE, D.M.P.B., Mr., Secretary, Ministry of Labour.

SAMARASINGHE, M.B., Mr., First Secretary, Permanent Mission, Geneva.

Adviser

WIJESINGHE, F.E.A., Mr., Head of the ILO Division, Ministry of Labour.

EMPLOYERS' DELEGATE

SILVA, S.R. de, Mr., General Secretary, Employers' Federation of Ceylon.

### WORKERS' DELEGATE

PERERA, W.A. Neville, Mr., Vice-President, Jathika Sevaka Sangamaya.

#### Advisers

SENEWIRATNE, Raja, Mr., General Secretary, Lanka Jathika Estate Workers' Union.

SENAWEERA, L., Mr., Deputy Chief Organiser, Jathika Sevaka Sangamaya.

SUNDARAM, Jaya Peri, Mr., Vice-President, Ceylon Workers' Congress.

PUTHIRASIGAMONEY, V., Mr., Assistant General Secretary, Lanka Jathika Estate Workers' Union.

RAMANATHAN, S.K., Mr., Director of Research, Ceylon Workers' Congress.

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Suède

Sweden

Suecia

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### MINISTER ATTENDING THE CONFERENCE

LEIJON, Anna-Greta, Ms., Minister of Labour.

Accompanied by EWERLOF, Hans, Mr., Ambassador; Permanent Representative, Geneva.

SPANGBERG, Sten, Mr., Head of Section, Ministry of Public Administration.

### GOVERNMENT DELEGATES

ISACSSON, Bert, Mr., Assistant Under-Secretary, Ministry of Labour.

ETTARP, Lars, Mr., Assistant Under-Secretary, Ministry of Labour.

#### Advisers and Substitute Delegates

GROTH, Carl-Johan, Mr., Minister, Permanent Mission, Geneva.

WIKLUND, Kerstin, Ms., Head of Section, Ministry of Labour.

#### Advisers

ERIKSSON, Christer, Mr., Head of Section, Ministry of Labour.

FALLENIOUS, Ann Marie, Ms., Head of Section, Ministry of labour.

LAGERKVIST, Claes, Mr., Head, Department of Planning and Co-ordination, Central Bureau of Statistics.

OLDFELT, Karin, Ms., Head of Section, Ministry for Foreign Affairs.

DANIELSSON, Lars, Mr., First Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

HOLTEN, Johan von, Mr., Director, Swedish Employers' Confederation; Member, Governing Body of the ILO.

##### Advisers

LARSSON, Gösta, Mr., Director, Swedish Employers' Confederation.

MYRDAL, Hans-Göran, Mr., Director, Swedish Employers' Confederation.

SELANDER, Sten, Mr., Legal Adviser, Swedish Employers' Confederation.

WALLSTEN, Margit, Ms., Director, Swedish Employers' Confederation.

YLLNER, Sven, Mr., MD, Swedish Employers' Confederation.

SCHILLER, Göran, Mr., Deputy Managing Director, Employers' Association of the Swedish Steel Industry.

ODEEN, Bengt, Mr., Managing Director, Employers' Association of Swedish Food Producers.

#### WORKERS' DELEGATE

KARLSSON, Erik, Mr., International Secretary, Swedish Trade Union Confederation.

##### Advisers

BOLINDER, Erik, Mr., MD, Swedish Trade Union Confederation.

WESTERHOLM, Peter, Mr., MD, Swedish Trade Union Confederation.

ERSSON, Marianne, Ms., International Secretary, Swedish Trade Union Confederation.

HARRIMAN, Anita, Ms., Secretary, Swedish Trade Union Confederation.

NILSSON-SCHUTZE, Eva, Ms., Ombudsman, Swedish Trade Union Confederation.

GUSTAFSSON, Kerstin, Ms., Legal Adviser, Central Organisation of Salaried Employees in Sweden.

CARLSSON, May-Britt, Ms., Ombudsman, Central Organisation of Salaried Employees in Sweden.

ASP, Eva, Ms., Ombudsman, Swedish Union of Commercial Employees.

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Suisse

Switzerland

Suíza

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#### DELEGUES GOUVERNEMENTAUX

HUG, Klaus, M., directeur de l'Office fédéral de l'industrie, des arts et métiers et du travail (OFIAMT).

ZENGER, André, M., chef du Service des affaires internationales de l'OFIAMT.

Conseiller technique et délégué suppléant

VETTOVAGLIA, Jean-Pierre, M., ministre; représentant permanent adjoint à Genève.

Conseillers techniques

ELMIGER, Jean-Jacques, M., suppléant du chef de la Division de la protection des travailleurs et du droit du travail de l'OFIAMT.

GREUTER, Wendel, M., chef du Service de la médecine du travail de l'OFIAMT.

LUDESCHER, Urs, M., de la Caisse nationale suisse d'assurance en cas d'accidents (CNA).

STOFFEL, Marie-Louise, Mlle, fonctionnaire spécialiste à la Division de la main-d'oeuvre et de l'émigration de l'OFIAMT.

TRABER, Hans, M., chef de la Division de la statistique sociale de l'OFIAMT.

ESCHBACH, Pierre, M., de la CNA.

DELEGUE DES EMPLOYEURS

DECOSTERD, Roger, M., conseiller de Nestlé en affaires sociales; membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

DUC, Edouard, M., secrétaire de l'Union centrale des associations patronales suisses.

Conseillers techniques

AEBLI, Dietegen, M., ancien directeur de l'Association patronale suisse des constructeurs de machines et industriels en métallurgie (ASM).

HAYMOZ, Armin, M., secrétaire de l'Union suisse des arts et métiers.

KÜNG, Hans Leonhard, M., ancien médecin-chef des Services de la médecine du travail de CIBA-Geigy SA.

MOHR, Bernhard, M., du groupe de travail "ASBEST".

SCHNYDER von WARTENSEE, Xavier, M., secrétaire de l'Association patronale suisse des constructeurs de machines et industriels en métallurgie (ASM).

DELEGUE DES TRAVAILLEURS

DREIFUSS, Ruth, Mme, secrétaire de l'Union syndicale suisse; membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

COCHET, Antoine, M., secrétaire de la Fédération suisse des cheminots (SEV).

Conseillers techniques

BAUMANN, Hans, M., secrétaire du Syndicat du bâtiment et du bois (FOBR).

BRUNNER, Christiane, Mme, présidente du Syndicat des services publics (SSP/VPOD).

FAVRE, Eric, M., secrétaire central de la Fédération chrétienne des travailleurs de la construction.

ISELIN, François, M., chargé de cours au Département d'architecture de l'Ecole polytechnique fédérale de Lausanne.

PASQUIER, Gabriel, M., secrétaire central de l'Association suisse des cadres techniques d'exploitation (SVTB).

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Suriname

Suriname

Suriname

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MINISTER ATTENDING THE CONFERENCE

DANKERLUI, E.W., Mr., Minister of Labour.

GOVERNMENT DELEGATES

SION, R.E., Mr., Permanent Secretary for Labour.

TJOA, Twie, Mrs., Co-ordinator, Employment Services.

Advisers

KOORNAAR, A., Mr.

JHAWNIE, J., Mr.

EMPLOYERS' DELEGATE

BIJNOE, George, Mr., Secretary, VSB.

WORKERS' DELEGATE

ZUNDER, A., Mr., Treasurer, PWO.

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Swaziland

Swaziland

Swazilandia

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GOVERNMENT DELEGATES

MATSEBULA, S.M., The Hon., Minister of Labour and Public Service.

BEMBE, R.C.M., Mr., Labour Commissioner.

Adviser and Substitute Delegate

GAMA, B., Dr., Occupational Physician, Ministry of Health.

EMPLOYERS' DELEGATE

DODDS, P., Mr.

WORKERS' DELEGATE

DLAMINI, O.M., Mr.

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République arabe syrienne	Syrian Arab Republic	República Árabe Siria
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MINISTRE ASSISTANT A LA CONFERENCE

GIBRANE, Antoine, M., ministre d'Etat des Affaires du Conseil du peuple;  
ministre des Affaires sociales et du Travail.

DELEGUES GOUVERNEMENTAUX

DAOUDY, Adib, M., ambassadeur; représentant permanent à Genève.

YASSIN KASSAB, Abdul Sattar, M., directeur du travail.

Conseillers techniques et délégués suppléants

MERHEGE, Mohammad, M., directeur des relations internationales au ministère  
des Affaires sociales et du Travail.

BITAR, Elias, M., directeur de la législation et des études juridiques au  
ministère des Affaires sociales et du Travail.

SAYADI, Muhsen, M., ministre conseiller à la mission permanente à Genève.

SALIM, Fahd, M., deuxième secrétaire à la mission permanente à Genève.

DELEGUE DES EMPLOYEURS

KHAYAT, Ahmad Fouad, M., directeur de la Société de l'Eternité.

Conseillers techniques et délégués suppléants

SOUKAR, Mohamed Chafic, M., président de la Chambre de l'industrie.

MALAKANY, Abdul Hamid, M., directeur général de la Chambre de l'industrie.

DELEGUE DES TRAVAILLEURS

ISSA, Moustafa, M., secrétaire des affaires arabes et internationales à  
l'Union générale des syndicats.

Conseiller technique et délégué suppléant

LOZI, Ibrahim, M., secrétaire des affaires du travail et de la législation  
à l'Union générale des syndicats.

Conseiller technique

HAMOUI, Adnan, M.

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République-Unie de Tanzanie  
United Republic of Tanzania  
República Unida de Tanzania

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MINISTER ATTENDING THE CONFERENCE

MWAKAWAGO, D.N., The Hon., MP, Minister for Labour and Manpower Development.

GOVERNMENT DELEGATES

MDAMO, A.I., Mr., Commissioner for Labour, Ministry of Labour and Manpower Development.

USSI, Zaidu J., Mr., Director of Labour, Zanzibar.

Adviser and Substitute Delegate

MTANGO, E.E.E., Mr., Minister Counsellor, Permanent Mission, Geneva.

Advisers

LUKINDO, Julian K., Mr., Personal Assistant to the Minister.

MISKRY, Ahmed M., Mr., State Attorney, Zanzibar.

EMPLOYERS' DELEGATE

NAMATA, Joseph A., Mr., Executive Director, Association of Tanzania Employers; Substitute Member, Governing Body of the ILO.

WORKERS' DELEGATE

RWEGASIRA, Joseph C., Mr., Secretary-General, Union of Tanzania Workers (JUWATA).

Adviser and Substitute Delegate

KACHIMA, Moses T., Mr., Secretary for Foreign Affairs, JUWATA.

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Tchad

Chad

Chad

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DELEGUES GOUVERNEMENTAUX

NAHAM, Oudalbaye, M., ministre du Travail, de l'Emploi et de la Formation professionnelle.

IDABAYE, Ngarbaye Daba, M., directeur du travail, de la main-d'oeuvre et de la prévoyance sociale.

DELEGUE DES EMPLOYEURS

SALEH, Ramaha Mahamat, M., secrétaire général de la Chambre de commerce.

