

IILS Programme in 1970



13 January- 20 March	Geneva	International Study Course on Labour Problems in Economic and Social Development
14 April-5 June	Geneva	Internship Study Course on Active Labour Policy Development
1-4 September	Geneva	Second World Congress of the International Industrial Relations Association (IIRA)
5-16 October	Geneva	Latin American Seminar on Development and Social Policy
12-30 October	Kandy, Ceylon	Asian Regional Workshop on Active Labour Policy Development
16-27 November	Geneva	ILO Staff Seminar: Manpower Policy and Economic Development, Using Computer-Based Simulation
1-4 December	Geneva	Research Conference on Workers' Participation in Management
Continuing Research Programmes		
1. Industrial Relations Systems	Workers' Participation in Management	
	Strategic Factors in Industrial Relations Systems	
2. Social Participation	Rural Populations' Participation in Development	
	Functions of Trade Unions in Economic Development	
	Social Participation in Latin America and Africa	
3. Labour Market Questions	Functioning of Labour Markets in Latin America	
	Development of Simulation Exercises for Educational Use	
4. International Integration and Social Policy	Transnational Factors in Labour Relations	
	Impact of International Aid on Social Relations and Organisational Development in Less Developed Countries	

I. Development of Labour Studies

1. Educational Activities

Internship Study Course on Active Labour Policy Development (Geneva, 15 April-6 June 1969)

This English/Spanish course was attended by thirty-nine participants from the following thirty countries and territories : Argentina, Australia, Barbados, Bolivia, Byelorussia, Ceylon, Chile, Colombia, Dominican Republic, Ecuador, Ethiopia, Federal Republic of Germany, Honduras, India, Kenya, Korea, Mauritius, Mexico, Nigeria, Papua-New Guinea, Peru, Philippines, Poland, Singapore, Spain, Swaziland, Trinidad and Tobago, Uganda, United Arab Republic and Zambia.

The course focused on the nature and scope of active labour policy in economic and social development. In this context the world goals and operations of the International Labour Organisation were studied in relation to both the ILO's fiftieth anniversary and the Organisation's future role within the United Nations system and elsewhere. The course forms part of a programme established by the Governing Body of the International Labour Office. The International Institute for Labour Studies assumes responsibility for it.

Objectives, methods and procedures of national decision making in the labour and social field and the central issue of participation in the formulation and implementation of policy were critically assessed and evaluated. An integrated interdisciplinary approach covering the economics of development, employment and manpower planning and industrial relations was adopted. Seminar and panel discussions, lectures, case studies and individual group projects were used.

Latin American Area Seminar on Manpower Policy (San Carlos de Bariloche, Argentina, 22 September-4 October 1969)

This Spanish-language seminar was attended by twenty-three participants from the following nine countries : Argentina, Bolivia,

Brazil, Chile, Colombia, Mexico, Peru, Uruguay and Venezuela.

The participants examined current manpower policies in relation to problems of economic and social change in the industrially advanced sectors of Latin America. Participants worked during the greater part of the time in four working groups, each of which was advised by a member of the Institute's Faculty. During the two weeks covered by the seminar each working group developed a report on one particular aspect of the formulation and implementation of labour policy, as follows : the role of labour policy in planning for economic and social change ; the social, traditional, cultural and political constraints on labour policy formulation ; labour policy problems at the level of the individual undertaking ; and the problems of implementing labour policy.

Latin American Area Seminar on Social Policy in Modernising Areas (Oaxtepec, Mexico, 19-31 October 1969)

Twenty-four participants from the following sixteen Latin American countries took part in this Spanish-language seminar : Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Guatemala, Mexico, Nicaragua, Panama, Paraguay, Peru and Uruguay.

The focus of the seminar was social policy in rural areas and the pre-industrial urban sectors. A number of social and labour policy issues were presented by lecturers and then discussed by small working groups of participants. These issues included the agrarian structure and labour relations on the land ; peasant organisations and their role in economic and social development ; land reform in Latin America as a mid-century issue ; the changing demographic structure ; the rural migrant in the urban environment and problems of employment, education and training ; and social policy and social participation.

2. Promotional Activities

International Educational Materials Exchange (IEME) ¹

The total number of participants in the IEME has risen to 487 (284 regular participants and 203 co-operating institutions) in 80 countries and territories. So far the IEME has been concentrating on material in English and French, but its coverage has now been extended to Latin American countries as well. Eighty titles are available at present.

Labour Studies Teaching Fellowships ²

The first four teaching fellowships, designed for teachers and research workers in universities and other tertiary educational institutions, were awarded in 1969. The purpose of the fellowships is to provide an opportunity for the fellows to increase their competence to incorporate the labour dimension in their teaching and research; broaden their approach to labour studies on an interdisciplinary basis; and adopt a comparative approach to their teaching and research.

Meeting on the Development of Labour Studies in East Africa (Nairobi, 3-7 November 1969)

Twenty-one persons engaged in teaching and/or research in the field of labour studies in the seven countries (Ethiopia, Kenya, Malawi, Sudan, Tanzania, Uganda and Zambia) covered by the IILS East African area project on the promotion of labour studies took part in this meeting, which was held at University College,

¹ See also IILS *Bulletin*, No. 5 (Nov. 1968), pp. 226-231, and *ibid.*, No. 6 (June 1969), pp. 210-212.

² See p. 330.

Nairobi. The meeting was organised for the ILS by Kenneth F. Walker, Senior Staff Associate, who also took the chair.¹

The meeting reviewed the present state of labour studies both within and beyond the university and the problems involved in their further development. Points covered in the discussions included the desirable content of teaching programmes; the adequacy of teaching aids; extra-mural activities of the universities for the benefit of unions, management, public officials, etc.; and research needs for the development of more effective education geared to the practical problems of the countries concerned. A scholar in each country prepared for the meeting a working paper on labour problems and labour studies in his country.

¹ See also pp. 286-292.

II. Research

The Institute's research projects have been grouped under four main headings, as follows :

1. Industrial relations systems.
2. Social participation.
3. Labour market questions.
4. International integration and social policy.

1. Industrial Relations Systems

Workers' Participation in Management

This IILS international comparative research project involves studies at three levels. A level studies aim at providing an analytical, critical and prospective review of experience and trends in the field based on previous research ; B level studies involve the collection of new data on the extent and functioning of institutions for workers' participation in management ; while those at C level take the form of intensive studies in a small number of particular undertakings.

A comparative analysis of national studies is being prepared by the IILS and will be discussed at a research conference on this project to be held from 1 to 4 December 1970.

For background and progress reports, see IILS *Bulletin*, No. 2 (Feb. 1967), pp. 64-125 ; *ibid.*, No. 3 (Nov. 1967), pp. 141-143 ; *ibid.*, No. 4 (Feb. 1968), pp. 162-163 ; *ibid.*, No. 5 (Nov. 1968), pp. 136-220 ; *ibid.*, No. 6 (June 1969), pp. 54-186 ; and pp. 153-285.

Strategic Factors in Industrial Relations Systems

A research design for this project has been published in IILS *Bulletin*, No. 6 (June 1969), pp. 187-209. The first industry project deals with the metal industries. A group of researchers

met at the Institute from 1 to 5 September 1969 to plan the second phase of this project, for which new research will be carried out in a number of countries.

2. Social Participation

Rural Populations' Participation in Development

A research design for this project was published in *IILS Bulletin*, No. 4 (Feb. 1968), pp. 4-85. Several further country studies are being added to those already planned or nearing completion, and it is hoped to publish them in book form, together with a comparative analysis prepared by the IILS consultant on this subject, Henry A. Landsberger, Professor of Sociology, University of North Carolina.

Symposium on Social Participation in Latin America

This symposium was held from 14 to 16 October 1969 in Mexico City.¹ It focused on problems of social participation of rural

¹ The Chairman of the symposium was Victor L. Urquidi, President, El Colegio de México. The following participated in the symposium:

Almino Affonso, ILO Expert, Institute for Training and Research in Agrarian Reform, Santiago.

Gonzalo Aguirre Beltrán, Inter-American Indian Institute, Mexico City.

Guillermo Bonfil Batalla, Researcher, Department of Anthropology, National University of Mexico.

Sergio Cajarville, Teaching Fellow, IILS.

Fernando Henrique Cardoso, Director, Brazilian Centre for Analysis and Planning, São Paulo, Brazil.

Jean Casimir, Institute of Social Research, Mexico City.

Robert W. Cox, Director, IILS.

Torcuato Di Tella, Research Fellow, Institute of Latin American Studies, University of London.

