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REPORT OF THE ECONOMIC AND SOCIAL
COUNCIL
ECONOMIC AND SOCIAL CONSEQUENCES
OF THE ARMAMENTS RACE AND ITS
EXTREMELY HARMFUL EFFECTS ON
WORLD PEACE AND SECURITY
DEVELOPMENT AND INTERNATIONAL
ECONOMIC CO-OPERATION
WORLD SOCIAL SITUATION

ECONOMIC AND SOCIAL COUNCIL
Second regular session of 1985
Item 3 of the provisional
agenda**
GENERAL DISCUSSION OF
INTERNATIONAL ECONOMIC AND
SOCIAL POLICY, INCLUDING
REGIONAL AND SECTORAL
DEVELOPMENTS

Letter dated 3 July 1985 from the Permanent Representative of Costa
Rica to the United Nations addressed to the Secretary-General

In connection with document A/40/342-E/1985/119 on the situation in the International Labour Organisation, I have the honour to transmit to you ILO document GB.230/19/4, appendix II of which is related to it. The document was before the 230th session of the ILO Governing Body (27 May-4 June 1985), which took note of it.

I would be grateful if you could have this document and its appendix circulated as an official document of the General Assembly, under items 12, 48, 84 and 90 of the preliminary list, and of the Economic and Social Council, under item 3 of the provisional agenda for the second regular session of 1985, of the fortieth session.

(Signed) Fernando BERROCAL
Ambassador
Permanent Representative

* A/40/50/Rev.1.

** E/1985/100.

ANNEX

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.230/19/4
230th Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
June 1985

Nineteenth item on the agenda

REPORT OF THE DIRECTOR-GENERAL

Second Supplementary Report

Declaration of the socialist countries on the
situation in the International Labour Organisation

1. On 29 March 1985, the Director-General received from H.E. Mr. Milos Vejvoda, Ambassador of Czechoslovakia, a communication forwarding a "Declaration of the socialist countries on the situation in the International Labour Organisation", signed by the Ambassadors of Bulgaria, the Byelorussian SSR, Czechoslovakia, the German Democratic Republic, Hungary, Mongolia, the Ukrainian SSR and the USSR.

2. On 26 April 1985, the Director-General sent Ambassador Vejvoda a communication enclosing a memorandum containing observations related to the above-mentioned Declaration.

3. The texts of those two communications are appended for the information of the members of the Governing Body.

Geneva, 29 April 1985.

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APPENDIX I

Geneva, 29 March 1985

Mr. Director-General,

On behalf of the People's Republic of Bulgaria, the Byelorussian Soviet Socialist Republic, the Czechoslovak Socialist Republic, the German Democratic Republic, the Hungarian People's Republic, the Mongolian People's Republic, the Ukrainian Soviet Socialist Republic and the Union of Soviet Socialist Republics, we are forwarding to you herewith the Declaration of the socialist countries on the situation in the International Labour Organisation in which the above-mentioned socialist countries defined their fundamental positions on the activities of the International Labour Organisation. We have been authorised, Mr. Director-General, to inform you that the text of the said Declaration had been agreed with the national trade union centres and organisations which, in the International Labour Organisation, represent the directors of socialist enterprises. May we at the same time, Mr. Director-General, request on behalf of the above-mentioned socialist countries that the Declaration be published and circulated as an official document of the International Labour Organisation.

Please accept, Mr. Director-General, the assurances of our highest consideration.

(Signed by the Ambassadors of the People's Republic of Bulgaria, the Byelorussian Soviet Socialist Republic, the Czechoslovak Socialist Republic, the German Democratic Republic, the Hungarian People's Republic, the Mongolian People's Republic, the Ukrainian Soviet Socialist Republic, and the Union of Soviet Socialist Republics)

Mr. Francis Blanchard,
Director-General,
International Labour Office,
Geneva.

Declaration of the socialist countries on the situation
in the International Labour Organisation

(Translation from Russian)

The socialist countries which have co-sponsored this Declaration attach great importance to the promotion of international co-operation on issues within the ILO's competence. This has motivated their numerous specific proposals designed to achieve the aims and purposes of the ILO Constitution, as well as their desire to use this Organisation's potential for strengthening world peace and protecting workers' vital interests and rights. The ILO has drafted and adopted a number of Conventions and Recommendations serving, in general, the interests of workers and their trade unions. The Organisation is making a well-known contribution to the efforts of the international community to eliminate the odious system of apartheid. Some useful activities on a number of specific social and labour problems are being carried out. Yet, our overall assessment of the results of the activities of the ILO and of the Office's authorities remains negative; there is a need for a radical change in the Organisation's work.

Since their elaboration in 1919 the ILO's basic concept and structure have remained essentially unchanged. The Organisation virtually ignores the fact of admission of socialist and developing countries to its membership. By following its old course, the ILO in effect serves the interests of only one socio-political system, that of capitalism, in an attempt to impose its will and ways on other States.

The socialist countries are gravely concerned about the abnormal situation prevailing in the International Labour Organisation. The Organisation's activities, particularly in recent times, have been characterised by:

- a clear disregard for, and a playing down of, the importance of issues affecting workers' basic interests, above all the right to life and the right to work;
- attempts to use the Organisation for unseemly political ends against socialist and other progressive countries in order to interfere in their internal affairs;
- discrimination against socialist countries, making their full participation in ILO activities impossible; a number of politically biased decisions adopted by its bodies; an absence of necessary prerequisites and possibilities for equal co-operation of all countries and parties in the ILO.