DELEGUE DES TRAVAILLEURS

BARKA, Boukar, M., secrétaire général de la Confédération syndicale du Tchad (CST).

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Tchécoslovaquie

Czechoslovakia

Checoslovaquia

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MINISTER ATTENDING THE CONFERENCE

BODA, Miloslav, Mr., Minister of Labour and Social Affairs.

GOVERNMENT DELEGATES

MOLKOVA, Dagmar, Mrs., Deputy Minister of Labour and Social Affairs.

VEJVODA, Milos, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and Substitute Delegates

SIKTANC, Josef, Mr., Director of Department, Federal Ministry of Labour and Social Affairs.

CHLUMSKY, Pavel, Mr., Deputy Permanent Representative, Geneva.

SLAMOVA, Marta, Mrs., Counsellor, Permanent Mission, Geneva.

Advisers

KARES, Jaroslav, Mr., Federal Ministry of Labour and Social Affairs.

DRABES, Zdenek, Mr., Federal Ministry of Labour and Social Affairs.

EMPLOYERS' DELEGATE

TESAR, Vladimír, Mr., First Deputy Director General, Czechoslovak Automobile Works.

Adviser

VITEK, Josef, Mr., Czechoslovak Chamber of Commerce and Industry.

Accompanying the Employers' Delegation

CERNY, Ludvik, Mr., Chairman, Czechoslovakia Chamber of Commerce and Industry.

WORKERS' DELEGATE

KOZIK, Viliam, Mr., Secretary, Central Council of Czechoslovak Trade Unions.



Adviser and Substitute Delegate

NAVRATIL, Oldrich, Mr., Head of Division, Central Council of Czechoslovak Trade Unions.

Advisers

RYCHLY, Ludek, Mr., Central Council of Czechoslovak Trade Unions.

PAROVA, Anna, Mrs., Central Council of Czechoslovak Trade Unions.

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Thaïlande	Thailand	Tailandia
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GOVERNMENT DELEGATES

VADANATHORN, Saneh, Mr., Deputy Permanent Secretary, Ministry of the Interior.

POTCHANA, Chamnarn, Mr., Director-General, Department of Labour, Ministry of the Interior.

Advisers and Substitute Delegates

REANTRAGOON, Senchai, Mr., Director, International Labour Affairs Division, Department of Labour, Ministry of the Interior.

DEVAHASTIN, Snanchart, Mr., First Secretary, Permanent Mission, Geneva.

EMPLOYERS' DELEGATE

NAKORNSRI, Sompong, Mr., Executive Member, Employers' Confederation of Thailand (ECOT).

Adviser and Substitute Delegate

JOUNGTRAKUL, Jamnean, Mr., Executive Director, ECOT.

Adviser

BHIMOLRATANA, Chamnan, Mr., Adviser, ECOT.

WORKERS' DELEGATE

THAWATCHAINAN, Paisal, Mr., President, Thai Trade Union Congress (TTUC).

Adviser and Substitute Delegate

PODHIARN, Thanong, Mr., Vice-President, Labour Congress of Thailand (LCT).

Advisers

THAILUAN, Phanus, Mr., General Secretary, National Congress of Thai Labour (NCTL).

SAGARIR, Nikom, Mr., Member, TTUC.

CHANPHONG, Rangsan, Mr., Head, Foreign Affairs Section, LCT.

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Togo

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DELEGUES GOUVERNEMENTAUX

NAPO, Nyandi Sébou, M., ministre du Travail et de la Fonction publique.

BLEDE, Djifa, M., directeur général adjoint du travail, de la main-d'oeuvre et de la sécurité sociale.

Conseiller technique et délégué suppléant

KABOUA, Adamou, M., représentant par intérim à Genève.

DELEGUE DES EMPLOYEURS

ASSIH, Hao Kayè, M., directeur général de l'UAC-Togo; membre du Groupement interprofessionnel togolais (GITO).

DELEGUE DES TRAVAILLEURS

BARNABO, Nangbog, M., secrétaire général de la Confédération nationale des travailleurs du Togo (CNTT).

Conseiller technique

HOUYENGAH, Missiham-Tchou, M., secrétaire général adjoint de la CNTT.

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Trinité-et-Tobago

Trinidad and Tobago

Trinidad y Tabago

---

MINISTER ATTENDING THE CONFERENCE

DONALDSON, John, The Hon., Minister of Labour, Social Security and Co-operatives.

GOVERNMENT DELEGATES

WILLIAMS, Leslie, Mr., Director of Labour Administration, Ministry of Labour, Social Security and Co-operatives.

HUTCHINSON, Annella, Mrs., Senior Labour Relations Officer, Ministry of Labour, Social Security and Co-operatives.

Advisers

WILLIAMS, Lyle E., Mr., Ambassador; Permanent Representative, Geneva.

LASHLEY, Michael G.A., Mr., First Secretary, Permanent Mission, Geneva.

ROBERTSON, Harold, Mr., First Secretary, Permanent Mission, Geneva.

#### EMPLOYERS' DELEGATE

GRENADE, Emil de la, Mr., President, Employers' Consultative Association.

Adviser

HILTON-CLARKE, Allison, Mr., Vice-President, Employers' Consultative Association.

#### WORKERS' DELEGATE

GLEAN, Vernon, Mr., President, Trinidad and Tobago Labour Congress.

Adviser

CRICHLLOW, Nathaniel, Mr., Third Vice-President, Trinidad and Tobago Labour Congress.

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Tunisie

Tunisia

Túnez

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#### MINISTRE ASSISTANT A LA CONFERENCE

ENNACEUR, Mohamed, M., ministre des Affaires sociales.

#### DELEGUES GOUVERNEMENTAUX

MEBAZAA, Fouad, M., ambassadeur; représentant permanent à Genève.

BEL HADJ HASSINE, Sadok, M., secrétaire général du ministère des Affaires sociales.

#### Conseillers techniques et délégués suppléants

LADHARI, Nouh M., directeur général de la sécurité sociale au ministère des Affaires sociales.

EL HAFDHI, Khalifa, M., ministre plénipotentiaire à la mission permanente à Genève.

#### Conseillers techniques

BEDIRI, Hichem, M., chef de service au ministère des Affaires sociales.

ALOUANE, Youssef, M., directeur de l'Institut national du travail.

SOUISSI, Fredj, M., directeur des salaires et des conditions du travail.

JENDOUBI, Ajmi, M., directeur des normes du travail.

TLILI, Mustapha, M., secrétaire à la mission permanente à Genève.

FAROUK, Alifa, Mme, du ministère de la Famille et de la Promotion de la femme.

GHARBI, Mohamed Noury, M., du ministère de la Famille et de la Promotion de la femme.

JAAFAR, B., Dr., du ministère de la Santé publique.

LOUISI, Habib, M., attaché de cabinet.

AJMI, Abdessalem, M., chargé de mission.

KHOUNINI, Rafika, Mme, chargé de mission.

KECHAOU, Mohamed, M., directeur du travail.

EL ABED, Slah, M.

#### DELEGUE DES EMPLOYEURS

BEL HADJ AMMAR, Ferjani, M., président de l'Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

#### Conseillers techniques et délégués suppléants

GHEDIRA, Mohamed, M., président de l'Union nationale des agriculteurs (UNA).

SAID, Néjib, M., conseiller juridique de l'UTICA; membre du Conseil d'administration du BIT.

#### Conseillers techniques

M'KAISSI, Ali, M., membre du Bureau exécutif de l'UTICA.

KOOLI, Hachemi, M., membre du Bureau exécutif de l'UTICA.

#### DELEGUE DES TRAVAILLEURS

ACHOUR, Habib, M., secrétaire général de l'Union générale tunisienne du travail (UGTT).

#### Conseiller technique et délégué suppléant

ALLOUCHE, Sadok, M., secrétaire général adjoint de l'UGTT.

#### Conseillers techniques

ABID, Khalifa, M., secrétaire général adjoint de l'UGTT.

KADDOUR, Mohamed Salah Ben, M., secrétaire général adjoint de l'UGTT.

SAAD, Kamel, M., secrétaire général adjoint du l'UGTT.

CHAARI, Neji, M., secrétaire général adjoint de l'Union nationale des travailleurs tunisiens.

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Turquie

Turkey

Turqufa

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#### MINISTRE ASSISTANT A LA CONFERENCE

KALEMLI, Mustafa, M., ministre du Travail et de la Sécurité sociale.

#### DELEGUES GOUVERNEMENTAUX

YAVUZALP, Ercüment, M., ambassadeur; représentant permanent à Genève.

TURAN, Kamil, M., recteur adjoint de l'Université de Gazi à Ankara.

#### Conseillers techniques et délégués suppléants

TARLAN, Tahsin, M., représentant permanent adjoint à Genève.

AKINCI, Naci, M., conseiller à la mission permanente à Genève.

#### Conseillers techniques

SAVAS, Kutlu, M., sous-secrétaire d'Etat au ministère du Travail et de la Sécurité sociale.

IBRAHIMOGLU, Rafet, M., député de Bitlis au Parlement.

KIRATLI, Fatma, Mme, chef du Conseil de la recherche, de la planification et de la coordination du ministère du Travail et de la Sécurité sociale.

MOLVALI, Ahmet, M., expert en chef au Département de la législation de la Présidence du conseil.

ERKULA, Süphan, M., premier secrétaire à la mission permanente à Genève.

PEKIN, Hüseyin, M., conseiller pour les affaires du travail à la mission permanente à Genève.

YAZIR, Süleyman, M., expert au Conseil de la recherche, de la planification et de la coordination du ministère du Travail et de la Sécurité sociale.

BASARAN, Güngör, M., inspecteur de la sécurité du travail au ministère de Travail et de la Sécurité sociale.

ERCAN, Haldun, M., expert au Conseil de la recherche, de la planification et de la coordination du ministère du Travail et de la Sécurité sociale.

#### DELEGUE DES EMPLOYEURS

YOLUC, Ahmet, M., secrétaire général adjoint de la Confédération des syndicats des employeurs de la Turquie (TISK).

#### Conseillers techniques

GÖÇER, İlhan, M., premier conseiller juridique de la TISK.

ALTINBASAK, Talha, M., membre du conseil d'administration de la TISK.

DÜZENLI, Nazim, M., membre du conseil d'administration de la TISK.

ARSLAN, Türker, M., conseiller juridique du Syndicat des employeurs de l'industrie textile.

EVIN, Vefik, M., secrétaire général adjoint du Syndicat des employeurs de l'industrie du métal.

KURDOGLU, Birsal, M., directeur général de l'administration et du personnel à la TISK.

SIPAHI, Ismet, M., conseiller juridique principal du Syndicat des employeurs de l'industrie du métal.

KIZILKOR, Uygun, M., secrétaire général du Syndicat des employeurs des industries de la chimie, du pétrole, du caoutchouc et des plastiques.

KAPAKLILI, Mehmet Ibrahim, M., conseiller juridique du Syndicat des employeurs des industries de la chimie, du pétrole, du caoutchouc et des plastiques.

EGEMEN, Erdal, M., chef de section au Département du personnel et des relations professionnelles de la Société de construction et industrielle "ENKA".