Orlando Fals Borda, Programme Director, United Nations Research Institute for Social Development, Geneva, Switzerland.

populations and of unassimilated, unskilled "marginal" populations in the towns. Some of the symposium papers, together with a paper on the symposium's work and on the scope of future research, are published in this issue of the ILS *Bulletin*.¹

Research Meeting on the Comparative Study of Trade Unions and Industrial Relations in Economic Development (Geneva, 25-27 June 1969)

A group of scholars met at the ILS from 25 to 27 June 1969 and discussed methods of evaluating the role and functions of trade unions and industrial relations in the development process

Pablo González Casanova, Director, Social Research Institute, National University of Mexico.

Juárez R. Lopes, Professor, Faculty of Architecture and Town Planning, University of São Paulo, Brazil.

Mario Monteforte Toledo, Researcher, Social Research Institute, National University of Mexico.

Lawrence B. Moore, Regional Community Development Adviser, United Nations Economic Commission for Latin America, Santiago.

Clodomir Santos de Moraes, Regional Adviser for Latin America on Rural Development, ILO Area Office in Mexico.

Julio C. Neffa, Teaching Fellow, ILS.

José Nun, Director, Marginality Project, Torcuato Di Tella Institute, Buenos Aires.

Ricardo Pozas Arciniega, Professor, Faculty of Political and Social Science, National University of Mexico.

Maria Isaura Pereira de Queiroz, Professor of Sociology, Faculty of Philosophy, Science and Arts, University of São Paulo, Brazil (contributed a paper but was unable to attend).

Aníbal Quijano, Social Affairs Division, United Nations Economic Commission for Latin America, Santiago.

Robert S. Ray, Senior Staff Associate, ILS.

Rafael Segovia, Professor of Political Science, El Colegio de México.

José Agustín Silva Michelena, Director of Studies, Centre for Development Studies, Caracas.

Rodolfo Stavenhagen, Senior Staff Associate, ILS (symposium co-ordinator and rapporteur).

¹ See pp. 55-152.

with a view to designing a comparative international research project. In the light of the discussions, alternative research strategies are being developed.¹

3. Labour Market Questions

Migration of High-Level Manpower (the "Brain Drain")

Research into the international migration of skills was completed during 1969 by Richard Blandy, former ILS Staff Associate and now Senior Lecturer in Economics at Flinders University, Adelaide, Australia ; a book on the results is due to be published.

¹ The Chairman of the meeting was Robert W. Cox, Director, ILS. The following participated in the meeting :

George Bain, Research Fellow, Nuffield College, Oxford, United Kingdom.
Jeff Harrod, Graduate Institute of International Studies, Geneva, Switzerland.
Dudley Jackson, Department of Applied Economics, University of Cambridge, United Kingdom.

Subbiah Kannappan, Professor of Economics, Department of Economics, Michigan State University, East Lansing, United States (ILS Project Consultant).

Patrick de Laubier, Staff Associate, ILS.

Martin Meissner, Associate Professor of Sociology, University of British Columbia, Vancouver, Canada, and Holder of the 1968-69 Canadian Government Fellowship at the ILS.

Frederick Meyers, Professor, Institute of Industrial Relations, University of California, United States.

Luis Nunes, Graduate Institute of International Studies, Geneva, Switzerland.
Daniel Pécaud, Laboratoire de Sociologie Industrielle, Ecole Pratique des Hautes Etudes, Paris.

Ramsy Radi, Staff Associate, ILS (Meeting Secretary).

Robert S. Ray, Senior Staff Associate, ILS.

Guy G. Routh, Reader in Economics, University of Sussex, United Kingdom, and a Visiting Associate at the ILS.

George Spyropoulos, Chief, Research Section, Social Institutions Development Department, International Labour Office, Geneva, Switzerland.

Rodolfo Stavenhagen, Senior Staff Associate, ILS.

Adolf Sturmthal, Professor of Labor and Industrial Relations, Institute of Labor and Industrial Relations, University of Illinois, United States.

Kenneth F. Walker, Senior Staff Associate, ILS.

The Functioning of Labour Markets in Latin America
(Buenos Aires, 15-17 September 1969)

A symposium on this subject was held in Buenos Aires.¹ The objectives were to identify the highest priority labour market research problems requiring studies to support more rapid economic and social development; identify the most urgent data requirements for these research problems; review theoretical and conceptual problems; encourage contact among labour

¹ The Chairman of the symposium was Enrique Oteiza, Director, Torcuato Di Tella Institute, Buenos Aires. The following participated in the symposium: Richard Adams, Professor of Anthropology, University of Texas, United States. Mrs. Sofia R. Alvarez, Chief, Socio-Economic Department, Secretariat of State for Labour, Buenos Aires.

Sergio Cajarville, Teaching Fellow, ILS.

Mrs. Lucía María Leban de Calot, Chief, National Office for Women Workers, Secretariat of State for Labour, Buenos Aires.

Ricardo Cappeletti, Institute for Latin American Integration, Buenos Aires (contributed a paper but was unable to attend).

Robert W. Cox, Director, ILS.

Pablo Huneeus Cox, Director, National Employment Service, Santiago.

Alberto Insúa Garbarino, Director, Employment and Human Resources Service, Ministry of Labour, Lima.

Ernesto Kritz, ILO Expert on Human Resources, ILO Regional Employment Programme for Latin America and the Caribbean, Santiago.

Juárez R. Lopes, Professor, Faculty of Architecture and Town Planning, University of São Paulo, Brazil.

Julio C. Neffa, Teaching Fellow, ILS.

Paulo Novaes, Director, Planning Division, Ministry of Education and Culture, Rio de Janeiro, Brazil.

Hector Ruiz Moreno, Director, Inter-American Centre for Labour Administration, Lima.

Robert S. Ray, Senior Staff Associate, ILS (Symposium co-ordinator and rapporteur).

Nilda Sito (Mrs. Mora y Araujo), Associate Professor, Department of Sociology, Bariloche Foundation, San Carlos de Bariloche, Argentina.

Aldo Solari, Social Affairs Officer, United Nations Economic Commission for Latin America, Santiago.

Rodolfo Stavenhagen, Senior Staff Associate, ILS.

Jorge Leonardo Tersoglio, Adviser, Ministry of Economic Affairs, Buenos Aires.

market analysts in Latin America, both academicians and technicians; encourage the co-ordination of their research efforts; and identify a specific future role for the ILS in the promotion of labour market research in Latin America. An over-all objective which embraces all these elements was the stimulation of more empirical labour market research and analysis by Latin American specialists.

Computer Simulation of Manpower Planning

A teaching-oriented computer simulation exercise was prepared for and introduced in the 1970 International Study Course on Labour Problems in Economic and Social Development (Geneva, 13 January-20 March 1970). The objects of this exercise are to (a) demonstrate the interdependency of economic and social systems, (b) demonstrate the need for co-ordination of policy decisions affecting development planning, (c) provide direct and individual experience with a decision-making model and (d) simplify the teaching of a complex subject.

4. International Integration and Social Policy

Symposium on International Collective Bargaining (Geneva, 29 April-2 May 1969)

The purpose of this symposium¹ was to examine the prospects for transnational industrial relations—i.e. the prospects that the

¹ The symposium was held under the chairmanship of Otto Kahn-Freund, Professor of Comparative Law, University of Oxford, United Kingdom. The following participated in the symposium:

Marcel Biart, Assistant Director, Personnel Department, Solvay et Cie, SA, Brussels.

David H. Blake, Assistant Professor of Political Science, Wayne State University, Detroit, United States.

processes for making decisions about work rules, incomes and other aspects of industrial relations will increasingly flow across national boundaries and will overflow the national institutions which have been dealing with them until they become restruc-

Roger Blanpain, Director, Institute for Labour Relations, University of Louvain, Belgium.

Karl Casserini, Head of the Economics Department, International Metalworkers' Federation, Geneva, Switzerland.

Richard P. Conlon, Chairman and Managing Director, Business International SA, Geneva, Switzerland.

Robert W. Cox, Director, ILS.

Michel Despax, Professor, Faculty of Law and Economics, University of Toulouse, France.

J. E. van Dierendonck, Head of the Directorate for Social Affairs, Commission of the European Communities, Brussels.

Pierre Grandjeat, Conseiller référendaire, Cour des Comptes, Paris.

Hans Günter, Staff Associate, ILS.

Paul Haenni, Honorary Director, International Management Development Institute, Geneva, Switzerland.

Jeff Harrod, Graduate Institute of International Studies, Geneva, Switzerland.

Jacques Houssiaux, Professor, Faculty of Law and Economics, University of Paris.