All this results in subverting the ILO's universality and making its practical activities correspond ever less to the constitutional aims of the Organisation.

1. A steady growth in the non-socialist countries of the armies of the unemployed - both those who have lost their employment and those who have never even received a first employment - resulting in suffering, illness, hunger and despair, urgently calls for vigorous action on the part of the ILO without delay. The ILO's contribution in dealing with that problem remains, however, quite modest at best. The ILO activities in the field of employment are marked by a dispersal of efforts among numerous issues and projects of secondary importance. The World Employment Programme proclaimed a few years

ago has proved unable to produce a meaningful effect upon the solution of the employment problem in the non-socialist world.

The ILO has not succeeded either in an area where it would seem to have a duty to be the first to have its say, i.e., incorporating into a Convention the right to work, a fundamental right of workers long ago proclaimed by the United Nations in the 1948 Universal Declaration of Human Rights and the 1969 Declaration on Social Progress and Development and which was embodied in international law in the 1966 International Covenant on Economic, Social and Cultural Rights. The ILO has not so far sufficiently assisted the developing countries in the realisation of the right to work.

Nor has the ILO been active enough on such important issues as protecting workers' incomes against inflation and safeguarding trade union freedoms in enterprises controlled by the transnational corporations. Everything that has been done so far in these fields is of no assistance even in exposing the real causes behind the infringement of workers' rights and interests so as to help them to protect their rights.

Despite numerous proposals of the socialist countries, the above issues, so crucial for workers in an overwhelming majority of the ILO's member States, have not been the subject-matter of ILO Conventions, thus severely impairing the ILO's potential in attaining the purposes of its Constitution under present conditions.

2. Within its terms of reference, the International Labour Organisation should assist in dealing with the pressing problems of today, particularly by contributing to the preservation and consolidation of peace and international security, the prevention of nuclear disaster, and halting the arms race which places a heavy burden on workers' shoulders. We have witnessed recently, however, that the activities designed to promote peace and disarmament are being deliberately slowed down in the ILO. In particular, unlike other specialised agencies, the ILO has taken no appropriate action to promote the effective implementation of UN resolution A 38/188 J on the institutional arrangements relating to the process of disarmament and of other appropriate decisions and resolutions adopted both by the UN and the ILO itself.

The publication of a few articles on the socio-economic aspects of disarmament and the implementation of one study can hardly be considered as an adequate contribution to disarmament on the part of such a major international organisation as the ILO. ILO research on problems of peace and on the socio-economic aspects of disarmament require substantially increased resources. Pursuant to the resolution on the economic and social aspects of disarmament adopted by the ILO General Conference in 1981, the socialist countries put forward a proposal to develop a special ILO programme on the socio-economic aspects of disarmament which would provide a framework for analysing and disseminating available information, for holding international and regional conferences, symposia and seminars on the socio-economic aspects of disarmament. Despite the fact that the progressive forces had put forward appropriate proposals, neither the Governing Body nor the Director-General of the International Labour Office deemed it necessary to proceed with the implementation of the above-mentioned resolution.

At the same time, we have witnessed, especially in recent years, broad anti-war demonstrations by workers in many countries and their growing awareness of the danger of nuclear conflict. To ignore the views of millions of workers and of their trade union organisations on this cardinal issue of today, including the views expressed at ILO General Conferences, is to preclude the International Labour Organisation deliberately from expressing or even reflecting workers' interests.

The socialist countries expect that the ILO will make its due contribution to international co-operation in the interests of peace and disarmament, in particular in view of the proclamation by the United Nations of 1986 as the International Year of Peace, and that this will be reflected in particular in the preparatory work for the ILO General Conference.

3. Reactionary forces are using the Organisation for purposes of ideological diversion against the socialist countries and attempting to interfere in our internal affairs under the pretext of supervising compliance with ILO Conventions, going as far as demanding such changes in the political and social structures of the socialist countries that are unacceptable in the framework of international relations.

Although called upon to promote on an equal footing co-operation among countries with different social systems, the ILO has not only proved unable to secure conditions necessary for the attainment of that objective within its own structure but is even apparently becoming an instrument directed against such co-operation.

The unseemly role of the ILO has been particularly evident in respect of the Polish People's Republic. The Organisation has openly sided with the imperialist circles most hostile to socialist Poland and has become an instrument for gross interference in the internal affairs of Poland, an instrument for destabilising the situation in that country. Despite numerous warnings by the Polish Government, the governments of socialist and other countries about the serious consequences that the continued anti-Polish campaign might have for the ILO, the Governing Body took in November 1984 another decision hostile to Poland, which was supported essentially by the representatives of Western countries, employers and reformist trade unions. Consequently, the Polish Government had to announce its decision to withdraw from the ILO.

The discussion of the so-called "Polish question" in the ILO confirms that the structural and political crisis in this Organisation has deepened. Such actions, which place obstacles in the way of equal co-operation among States with different social and political systems, call into question the very nature of the Organisation and may well mark the beginning of its collapse.

As an expression of full solidarity and support for the position of the Polish People's Republic and for its actions to counter the anti-Polish campaign launched by the imperialist and other reactionary forces within the ILO, the socialist countries will take appropriate steps to oppose those forces and combat them resolutely so as to prevent them from using the Organisation as an instrument of anti-communism by distorting its objectives and directing its activities against the basic interests of the working masses of the socialist community and of the progressive forces of the world.