AKKUS, Aynur, Mme, chef du bureau du secrétaire général de la TISK.

#### DELEGUE DES TRAVAILLEURS

YILMAZ, Sevkettin, M., président de la Confédération des syndicats des travailleurs de la Turquie (TURK-IS).

#### Conseillers techniques

ÖZDEMİR, Kaya, M., secrétaire chargé des affaires générales de l'éducation de la TURK-IS.

TAYSI, Sanar, M., directeur des relations extérieures de la TURK-IS.

GEDIK, Zeki, M., président du Syndicat des travailleurs des industries du tabac, des boissons et de l'alimentation.

ÖZBEK, Mustafa, M., président du Syndicat des travailleurs de l'industrie métallurgique (TURK-IS).

IRMAK, Zeynel, M., président du Syndicat des travailleurs de l'irrigation, de l'agriculture et des industries basées sur l'agriculture.

ALBAYRAK, Derviş, M., représentant pour l'Europe occidentale de la TURK-IS.

AKER, Önder, M., conseiller du président de la TURK-IS.

DOĞU, Hasan Ferhat, M., directeur des affaires extérieures du Syndicat des travailleurs de l'industrie métallurgique (TURK-IS).

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RSS d'Ukraine

Ukrainian SSR

RSS de Ucrania

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#### DELEGUES GOUVERNEMENTAUX

OZADOVSKI, Andrei A., M., représentant permanent à Genève; représentant gouvernemental au Conseil d'administration du BIT.

VINOKOUROV, Andreï I., M., conseiller, ministère des Affaires étrangères; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

MAIMESKOUL, Nikolai I., M., premier secrétaire, ministère des Affaires étrangères.

MALKO, Youri F., M., deuxième secrétaire, mission permanente à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

DELEGUE DES EMPLOYEURS

CHILO, Piotr A., M., directeur général, Totchelectroprilad.

DELEGUE DES TRAVAILLEURS

KOVIAZINE, Serguei Borissovitch, M., chef adjoint du Département des relations internationales du Conseil ukrainien républicain des syndicats.

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URSS

USSR

URSS

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DELEGUES GOUVERNEMENTAUX

KOSTINE, Leonid Alekseievitch, M., premier vice-président du Comité d'Etat de l'URSS du travail et des questions sociales; représentant gouvernemental au Conseil d'administration du BIT.

SYTENKO, Mikhaïl Dimitrievitch, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques et délégués suppléants

KOUDRIAVTSEV, Edouard Viktorovitch, M., chef adjoint de département au ministère des Affaires étrangères de l'URSS.

JOUKOV, Alexeï Dmitrievitch, M., représentant permanent adjoint à Genève.

KIRIANOV, Youri Ivanovitch, M., chef du Département des relations extérieures du Comité d'Etat de l'URSS du travail et des questions sociales.

MOROZOV, Vladilen Mikhaïlovitch, M., chef de département au ministère des Affaires étrangères de l'URSS.

Conseillers techniques

DAVYDOV, Evgueny Mikhaïlovitch, M., conseiller à la mission permanente à Genève.

CHEREMET, Constantine Filippovitch, M., directeur adjoint de l'Institut de l'Etat et du droit de l'Académie des sciences de l'URSS.

SARKISIANIS, Georguy Sosnikovitch, M., directeur adjoint de l'Institut des recherches en matière de travail du Comité d'Etat de l'URSS du travail et des questions sociales.

GALAGAN, Valentine Andreievitch, M., chercheur supérieur à l'Académie des sciences de l'URSS.

ORLOV, Alexandre Vladimirovitch, M., deuxième secrétaire à la mission permanente à Genève.

KAITCHOUK, Mikhaïl Akimovitch, M., troisième secrétaire à la mission permanente à Genève.

AKOPOV, Andreï Grantovitch, M., troisième secrétaire de département au ministère des Affaires étrangères de l'URSS.

ALEXANDROVA, Nina Dmitrievna, Mme, troisième secrétaire de département au ministère des Affaires étrangères de l'URSS.

#### DELEGUE DES EMPLOYEURS

MARDONIEV, Nikolaï Euguenyevitch, M., vice-président du présidium de la Chambre de commerce et d'industrie de l'URSS.

#### Conseiller technique

KHOKHLOV, Igor Alexandrovitch, M., professeur à l'Institut d'Etat des relations internationales à Moscou.

#### DELEGUE DES TRAVAILLEURS

SOUBBOTINE, Alexandre Mikhaïlovitch, M., secrétaire du Conseil central des syndicats de l'URSS; membre du Conseil d'administration du BIT.

#### Conseiller technique et délégué suppléant

KANAIEV, Georguy Elisseievitch, M., chef adjoint du Département des relations internationales du Conseil central des syndicats de l'URSS.

#### Conseillers techniques

BOTVINOV, Anatoli Ivanovitch, M., chef de service au Département des relations internationales du Conseil central des syndicats de l'URSS.

POTAPOV, Albert Mikhaïlovitch, M., chef de service au Département des relations internationales du Conseil central des syndicats de l'URSS.

IVANITSKI, Oleg Yourievitch, M., chercheur supérieur à l'Ecole supérieure du mouvement syndical "N.M. Chvernîk" du Conseil central des syndicats de l'URSS.

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### Uruguay

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#### DELEGADOS GUBERNAMENTALES

FERNANDEZ FAINGOLD, Hugo, Sr., Ministro de Trabajo y Seguridad Social.

PLA RODRIGUEZ, Americo, Sr.

#### Consejero técnico y delegado suplente

LISSIDINI, Bolfvar, Sr.



Consejero técnico

SCAFFO, Rodolfo, Sr., consejero de la misión permanente en Ginebra.

ROSSELLI, Elbio, Sr.

DELEGADO DE LOS EMPLEADORES

VILLAR, José, Sr.

Consejeros técnicos y delegados suplentes

BARREIRO ZORILLA, Guillermo, Sr.

GILS MARCO, Eduardo, Sr.

VARELA TRAVERSO, Jacobo, Sr.

DELEGADO DE LOS TRABAJADORES

GROBA, Oscar, Sr.

Consejeros técnicos y delegados suplentes

REED, Richard, Sr.

VILARO, Ricardo, Sr.

BALDASSARI, Daniel, Sr.

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Venezuela

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DELEGADOS GUBERNAMENTALES

PAVAN, Simón Antoni, Sr., Ministro del Trabajo.

RODRIGUEZ, Pedro Elías, Sr., Embajador Extraordinario y Plenipotenciario en Italia.

Consejeros técnicos

HORST, Enrique ter, Sr., ministro consejero de la misión permanente en Ginebra.

HUIZI CORDERO, Fermín, Sr., miembro de la Comisión Técnica de Legislación del Ministerio del Trabajo.

VENEGAS, Guillermina de, Sra., directora de secretaría del Ministerio del Trabajo.

BATISTA LORENZO, Mary, Sra., jefe de la Oficina de Relaciones Internacionales y Enlace con la OIT del Ministerio del Trabajo.

RUIZ, Luis Daniel, Sr., primo secretario de la misión permanente en Ginebra.

GARCIA GARCIA, Oscar, Sr., segundo secretario de la misión permanente en Ginebra.

FERRER de BARRIOS, Morella, Sra., segundo secretario de la misión permanente en Ginebra.

#### DELEGADO DE LOS EMPLEADORES

VILLALOBOS, Horacio Guillermo, Sr., presidente de la Comisión Laboral de la Federación Venezolana de Cámaras y Asociaciones de Comercio y Producción (FEDECAMARAS); miembro suplente del Consejo de Administración de la OIT.

#### Consejeros técnicos

PARISCA MENDOZA, Carlos, Sr., miembro de la Comisión Laboral de FEDECAMARAS

ARBELOA, Bingen de, Sr., miembro de la Comisión Laboral de FEDECAMARAS

MONGIAT MONGIAT, Pío, Sr., miembro de la Comisión Laboral de FEDECAMARAS

VERA, Juan Vicente, Sr., miembro de la Comisión Laboral de FEDECAMARAS

GARRIDO SOTO, Alexis, Sr., miembro de la Comisión Laboral de FEDECAMARAS

SANDIA, Gilberto, Sr., miembro de la Comisión Laboral de FEDECAMARAS

#### DELEGADO DE LOS TRABAJADORES

DELPINO, Juan José, Sr., presidente de la Confederación de Trabajadores de Venezuela (CTV); miembro del Consejo de Administración de la OIT.

#### Consejeros técnicos

RAMIREZ LEON, Federico, Sr., presidente de la Comisión Electoral de la CTV.

FERNANDEZ, Antonio, Sr., secretario ejecutivo de la Federación Unitaria de Trabajadores (FUT).

MARTINEZ, Marcos, Sr., miembro de la Comisión Electoral de la CTV.

COBO JASPE, Francisco, Sr., CTV.

VILLEGAS S., Cruz Alejandro, Sr., presidente honorario de la Central Unitaria de Trabajadores de Venezuela (CUTV).

TRUJILLO, Pedro León, Sr., presidente de la Confederación General de Trabajadores (CGT).

CABRERA, Aníbal, Sr.

GIL, César, Sr.

MEZZONI, Víctor, Sr.

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Yémen

Yemen

Yemen

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MINISTER ATTENDING THE CONFERENCE

AL-ASBAHI, Ahmed Mohamed, Mr., Minister of Social Affairs and Labour.

GOVERNMENT DELEGATES

ABBAD, Ali Saleh, Mr., Director-General of Planning

MOUKBEL, Mohamed Ahmed, Mr., Director-General of Labour Relations.

Advisers and Substitute Delegates

HAJAR, Abdellah Mohamed, Mr., Counsellor, Permanent Mission, Geneva.

BASHA, Ahmed Abdallah, Mr., Second Secretary, Permanent Mission, Geneva.

AL-MOU'AYAD, Mohamed Abdellah, Mr., Director, Department of Relations.

Adviser

AL-SIYAGHI, Yahia, Mr., Director-General of Inspection.

EMPLOYERS' DELEGATE

AL-ATLASI, Najib Ismail, Mr., Assistant Director-General, Chamber of Commerce and Industry.

WORKERS' DELEGATE

AL-BAHLOULI, Hussein Saleh, Mr., Secretary-General, Workers' Union of Yemen.

Adviser

AL-JADARI, Mohamed Mohamed, Mr., Education and Information Officer, Workers' Union of Yemen.

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Yémen démocratique

Democratic Yemen

Yemen Democrático

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MINISTER ATTENDING THE CONFERENCE

ALI, Nesser Nasser, Mr., Minister of Labour.

GOVERNMENT DELEGATES

SAID, Mohamed Abdulla, Mr.

SHARAF, Khoula Ahmed, Mrs.

Adviser and Substitute Delegate

HAMED, Obadi, Mr., Counsellor, Permanent Mission, Geneva.

**EMPLOYERS' DELEGATE**

ALARDHI, Salem Tahir, Mr.

**WORKERS' DELEGATE**

ABDULLA, Faisal Mohammed, Mr.