Marcos Kaplan, Professor, Institute of International Studies, University of Chile (contributed a paper but was unable to attend).

Jack Lee, President, Institute of Personnel Management, London.

Charles Levinson, General Secretary, International Federation of Chemical and General Workers' Unions, Geneva, Switzerland.

Heribert Maier, Head of the Economic, Social and Political Department, International Confederation of Free Trade Unions, Brussels.

Zdeněk Mošna, Dean of the Faculty of Management and Head of the Department of Labour, Economics and Personnel Management, Prague School of Economics.

Joseph Nye, Associate Professor of Government and Research Associate, Center for International Affairs, Harvard University, United States.

Clas-Erik Odhner, Head of the Research Department, Swedish Confederation of Trade Unions, Stockholm.

M. G. O'Leary, Vice-President, Alcan International Ltd., Montreal, Canada.

Michel Parion, Chief of the Social Division, French National Building Federation, and Secretary-General, International Federation of European Building Employers, Paris.

Howard Perlmutter, Professor, Wharton Graduate School of Finance and Commerce, University of Pennsylvania, United States.

tured internationally. A book analysing the papers presented at this symposium and the discussion is due to be published.

Symposium on Future Social Policy Requirements of Modern Societies (Geneva, 25-28 November 1969)

This symposium¹ looked at changes in the pattern of social vulnerability as influenced by economic, demographic and technological causes; changing attitudes and demands determining the goals of social policy; and the organisational pressures to obtain satisfaction of the needs of different groups. It also

B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science.

Johannes Schregle, Chief, Labour Law and Labour Relations Branch, International Labour Office, Geneva, Switzerland.

Norman Scott, Professor, Graduate Institute of International Studies, Geneva, Switzerland.

Kenneth F. Walker, Senior Staff Associate, IILS.

Reinhold Weil, Director, Institute for Applied Labour Science, Cologne, Federal Republic of Germany.

¹ The symposium was held under the chairmanship of George F. Davidson, Chairman, Canadian Broadcasting Corporation, Ottawa; formerly President of the Economic and Social Council of the United Nations and of the International Conference of Social Work and a member of the Social Commission of the United Nations. The following participated in the symposium:

Mrs. Christine Cockburn, Consultant to the Study Group on Social Security Research of the International Social Security Association, Geneva, Switzerland.

Robert W. Cox, Director, IILS.

Albert Delpérée, Secretary-General, Ministry of Social Affairs, Brussels.

Richard Draperie, Principal Administrator, Commission of the European Communities, Brussels.

G. F. Falchi, Executive Assistant to the Vice-President of the Commission of the European Communities, Brussels.

D. Fehrs, Principal Administrator, Office of Social Affairs, Commission of the European Communities, Brussels.

Henning Friis, Executive Director, Danish National Institute of Social Research, Copenhagen.

Hans Günter, Staff Associate, IILS.

considered approaches to social policy planning. Several of the symposium papers are reproduced in the present issue of the *IILS Bulletin*.¹ The work of the symposium will be published in an appropriate form later.

Pierre Grandjeat, Conseiller référendaire, Cour des Comptes, Paris (Project Consultant).

Franco Illuminati, Head, International Relations Service, National Sickness Insurance Institute, Rome.

Hans-Jürgen Krupp, Professor, Seminar for Social Policy, Johann Wolfgang Goethe University, Frankfurt-am-Main, Federal Republic of Germany.

Jean-François Larger, Staff Associate, IILS.

Pierre Lavau, Secretary-General, Commissions supérieures de la sécurité sociale et des prestations familiales, Paris.

László Lengyel, Head of the Social Policy Department, Ministry of Finance, Budapest.

E. Lisle, Director, Consumption Research and Documentation Centre (CREDOC), Paris.

T. R. Marmor, Visiting Faculty Fellow, Adlai Stevenson Institute, Chicago, United States.

Donald V. McGranahan, Director, United Nations Research Institute for Social Development, Geneva, Switzerland.

Miss Della Nevitt, Lecturer in Social Administration, London School of Economics and Political Science.

Mancur Olson, Professor of Economics, University of Maryland, United States.

Guy Perrin, Counsellor, Social Security Branch, International Labour Office, Geneva, Switzerland.

Martin Rein, Professor of Social Policy, Massachusetts Institute of Technology, United States.

Vladimir Rys, Head of the Documentation Service, International Social Security Association, Geneva, Switzerland.

Guy Spitaels, Director of Research, Institute of Sociology, Brussels.

Inge Svensson, Assistant Director, Swedish Employers' Confederation, Stockholm.

Giovanni Tamburi, Chief, Social Security Branch, International Labour Office, Geneva, Switzerland.

Jan Tinbergen, Professor of Development Planning, Netherlands School of Economics, Rotterdam.

Gerard M. J. Veldkamp, Government Counsellor, Royal Commission for the Codification of Social Security, The Hague.

Leo Wildmann, Secretary-General, International Social Security Association, Geneva, Switzerland.

¹ See pp. 5-54.

Staff Developments

International Organisation : World Politics—Studies in Economic and Social Agencies, edited by Robert W. Cox, Director of the ILS, has been published by Macmillan, London, under the auspices of the International Political Science Association. A United States edition is to be published by Praeger, New York, under the title *The Politics of International Organization*.

Mr. Cox has joined the Board of Editors of *International Organization*, published by the World Peace Foundation.

Kenneth F. Walker, ILS Senior Staff Associate, gave on 3 March 1969 the first *Times* Management Lecture in London on "Industrial Democracy—Fantasy, Fiction or Fact ?". The text has been made available as a separate publication by Times Newspapers.

Las clases sociales en las sociedades agrarias by Rodolfo Stavenhagen, ILS Senior Staff Associate, has been published by Siglo Veintiuno Editores SA, Mexico. A French edition, entitled *Les classes sociales dans les sociétés agraires*, has been published by Editions Anthropos, Paris ; and an English translation entitled *Social Classes in Agrarian Societies* is being produced by Doubleday & Co., New York.

Georges Spyropoulos has joined the ILS as Assistant Director, leaving the ILO Social Institutions Development Department, where he was Chief of the Research Section. In addition to numerous articles his major publications include: *La liberté syndicale* (Paris, Librairie générale de droit et de jurisprudence, 1955), *Le droit des conventions collectives de travail dans les pays de la Communauté européenne de charbon et de l'acier* (Paris, Editions de l'Epargne, 1959), and *La gestion des œuvres sociales par les comités d'entreprise en France* (Paris, Librairie générale de droit et de jurisprudence, 1961). He is also co-author of *La integración económica de América Latina. Problemas de participación y de política laboral* (Geneva, ILO Social Institutions Development Department, 1968).

Oscar Ribeiro has rejoined the ILS as Administrative Senior Officer after completing his assignment as Director of the ILO Area Office in Beirut.

Jean-François Larger assumed responsibility for the ILS French-language programme. He is detached from the Cour des Comptes, Paris, where he is a Conseiller référendaire.

Martin Meissner, Associate Professor of Sociology, University of British Columbia, Vancouver, who was the holder of the 1968-69 Canadian Government Fellowship at the ILS, has returned to his university. At the ILS he carried out research into work, leisure and social participation in the industrial community.¹

Nasir Islam, who as Lecturer, Department of Administrative Science, University of the Punjab, had attended the ILS 1968 International Study Course on Labour Problems in Economic and Social Development and who subsequently stayed on as a Visiting Associate to carry out research, has left the ILS to take up a senior research post in Karachi.

Jeff Harrod, who has just completed a case study of external influences on the trade union movement in Jamaica and was a Lecturer in International Relations at the University of the West Indies at Kingston, has joined the ILS as a Staff Associate.

Guy Routh, Reader in Economics, University of Sussex, spent four months in 1969 as a Visiting Associate at the ILS, where he was on the Faculty of the 1969 Internship Study Course on Active Labour Policy Development² and carried out research into wage policy in Tanzania.

Ali A. Suliman (Lecturer, Faculty of Economics, University of Khartoum), B. Tesfay (Lecturer in Business Administration, Haile Sellassie I University, Addis Ababa), Sergio Cajarville (doctoral student of sociology from Uruguay) and Julio C. Neffa (a researcher from the Instituto Torcuato Di Tella, on leave to complete a doctorate at the University of Paris) were awarded ILS teaching fellowships for varying periods of time in 1969.³

Subbiah Kannappan, Professor of Economics, Michigan State University, acted as a consultant to the ILS in connection with

¹ See pp. 293-314.

² See p. 316.