4. The socialist States and a number of other countries have on many occasions expressed their dissatisfaction with the composition and functioning of the ILO's so-called supervisory machinery entrusted with supervising the application of international labour standards. Instead of assisting member States in the effective application of international labour standards in a spirit of constructive co-operation and mutual understanding and dialogue, the so-called supervisory machinery is increasingly turning into a judicial body in respect of a certain group of countries. If implemented, the proposals of socialist countries on the restructuring of the so-called ILO supervisory machinery, submitted at the 1983 and 1984 Sessions of the Conference, would help to strengthen the elements of co-operation in the Organisation currently

overshadowed by the elements of confrontation, to improve and democratise that machinery and assure its credibility among all member countries.

However, the Director-General has completely ignored the positions of all those who spoke at the 70th Session of the International Labour Conference in favour of seeking ways to improve the functioning of the existing supervisory machinery.

We reject categorically the allegations that socialist countries are asking for special treatment in ILO "supervisory" bodies. We have consistently held that these bodies should be objective and unbiased in their activities, that they should recognise the realities of socialism and of the socio-political development of our countries and that they should not cast aspersions on our realities or the achievements of our social policy which is designed for the benefit of all working people. There is a striking contrast between approaches towards representations and complaints lodged against socialist States and those concerning imperialist States. Regardless of the subject under discussion, be it trade union pluralism or relations between trade unions and ruling parties, the former are in fact told to change the foundations of their social system, whereas gross violations of workers' rights in capitalist countries are either hushed up or cynically justified, as was the case, for instance, with the disbanding of the air traffic controllers' union in the United States.

Representatives of socialist countries are not admitted to such important bodies of the so-called ILO supervisory machinery as, for example, the Governing Body Committee on Freedom of Association.

5. The socialist countries are profoundly interested in changing the existing ILO structure and methods of work and bringing them into conformity with present-day political, social and economic realities.

The role of the General Conference as the ILO supreme body is currently played down, whereas the composition of the Governing Body is determined in violation of the principles of equality which are generally recognised in the UN system. For instance, private employers are using their majority to block participation in the Governing Body of representatives of enterprise managers from socialist countries. In this context, the organisations representing socialist enterprise managers express their profound concern over the fact that they are being denied the possibility of fully participating in ILO activities at all levels. The socialist countries will continue their efforts to ensure that the process of democratisation of the ILO structure involves the adoption of a package of decisions that would meet the concerns of all countries and parties concerned and take their legitimate interests into account.

6. National trade union organisations in socialist countries are deeply concerned about the stubborn reluctance of the Office management to contribute to the development of co-operation and understanding among trade union movements of different political tendencies. In their view, political bias alone lies behind the Secretariat's refusal to promote the dissemination of objective and truthful information about the role and place of trade unions in socialist society, their real participation in the management of the State at all levels and their rights and possibilities in socialist countries. Even a very modest proposal along these lines to hold an international seminar on the situation of trade unions in socialist countries is being resolutely opposed. Our national trade union organisations certainly have sufficient means, without recourse to the ILO, to reach world public opinion with true information about their activities. However, we are deeply convinced that it

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is the duty of the Organisation towards countries and parties participating in its activities to protect them from slander and conjecture.

7. The system of geographical rotation is applied inconsistently in filling elected posts in ILO bodies, and clearly discriminates against socialist countries. It is contrary to logic that socialist countries are barred from chairing major committees of the General Conference and that they have never held the chairmanship of the Governing Body in all their years in the ILO. No similar situation can be found in any other organisation of the UN system.

The national trade union organisations of socialist countries are gravely concerned that their representatives are openly discriminated against in the ILO. Suffice it to point out in this context that socialist countries' trade unions are under-represented in ILO bodies and elected posts. No trade union representative from socialist countries has ever been elected to the vice-chairmanship of the International Labour Conference or of its committees.

If the ILO is to function normally, it is crucial that all of its bodies with a limited membership should have an equitable composition. However, this problem is far from being solved. The unbalanced composition of Industrial Committees is an obvious case in point. For many years the ILO has been discussing the question of changing the criteria for determining the composition of these Committees, but a fair and non-discriminatory system of seat distribution in Industrial Committees has yet to be adopted since Western countries are unwilling to give up their privileged position.

8. Nationals from a very limited group of Western countries hold key positions in the International Labour Office in violation of the principle of equitable geographical distribution generally recognised in the UN system. The ILO Director-General is adamant in refusing to take effective action to remedy this abnormal situation. The fact that Western countries are unjustifiably over-represented in the ILO inevitably leads to a certain political and ideological bias in ILO activities which does not reflect in a balanced way the legitimate interests and aspirations of the entire ILO membership. It is no accident that the wealth of experience that socialist countries have gained in solving social and labour problems is deliberately ignored in both the practical activities and the publications of the ILO. As a result, the ILO has increasingly become a tool for propagating and implanting Western models of social development, of so-called social partnership actively used to the detriment of the workers' basic interests. An Organisation which claims universality cannot tolerate such a situation, which should be remedied as soon as possible so as to ensure confidence towards its Secretariat among all member States.

9. The ILO should strive to develop equal co-operation among States with different social systems in various regions of the world.