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Yugoslavie

Yugoslavia

Yugoslavia

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**GOVERNMENT DELEGATES**

TOS, Peter, Mr., Member of the Executive Council, Socialist Republic of Slovenia; President of the Republican Committee for Labour, Socialist Republic of Slovenia.

TOMASEVIC, Dusan, Mr., Chief, International Labour Co-operation Group, Federal Committee for Labour, Health and Social Welfare.

Adviser and Substitute Delegate

ILIC, Zagorka, Miss, Counsellor, Permanent Mission, Geneva.

Adviser

KONCAN, Polona, Miss, Professor, University of Ljubljana.

**EMPLOYERS' DELEGATE**

SIMEUNOVIC, Ivan, Mr., Special Adviser, Federal Chamber of Economy.

**WORKERS' DELEGATE**

FRANIC, Josip, Mr., Member of the Presidency, Council of the Confederation of Yugoslav Trade Unions.

Adviser and Substitute Delegate

KRSIKAPA, Sava, Mr., Head, Department for International Co-operation, Confederation of Yugoslav Trade Unions.

Adviser

BRAJIC, Vljeko, Mr., Professor at the Faculty of Law, Belgrade.

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Zaïre

Zaire

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MINISTRE ASSISTANT A LA CONFERENCE

MBAYA-NGANG Kumabuenga,, M., commissaire d'Etat au Travail et à la Prévoyance, sociale.

Accompagné de KIMASI Matuiku Basaula,, M., ambassadeur à Berne.

DELEGUES GOUVERNEMENTAUX

NKORI-ZI-BOLOMBANGE,, M., conseiller principal du travail.

LONGANGE Kamlong,, M., directeur de l'inspection générale du travail.

Conseillers techniques et délégués suppléants

KWEBATUKA Bindanda,, M., directeur des études.

DJUMBA Moseka,, M., chef de division chargé de l'hygiène du travail.

KUMAKAMBA Mimboro,, M., secrétaire particulier du commissaire d'Etat.

Conseiller technique

NVENDO Iyagwi Kath,, M., deuxième conseiller à la mission permanente à Genève.

DELEGUE DES EMPLOYEURS

NDONGALA Tadi-Lewa,, M., administrateur délégué de l'Association nationale des entreprises du Zaïre (ANEZA).

Conseillers techniques et délégués suppléants

MUKADI Mulumba Ngindu,, M., directeur à l'ANEZA.

MWEPU Kyabuta,, M., directeur à l'ANEZA.

KASONGO Nina,, M., chef de service principal à l'ANEZA.

DELEGUE DES TRAVAILLEURS

KOMBO Ntonga Boone,, M., secrétaire général de l'Union nationale des travailleurs du Zaïre (UNTZA).

Conseillers techniques et délégués suppléants

KALALA Kayisha,, M., secrétaire général adjoint de l'UNTZA.

KALUBI Tshiakali,, M., secrétaire national à l'UNTZA.

BAGEATO Hadi,, M., secrétaire national à l'UNTZA.

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Zambie

Zambia

Zambia

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MINISTER ATTENDING THE CONFERENCE

HAPUNDA, Frederick S., The Hon., MP, Minister of Labour and Social Services.

GOVERNMENT DELEGATES

MALAUNI, Vincent J., Mr., Permanent Secretary, Ministry of Labour and Social Services.

CHITANGALA, Musa K., Mr., Labour Commissioner, Ministry of Labour and Social Services.

EMPLOYERS' DELEGATE

SUMBWE, Fanuel Chileyamwewa, Mr., Executive Director, Zambia Federation of Employers; Deputy Member, Governing Body of the ILO.

Adviser and Substitute Delegate

BWALYA, Simon K., Mr., Commissioner, Workmen's Compensation Fund Control Board.

Advisers

SIMENDA, Francis Z., Mr., Chief Personnel and Training Manager, Zambia National Commerical Bank.

MUYUNI, Angela B., Mrs., Controller of Personnel Services, National Hotels Development Corporation.

CHIBWE, Ephrain C., Mr.

WORKERS' DELEGATE

CHILUBA, Frederick Jacobs T., Mr., Chairman-General, Zambia Congress of Trade Unions.

Adviser and Substitute Delegate

CHAIKATISHA, Paul, Mr., Deputy National Chairman, National Union of Building, Engineering and General Workers.

Adviser

KASUMBU, Ignatius, Mr., General Secretary, National Union of Commercial and Industrial Workers.

---

**Zimbabwe**

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**GOVERNMENT DELEGATES**

SHAVA, F.M., The Hon., Minister of Labour, Manpower Planning and Social Welfare.

MOTHOBI, B.D., Mr., Permanent Secretary, Ministry of Labour, Manpower Planning and Social Welfare; Government Representative, Governing Body of the ILO.

**Advisers and Substitute Delegates**

MANYIKA, Robson, Mr., Deputy Minister of Labour.

MANDAZA, Edwin, Mr.

**Advisers**

KACHINGWE, S.K., Mrs., Deputy Secretary, Ministry of Community Development and Women's Affairs.

DHLAKAMA, L., Mr., Acting Chief Industrial Relations Officer.

CHANAIWA, D.S., Mr., Director of Employment and Employment Development.

**EMPLOYERS' DELEGATE**

CHADZAMIRA, Phillip Maxton, Mr., Member of the Executive Committee, Employers' Confederation of Zimbabwe.

**Adviser and Substitute Delegate**

CROOKES, Kenneth Burchell, Mr., President, Employers' Confederation of Zimbabwe.

**Advisers**

KUIPA, P.B.S., Mr., Vice-President, Employers' Confederation of Zimbabwe.

O'NEILL, J.A., Mr., Member of the Executive Committee, Employers' Confederation of Zimbabwe.

FORDER, D.J., Mr., Employers' Confederation of Zimbabwe.

**WORKERS' DELEGATE**

MHUNGU, Anderson J., Mr., Treasurer, Zimbabwe Congress of Trade Unions.

**Adviser**

MANHANDO, I.Z., Mr., National Organising Secretary, Zimbabwe Congress of Trade Unions.

**OBSERVATEURS**

**OBSERVERS**

**OBSERVADORES**



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Bermudes

Bermuda

Bermudas

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GOVERNMENT REPRESENTATIVES

SHARPE, John, Sir, JP, MP, Minister of Labour and Home Affairs.

BASSETT, Gladstone, Mr., Labour Relations Officer, Ministry of Labour and Home Affairs.

EMPLOYERS' REPRESENTATIVES

OSBOURNE, Lynn, Mrs., Executive Director, Bermuda Employers' Council.

RIKER, Samuel, Mr., Vice-President, Bermuda Employers' Council.

WORKERS' REPRESENTATIVE

BURGESS, Helena, Miss, General Secretary, Bermuda Industrial Union.

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République de Corée

Republic of Korea

República de Corea

---

GOVERNMENT REPRESENTATIVES

CHO, Chull-Kwon, Mr., Minister of Labour.

PARK, Kun, Mr., Ambassador, Permanent Mission, Geneva.

CHANG, Joon-Shik, Mr., Director, Labour Policy Division, Ministry of Labour.

KWON, Joong-Dong, Mr., Member of the National Assembly.

AHN, Jong Koo, Mr., Counsellor, Permanent Mission, Geneva.

CHUN, Hae-Jin, Mr., Deputy Director, International Organisations Division, Ministry of Foreign Affairs.

KIM, Ha-Sool, Mr., Secretary to the Ministry of Labour.

KONG, Deok-Soo, Mr., Chief of Section, International Labour Division, Ministry of Labour.

BAE, Young-Han, Mr., Third Secretary, Permanent Mission, Geneva.

EMPLOYERS' REPRESENTATIVES

LEE, Dong-Chan, Mr., Chairman, Korean Employers' Association.

HWANG, Jung-Hyun, Mr., Managing Director, Korean Employers' Association.

PARK, Fun-Koo, Mr., Fellow, Korea Development Institute.

WORKERS' REPRESENTATIVES

KIM, Dong-In, Mr., President, Federation of Korean Trade Unions.

PARK, Young-Ki, Mr., Public Member, National Labour Committee.

PHEE, Jung-Sun, Mr., Deputy Director, International Department, Federation of Korean Trade Unions.

---

République populaire démocratique de Corée  
Democratic People's Republic of Korea  
República Popular Democrática de Corea

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GOVERNMENT REPRESENTATIVES

KIM Hyeung Ou,, Mr., Ambassador; Permanent Representative, Geneva.

SIN Hyeun Rim,, Mr., Minister; Deputy Permanent Representative, Geneva.

YOUN Myeung Djin,, Mr., First Secretary, Permanent Mission, Geneva.

PAK Tchang Rim,, Mr., Third Secretary, Permanent Mission, Geneva.

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Saint-Siège

The Holy See

Santa Sede

---

BERTELLO, Giuseppe, Monseigneur, chargé d'affaires à la mission permanente à Genève.

ROCH, Raymond, R.P., PB.

MARELLE, André, M.

VAUTHERIN, Robert, M.

LOSADA, Angel, M.



REPRESENTANTS DES NATIONS UNIES,  
DES INSTITUTIONS SPECIALISEES ET D'AUTRES  
ORGANISATIONS INTERNATIONALES OFFICIELLES

REPRESENTATIVES OF THE UNITED NATIONS,  
SPECIALISED AGENCIES AND OTHER  
OFFICIAL INTERNATIONAL ORGANISATIONS

REPRESENTANTES DE LAS NACIONES UNIDAS,  
DE LOS ORGANISMOS ESPECIALIZADOS Y DE OTRAS  
ORGANIZACIONES INTERNACIONALES OFICIALES

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Nations Unies

United Nations

Naciones Unidas

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ZOUPANOS, T.S., Mr., External Relations and Inter-Agency Affairs.

ANSAR-KHAN, Hussain, Mr., Senior Liaison Officer, Centre against Apartheid.

DJERMAKOYE, Aminata, Mrs., External Relations and Inter-Agency Affairs Officer.

BRUNI, A., Mr., Human Rights Officer, Centre for Human Rights.

LISSITSKY, Vladimir, Mr., External Relations and Inter-Agency Affairs Officer.

UNO, Kimiko, Mrs., Centre for Social Development and Humanitarian Affairs.

HORIUCHI, Mitsuko, Ms., Centre for Social Development and Humanitarian Affairs.

Special Committee against Apartheid:

BIRIDO, Omer Y., Mr., Ambassador.

SANTANA, Aracelly, Miss, Political Affairs Officer.

---

, Conférence des Nations Unies sur le commerce et le développement  
United Nations Conference on Trade and Development  
Conferencia de las Naciones Unidas sobre Comercio y Desarrollo

---

DIOUMOULEN, I. Mr., Chief, External Relations Unit.

---

Organisation des Nations Unies pour le développement industriel  
United Nations Industrial Development Organisation  
Organización de las Naciones Unidas para el Desarrollo Industrial

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PATHMARAJAH, A., Mr., Special Representative of the Executive Director in Geneva.

PALPULI, G., Mr., Assistant to Mr. Pathmarajah.