³ See p. 318.

the ILS 1969 Research Meeting on the Comparative Study of Trade Unions and Industrial Relations in Economic Development.¹

Adolf F. Sturmthal, Professor of Labor and Industrial Relations, University of Illinois, was a Visitor during the summer of 1969 at the ILS, whose facilities he used in connection with his research project on factors influencing the character of labour movements over the course of economic development.

Oliver Clarke, Research Fellow, Department of Industrial Relations, London School of Economics and Political Science, who attended the ILS 1969 Research Meeting on Strategic Factors in Industrial Relations Systems², subsequently used ILS facilities in connection with his research in the field of workers' participation in management.

Pierre Grandjeat, Conseiller référendaire at the Cour des Comptes, Paris, and former ILS staff member, helped to organise and conduct the ILS 1969 Symposium on Future Social Policy Requirements of Modern Societies.³

¹ See pp. 322-323.

² See pp. 320-321.

³ See pp. 327-328.

IILS Publications

Appeared¹

Wage Policy Issues in Economic Development

Based on a symposium held in Egelund, Denmark, from 23 to 27 October 1967. Edited by A. D. Smith. Published by Macmillan, London, 1969 ; xv, 408 pp., £6.

The French translation is entitled *Les problèmes de la politique des salaires dans le développement économique*. Published in two volumes by the Librairie sociale et économique, Paris ; 22 Fr. francs (in France : 20 Fr. francs) per volume.

Industrial Relations : Contemporary Issues

Based on a selection of papers presented at the First World Congress of the International Industrial Relations Association (IIRA) held in Geneva from 4 to 8 September 1967. Edited by B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science, and IIRA President. Published by Macmillan, London, 1968 ; xxxv, 360 pp., 90s.

The French translation is entitled *Relations professionnelles : problèmes d'actualité*. Published in two volumes by the Librairie sociale et économique, Paris ; 20 Fr. francs (in France : 18 Fr. francs) per volume.

The papers presented at the First World Congress of the IIRA under the agenda item on teaching and research in industrial relations, together with an introductory comment by Robert W. Cox, Director, International Institute for Labour Studies, and a summary of the respective discussions, were published in *IILS Bulletin*, No. 5, November 1968, pages 4 to 135.

A Progress Report, 1968

By Robert W. Cox, Director of the International Institute for Labour Studies. This Progress Report comprises the following

¹ See also p. 318 on the IILS International Educational Materials Exchange.

sections : I. A Measure of Achievement : 1966-67 ; II. Substantive Questions of Future Programme Development ; and III. Institutional Factors. It was endorsed unanimously by the Board of the Institute on 17 February 1968. Published by the International Institute for Labour Studies, Geneva, 1968 ; 64 pp. Available in English, French and Spanish.

Relaciones de Trabajo en el Proceso de Desarrollo Económico y Social

Sixteen lectures given at the Special Industrial Relations Course for Graduate Latin American Engineers held at the International Institute for Labour Studies in Geneva from 25 July to 12 August 1966. Published only in Spanish by Editorial Sudamericana, Buenos Aires, 1968 ; 300 pp., US \$3.

The Labour Market and Inflation

Based on a symposium held in Geneva from 24 to 27 October 1966. Edited by A. D. Smith. Published by Macmillan, London, 1968 ; xx, 247 pp., 70s.

The French translation is entitled *Le marché du travail et l'inflation*. Published by the Librairie sociale et économique, Paris ; 20 Fr. francs (in France : 18 Fr. francs).

Collective Bargaining in African Countries

Study prepared by B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science, and L. Greyfié de Bellecombe, former Staff Associate, International Institute for Labour Studies. Published by Macmillan, London, 1967 ; xviii, 158 pp., 55s.

The French translation is entitled *Les négociations collectives dans les pays d'Afrique*. Published by the Librairie sociale et économique, Paris ; 20 Fr. francs (in France : 18 Fr. francs).

Automation on Shipboard

An account and papers of a seminar held at Elsinore, Denmark, from 13 to 21 September 1965 ; introduced by G. J. Bonwick,

Master Mariner. Published by Macmillan, London, 1967 ; xii, 127 pp., 63s.

The French translation is entitled *Les problèmes du travail issus de l'automation à bord des navires*. Published by the Librairie sociale et économique, Paris ; 20 Fr. francs (in France : 18 Fr. francs).

Industrial Relations and Economic Development

Papers presented to a research conference held in Geneva from 24 August to 4 September 1964. Edited by Arthur M. Ross, Professor of Industrial Relations, University of California. Published by Macmillan, London, 1967 ; xxxv, 413 pp., 90s.

The French translation is entitled *Le rôle des relations professionnelles dans le développement économique*. Published in two volumes by the Librairie sociale et économique, Paris ; 20 Fr. francs (in France : 18 Fr. francs) per volume.

Les migrations de travailleurs en Europe

Report on a symposium held in Geneva from 12 to 15 October 1965. Prepared by Pierre Grandjeat, Conseiller référendaire, Cour des Comptes, Paris, while detached to the International Institute for Labour Studies. Published only in French by the Librairie sociale et économique, Paris, 1966 ; iv, 96 pp., 20 Fr. francs (in France : 18 Fr. francs).

Employment Problems of Automation and Advanced Technology : An International Perspective

Proceedings of a conference held in Geneva from 19 to 24 July 1964. Edited by Jack Stieber, Director, School of Labor and Industrial Relations, and Professor of Economics, Michigan State University. Published by Macmillan, London, 1966 ; xvii, 479 pp., £5.

Reprints

- No. 18 *Personnel and Social Planning on the Plant Level*, by Kenneth F. Walker (available in English).
- No. 17 *Esquisse d'une théorie du syndicalisme*, by Patrick de Laubier (available in French).
- No. 16 *The Future of Upward Mobility*, by John Porter (available in English).
- No. 15 *The Brain Drain and Developing Countries*, by Subbiah Kannappan (available in English, French and Spanish).
- No. 14 *Education for Development*, by Robert W. Cox (available in English).
- No. 13 *The Role of the Government in Industrial Relations (with Special Reference to Australia)*, by Kenneth F. Walker (available in English).
- No. 12 *L'Assurance-maladie en France*, by Pierre Grandjeat (available in French).
- No. 11 *The Value of Occupation-Industry Data for Forecasting Purposes*, by Abdelmegid M. Farrag (available in English, French and Spanish).
- No. 10 *L'Institut international d'études sociales*, by Pierre Grandjeat (available in French).
- No. 9 *The Economics of Structuring an Industrial Labour Force: Some Reflections on the Commitment Problem*, by Subbiah Kannappan (available in English).
- No. 8 *Human Resources and World Economic Development: Frontiers for Research and Action*, by Charles A. Myers (available in English, French and Spanish).
- No. 7 *Trade Unions, Employers and the Formation of National Economic Policy*, by R. W. Cox (available in English).
- No. 6 *Travailleurs étrangers et mobilité sociale en Suisse*, by R. Girod (available in French).

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- No. 5 *La emigración de ingenieros de la Argentina. Un caso de "brain drain" latinoamericano*, by E. Oteiza (available in Spanish).
- No. 4 *Economic Development and the Traditional Attitudes of Workers*, by Aamir Ali (available in English).
- No. 3 *The Occupational Structure of the Labour Force*, by A. M. Farrag (available in English).
- No. 2 *Problems of Employment in Economic Development :*
- (a) *The Works Programme in East Pakistan*, by Richard V. Gilbert.
 - (b) *Development and Rural Overpopulation : Lessons from Polish Experience*, by M. Pohorille.
 - (c) *Concepts and Measurement of Unemployment and Underemployment in Developing Economies*, by Nurul Islam.
 - (d) *Employment Problems of Regional Development : The Case of Slovakia*, by Pavel Hoffmann.
 - (e) *Precarious Employment in Sicily*, by P. Sylos-Labini. (Available in English, French, and Spanish.)
- No. 1 *Sickness Insurance for Employed Persons in Czechoslovakia*, by Petr Svátek (available in English, French and Spanish).

International Industrial Relations Association

Second World Congress

The Second World Congress of the International Industrial Relations Association (IIRA) will be held at the International Labour Office in Geneva from 1 to 4 September 1970.

The agenda will be as follows :

1. Evaluation of manpower policies ; rapporteur : Mrs. Z. Morecka, University of Warsaw.
2. Workers' participation in management ; rapporteur : Kenneth F. Walker, International Institute for Labour Studies, Geneva.
3. Industrial relations and industrial change ; rapporteur : Jean-Daniel Reynaud, Conservatoire national des arts et métiers, Paris.
4. Political systems and industrial relations ; rapporteur : Clark Kerr, University of California.
5. The role and functions of industrial relations centres ; rapporteur : Gerald G. Somers, University of Wisconsin.