Meanwhile, the Organisation's activities in the European region have been reduced to an extremely low level, although every ILO Member could greatly benefit from a co-operation among European countries, as they have accumulated considerable and varied experience in economic development and in dealing with social, labour and trade union problems. Numerous specific proposals made by European socialist countries to intensify those activities and to work out appropriate institutional arrangements to that end (the establishment of a European Advisory Committee) have yet to be incorporated in ILO programmes. And as far as the ILO decisions on regional co-operation are concerned, in particular those adopted by the Third European Regional Conference, they are being carried out in a lop-sided and unbalanced way and to the political advantage of the West. The above-mentioned socialist countries insist that

the ILO take specific measures with a view to developing constructive and equal co-operation among European countries.

10. An alarming aspect of ILO activities is its increased assistance to employers' organisations, which is inevitably detrimental to the needs of workers' organisations. Socialist countries hold that employers' organisations in the ILO must assume specific obligations to apply in their enterprises ILO social and labour standards aimed at improving the status of workers. Every attempt made in the ILO to ensure equal treatment of workers' and employers' problems runs counter to the spirit of its Constitution and the very raison d'être of the Organisation and raises the question as to which interests - labour or capital - the ILO is primarily serving today. The employers may also have their own special problems concerning the management and organisation of the work process, which may be and are in fact considered by the ILO, but this should not be done to the detriment of its main activities and, surely, not in the form of assistance to employers' organisations.

11. An ever-increasing share of the financial resources available to the ILO, including those from its regular budget, is being spent on technical co-operation programmes. However, policies pursued by the Office management in this major field of the Organisation's activities can only cause grave concern.

A trend endangering the economic independence of developing countries has recently begun to emerge more and more clearly in the ILO. This trend consists in giving preference to projects which encourage the activities in developing countries of Western private companies, above all the transnational corporations. In the field of technical assistance, the ILO is becoming increasingly dependent on the international financial institutions which are a tool of the neo-colonial policies pursued by imperialism in developing countries.

On the other hand, the participation of socialist countries in ILO technical assistance projects is being deliberately and artificially restricted. Under various contrived pretexts, the Office management has prevented the Organisation from applying the wealth of experience gained by socialist countries in their social and economic development and, in particular, from recruiting their experts.

The position of socialist countries on ILO technical assistance is widely known. They are in favour of such ILO activities in this area that help to promote the social and economic development of developing countries, and against subjecting their economies still further to the domination of monopolies of developed capitalist countries, above all the transnational corporations. ILO technical assistance should be closely linked to national social and economic development plans of developing countries.

The socialist countries are prepared to participate actively in ILO activities to provide technical assistance to developing countries on a fair basis within the framework laid down by the ILO Constitution.

12. The socialist countries, like many others, have repeatedly voiced their concern with the efficiency of the financial management of the Organisation. They are convinced that the ILO must take effective action to stabilise its budget, in order to achieve maximum streamlining and restraint in expenditure, particularly in administrative costs. The ILO's programmes, if tailored to present-day needs and requirements, could well be expanded and carried out within the available resources on the basis of a more flexible

reordering of the Organisation's priorities and discontinuance of obsolete and low-efficiency programmes.

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The socialist countries demand that the ILO enhance the effectiveness of its work, concentrate on major social problems of vital importance to workers all over the world, establish truly equal and non-discriminatory co-operation among all States and parties in the social and labour fields and actively promote peace and disarmament.

Otherwise, the Organisation will stray further away from the path leading to the achievement of its main objectives, i.e. the improvement of workers' living and working conditions and the promotion of international co-operation in the social and labour fields; it will isolate itself even more from the broad masses of workers and will once and for all become a tool of unseemly political manipulations.

The socialist countries are fully prepared to co-operate in radically improving ILO activities so as to enable the ILO to implement effectively the aim of its Constitution.

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APPENDIX II

26 April 1985

Dear Mr. Ambassador,

I refer to your letter dated 29 March 1985 with which you were good enough to forward to me a Declaration of the socialist countries signed by the Ambassadors of Bulgaria, Byelorussia, the GDR, Hungary, Mongolia, the Ukraine and the USSR, in addition to yourself.

As a number of issues raised in it go beyond the authority conferred upon me under the Constitution, because they touch upon the role of the Governing Body and the International Labour Conference and upon their respective powers of decision-making on ILO programmes and policies, I intend to communicate it, together with my comments thereon, for information to the Governing Body at its next session, in the form of an official supplementary report of the Director-General.

As regards the various substantive issues raised in the Declaration I should like to draw your attention to the explanations and comments in the note attached.

I should like to reiterate that the Office and myself stand ready to co-operate with all member States to pursue the high goals of the Organisation and to implement its programmes to the best of our ability.

Yours sincerely,

(Signed)

Francis Blanchard.

H.E. Mr. Milos Vejvoda,
Ambassador,
Permanent Mission of the Socialist
Republic of Chzechoslovakia,
9, chemin de l'Ancienne-Route,
1218 GRAND-SACONNEX,
Geneva.

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Observations related to the "Declaration of the
socialist countries on the situation in the
International Labour Organisation"

Memorandum prepared by the Director-General
of the International Labour Office

1. Employment

The Declaration says (extracts):

The ILO's contribution ... remains ... quite modest at best.

The ILO's activities in the field of employment are marked by a dispersal of efforts among numerous issues and projects of secondary importance.