---

Programme des Nations Unies pour l'environnement  
United Nations Environment Programme  
Programa de las Naciones Unidas para el Medio Ambiente

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MERANI, N., Mr., Director; Special Representative of the Executive Director for Inter-organisational Affairs.

---

---

Programme des Nations Unies pour le développement  
United Nations Development Programme  
Programa de las Naciones Unidas para el Desarrollo

---

PAINTER, Timothy, Mr., Deputy Director, European Office.

AJELLO, A., Mr., Assistant Administrator and Director, European Office.

BONEV, Evlogui, Mr., Principal Officer, External Relations, European Office.

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Haut Commissariat des Nations Unies pour les réfugiés  
Office of the United Nations High Commissioner for Refugees  
Oficina del Alto Comisionado de las Naciones Unidas para los Refugiados

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KOISSER, W., Mr., Deputy Director, Assistance Division.

MATSUMOTO, H., Mr., Head, Inter-Agency Co-ordination, External Affairs Division.

XAVIER DE OLIVEIRA, A., Ms., Associate Legal Officer, Conferences and Promotion of Refugee Law Section, Protection Division.

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Fonds des Nations Unies pour les activités en matière de population  
United Nations Fund for Population Activities  
Fondo de las Naciones Unidas para Actividades en Materia de Población

---

MUNTASSER, Bashir S., Mr., Principal Liaison Officer, Geneva.

PEREZ-ARGUELLO, Guillermo, Mr., Liaison Officer.

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Organisation des Nations Unies pour l'alimentation et l'agriculture  
Food and Agriculture Organisation of the United Nations  
Organización de las Naciones Unidas para la Agricultura y la Alimentación

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VIGNAUD, J.C., Mr., Representative to the UN Organisations in Geneva.

PURCELL, A., Mr., Economist, Geneva Office.

LANDYMORE, A.A.W., Mr.

JENNINGS, B.M., Miss, Administrative Assistant in Geneva.

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Organisation des Nations Unies pour l'éducation, la science et la culture  
United Nations Educational, Scientific and Cultural Organisation  
Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura

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WYNTER, Jacqueline, Mrs., Head, UNESCO Liaison Office in Geneva.

---

Organisation mondiale de la santé  
World Health Organisation  
Organización Mundial de la Salud

---

EL BATAWI, M.A., Dr., Chief, Office of Occupational Health.

XINTARAS, C., Dr., Scientist, Office of Occupational Health.

NG, Thomas K.W., Dr., Medical Officer, Office of Occupational Health.

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Banque mondiale  
World Bank  
Banco Mundial

---

CHATENAY, L. Peter, Mr., Representative to the UN Organisations in Geneva.

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Fonds monétaire international  
International Monetary Fund  
Fondo Monetario Internacional

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SANSON, Carlos E., Mr., Director, Geneva Office.

BARNOUIN, Jack P., Mr., Assistant Director, Geneva Office.

EGLIN, Richard W., Mr., Economist, Geneva Office.

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Agence internationale de l'énergie atomique  
International Atomic Energy Agency  
Organismo Internacional de Energia Atómica

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OPELZ, Merle S., Mrs., Head of the Geneva Office.

WEBSTER, Aileen B., Miss, Geneva Office.

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Accord général sur les tarifs douaniers et le commerce  
General Agreement on Tariffs and Trade  
Acuerdo General sobre Aranceles Aduaneros y Comercio

---

KRAUS, John H., Mr., Director, External Relations and Information Division.

WEIGEL, B., Miss, External Relations Division.

---

Organisation mondiale du tourisme  
World Tourism Organisation  
Organización Mundial del Turismo

---

ZUBER, Arlette, Mme, déléguée du secrétaire général à Genève.



---

Comité intergouvernemental pour les migrations  
Intergovernmental Committee for Migration  
Comité Intergubernamental para las Migraciones

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HABENICHT, H., Mr., Director, Department of Planning, Liaison and Research.

LOHRMANN, R., Mr., Research and Liaison Officer, Department of Planning,  
Liaison and Research.

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Centre régional africain d'administration du travail (CRADAT)  
African Regional Centre for Labour Administration  
Centro Regional Africano de Administración del Trabajo

---

GUESSOGO NKONO, Thomas, M., directeur.

---

Communauté économique des pays des Grands Lacs  
Economic Community of the Countries of the Great Lakes  
Comunidad Económica de los Países de los Grandes Lagos

---

NDAGIJIMANA, Wenceslas, M., directeur des affaires politiques, juridiques,  
sociales, culturelles et scientifiques.

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Communautés européennes  
European Communities  
Comunidades Europeas

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Commission/Comisión:

DEGIMBE, J., M., directeur général de l'emploi, des affaires sociales et de  
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GOMMERS, N.P., M., directeur à la Direction générale de l'emploi, des affaires  
sociales et de l'éducation.

HARRIS, M.D., M., directeur du bureau de statistique.

FUERST, H., Mme, chef de division au bureau de statistique.

HUNTER, W., M., chef de division à la Direction générale de l'emploi, des  
affaires sociales et de l'éducation.

QUINTIN, O., Mme, chef de service spécialisé à la Direction générale de l'emploi, des affaires sociales et de l'éducation.

BERLIN, A., M., administrateur principal à la Direction générale de l'emploi, des affaires sociales et de l'éducation.

DEVONIC, F., Mlle, administrateur principal à la Direction générale de l'emploi, des affaires sociales et de l'éducation.

PRONDZYNSKI, I. von, Mme, administrateur à la Direction générale de l'emploi, des affaires sociales et de l'éducation.

DUFOUR, Christian, M., attaché à la délégation à Genève.

SCHWAMM, Henri, M., conseiller.

NOËL, Françoise, Mlle, administrateur.

Conseil/Council/Consejo:

GAEDE, Wolfgang, M., administrateur principal.

SENTENSTEIN, Egon, M., administrateur.

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Conseil de l'Europe  
Council of Europe  
Consejo de Europa

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WIEBRINGHAUS, Hans, Mr., Deputy Director of Social and Economic Affairs.

---

Conseil nordique  
Nordic Council  
Consejo Nórdico

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LUNDBLAD, Grethe, Mrs., Member of the Swedish Riksdag.

HULTEN, Eric, Mr., Secretary of the Social and Environment Committee, Secretariat of the Presidium.

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Conseil nordique des ministres  
Nordic Council of Ministers  
Consejo Nórdico de Ministros

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TYNDAL, Anders, Mr., Secretariat Counsellor

---

Convention Simon Rodriguez  
Simon Rodriguez Convention  
Convenio Simón Rodríguez

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BARRIGA LOPEZ, Washington, Sr., secretario ejecutivo.

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Ligue des Etats arabes  
League of Arab States  
Liga de Estados Arabes

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EL MAY, Moncef, M., ambassadeur; observateur permanent à Genève.

OREIBI, Misbah, M., observateur permanent adjoint à Genève.

HAMADAH, Rimah, Mlle, première secrétaire du bureau de Genève.

EL HAJJE, Osman, M., attaché juridique du bureau de Genève.

CHAKROUN, Najib, M.

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Organisation arabe du travail  
Arab Labour Organisation  
Organización Árabe del Trabajo

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BENNANI, El-Hachemi, M., directeur général.

EL TELAWI, Adnan, M., chef de la délégation permanente à Genève.

GUELZIM, Mohamed, M., de la délégation permanente à Genève.

HILAL, Amira, Mme, de la délégation permanente à Genève.

HUMSI, Adib, M., du Département des relations internationales.

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Organisation de l'Unité africaine  
Organization of African Unity  
Organización de la Unidad Africana

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ALLOUANE, M. Lamine, Mr., Ambassador; Assistant Secretary-General, ESCAS.

NZOMWITA, Venant Wege, Mr., Chief, Labour and Social Affairs Division.

NTANDAYARWO, Valentine Kikafunda, Mr., Chief, Labour and Population Section.

FARAG, Aziz, Mr., Senior Labour Officer, Geneva Office.

BANGURA, Annie, Mrs., Social Affairs Officer.

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Union douanière et économique de l'Afrique centrale  
Central African Customs and Economic Union  
Unión Aduanera y Económica de Africa Central

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GAHORO, Georges, M., directeur du Département de la main-d'oeuvre, du travail  
et de la sécurité sociale.



REPRESENTANTS D'ORGANISATIONS  
INTERNATIONALES NON GOUVERNEMENTALES

REPRESENTATIVES OF NON-GOVERNMENTAL  
INTERNATIONAL ORGANISATIONS

REPRESENTANTES DE ORGANIZACIONES  
INTERNACIONALES NO GUBERNAMENTALES

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Alliance coopérative internationale  
International Co-operative Alliance  
Alianza Cooperativa Internacional

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BEASLEY, Robert L., Mr., Liaison Officer with International Organisations.

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Alliance internationale des femmes - Droits égaux, Responsabilités égales  
International Alliance of Women - Equal Rights, Equal Responsibilities  
Alianza Internacional de Mujeres - Igualdad de Derechos Igualdad de Responsabilidades

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BLOOMER, Olive, Mrs., President.

RIMONDINI, Irmgard, Mrs., Vice-President and Permanent UN Representative.

WAGNIERE, Annette, Mrs., Convener of the Economic Commission.

LANGENBERGER, C., Mrs., President, Association suisse pour les droits de la femme.

DONNET, Rose, Mme.

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Alliance mondiale des Unions chrétiennes féminines  
World Young Women's Christian Association  
Asociación Cristiana Femenina Mundial

---

JOHNSTONE, E., Mme.

---

Amnesty International

---

KAMMINGA, Menno, Mr.

---

Association internationale contre la torture  
International Association against Torture  
Asociación Internacional contra la Tortura

---

PURY, Sylvain de, M., président de la section suisse chargé des relations avec les organisations internationales.

---

---

Association internationale de la sécurité sociale  
International Social Security Association  
Asociación Internacional de la Seguridad Social

---

WOLFF, Karl-Heinz, Prof., Treasurer.

RYS, Vladimir, Mr., Secretary-General.

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Association internationale de l'inspection du travail  
International Association of Labour Inspection  
Asociación Internacional de la Inspección de Trabajo

---

ALBESA VILALTA,, M., inspecteur du travail (Espagne).

BRIOTET, A., Dr., médecin; inspecteur régional du travail (France).

CLAUSON, P., M., inspecteur du travail (Suisse).

DEGOUMOIS, André, M., chef de l'Office cantonal du travail (Genève).

ESCHENBRENNER, R., M., directeur des études de l'Institut national du travail (France).

HAMMER, J.D.G., M., vice-président; directeur de l'inspection du travail de fabriques (Royaume-Uni).

PARANT,, Dr., médecin; inspecteur régional du travail (France).

SAUVE, R., M., président directeur général de la CSST (Canada-Québec).

SAUX, M., Dr., médecin; inspecteur régional du travail (France).

YOUMBAI, A.A., M., directeur adjoint de l'inspection du travail (Tunisie).



---

Association internationale d'orientation scolaire et professionnelle (AIOSP)  
International Association of Educational and Vocational Guidance (IAEVG)  
Asociación Internacional de Orientación Profesional

---

DUPONT, J.B., M.