The rapporteurs have drawn up preliminary outlines for their respective agenda items and are finalising the preparation of Congress papers. They will draw up a synthesis report for the Congress on the basis of the submitted papers and structure the corresponding discussions.

The Congress registration fee is \$25. Further details can be obtained from the Secretary, International Industrial Relations Association, 154, rue de Lausanne, CH-1211 Geneva 22, Switzerland.

Membership Developments

Full membership, which is open to national or regional industrial relations associations has risen to fifteen in the following countries : Argentina, Australia, Austria, Belgium, Canada,

Finland, France, Israel, Italy, Japan, Netherlands, Poland, Sweden, United Kingdom and United States. Steps are being taken in a number of other countries towards the establishment of national or regional industrial relations associations.

Institutional associate membership, which is open to universities and colleges as well as to research institutes concerned with the scholarly study of industrial relations, has risen to twenty-three in the following eighteen countries: Belgium, Brazil, Canada, Czechoslovakia, France, Federal Republic of Germany, India, Ireland, Israel, Japan, Mexico, Netherlands, Spain, Sweden, Switzerland, Turkey, United Kingdom and United States.

Individual associate membership, which is open to persons active as scholars or practitioners in the industrial relations field, has risen to 269 in the following forty-four countries and territories: Argentina, Australia, Austria, Belgium, Canada, Chile, Congo (Kinshasa), Cyprus, Denmark, Finland, France, Federal Republic of Germany, Guyana, Hong Kong, India, Ireland, Israel, Italy, Kenya, Malawi, Mauritius, Mexico, New Zealand, Nigeria, Norway, Pakistan, Paraguay, Philippines, Puerto Rico, Senegal, Singapore, Republic of South Africa, Sweden, Switzerland, Tanzania, Trinidad and Tobago, Turkey, Uganda, United Arab Republic, United Kingdom, United States, Upper Volta, Yugoslavia and Zambia.

*Report on the First Asian Regional Conference of the IIRA*¹
(Tokyo, 4-7 March 1969)

The Japan Industrial Relations Research Association, a member of the IIRA, convened this First Asian Regional Conference of the

¹ Prepared by Ichiro Nakayama, President of the Japan Institute of Labour and of the Japan Industrial Relations Research Association.

For a report on the First North American Regional Meeting of the IIRA (Chicago, 17-18 May 1968), which focused on a discussion of the role of industrial relations centres and was sponsored on behalf of the IIRA by the Industrial Relations Research Association (United States), see *IILS Bulletin*, No. 5, Nov. 1968, pp. 246-249.

IIRA, together with the Japan Institute of Labour, an IIRA institutional associate. The Japan Institute of Labour had sponsored two similar industrial relations conferences in Tokyo in 1965 and 1967.

The IIRA First Asian Regional Conference had as its main theme the changing patterns of industrial relations in Asian countries, together with the following three sub-themes: (1) industrial relations in the public sector; (2) manpower policy; and (3) the role of industrial relations centres and institutes. It was attended by forty-eight persons who came mainly from Asian countries but also from the United States and Australia and included representatives of the International Labour Office and the United Nations Economic Commission for Asia and the Far East (ECAFE).

The Conference was opened by Ichiro Nakayama, President of the Japan Institute of Labour and of the Japan Industrial Relations Research Association. Mr. Nakayama outlined the need for effective research and discussion relating to the three sub-themes on the agenda and emphasised the desirability of mutual exchanges of experience amongst Asian countries.

The first two sessions were devoted to the problems of industrial relations in the public sector, and the subsequent three sessions focused on manpower policy. The role of industrial relations centres and institutes was examined at the sixth session, and the last session was devoted to a general assessment of the Conference.

At the first session, held under the chairmanship of Norman F. Dufty, Assistant Director, Western Australian Institute of Technology, and Yutaka Sumita, Professor, Doshisha University, Kyoto, papers were presented by Tadashi Mitsufuji, Professor, Department of Economics, Seijo University, Tokyo, and Mrs. Alice H. Cook, Professor, New York State School of Industrial and Labor Relations, Cornell University, United States. Mr. Mitsufuji's paper analysed the labour disputes occurring in the public sector in Japan and concluded that the legal framework and poor communications between labour and management aggravated

industrial relations in that sector. Mrs. Cook viewed industrial relations in the public sector as a political process. She maintained that workers' organisations in that sector bring pressure to bear on the government not by causing direct economic damage but rather by trying to undermine the political survival of the government via the public. She applied her model to industrial relations at the local governmental level in Japan. Yoshio Keiya, Assistant Professor, Tokyo Institute of Technology, discussing Mr. Mitsufuji's and Mrs. Cook's papers, was optimistic regarding industrial relations in the public sector, in contrast to the pessimistic attitude of Mr. Mitsufuji. Mr. Keiya pointed out, for example, the diminishing frequency of "work-to-rule strikes" in recent years, and contended that this could be put down to the growing experience of the parties concerned as regards the settlement of disputes and to the government's full acceptance of arbitration awards made by public labour relations commissions.

At the second session Johannes Schregle, Chief of the Labour Law and Labour Relations Branch, ILO, and Ratnayake Seneviratne, Economic Affairs Officer, Division of Industry and Natural Resources, ECAFE, presented papers focusing on the comparative analysis of industrial relations in the public sector in Asian countries. Tadashi Hanami, Research Officer, Japan Institute of Labour, and Professor, Department of Law, Jochi (Sophia) University, Tokyo, commenting on the papers, called attention to the dual role of the government as an employer and as a political institution. As a political institution, the government tended to regard a union as either a political enemy or friend rather than as a partner in industrial relations. He expressed the opinion that Mr. Schregle's elaborate blueprint for avoiding disputes in the public sector might not be as effective in Asian countries as in Western countries, due to the predominantly political purpose of strikes in the former.

Wang Shih-Chi, Executive Manager, National Vocational Training Service for Industry of the Republic of China, and William C. C. Kung, Director of Studies of the Hong Kong Management

Association, presented papers at the third session on the manpower policies of their respective countries. Mr. Wang read the paper prepared by Albert L. T. Hsu, Director, Personnel Department, Ministry of Economic Affairs of the Republic of China, who could not attend the Conference. Both papers discussed manpower problems in developing economies and suggested possible solutions. The third session was chaired by Chi-Sun Kim, Professor, College of Law, Seoul National University, Republic of Korea, and Robert Ballon, Professor, Department of Economics, Jochi (Sophia) University, Tokyo. Shin-ichi Takezawa, Professor, College of Social Relations, Rikkyo (St. Paul) University, Tokyo, commenting on Mr. Hsu's paper, concentrated his remarks on (1) the relative emphasis on agriculture as part of manpower policy in a developing economy, (2) difficulties regarding the geographical mobility of the labour force, and (3) adjustment of the supply of and demand for labour through such measures as education and vocational training. He called attention, in connection with Mr. Kung's paper, to the sharp difference between the initiation of manpower policy in the Republic of China and in Hong Kong: he pointed out that in the former the government took the initiative in planning and implementing manpower policy, while in the latter management played the leading role in this respect.

At the fourth session, held under the chairmanship of Mr. Kung and Hisashi Kawada, Professor, Faculty of Economics, Keio University, Tokyo, Tatang Mahud, Director-General for the Development and Utilisation of Manpower, Department of Manpower, Djakarta, Indonesia, as well as You Poh-Seng, Director of Research, Economic Research Centre, University of Singapore, and Stephen Yeh, Assistant Director of the same Centre, presented papers on the manpower policies in their respective countries. The paper presented by Mr. You and Mr. Yeh analysed the process of developing the necessary manpower mix through general and technical education and various types of vocational training. Naomichi Funahashi, Professor, Department of Law, Hosei University, Tokyo, commenting on this paper, called atten-

tion to three major manpower problems in developing economies: (1) the migratory character of the labour force; (2) the coexistence of a serious shortage of skilled labour and a high rate of unemployment and underemployment largely among unskilled workers; and (3) the high labour turnover rates characteristic of the labour market in many Asian countries.

The fifth session was chaired by Mr. You and Kanwal N. Vaid, Director of Research, Shri Ram Centre for Industrial Relations, India. Mr. Kim and Mataji Umemura, Professor, Institute of Economic Research, Hitosubashi University, Tokyo, presented papers. Mr. Kim's paper summarised current manpower problems in Korea and Mr. Umemura's paper analysed Japan's low unemployment rate in relation to the employment and labour market structure in the period following the Second World War. Masumi Tsuda, Professor, Department of Economics, Chuo University, Tokyo, discussing these papers, asked to what extent, and how, problems of unemployment and underemployment should be taken into account in establishing a manpower policy.