The World Employment Programme ... has proved unable to produce a meaningful effect upon the solution of the employment problem in the non-socialist world.

What foundation is there for these allegations? It is, unfortunately, all too true that unemployment and underemployment remain at alarmingly high levels, in spite of the ILO's efforts. But it would be unrealistic to think that the ILO alone is going to solve a problem of this magnitude, which goes far beyond the capacities and resources of any single organisation.

What role, then, can the ILO realistically be expected to play?

(a) To mobilise political will to do
something about the problem

Its most effective means of doing this is through the Employment Policy Convention (No. 122) which requires ratifying governments "to declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment". The Convention has been ratified by 69 countries, and the Committee of Experts on the Application of Conventions and Recommendations has, during the past few years (including this year), been paying particular attention to the extent to which these countries are giving effect to this obligation - through concrete policy measures as well as through declarations of good intentions - and has addressed searching questions to countries which do not appear to be doing so.

At its 70th (1984) Session, the International Labour Conference adopted a Recommendation concerning employment policy, which is intended to supplement the existing ILO standards on this subject, namely Convention No. 122 and its accompanying Recommendation No. 122.

As regards future action, concern at the extremely high proportion of young people among the unemployed prompted the decision of the ILO Governing Body at its 228th Session (November 1984) to place the question of youth on the agenda of the 1986 Session of the Conference for general discussion.

In the International Youth Year (1985) the ILO will publish a general survey of the needs and problems of young people in the field of work. The 1986 Conference discussion would enable suggestions to be put forward on concrete measures to be taken at the national level to combat youth

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unemployment, particularly in developing vocational training and guidance and improving the efficiency of placement services.

The promotion of small and medium-sized undertakings will also be the subject of a general discussion at the 1986 Conference. In deciding this, the Governing Body stressed in particular the importance of the contribution of these enterprises to employment creation. They represent from 60 to 80 per cent of enterprises in the manufacturing and services sector in industrialised countries and up to 90 per cent in developing countries. The Conference discussion on this theme would provide an opportunity to evaluate national and international policies, programmes and projects in the field over the past decade, and suggest specific measures to encourage these enterprises.

Moreover, employment problems in the sectors concerned figure regularly on the agendas of major industrial committee-type and smaller meetings held under the ILO programme of industrial meetings.

(b) To draw attention to the nature and causes of the employment problem

The ILO has done this through a major effort of research and publications¹ which have drawn attention to the dimensions of the unemployment problem in different parts of the world and have assessed the effectiveness of different measures adopted by governments to overcome it.

Some examples:

- (i) It has reviewed the development plans, policies and programmes of governments of various developing countries to assess what impact they have had on employment and poverty, and how they might be reoriented to be more effective in dealing with these problems.
- (ii) It has assessed the efforts of countries to plan and forecast their manpower requirements for future development.
- (iii) It has paid particular attention to employment in rural areas. Neglect of agriculture - and of peasant agriculture in particular - has been and remains a root cause of unemployment and underemployment in the world. ILO studies have examined the effectiveness of different agrarian systems and different policies for rural industrialisation in offering jobs and incomes to the vast masses of the rural poor.
- (iv) It has analysed the interaction between population growth and employment.
- (v) It has paid particular attention to the special problems of women's employment.
- (vi) It has analysed the impact of different technologies on unemployment and drawn attention to the wide scope that exists for selecting technologies which are economically viable and utilise more labour.

¹ By headquarters and the regional employment teams.

- (vii) It has drawn attention to the problems of the informal sector where many millions of people are engaged in precarious economic activities outside the formal structure of the economy and to the means by which their incomes and living standards could be improved.
- (viii) It has examined the international dimensions of the employment problem - international trade, financial and monetary policies and their impact on employment.

(c) To assist in devising and executing policies and programmes which can create employment - in the short and long term

About one-third of the ILO's technical co-operation is directed at this goal. Activities include:

- assistance in drawing up and evaluating development plans that are geared to the objective of employment creation;
- assistance in manpower planning and developing information on the labour market;
- assistance in planning, organising and executing special public works programmes which provide jobs for hundreds of thousands of workers;
- assistance in introducing viable labour-intensive technologies, particularly in road construction and maintenance;
- assistance in developing employment and income-generating activities for particularly disadvantaged groups (such as women, refugees, unemployed youth);
- assistance in devising programmes and policies for workers in the informal sector.

(d) For the industrialised countries the ILO is currently working on four important areas of concern:

- youth unemployment;
- working hours and employment;
- international trade and adjustment policies;
- new technologies and employment.

In the light of the above, it scarcely seems possible to assert that the ILO has "dispersed its efforts among numerous issues and projects of secondary importance". It has, on the contrary, attempted to direct its efforts at the crucial factors underlying today's serious employment problems.

(e) Right to work

The issue of adopting a Convention on the right to work was raised by representatives of socialist countries at the 1984 Conference. An overwhelming majority of the members of the Conference Committee on Employment

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Policy did not support this initiative; they preferred a Recommendation to supplement existing instruments which gives guidance to governments on how employment should be promoted. This Recommendation does contain provisions concerning the right to work: e.g. "the promotion of full, productive and freely chosen employment provided for in the Employment Policy Convention and Recommendation, 1964, should be regarded as the means of achieving in practice the right to work" (paragraph 1).