---

Association internationale pour la protection contre les radiations  
International Radiation Protection Association  
Asociación Internacional de Protección contra las Radiaciones

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BRESSON, G., Mr., Executive Officer.

HUNZINGER, Werner, Dr.

---

Association internationale pour le progrès social  
International Association for Social Progress  
Asociación Internacional para el Progreso Social

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BERENSTEIN, A., M., président.

---

Centrale latino-américaine de travailleurs  
Latin American Central of Workers  
Central Latinoamericana de Trabajadores

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TRUJILLO, Pedro León, Sr., miembro del Comité Ejecutivo.

PADILLA, Enrique, Sr.

CARDENAS, Lutgarda, Srta.

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Collegium Ramazzini

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MALTONI, Cesare, M.

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Comité africain de coordination et d'action syndicales  
contre l'apartheid et le colonialisme  
African Committee of Trade Union Co-ordination and Action  
against Apartheid and Colonialism  
Comité Africano de coordinación y acción sindicales  
contra el Apartheid y el Colonialismo

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PONGAULT, Gilbert, M., secrétaire général permanent.

---

Comité international de la Croix-Rouge  
International Committee of the Red Cross  
Comité Internacional de la Cruz Roja

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VEUTHEY, Michel, M., chef de la Division des organisations internationales.

WICKI, Alain, M.

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Comité permanent des syndicats de l'industrie graphique  
Standing Committee of Trade Unions of the Graphic Industries  
Comité Permanente de los Sindicatos de las Industrias Gráficas

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DECKERT, Heinz, M., président.

KLABUNDE, Walter, M., directeur du bureau de travail.

---

Commission électrotechnique internationale  
International Electrotechnical Commission  
Comisión Electrotécnica Internacional

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BROTONS-DIAS, Jean-Pierre, M., directeur des liaisons techniques extérieures.

---

Commission international catholique pour les migrations  
International Catholic Migration Commission  
Comisión Católica Internacional de Migración

---

WROY, Mona, Miss.

---

Commission internationale de juristes  
International Commission of Jurists  
Comisión Internacional de Juristas

---

MATTSSON, Dag, Mr.

ARTUCIO, Alejandro, Mr.

DIENG, Adama, Mr.

RAVINDRAN, Daniel, Mr.

FERRETTI, Régis, Mr.

SHERWOOD, Lesley, Mrs.

DOLGOPOL, Tina, Mrs.

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Commission internationale de la médecine du travail (CIMT)  
International Commission on Occupational Health (ICOH)  
Comisión Internacional de Medicina del Trabajo (CIMT)

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PARMEGGIANI, Luigi, M.

---

Confédération européenne des syndicats  
European Trade Union Confederation  
Confederación Europea de Sindicatos

---

SAPIR, Marc, M.

PETTERSSON, Björn, Mr., Deputy General Secretary.

---

Confédération internationale des cadres  
International Confederation of Executive Staff  
Confederación Internacional de Técnicos

---

LARSEN, Fleming Friis, M., vice-président.

FREY, Raymond, M., délégué permanent auprès du BIT.

ASPINALL, Wilfred, M., vice-président.

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Confédération internationale des entreprises de travail temporaire  
International Confederation of Temporary Work Organisations  
Confederación Internacional de las Empresas de Trabajo Temporero

---

CROPPER, Donald, M., secrétaire général.

MUELLER, Peter, M.

GARRITSEN, G.W.H., M.

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Confédération internationale des fonctionnaires  
International Confederation of Public Service Officers  
Confederación Internacional de Funcionarios

---

KENTNER, Luc, M., président.

TRAUSCH, Pierre, M.

DALEIDEN, Jos, M.

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Confédération internationale des syndicats arabes  
International Confederation of Arab Trade Unions  
Confederación Internacional de Sindicatos Arabes

---

JALLOUD, Ahmed Abou Baker, M., secrétaire général.

DJEMAM, Hacène, M., secrétaire pour les relations professionnelles.

AL SERARI, Mansour, M., secrétaire pour les relations internationales.

MOKBET, Ali Seif, M.

AL NAJI, Fathi, M.

HASHKABI, Adris, M.

SKOUTI, Nouri Eddine, M., conseiller.

AL HALABI, M. Abdul Kerim, M., conseiller.

JAMIL, Aouni, M.

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Confédération internationale des syndicats libres  
International Confederation of Free Trade Unions  
Confederación Internacional de Organizaciones Sindicales Libres

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NARAYANAN, P.P., Mr., President.

VANDERVEKEN, John, Mr., General Secretary.

FRISO, E., Mr., Assistant General Secretary, ICFTU Secretariat.

MATHUR, V.S., Mr., General Secretary, ICFTU Asian and Pacific Regional Organisation (APRO).

GRAY, A., Mr., General Secretary, African Regional Organisation (ORAF).

GONZALEZ URDANETA, I., Mr., General Secretary, Interamerican Regional Organisation (ORIT).

VRIES REILINGH, Oscar de, Mr., Director, ICFTU Geneva Office.

LAURIJSEN, E., Mr., Assistant Director, ICFTU Geneva Office.

JONGE, P.H. de, Mr., Head of Department, ICFTU Secretariat.

DEHARENG, M., Mrs., Women's Desk, ICFTU Secretariat.

KAILEMBO, Andrew, Mr., Africa Desk, ICFTU Secretariat.

ADABA, G., Mrs., ICFTU Secretariat.

DEMARET, L., Mr., ICFTU Secretariat.

STEWART, L., Mrs., ICFTU Secretariat.

MILEWSKI, Jerzy, Mr.

MENESES, Luis, Mr.

OULATAR, Anna, Mrs., ICFTU Secretariat.

RUSCH, Monica, Ms., ICFTU Geneva Office.

BARGAS, Osvaldo, Mr.

CHINAGLIA, Arlindo, Mr.

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Confédération internationale des travailleurs intellectuels  
International Confederation of Professional and Intellectual Workers  
Confederación Internacional de los Trabajadores Intellectuales

---

LOEB,, M.

---

Confédération mondiale des organisations de la profession enseignante  
World Confederation of Organisations of the Teaching Profession  
Confederación Mundial de Organizaciones de Profesionales  
de la Enseñanza

---

GOBLE, Norman M., M., secrétaire général.

STORLUND, Vivan, Mlle, chargée de liaison avec le BIT.

REHULA, Thomas, M.

PEPIN, Luce, Mme, assistante en programmes.

MASPERO, Jean-Jacques, M.

---

Confédération mondiale du travail  
World Confederation of Labour  
Confederación Mundial del Trabajo

---

TAN, Johny C., M., président.

KULAKOWSKI, Jan, M., secrétaire général.

BLEUX, F., M., secrétaire général adjoint.

AGUESSY, Dominique, Mme, secrétaire générale adjointe.

MOLANO, Ernesto, M., secrétaire général adjoint.

VAN TANH, Nguyen, M., secrétaire général adjoint.

GOSSELIN, Alfred, M., secrétaire.

ROBEL, Blaise, M., représentant permanent à Genève.

FAUCHERE, Béatrice, Mme, bureau de Genève.

SOLAS, Carlos, M.

SPITERI, Salvino, M.

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Confédération nordique des cadres, techniciens et autres responsables  
Nordic Confederation of Supervisors, Technicians and Other Managers (NAU)  
Confederación Nórdica de Supervisores, Técnicos y Otros Responsables

---

PAULSON, Kjell, Mr.

ARO, Esko, Mr.

REINI, Jorma, Mr.

OHGREN, Stig, Mr.

---

Confédération syndicale mondiale des enseignants  
World Confederation of Teachers  
Confederación Sindical Mundial de la Enseñanza

---

DAMEN, Coen, M., secrétaire général.

---

Congrès juif mondial  
World Jewish Congress  
Congreso Judío Mundial

---

LACK, Daniel, Mr., Legal Adviser.

---

Congrès permanent de l'unité syndicale des travailleurs de l'Amérique latine  
Permanent Congress of Trade Union Unity of the Workers of Latin America  
Congreso Permanente de Unidad Sindical de  
los Trabajadores de América Latina (CPUSTAL)

---

LOPEZ LAMAS, Antonio, M.

PRIETO, Roberto, M.

ESPINOZA, Silvio, M.

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Conseil de coordination syndicale d'Afrique australe  
Southern African Trade Union Co-ordinating Council  
Consejo de Coordinación Sindical de Africa meridional

---

CHIHANA, Chakufwa, Mr., Executive Secretary.

---

Conseil international d'éducation des adultes  
International Council for Adult Education  
Consejo Internacional de Educación de Adultos

---

MARKLE, Gower, Mr.

---

Conseil international de l'action sociale  
International Council on Social Welfare  
Consejo Internacional de la Acción Social

---

KELLY, Cecile B., Mme, representante à Genève.

HERDT, Anne, Mme.

---

Conseil international des femmes  
International Council of Women  
Consejo Internacional de Mujeres

---

GAILLARD, Rolande, Mlle, représentante permanente auprès des Nations Unies à Genève.

PASCHOUD, Francine, Mme, représentante auprès des Nations Unies à Genève.



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Conseil international des femmes juives  
International Council of Jewish Women  
Consejo Internacional de Mujeres Judías

---

SEIGEL, Leila, Mrs., President.

FARHI, Andrée, Mrs.

BENSOUSSAN, Jocelyne, Mrs.

---

Conseil international des infirmières  
International Council of Nurses  
Consejo Internacional de Enfermeras

---

KINGMA, Mireille, Ms.

COWIE, Valerie, Ms.

COONEY, Judith, Ms.

---

Conseil mondial de la paix  
World Peace Council  
Consejo Mundial de la Paz

---

CHANDRA, Romesh, Mr., President.

LAUKO, Karoly, Mr., Permanent Representative, Geneva.

---

Conseil syndical du Commonwealth  
Commonwealth Trade Union Council  
Consejo Sindical del Commonwealth

---

WRIGHT, Carl, Mr., Director.

OSWALD, R., Mr., Assistant (Education).

WATSON, Annie, Mrs., Secretary.

CLEMENT, David, Mr., Assistant.

---

Fédération arabe des employés des banques, assurances et affaires financières  
Arab Federation of Employees in Banking, Insurance and Finance  
Federación Árabe de Empleados de la Banca, Seguros y Negocios Financieros

---

GLEYA, Salah, M., secrétaire général.

HADYA, Saed, M., conseiller.

---

Fédération arabe des travailleurs de l'imprimerie et de l'information  
Arab Labour Federation of Printing and Information Workers  
Federación Árabe de Trabajadores de las Artes Gráficas y la Información

---

ABOUHULIA, Abdul Hamid, Mr., Secretary-General.

---

Fédération arabe des travailleurs des transports  
Arab Federation of Transport Workers  
Federación Árabe de los Trabajadores del Transporte

---

AL CHARIF, Bachir, Mr., General Secretary.