At the sixth session, chaired by Mr. Mahud and Mr. Schregle and devoted to the role of industrial relations centres, Mr. Dufty, Mr. Kawada and Mr. Vaid presented papers. Each paper discussed the problems of such centres arising in economic and political conditions peculiar to their respective countries and the possible solution of these problems through variations in the organisational structure of the centres and their method of operation. In the comments made by Makota Sakurabayashi, Professor, Department of Economics, Jochi (Sophia) University, Tokyo, and in the discussion which followed, several points were raised, namely (1) What should be the guiding concepts and goals of industrial relations centres, and in this regard what would be the appropriate organisational affiliation and philosophy of the centres? (2) What should be the relationship between the centres and outside groups—specifically labour, management and the government? (3) What should be the activities of industrial relations centres?

The seventh session, held under the chairmanship of Mr. Nakayama, was devoted to an assessment of the Conference as a

whole. The chairman of each session briefly reviewed the results of the discussions in his respective session. Mr. Nakayama, as the official host of the event, evaluated the over-all results of the Conference.

Direct requests for the published text of the proceedings of the Conference should be addressed to: The Japan Institute of Labour, Chutaikin Building, 8, Shibakoen 9-gochi, Minato-ku, Tokyo 105, Japan.

*Report on the First European Regional Conference of the IIRA*¹
(Linz, Austria, 11-12 April 1969)

The First European Regional Conference of the IIRA provided the opportunity to survey current research projects in the industrial relations field in European countries, with special reference to the comparative significance of results. It also fostered an exchange of views concerning future research needs. The Conference was attended by specialists from fourteen European countries. At the opening session about 150 persons from different universities, government agencies, trade unions and employers' federations were present.

The Conference, which took place at the University of Linz, Austria, was opened by Friedrich Fürstenberg, Professor of Sociology at the University, and President of the Austrian Industrial Relations Research Association. Statements by Otto Kamenitschek, Head of the Labour Market Policy Department, Austrian Federal Ministry for Social Administration, Adolf Adam, Professor of Statistics and Dean, University of Linz, Kenneth F. Walker, Senior Staff Associate, International Institute for Labour Studies, Geneva, and B. C. Roberts, Professor of Industrial Relations at the London School of Economics and Political Science and President

¹ Prepared by Friedrich Fürstenberg, Professor of Sociology, University of Linz, Austria, and President of the Austrian Industrial Relations Research Association.

of the IIRA, stressed the present importance of industrial relations research and the role of the IIRA and its affiliated associations in fostering international research contacts.

In his opening lecture on the power structure in industrial relations, Mr. Fürstenberg analysed the different sources and forms of social power among trade unions, employers' federations and state agencies concerned with industrial relations. He then dealt with the different strategies of exerting power according to the level of influence, the orientation and the scope of the bodies concerned. Finally, he analysed the problem of a balance of power with regard to different phases in the development of industrial relations systems.

At a round-table discussion held under the chairmanship of Mr. Roberts, representatives of the different European member associations of the IIRA reported on the main currents of research in the industrial relations field. A great diversity in both research means and goals was revealed, showing the necessity for co-ordinated action in the future. On the other hand, it was clear that each country's problems had some specific aspects reflecting differences in traditions, in institutions and in the social and economic pressures affecting the action of those concerned with industrial relations. This was particularly brought out in the statements made by Brana Marković, Fellow, Institute for the International Labour Movement, Belgrade, Michal Hronský, Director, Czechoslovak Research Institute of Labour, Bratislava, Andor Weltner, Professor and Head of the Department of Labour Law, Eötvös Loránd University, Budapest, and Zoltan Román, Director, Institute for Industrial Economics, Budapest.

At a session of the Conference devoted to papers on specific research topics Mr. Walker presented a progress report on the international comparative research project on workers' participation in management organised by the International Institute for Labour Studies. The theoretical framework of the studies being undertaken in this connection, permitting a comparison of some major results, was discussed in detail. K. O. Faxén, Head of the Research and Reports Department, Swedish Employers' Federa-

tion, reported on an interesting Swedish experimental project devoted to studying the effects of workers' participation in a particular plant. He also gave an account of the Swedish experience with a national incomes policy. This subject was also dealt with by Kurt Rothschild, Professor of Economics, University of Linz, who pointed out the deficiencies of incomes policy concepts. A paper by Albert L. Mok, Secretary, Netherlands Universities' (Joint) Social Research Centre, analysed the main features of the Dutch industrial relations system, which tended towards centralisation and a formalistic approach. One aspect of particular interest was the provision in the Dutch system for co-operation among the universities in the field of industrial relations research. Sociological aspects of collective bargaining in the Federal Republic of Germany were the subject of a paper by Hansjörg Weitbrecht, Staff Member, IBM Sindelfinden. By comparing actual behaviour with a theoretical model, he analysed the basic conditions for compromises in negotiations, thus contributing to a general theory of industrial relations.

As the Conference did not aim at issuing a final communiqué marking the areas of consensus, there were no concluding statements concerning the future action of the European member associations of the IIRA. However, there was general agreement about the usefulness of closer contacts between institutes engaged in industrial relations research and of a continuing exchange of ideas along the lines of the discussion in the Conference, at which it was felt that a rather promising start had been made.

IIRA Notes¹

Argentina

The Industrial Relations Association of Argentina organised in 1969 a luncheon meeting and three lectures. It broadened its

¹ Based on information received from member associations and/or institutional associates. Further details can be obtained from the entities referred to.

publication activities; and it has been engaged in research work in conjunction with the IIRA Second World Congress to be held in Geneva from 1 to 4 September 1970.

The luncheon meeting was held on 15 July 1969 at the Buenos Aires University Club. A lecture given on 22 July 1969 by Horacio Ferro dealt with training in labour administration and its influence on industrial relations. On 12 August 1969 Francisco Muro de Nadal led a lecture discussion on the study entitled *Prices, Wages and Incomes Policies* by H. A. Turner and H. Zoetewij¹; and on 14 October 1969 Alfredo Alberto Garófano² spoke on the ILO World Employment Programme and technological change. The Industrial Relations Association of Argentina published in 1969 a report on the work of its Executive Committee as well as an information bulletin. It also launched a series entitled *Publicaciones de relaciones industriales*. The first issue in this series contains the transcript of Mr. Ferro's lecture.

Papers dealing respectively with political systems of Latin America and industrial relations and the role of industrial relations centres in Argentina and other South American countries are being prepared for the IIRA Second World Congress by Mr. Stafforini and Jorge R. Macri.

Australia

The Industrial Relations Society of Australia held three week-end conventions at state level in 1969. The first, organised in Terrigal, New South Wales, from 2 to 4 May 1969, had women in industry as its theme. The second, held in Broadbeach, Queensland, from 19 to 21 September 1969, considered a blueprint for improving

¹ ILO : *Prices, Wages and Incomes Policies*, Studies and Reports, New Series, No. 70 (Geneva, 1966).

² A participant in the ILS 1969 Internship Study Course on Active Labour Policy Development.

industrial relations and the third, organised in Warburton, Victoria from 24 to 26 October 1969, focused on problems of communications in industrial relations.

At its meeting held on 3 May 1969 at Terrigal, New South Wales, the Society's Federal Council elected Lindsey B. Bowes, Secretary of the South Australian Department of Labour and Industry, to succeed George Polites as President of the Society; John F. Currie, Industrial Relations Officer, Commonwealth Department of Labour and National Service, was elected to succeed Donald B. McKenzie as Honorary Secretary; and Anthony C. Mills, Director of Apprenticeship, New South Wales Department of Labour and Industry, was re-elected as Honorary Treasurer.

The Federal Council also decided to convene the Society's First National Convention at the Australian National University in Canberra from 15 to 17 May 1970, with industrial relations in Australia in the 1970s as its main theme.

Austria

The Austrian Industrial Relations Association organised, on behalf of the IIRA, the First European Regional Conference of the IIRA, which was held in Linz on 11 and 12 April 1969.¹

The Association's First National Congress was held in Vienna on 19 March 1970. It focused on industrial disputes in modern societies.

The Association, in conjunction with several university institutes, is also planning a number of Austrian regional conferences.