2. Disarmament

A full discussion of the ILO's activities relating to disarmament took place in the International Organisations Committee at the November 1984 Session of the Governing Body.

Although representatives of socialist countries expressed dissatisfaction at the extent of the ILO's work and involvement in this field, others did not share that view.

The ILO's current research efforts in this field consist, in accordance with the Governing Body's decisions, of work on two topics (not one, as stated in the Declaration):

- (a) the effects of disarmament on employment and development in developing countries. An econometric model is being used to estimate these effects.
- (b) the problems of conversion of manpower from defence-related to civilian industries. A questionnaire has been sent to member States to obtain the necessary information and a number of case-studies will be carried out.

The possibility of holding conferences and symposia was mentioned by socialist countries in the IOC discussion. This might be useful at a later stage, but we first need to obtain and analyse the facts.

3. Alleged interference in the internal affairs of member States

As regards the assertions made in this section of the Declaration, reference is made to the Director-General's earlier communications to the Government of Poland and to the eight socialist countries on the subject, the contents of which were published in press releases issued at the time. The reply which the Director-General addressed most recently on 29 November 1984 to a letter dated 23 November 1984 from the eight socialist countries remains valid in this context. An extract from that reply is reproduced below.

No one attaches greater importance than I do to the universality of the International Labour Organisation. I therefore deeply regret the decision taken by Poland, a founding Member of the ILO, to give notice of its withdrawal from the Organisation. Moreover, after all the efforts in which I have been associated to prevent this outcome, I cannot accept the terms of your communication referring to 'actions hostile to Poland'.

The decision to ratify international labour Conventions is a matter for the sovereign appreciation of member States. When a government has freely decided to subscribe to a Convention, the inevitable result is that it becomes bound by a number of obligations in accordance with the Constitution.

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In the present case the action taken by the Governing Body at its 228th Session was the final stage in a procedure resulting from an obligation to which Poland, as a Member of the ILO, had freely subscribed in ratifying Convention No. 87. As I have already had occasion to point out, the Governing Body's action merely involved taking note, in the context of article 29 of the Constitution, of the fact that the Commission of Inquiry established under article 26 of the Constitution had completed its work and that its report had been duly communicated to the Governing Body. The same procedure has been strictly followed in all other cases in which commissions of inquiry have been established by the Governing Body. I would, in addition, stress that the Constitution provides a means of challenging the legality of the procedure followed and the recommendations of a commission of inquiry by referring the matter to the International Court of Justice. Poland did not make use of this possibility.

I should add that under my supervision the officials of the ILO have in this matter strictly abided by their obligations under the Constitution of the International Labour Organisation, as well as under the declaration of loyalty they have made in accordance with the Staff Regulations.

In conclusion, may I say once more that I will continue to do everything in my power to maintain the universality of the Organisation, in keeping with its vocation to serve the whole of the international community with all due objectivity and respect for the rule of law.

4. Supervisory machinery

The majority of the speakers in the 1984 Conference discussion on international labour standards considered the existing procedures to be objective and effective and did not wish the question to be reopened. It is worth noting in this connection that a draft resolution submitted by the socialist countries at that session, concerning the establishment of a working party of the General Conference to undertake a thorough review of the supervisory system, was not adopted; subsequently the Governing Body, when fixing the terms of reference of the Working Party on International Labour Standards which it had decided to set up, did not deem it appropriate to include reference to the supervisory procedures in the Working Party's terms of reference.

The composition of the Committee of Experts on the Application of Conventions and Recommendations and that of the Committee on Freedom of Association have been examined on previous occasions by the Governing Body. The latter has considered the composition of those bodies as they now stand to be balanced and satisfactory. It is recalled that the Committee of Experts has three members from socialist countries, and that both the chairman and the reporter of that Committee are from developing countries.

It is inexact to state that the supervisory procedures have been used as a means of interference in the internal affairs of the socialist countries. These procedures are based on obligations accepted by member States under the ILO Constitution and on decisions taken by the Conference and the Governing Body. They operate in respect of all member States, whatever their political, economic or social system. In the last 25 years, for example, 13 complaints and 17 representations alleging non-observance of ratified Conventions have been received. Only one of these complaints and two of the representations have related to socialist countries, whereas the overwhelming proportion of these cases have concerned industrialised market-economy

countries or developing countries. The same is true of the large volume of complaints examined by the Committee on Freedom of Association.

As regards the question of the extent to which account should be taken in the supervisory procedures of particular economic and social systems, both the Committee of Experts and the Conference Committee on the Application of Conventions and Recommendations have taken the view that the evaluation of compliance with ratified Conventions must be carried out in a uniform manner for all States, irrespective of their economic or social system. Many speakers in last year's Conference discussion, from developed and developing countries alike, insisted that, in so far as the area of basic human rights is concerned, there is no place for flexibility either in the standards themselves or in supervising their implementation.

It is appropriate to recall the indications given in the report on international labour standards presented to the Conference in 1984 that, in cases where governments do not accept the conclusions reached by the ILO's regular supervisory bodies concerning compliance with ratified Conventions, the ILO Constitution provides for the possibility of obtaining a decision from the International Court of Justice. Consideration could be given to having recourse to this procedure in respect of selected cases in which the governments of socialist countries contest the views of ILO supervisory bodies. The important issues involved would thus be the subject of full examination by the world's highest judicial authority.