---

Fédération arabe des travailleurs du bois et des matériaux de construction  
Arab Federation of Construction and Woodworkers  
Federación de Trabajadores Árabes de la Construcción y la Madera

---

BEN TALEB, Ali Aboulgassem, M., secrétaire général.

---

Fédération arabe des travailleurs du pétrole, des mines et  
des produits chimiques  
Arab Federation of Petroleum, Mines and Chemical Workers  
Federación Árabe de los Trabajadores del Petróleo, de las Minas y  
de los Productos Químicos

---

HALLOUDI, Sifawi Yakhlev Al, M., secrétaire générale.

---

Fédération démocratique internationale des femmes  
Women's International Democratic Federation  
Federación Democrática Internacional de Mujeres

---

DURTCHEVA, Anna, Mrs.

---

---

Fédération des associations de fonctionnaires internationaux  
Federation of International Civil Servants' Associations  
Federación de Asociaciones de Funcionarios Internacionales

---

DAM, Marjorie, Mrs., General Secretary.

---

---

Fédération des associations européennes du commerce de gros et extérieur  
Federation of European Wholesale and International Trade Associations  
Federación de Asociaciones Europeas de Comercio al por Mayor  
y Comercio Internacional

---

RUGFELT, Lennart, Mr., Swedish Commercial Employers' Association.

---

---

Fédération internationale des associations de pilotes de ligne  
International Federation of Air Line Pilots' Associations  
Federación Internacional de Asociaciones de Pilotos de Líneas Aéreas

---

SMITH, R.H.J., Captain, President.

---

---

Fédération internationale des employés, techniciens et cadres  
International Federation of Commercial, Clerical Professional  
and Technical Employees  
Federación Internacional de Empleados, Técnicos y Profesionales

---

MAIER, Heribert, Mr., General Secretary.

CAMMELL, Helga, Mrs., Trade Section Secretary.

JENNINGS, Philip, Mr., Trade Section Secretary.

ROBADEY, Irène, Mrs., ISETU/FIET Secretary.

RYDER, Guy, Mr., Trade Section Secretary.

SCHWASS, Hans-Jürgen, Mr., Secretary for Regional Activities.

---

Fédération internationale des femmes de carrières libérales et commerciales  
International Federation of Business and Professional Women  
Federación Internacional de Mujeres de Negocios y Profesiones Liberales

---

MICHEL, Rosemarie, Miss, International President.

BUTLER, Angela, Miss, Permanent Representative.

JACCARD, Madeleine, Mrs., Alternate Representative.

---

Fédération internationale des femmes diplômées des universités  
International Federation of University Women  
Federación Internacional de Mujeres Universitarias

---

JONES, Constance, Mrs.

GORDON-LENNOX, Odile, Mrs.

---

Fédération internationale des femmes juristes  
International Federation of Women Lawyers  
Federación Internacional de Abogadas

---

RIVOLLET, M.A., Me, représentante auprès du BIT.

---

Fédération internationale des organisations des travailleurs de la métallurgie  
International Metalworkers' Federation  
Federación Internacional de Trabajadores de las Industrias Metalúrgicas

---

REBHAN, Herman, Mr., General Secretary.

THONESSEN, Werner, Mr., Assistant General Secretary.

CASSERINI, Karl, Mr., Assistant General Secretary.

SIMONA, Ilda, Mrs., Women, Youth, Vocational Training, Migrants and White Collar Department.

FOWLER, David, Mr., Assistant to the General Secretary.

MALENTACCHI, Marcello, Mr., Health and Safety Department.

GONZE, Collin, Mr., Automotive and Aerospace Department.

KAMADA, Hiroshi, Mr., Research Department.

MacSHANE, Denis, Mr., Press and Publications Department.

FILION, André, Mr.

BROCHU, André, Mr.

MOUSSEAU, Marcel, Mr.

PROULX, Gérard, Mr.

SAVOIE, Jean-Luc, Mr.

FRECHETTE, Rock, Mr.

HEARD, Lorne, Mr.

---

Fédération internationale des ouvriers du transport (ITF)  
International Transport Workers' Federation (ITF)  
Federación Internacional de Trabajadores del Transporte (ITF)

---

LEWIS, Harold, Mr., General Secretary.

DUNNING, Harold, Mr., Representative in Geneva.

---

Fédération internationale des syndicats de travailleurs de la chimie,  
de l'énergie et des industries diverses  
International Federation of Chemical, Energy and General Workers' Unions  
Federación Internacional de Sindicatos de Trabajadores  
de la Química, de la Energía e Industrias diversas

---

BOGGS, Michael D., Mr., Secretary-General.

ARO, Pekka O., Mr., Deputy Secretary-General.

RICE, Annie, Mrs.,

CATTERSON, James Andrew, Mr.

AKSEL, Kutay, Mr.

NORO, Akira, Mr.

BRUCE, Carol, Mrs.

RASK, Jan, Mr.

NORDBERG, Veronica, Mrs.

KEMMSIES, Herbert, Mr.

---

Fédération internationale des travailleurs des plantations,  
de l'agriculture et des secteurs connexes  
International Federation of Plantation, Agricultural and Allied Workers  
Federación Internacional de los Trabajadores de las Plantaciones,  
Agrícolas y Similares

---

SVENSSON, Börje, Mr., President.

VARGAS, José J., Mr., General Secretary.

GOODSON, Beth, Mrs., Assistant General Secretary.

ROOS, Christine, Ms., Project Department.

CORREA, Stanley G., Mr., Consultant in Asia.

---

Fédération internationale des travailleurs du bâtiment et du bois  
International Federation of Building and Woodworkers  
Federación Internacional de Trabajadores de la Construcción y la Madera

---

LÖFBLAD, John, Mr., General Secretary.

LAUB, Ernst, Mr., Secretary.

---

Fédération internationale des travailleurs du textile,  
de l'habillement et du cuir  
International Textile, Garment and Leather Workers' Federation  
Federación Internacional de Trabajadores del Textil,  
del Vestido y del Cuero

---

FORD, Charles, Mr., General Secretary.

GUPTA, Vasant, Mr., Secretary, Textile Workers' Federation, India.

---

Fédération internationale du personnel des services publics  
International Federation of Employees in Public Service  
Federación Internacional del Personal de los Servicios Públicos

---

DAMEN, Coen, M., secrétaire général.

---

Fédération mondiale des villes jumelées cités unies  
United Towns Organisation  
Federación Mundial de Ciudades Unidas

---

BANDIER, Henry, M., conseiller de la présidence de la FMVJ; chargé de mission auprès des Nations Unies et autres organisations internationales.

---

Fédération syndicale de la fonction publique internationale  
Federation of Associations and Unions of the International Civil Service  
Federación Sindical de Funcionarios Internacionales

---

SOW, Salif, M., secrétaire général adjoint.

DODI, Gianfranco, M., secrétaire général adjoint.

VOLKOV, Konstantin A., M., membre du conseil fédéral.

CAMPANELLI, Jean Lefteri, M., secrétaire général de l'Union syndicale des Nations Unies à Genève.

FRAGA RIBEIRO, Josephina, Mme, conseillère.

---

Fédération syndicale mondiale  
World Federation of Trade Unions  
Federación Sindical Mundial

---

GASPAR, Sandor, M., président.

ZAKARIA, Ibrahim, M., secrétaire général.

AVERIANOV, Boris, M., secrétaire.

GANGULI, Deb Kumar, M., secrétaire.

HAMERNÍK, Emil, M., chef du Département des relations avec les Nations Unies.

LABRUNE, Lucien, M., représentant permanent à Genève.

MITIAIEV, Ivan Ivanovitch, M., représentant permanent à Genève.

SADILOVA, Jana, Mlle.

NAVARRO, Mario, M.

VARGAS, Bernardo, M.

TOURCHANINOU, Dimitri, M.

KRATSOV, Valéri, M.

PRICE, Brian, M.

BALOG, Vassili, M.

---

Femmes de l'Internationale socialiste  
Socialist International Women  
Mujeres de la Internacional Socialista

---

CHAVANNE, Renée, Mme.

---

Institut européen de sécurité sociale  
European Institute of Social Security  
Instituto Europeo de Seguridad Social

---

VELDCAMP, G., Mr., The Hague.

BERENSTEIN, A., Mr.

---

Internationale des services publics  
Public Services International  
Internacional de Servidores Públicos

---

KLUNCKER, Heinz, Mr., President.

ENGELBERTS, Hans, Mr., General Secretary.

BATCHELOR, Harry L., Mr., Assistant General Secretary.

HUMPHRIES, Colin, Mr., Assistant to General Secretary.

GRISEWOOD, Nick, Mr., Administrative Assistant.



COOPER, Cyril, Mr.

HEGARTY, J.M., Mr.

BHAN, J.L. Mr., Education Co-ordinator, India.

TURNER, Brian, Mr., Finance and Administration Office.

ESCUDERO, Gil, Mr.

TOURNEAU, G., Mr.

SINCLAIR, William, Mr.

PARRA, German, Mr.

SANCHEZ, Gilberto, Mr.

MAGUID, Alberto, Mr.

MARCANO, Angel, Mr.

SUGAYA, Isao, Mr.

BWEUPE, Herbert, Mr.

---

Internationale du personnel des Postes, Télégraphes et Téléphones  
Postal, Telegraph and Telephone International  
Internacional de Correos, Telégrafos y Teléfonos

---

NEDZYNSKI, Stefan, Mr., General Secretary.

AUBRY, Jean-Michel, Mr., Executive Assistant to the General Secretary.

BOWYER, Philip C., Mr., Organisation and Research Director.

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Les femmes chefs d'entreprises mondiales (FCEM)  
World Association of Women Executives (FCEM)  
Asociación Mundial de Ejecutivas de Empresa (FCEM)

---

RANDI, Maria Grazia, Mme, vice-présidente du comité mondial; présidente de l'AIDDA.

---

Ligue des Sociétés de la Croix-Rouge et du Croissant-Rouge  
League of Red Cross and Red Crescent Societies  
Liga de Sociedades de la Cruz Roja y de la Media Luna Roja

---

ZIELINSKI, Henryk, Dr., Technical Adviser, Health.

ESNARD, Monique, Miss, Technical Adviser, Social Welfare.

---

Ligue internationale de femmes pour la paix et la liberté  
Women's International League for Peace and Freedom  
Liga Internacional de Mujeres pro Paz y Libertad

---

KOLTHOFF, Kirsti, Mrs.

RAJAM, Lalita, Mrs.

BALLANTYNE, Edith, Mrs.

RHOADS, Anne, Mrs.

---

Mouvement international ATD Quart Monde  
International Movement ATD Fourth World  
Movimiento Internacional ATD Cuarto Mundo

---

VOS van STEENWIJK, Alwine de, Mme, présidente.

REDEGELD, Huguette, Mme, vice-présidente.

WRESINSKI, J., Abbé, secrétaire général.

REDEGELD, T., M., conseiller.

FABIANI, Benoît, M., conseiller.

---

Organisation de l'unité syndicale africaine (OUSA)  
Organisation of African Trade Union Unity (OATUU)  
Organización de la Unidad Sindical Africana

---

NEFESHY, Alhaj Ali, Mr., President.