Belgium

The Belgian Industrial Relations Association organised in 1969 a symposium on the status convergence of white- and blue-collar

¹For an account of this Conference, see pp. 343-345.

workers. It also took an active part in the First European Regional Conference of the IIRA held at the University of Linz on 11 and 12 April 1969. The survey prepared by the Association for this Conference is scheduled for publication under the title *Belgian Labour Relations Research 1965-69*.

The Association has participated in a study on additional social security benefits provided for in collective agreements sponsored by the Fund for Basic Collective Research.

The Industrial Relations Associations of Belgium and the Netherlands organised a joint conference on employment policy in Antwerp on 10 and 11 April 1970.

A book on the closing down of undertakings and based on the Association's 1968 symposium on this subject has been published.

Research projects undertaken by the National Centre for Social and Economic Studies and Research (CERSE), an IIRA institutional associate, include the following :

- Electoral sociology : an analysis of the electoral behaviour of workers during workers' elections (by Mrs. Maggy Linssen, Research Officer, and Alain Bridoux, Research Assistant). Three volumes based on this research are to be published during 1970.
- A study and an analysis of the various social attitudes respecting disputes (by Robert Gubbels, President of the Centre's Board, and Bauduin Hecquet, Research Officer). A book entitled *Social Disputes Viewed as a Uniting Factor* and based on this research is to be published during 1970.
- A study to establish the collective needs of minors who are handicapped socially, mentally, as regards their character, or as regards their family, and who, because of this handicap, are either placed outside their normal family circle or are being considered for special treatment as an alternative to placement (by André Poot, Research Officer). This study has been undertaken at the request of the Belgian Prime Minister.

Canada

The Canadian Industrial Relations Research Institute held its Sixth Annual Congress on 18 and 19 June 1969 at the University of Montreal.

The Congress focused on labour relations and the report of the Prime Minister's Task Force on this subject and discussed the following topics :

"Unions and the Affluent Society" (communication : Jean Sexton, Industrial Relations Department, Laval University, Quebec ; workshop : William A. Westley, Industrial Relations Centre, McGill University, Montreal).

"Democracy in Trade Unionism" (communication : E. Palmer, Faculty of Law, University of Western Ontario ; workshop : Mrs. F. Bairstow, Industrial Relations Centre, McGill University, Montreal).

"The Collective Bargaining Process" (communication : A. Craig, Department of Labour, Ottawa).

"Collective Bargaining Results" (communication : D. A. Smith, Centre for Industrial Relations, University of Toronto ; workshop : A. Porter, Economics and Research Branch, Department of Labour, Ottawa).

"Conciliation and Arbitration" (communication : W. B. Cunningham, Economics Department, Mount Allison University, New Brunswick ; workshop : E. Gosselin, Industrial Relations Department, University of Montreal).

"Industrial Conversion" (communication : A. Kruger, Department of Political Economy, University of Toronto ; workshop : L.-M. Tremblay, Industrial Relations Department, University of Montreal).

"Industrial Conflict" (communication : S. Jamieson, Institute of Industrial Relations, University of British Columbia, Vancouver ; workshop : L. Roback, Industrial Relations Department, University of Montreal).

There was also a round table discussion on bargaining units, and a luncheon meeting was addressed by J. T. Montague, York University, Toronto.

The Department of Industrial Relations of the University of Montreal, an IIRA institutional associate, expanded its industrial relations activities in 1968-69. At the beginning of 1969 it organised two lectures: one on the Grenelle Agreements for the end of the general strike in France (1968) by Guillaume Camerlynck, Professor, Faculty of Law, University of Paris; and the other on labour law and the structure of society by Marcel David, Director, Institut des sciences sociales du travail, Paris.

The following research projects are being undertaken by professors in the Department:

Louis-Marie Tremblay:

1. An evaluation of the reassignment experiment in the Windsor Mills.
2. Research and publications in the field of industrial relations, 1940-60.
3. Evolution of the philosophy of trade unionism in Quebec from 1960 to 1965.

Léo Roback:

1. The department delegate in a large trade union organisation.
2. The structure and trade union activities of the Quebec Workers' Federation.

Father Gérard Hébert:

The economic and social objectives of the hours of work legislation.

Claude d'Aoust:

1. The economic effects of collective bargaining decrees.
2. Individual work contracts.

Jean-Marie Rainville :

The unionist attitudes and professional attitudes of the members of the Chambly Teachers' Association.

Czechoslovakia

The Czechoslovak Research Institute of Labour, an IIRA institutional associate, has completed a study on the economic and social problems of women's employment. In 1969 it developed a research design for a project on minimum wages, and work on this project, which is of an interdisciplinary character, is due to go on until the end of 1970. Interim results of wages research work were given in a report entitled "Relationship between Job Evaluation and the Wage and Salary Structure in the Czechoslovak Socialist Republic". This report was presented to the International Conference on Job Evaluation, held in Amsterdam from 29 September to 2 October 1969, by Michal Hronský, Director of the Institute.

The sociological and economic consequences of intra-state migration have been examined.

In the sociological field work centred on methodological problems of sociological research in an industrial undertaking, while in the field of work psychology a research project covered the elaboration and verification of means of diagnosing the psychological choice in some engineering professions.

Research in connection with workers' participation in management continued and a contribution was prepared for the international comparative research project on the subject being carried out by the International Institute for Labour Studies.

The Czechoslovak Research Institute of Labour has continued to publish a documentary and bibliographical bulletin entitled *Doknin* (twelve issues per year), as well as the periodical entitled *Syntéza*, which gives the results of scientific research and of significant new experiments in the field of human resources.

Finland

The Social Policy Association in Finland celebrated its sixtieth anniversary in 1969.

During that year the Association published the results of its research project on the adequacy of social security (pensions) which had been started in 1964. This project was carried out by T. Pulkkinen under the supervision of a panel of consultants headed by H. Waris and in conjunction with the Finnish Central Pension Security Institute and the National Pension Fund.

The Association also published, as No. 15 in its studies series, *The Strike as a Labour Conflict—A Study on the Strike in Finnish Society* by Matti Savola.

In 1969 the Association's lecture series included a lecture on Finnish health policy in the past two decades and in the near future by N. Pesonen. During that year the abortion issue was also discussed by a panel of female experts. The 1970 lecture series includes a lecture on poverty in Finland by O. Riihinen.

Workers' participation in management was the theme of the 1970 (61st) Annual Meeting of the Association, held in February of this year.

France

The French Industrial Relations Research Association organised on 7 June 1969 a study day on the strikes of May-June 1968 and their consequences for industrial relations.

Papers were presented to the study day as follows :

First Sitting : Characteristics of the Strikes

"The Claims made in May 1968 in some Undertakings", by Sami Dassa (Research Assistant, Laboratoire de sociologie du travail et des relations professionnelles, Conservatoire National des Arts et Métiers, Paris).

"The Staff General Assembly during and after the Strikes of May-June 1968", by Pierre Dubois (Research Assistant,

Laboratoire de sociologie industrielle, Ecole Pratique des Hautes Etudes, Paris).

"The Strike of May-June 1968 at Usinor, Dunkirk", by Marie-Françoise Mouriaux (Research Assistant, Institut des Sciences Sociales du Travail, University of Paris), and René Mouriaux (Research Assistant, Fondation nationale des Sciences politiques, Paris).

Second Sitting : The Consequences of the Strikes

"Legal Analysis of the Consequences of the Strikes of May 1968 in the Field of Industrial Relations", by Jean Savatier (Professor, Faculty of Law and Economics, Poitiers).

"Employment Negotiations", by Yves Delamotte (Director, Institut des Sciences sociales du Travail, Paris).

"Negotiation Rules and Subjects", by Jacques Lautman (Research Assistant, Musée National des Arts et Traditions populaires, Paris).

"Executive Staffs", by Alfred Willener (Research Worker, Centre national de la recherche scientifique, Paris).

The following four papers presented to the Association's seminar held on 9 and 10 November 1968 were published in the review, *Droit Social*, No. 4, April 1969 :

"The Agreement on Social Conditions in the Lorraine Iron and Steel Industry", by Jean-Daniel Reynaud (Professor of Labour Sociology, Conservatoire National des Arts et Métiers, Paris).

"The Influence of Industrial Relations Systems on the Contribution of Collective Agreements to the Quest for Solutions to Employment Problems", by Yves Delamotte (Director, Institut des Sciences sociales du Travail, Paris).

"Temporary Work in France : Legal Problems", by Mrs. Catala-Franjou (Professor, Faculty of Law and Economics, Dijon).

"Executive Staffs and Industrial Relations", by Marc Maurice (Research Worker, Laboratoire d'Economie et Sociologie du Travail, Aix-en-Provence).