5. Structure

It is not for the Director-General to comment on the substance of the issues of structure which are being discussed among the constituents of the Organisation.

However, in recent years, and before very diverse audiences, the Director-General has repeatedly insisted on the need to complete, as soon as possible, what is known as the "package" of issues relating to the Constitution of the ILO so as to enable the Organisation to concentrate all its energy on the pressing social needs of the turn of the century.

He has welcomed the "Briki formula" since indeed this formula, which all parties agreed to include in the future Constitution, represents a decisive step towards general agreement on two fundamental provisions: representativity of the Governing Body, taking account of the various geographical, economic and social interests within its three groups; autonomy of the groups.

The Director-General has gladly accepted, in the same spirit, to fulfil the good offices which the Conference entrusted to him. It was a great encouragement that representatives of the various parties concerned accepted to meet with him. He is hopeful that with continued good will on both sides, these contacts will be carried to a successful result. For his part, he will spare no efforts to that end.

6. Alleged Secretariat resistance to East-West trade union co-operation

It is a constant concern of the ILO Secretariat to provide information about the role, place and activities of trade unions in socialist countries in Europe or elsewhere. Within the framework of its workers' education activities, the dissemination of such information has been achieved by a

variety of means, including the publication of articles, reports and news items in the ILO bulletin Labour Education. In this connection, it may be noted that the ILO has repeatedly invited trade union leaders and educators from the socialist countries to contribute to the bulletin their views and experiences on important aspects of workers' education. Although the response has so far not been encouraging, the ILO would, of course, still welcome any such material.

In response to the request made by the Third European Regional Conference, provision was included in the ILO programme and budget for 1982-83 and for 1984-85 for a number of country studies of the trade union situation and industrial relations in Europe. These studies have included two which were carried out in Hungary and Yugoslavia respectively. The study on Hungary was submitted to the Governing Body at its 225th Session (February-March 1984) and subsequently published. That on Yugoslavia was examined by the Governing Body at its 229th Session (February-March 1985), which also authorised its publication.

As regards the proposal to hold an international seminar on the situation of trade unions in socialist countries, the ILO stands ready, as in the case of the four meetings of East-West European trade unions held in the past, to provide all possible technical assistance and facilities, if and when all the parties concerned agree to hold such a seminar within the framework of the ILO.

7. Filling of elective posts and distribution of seats in the ILO bodies

General Conference

As regards the officers of the Conference and of Conference committees (Governments), in each of the years from the mid-sixties to 1984 a representative of a socialist country has held office as Government Vice-President of the Conference; in addition, the chairmanship of one technical committee of the Conference is regularly held by a representative of a socialist country.

The presidency of the 50th (1966) Session of the Conference was held by Poland.

As regards the Workers' group of the Conference, since the early 1970s the USSR Workers' delegate has regularly been elected by the Workers' group of the Conference Vice-Chairman of the Workers' group of the Conference. Moreover, the Hungarian Workers' delegate has regularly been elected to a seat on the Bureau of the Workers' group.

Governing Body

In the Governing Body, the chairmanship of its International Organisations Committee (or one out of the nine committees) has been held throughout the period 1972-84 by a representative of a socialist country. The chairmanship of the Industrial Activities Committee of the Governing Body is now held by a representative of a socialist country.

Industrial Committees

As at 1 January 1984, 35 out of the total number of 345 seats making up the composition of the 13 Industrial and analogous Committees were held by the

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socialist countries, or 10 per cent of the total number of seats available. Since 1969, eight meetings of Industrial and analogous Committees out of a total number of 46 have been chaired by representatives of socialist countries, i.e. 18 per cent.

8. Staffing

With reference to the statement that "nationals from a very limited group of Western countries hold key positions in the ILO in violation of the principle of equitable geographical distribution ...", it may be noted that the breakdown by region of the 82 positions held at the D.1 and D.2 levels is as follows: Africa 14; Americas 13; Asia 17; Eastern Europe 3; Western Europe 34; Middle East 1. At the directorate level, one position of Assistant Director-General is held by a USSR national.

It is a fact that the number of USSR nationals on the staff is less than that to which its budgetary contribution would entitle it. The USSR is not alone in this situation: the countries which are un- or under-represented number 59 and include the United States and Japan - also leading contributors to the ILO budget. The Director-General is doing his utmost to lower this figure, taking account of the programme needs of the Office and considerations of geographical distribution.

In 1984, seven USSR nationals were appointed out of a total of 35 recruitments, or 20 per cent. That being said, as indicated above the Director-General is fully alive to the need to increase the level of nationals coming from under-represented countries in the Organisation and will pursue his efforts to that end, to the extent that budgetary resources enable him to do so.

9. Lack of East-West co-operation

Proposals made by the socialist countries at the Third European Regional Conference were fully considered, as were all other proposals, and taken into account in the unanimously adopted conclusions of the conference.

As regards implementation of the decisions of the Third European Regional Conference, these were taken into account when the Governing Body took decisions on the ILO's programme and budget. Thus, four studies on trade union situations and industrial relations in Hungary, Norway, Spain and Yugoslavia have been completed and considered by the Governing Body. Furthermore, a successful meeting on "Implications of New Technologies for Work Organisation and Occupational Safety and Health in Industrialised Countries" with participation from market economy and centrally planned industrialised countries was held in Geneva this month. This is another follow-up of the European Regional Conference.