AKUMU, James Dennis, Mr., Secretary-General.

IBRAHIM, Ali, Mr., Assistant Secretary-General.

DIALLO, A.L., Mr., Assistant Secretary-General.

TCHATAT, M., Mr., Treasurer General.

GBOLU, Emmanuel K., Mr., Administrative Secretary.

MOUTARI, Laouali, Mr., Assistant Secretary-General.

GUEDAN, Muftah, Mr., Special Assistant to the President.

GERARD, Kester, Mr., Associate Expert.

DIAGNE, Babacar, Mr.

EL METNANI, Mohamed A., M., secrétaire général de la Fédération africaine des syndicats du pétrole et assimilés.

MOHAMED, Kaonina, Mme, assistante.

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Organisation des travailleurs de l'Afrique de l'Ouest  
Organisation of Trade Unions of West Africa  
Organización de Sindicatos de Africa Occidental

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YAHAYA, Hachime, M.

JALLOW, Momadou Ebrima, M.

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Organisation internationale des employeurs  
International Organisation of Employers  
Organización Internacional de Empleadores

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LAGASSE, Raphaël, Mr., Secretary-General.

KAPARTIS, Costas, Mr., Deputy Secretary-General.

PEÑALOSA, Antonio, Mr., Executive Secretary.

ULBRICHT, Jutta, Miss, Executive Secretary.

ANDRIAMASY, Léon Maxime, Mr., Assistant to the Secretary-General.

BONNY, Paulette, Mrs., Assistant to the Secretary-General.

CHACKO, Roy, Mr., Assistant to the Secretary-General.

PERKINS, Barbara, Miss, Assistant to the Secretary-General.

DUDLEY-MARTIN, William, Mr.

BERGENSTRÖM, Gullmar, Mr.

DUTT, U.L., Mr.

MODI, Y.K., Mr.

TATA, Naval H., Mr., Employer Member, Governing Body of the ILO.

DAHMEN, Georges, Mr.

RODIER, Raymond, Mr.

WALSH, Rodolfo, Mr.

DINMAN, Joshua, Mr.

FIORE, Luis Maria, Sr.

INSUA, Ernesto, Mr.

FIGALLO, Evandro, Mr.

LEE, Lester, Mr.

AVILES, J.R., Mr.

RONA, Ecrüment, Mr.

CELIK, Saheser, Mrs.

ULCAY, Engin, Mr.

CAN, Kamuran, Mrs.

CLEMINSON, James, Sir.

PRICE, R.H., Mr.

ERDMANN, Ernst-Gerhard, Mr.

---

PAX ROMANA

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RAJKUMAR, R., Mr., Secretary-General.

PELEGRI, B., Mr.

WIRTH, Linda, Mrs.

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Secrétariat professionnel international de l'enseignement  
International Federation of Free Teachers' Unions  
Secretariado Profesional Internacional de la Enseñanza

---

LEEUVEN, F. van, M., secrétaire-général.

JOVEN, Elie, M., assistant du secrétaire général.

SCHAAF, Wouter van der, M.

ASENCIO, Encarnación, Mme.

FOTTLAND, Inge, Mme.

LOERCHER, Klaus, M.

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Société anti-esclavagiste  
Anti-Slavery Society for the Protection of Human Rights  
Liga contra la Esclavitud

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DAVIES, R.P.H., Mr., Director.

---

Société internationale de droit du travail et de la sécurité sociale  
International Society for Labour Law and Social Security  
Sociedad Internacional de Derecho del Trabajo y de la Seguridad Social

---

BERENSTEIN, Alexandre, M., président d'honneur.

SCHREGLE, Johannes, M., secrétaire-général.

---

Soroptimist International

---

HERTZ, Kirsten, Mme.

LAMBERT, Nilda, Mme.

HEMMERICH-BARTER, Ursula, Mme.

CORNAZ, Suzy, Mme.

---

Union européenne des associations du personnel de la banque  
Union of European Associations of Bank Employees  
Unión Europea de Asociaciones del Personal de la Banca

---

MARMIROLI, Luigi, M., président.

HUBSCHER, Werner, M., secrétaire général.

GOY, Mary-France, Mlle.

CANTIN, Aimé, M.

---

Union générale des chambres de commerce, industrie et agriculture  
des pays arabes  
General Union of Chambers of Commerce, Industry and Agriculture  
for Arab Countries  
Unión General de Cámaras de Comercio, Industria y Agricultura  
de los Países Arabes

---

GHANTUS, Elias, Dr., Assistant Secretary General.

---

Union internationale chrétienne des dirigeants d'entreprise  
International Christian Union of Business Executives  
Unión Internacional Cristiana de Dirigentes de Empresa

---

FLORINETTI, André, M.

---

Union internationale des organismes familiaux  
International Union of Family Organisations  
Unión Internacional de Organismos Familiares

---

HOFER, A.-M., Mme, représentante permanente à Genève.

REY, J., M., président du Comité suisse.

---

Union internationale des syndicats des travailleurs  
de la fonction publique et assimilés  
Trade Unions International of Public and Allied Employees  
Unión Internacional de Sindicatos de Trabajadores  
de Servicios Públicos y Similares

---

LORENZ, Hans, M., secrétaire général.

POUCHOL, Alain, M., président; secrétaire général de la Fédération des service publics, France.

---

Union internationale des syndicats des travailleurs de la métallurgie  
Trade Unions International of Workers in the Metal Industry  
Unión Internacional de Sindicatos de Trabajadores de la Metalurgia

---

STERN, Alain, M., secrétaire général.

GOCHTCHINSKI, Valentin, Mr., secrétaire.

MARCIALES, Aristobulo, M., secrétaire.

JESCHKE, Konrad, M., responsable des relations avec l'OIT.

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Union internationale des syndicats des travailleurs  
des industries alimentaires, tabacs, hôtels et branches connexes (FSM)  
Trade Unions International of Food, Tobacco, Hotel and  
Allied Industries Workers (WFTU)  
Unión Internacional de Sindicatos de Trabajadores  
de las Industrias Alimentaria, Tabacalera, Hotelera y Similares (FSM)

---

MARRERO, José Antonio, M., secrétaire général.

VARLAAMOV, Bogomil, M., conseiller.

---

Union internationale des syndicats des travailleurs du bâtiment, du bois  
et des matériaux de construction  
Trade Unions International of Workers of the Building, Wood and  
Building Materials Industries  
Unión Internacional de Sindicatos de Trabajadores de la Construcción,  
Madera y Materiales de Construcción

---

PERA, Mauri, M., secrétaire général.

EICHENBERGER, Viliam, M.

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Union internationale des syndicats des travailleurs du commerce  
Trade Unions International of Workers in Commerce  
Unión Internacional de Sindicatos de los Trabajadores del Comercio

---

FRUNZA, Ilie, M., secrétaire général.

MOROZOV, Anatoli, M., secrétaire.

---

Union internationale des syndicats du textile, de l'habillement  
et des cuirs et peaux  
Trade Unions International of Textile, Clothing, Leather  
and Fur Workers  
Unión Internacional Sindical de Trabajadores del Textil,  
Vestido, Cuero y Piel

---

KRIZ, Jan, Mr., General Secretary.

VAISOVA, Marta, Mrs., Adviser.

---

Union internationale des travailleurs de l'alimentation  
et des branches connexes  
International Union of Food and Allied Workers' Associations  
Unión Internacional de Trabajadores de la Alimentación y Afines

---

GALLIN, Dan, Mr., General Secretary.

STASIUS, Horst, Mr.

AUBERT, Piedad, Ms.



HABTEMARIAM, Berhane, Mr.

GHEBREMARIAM, Ghirmai, Mr.

DALBAN, Patrick, Mr.

ARAYA, Moisés, Mr.

CIFUENTES, Miguel, Mr.

RAMSAY, Bob, Mr.

WILSON, Jim, Mr.

BUDIN-HAKSTEN, Barbro, Ms.

BAM, Brigalia, Ms.

STASIUS, Karin, Ms.

LLEONART, Maria Rosa, Ms.

SÖDERLING, Gudrun, Ms.

SÖDERLING, Stig, Mr.

OSMAN, Mohamed Nur, Mr.

ALBIZURES, Miguel-Angel, Mr.

ORTALIZ, Roberto, Mr.

ARELLANO, Ernesto, Mr.

---

Union interparlementaire  
Inter-Parliamentary Union  
Unión Interparlamentaria

---

TERENZIO, Pio-Carlo, Mr., Secretary-General.

WILCOX, Francis, Mr., Committee Secretary.

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Union mondiale des organisations féminines catholiques  
World Union of Catholic Women's Organizations  
Unión Mundial de la Organizaciones Femeninas Católicas

---

DURRER, Maryse, Mme.

---

Union mondiale ORT  
World ORT Union  
Unión Mundial ORT

---

HARMATZ, Joseph, Mr., Director-General.

KASTEL, Samy, Mr., Director of International Co-operation Department.

FELDMAN, Simon, Mr., Joint Director of International Co-operation Department.

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Zonta International

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TISSOT, Sylvia, Mme.

BRIDEL, Danielle, Mlle.



OBSERVATEURS ACCREDITES D'ORGANISATIONS  
INTERNATIONALES NON GOUVERNEMENTALES

REGISTERED OBSERVERS OF NON-GOVERNMENTAL  
INTERNATIONAL ORGANISATIONS

OBSERVADORES ACREDITADOS DE ORGANIZACIONES  
INTERNACIONALES NO GUBERNAMENTALES

---

Commission des églises pour les affaires internationales  
du Conseil oecuménique des églises  
Commission of the Churches on International Affairs of the  
World Council of Churches  
Comisión de las Iglesias para las Asuntos Internacionales del  
Consejo Mundial de las Iglesias

---

KOSHY, Ninan, Dr.

MOUVEMENTS DE LIBERATION

LIBERATION MOVEMENTS

MOVIMIENTOS DE LIBERACION

---

Congrès national africain (CNA) - (Afrique du Sud)  
African National Congress (ANC) - (South Africa)  
Congreso Nacional Africano (CNA) - (Sudáfrica)

---

PEMBA, Aaron Bushe, Mr.

NTAMBO, Zola, Mr.

---

Congrès panafricain d'Azanie  
PanAfricanist Congress of Azania  
Congreso Panafricano de Azania

---

MUENDANE, Michael Ngila, Mr., Secretary for Labour.

MOFOKENG, Z., Mr.

MKWANAZI, Joe, Mr., Administrative Secretary.

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Organisation de libération de la Palestine  
Palestine Liberation Organisation  
Organización de Liberación de la Palestina

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AHMAD, Abdul Rahim, M.

SABBAH, Mohammad, M.

RAMLAWI, Nabil, M.

DAOUD, Jalal, M.

KHALIL, Ghada Ismaïl, Mme.

BAMIE, Saeb, M.

ABU ELLAIL, Mohammed, M.

ABDELGHANI, Khaled, M.

JERIES, Moussa, M.

JADALLAH, Mohammed, M.

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Président du Conseil d'administration du Bureau international du Travail

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