A tripartite advisory meeting on the integration of youth into working life is in accordance with the wishes of the Regional Conference and will be held later this year.

In addition, the Governing Body decided to include provision for the Fourth European Regional Conference in the draft programme and budget for 1986-87.

The proposal concerning the establishment of a European Advisory Committee is subject to discussion and decision by the Governing Body. However, agreement concerning such an Advisory Committee has not yet been

reached. This has not impaired consultations among European members of the Governing Body.

10. Assistance to employers' organisations in developing countries

The ILO has a constitutional obligation to promote industrial harmony and higher production efficiency which will contribute to economic development and, ultimately, to the attainment of social justice. In order to fulfil these obligations, the concerted efforts of governments, workers and employers are indispensable. This is why the ILO's activities are always based on the unique system of tripartism. For the tripartite system to function well, the existence of strong and responsible organisations of workers and employers is a prerequisite: so it can be said that the ILO has an equal obligation under its Constitution to help all three social partners to enable them to carry out their respective roles.

ILO assistance to employers is limited to employers' organisations in developing countries. These organisations are faced with a bigger challenge than their predecessors in industrialised countries, for example, at the beginning of this century. The economic, social and political atmosphere of today is much more tense and acute than it was in those days.

The Employers' group has never asked for equal treatment between ILO assistance to workers and to employers in terms of quantity. They recognise that workers' needs are much greater, and fully support ILO assistance to workers throughout the world.

Under the ILO Programme of Assistance to Employers, various meetings, seminars, advisory services and fellowships are provided. Emphasis is placed on such fields as good labour-management relations, improvement of occupational safety and health, workers' welfare, amelioration of the environment, development of small enterprises and the promotion of the application of international labour standards. In short, the target is to help and enable employers in developing countries to accept the social standards established by the ILO in their own enterprises and contribute to the social development of their countries.

11. Technical co-operation

The use of regular budget technical co-operation (RBTC) funds is in accordance with the criteria approved by the Governing Body. These criteria emphasise ILO concerns, especially tripartism and assistance to employers' and workers' organisations and improvement of working conditions, and project development generally, particularly the development of projects of a pronounced social character.

The use of RBTC funds is regularly reviewed by the Governing Body.

All technical assistance projects are projects prepared in co-operation with developing countries or in specific response to their expressed needs.

ILO technical co-operation is financed largely by UNDP and multi-bilateral funds. The figures on technical co-operation expenditure for 1984 show the following picture.

<u>Total expenditure</u>	\$83.37 million
of which:	
UNDP (45.8 %)	\$38.15 million
Multi-bilateral and trust funds (38.8%)	\$32.39 million
UNFPA (5.3%)	\$ 4.40 million
RBTC (10.1%)	\$ 8.43 million

International financial institutions like the World Bank do not finance ILO technical co-operation projects directly. These institutions give loans to governments of developing countries for specific investment projects. The developing countries, in turn, seek ILO assistance wherever necessary. Thus, the ILO and the developing country reach agreements (funds-in-trust) on what specific technical services will be provided to meet the country's needs within the framework of the investment project.

During 1984, ILO technical co-operation expenditure on such funds-in-trust projects was about \$4 million or 5 per cent of total technical co-operation expenditure.

ILO technical co-operation with developing countries is invariably linked with national economic and social development plans and the priorities expressed in them. The proposals for technical co-operation are initiated by the government, designed jointly by the government and the ILO as required, and implemented by the government with ILO as the implementation partner. This approach is followed in all technical co-operation projects irrespective of the source of funds - whether UNDP, or multi-bilateral or funds-in-trust.

The final decisions on the size of each technical co-operation project, its components and the ILO experts and consultants who will be engaged to assist in their implementation are thus taken by the governments of developing countries.

12. Efficient use of budgetary resources

Substantial and tangible progress has been made in streamlining operations and optimising efficiency in the use of the Organisation's resources. As stated in the Preface to the Programme and Budget for 1984-85, the current biennial budget is in real terms some 8 per cent below that of ten years ago. Yet, the number of member States has markedly increased since then and additional demands have been made on the budget or the Organisation. Thus, for example, despite the 8 per cent drop, the budget has to accommodate new language services in Arabic and Chinese for a total cost currently estimated at around \$6 million. In other words, the ILO is today able to do more than ten years ago with substantially less resources, including a drop in staff resources which in 1984-85 are some 460 work-years less than in 1974-75 (all sources of funds). These facts by themselves provide a clear indication of major improvements in productivity and efficiency.

These improvements in the efficient use of resources are particularly noticeable in terms of administrative costs. By comparison with the budget originally approved for 1978-79, the resources of the administrative and support programmes have declined in real terms by an average of some 20 per cent. Examples of improved administrative efficiency abound. For example,

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printing services today operate with exactly half the number of staff of a few years ago (24 officials instead of 48) despite a 27 per cent increase in the number of printed pages. Thanks to a better use of modern heat recuperation techniques, energy consumption for the ILO building in Geneva has been halved by comparison with its level when the ILO first moved into the building. The staff of the Personnel Department has declined by 35 officials (118 officials in 1976 as compared with 83 in 1984) despite the increase in the number of member States and in the complexities of personnel management in the international context. Similar examples may be given with regard to the major programmes responsible for the financial services, the editorial and document services, the information system and the relations and meetings services.

Naturally, efforts to seek further improvements in productivity wherever these may still be identified will be continued.