The Institut des Sciences Sociales du Travail, University of Paris, an IIRA institutional associate, is engaged in the following projects :

Automation in large undertakings in the tertiary sector (Mrs. Claudine Marengo).

Monthly payment of wages and its effects (Jean Bunel).

Research into the functioning of social security and family allowances institutions (Antoinette Catrice-Lorey).

Trade union policy respecting wages (Lucien Lavorel, under the direction of Jean-Daniel Reynaud).

The influence of technological and structural change on the employment policy of undertakings (Michelle Durand and Roland Guillon).

India

The Tata Institute of Social Sciences, Bombay, an IIRA institutional associate, published a progress report by its Director, M. S. Gore, covering the period 1968-69, for the Institute's 29th Convocation held on 4 June 1969. It also published a report including general information on the 1969-70 curricula.

The subjects covered by the Institute's departments include social research and personnel management and labour welfare. A major development during 1968-69 in the Institute's Department of Social Research was the establishment of a machine data processing unit with a special grant from the University Grants Commission.

The Institute also carried out a study of immigrants and of multilingual neighbourhoods in Bombay, which was sponsored by the Research Programme Committee.

Ireland

The 1969-70 programme of the Irish National Productivity Committee, an IIRA institutional associate, includes the following research projects :

Urban community study (directed by James Kavanagh, Professor of Social Science, University College, Dublin).

The factors influencing the signing and implementation of productivity agreements (directed by G. N. MacKechnie, Lecturer in Business Administration, Trinity College, Dublin).

Some characteristics of the effective human organisation (directed by Liam Gorman, Research Psychologist, Irish Management Institute, Dublin).

Human factors affecting productivity in the port of Galway (directed by Eustace O'hEideain, Director, Social Sciences Research Centre, University College, Galway).

Human factors affecting the mobility of female labour in the Galway area (directed by Eustace O'hEideain, Director, Social Sciences Research Centre, University College, Galway).

Functioning of an organisation—change and resistance to change (directed by Frank S. Drechsler, Executive Director, Administrative Research Bureau, Trinity College, Dublin).

Trade union organisation and membership in Ireland (directed by Michael J. MacCormac, Head of the Department of Business Administration, University College, Dublin).

Withdrawal behaviour in Irish industry (directed by Desmond Roche, Principal, School of Public Administration, Institute of Public Administration, Dublin).

Organisation, structure and industrial relations of trade unions and management in electrical contracting firms (directed by J. Kavanagh, Professor of Social Science, University College, Dublin).

Group relations and worker motivation in a small western factory in Ireland (directed by Edmund F. Dougan, Professor of Political Science and Sociology, University College, Galway).

Graduate emigration (directed by Derek W. Forrest, Professor of Psychology, Trinity College, Dublin).

The 1969 publications of the Committee include the following studies in the "Human Sciences in Industry" series :

Study No. 1 : *Summary of Research Projects* by David Walsh (covering the results and findings of research projects already undertaken in the human sciences field in Ireland).

Study No. 2 : *Communications in Industry between Management and the Shop Floor*.

Study No. 3 : *New Homes for Old*, by Conor K. Ward.

Forthcoming publications in this series include *The Motivation and Productivity of Young Women Workers*, by Noirin Ni Bhroin, and *Effective Supervision in Irish Industry*, by A. Donovan.

The Economic and Social Research Institute, Dublin, an IIRA institutional associate, issued in March 1969 a register of research projects in progress in Ireland, as well as its own list of projects for 1969 and 1970 in the manpower and industrial relations field.

The Institute's projects cover—

1. The economy and planning in general.
2. Income expenditure and wealth.
3. Manpower and migration.
4. Industrial relations, income and productivity.
5. Social structures and institutions.

Israel

The 1969 Annual Convention of the Industrial Relations Research Association of Israel, held in February of last year, was devoted to the examination of two reports : a research report on the costs of employment mobility by Mrs. Ruth Klinov-Malul, Hebrew University, Jerusalem, and a report on the activities of industrial relations research associations in selected countries by A. Globerson, Chairman, Department of Labour Studies, Faculty of Social Sciences, Tel-Aviv University.

The Association organised in Tel-Aviv in May 1969, in conjunction with the Israeli Ministry of Labour and the TECHNION Research and Development Foundation, a symposium on manpower development.

At its 1970 Annual Convention, which took place on 22 January 1970, Mr. Globerson was elected President of the Association's Executive Board. The Convention included a symposium on structural changes in trade unions. Everett M. Kassalow, Professor of Economics, University of Wisconsin, was guest lecturer at the symposium. The papers presented at the symposium were due to be published in English in the Association's *Bulletin*.

The Association's 1970 programme includes six workshops. In addition the schedule provides for a special workshop for Israeli labour correspondents on the role of the Press in the analysis of labour relations issues. Two public symposia are planned.

The Department of Labour Studies, Tel-Aviv University, an IIRA institutional associate, has set up an Institute for Labour and Social Research. In the past, Faculty members had carried out their research activities individually—with a minimum of institutionalisation. The present policy, however, is to develop a centre for labour and industrial relations research where researchers from Tel-Aviv University, as well as from other institutions, will be able to carry out their work provided the subject-matter is relevant to the purposes of the newly established Institute.

The 1970 programme provides for the addition of four professors (industrial relations, manpower, industrial sociology and industrial psychology); the development of a graduate programme, including a Faculty research seminar; the development of extra-curricular activities in view of increasing demand; and a study tour in a number of countries by a seminar group for the purpose of assessing industrial relations systems on a comparative basis.

Italy

The Italian Industrial Relations Research Association organised a study cycle on the development of contractual structures: economic, institutional and procedural aspects, at Castelfusano in October 1968. This was followed by a seminar on remuneration in Italian industry (trends within the framework of European experiences) held in Rome in May 1969. The discussions at the seminar, based on background research, covered the following four topics:

- (a) trends in certain institutional aspects of remuneration; (seniority, indirect remuneration, termination benefits, etc.); introduced by Benedetto de Cesaris;
- (b) wage differentials by sector and category; introduced by Paolo Santi;
- (c) prospects of harmonisation of wages, employment and trade union policies and of social security systems at the European level; introduced by Pietro Merli Brandini;
- (d) evolution of industrial relations in the USSR; introduced by Enzo Bartocci.

A symposium on efficiency, productivity and industrial relations—new trends in incentives and personal motivations—was held in Milan in July 1969.

Finally, the Association organised a meeting on recent trends in collective agreements in the United Kingdom and Europe in Rome in October 1969. B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science, and President of the International Industrial Relations Association, introduced and led the discussion.

Japan

The Japan Industrial Relations Research Association (JIRRA) organised in collaboration with the Japan Institute of Labour, an institutional associate of the IIRA, the First Asian Regional

Conference of the IIRA held in March 1969.¹ In February 1970 it co-sponsored, with the Japan Institute of Labour, an industrial relations conference in which participation was limited to members of the Association. The theme for this conference was "Industrial relations in the age of internationalisation", and Japanese was the working language. The Association has issued a series of bulletins which were included in *Nippon Rodo Kyokai Zasshi* (the monthly journal of the Japan Institute of Labour).

During the period between October 1970 and March 1971 the Association proposes to sponsor on behalf of the IIRA a second Asian regional industrial relations conference. The working language would be English and foreign scholars and specialists would be invited in addition to members of the Association.

Another industrial relations conference limited to members of the Association, with Japanese as its working language, is being planned for the October 1971 to March 1972 period.

The Association proposes to encourage a more active interdisciplinary approach to labour problems and to promote international co-operation in the industrial relations research field.

As a means of facilitating contacts amongst its members, the Association intends to continue the publication and dissemination of bulletins containing information not only on its own activities but also on the activities of the IIRA and its member associations. For the time being these bulletins will continue to be included in *Nippon Rodo Kyokai Zasshi* under the heading "JIRRA Information".

Netherlands

The Netherlands Industrial Relations Research Association held its first statutory meeting on 25 April 1969. At this meeting W. Albeda, Professor, Netherlands School of Economics, Rotterdam, was elected President of the Association's Board. The

¹ For a report on this Conference, see pp. 338-343.

Association held a conference on the broadening scope of workers' councils. It also organised a meeting at which John P. Windmuller, Professor of Comparative Industrial Relations, Cornell University, introduced the subject "Perspectives in Dutch labour relations" in conjunction with the publication of his book entitled *Labour Relations in the Netherlands*.

The second meeting of the Association, held on 17 December 1969 focused on social security and labour motivation.

The Association organised jointly with the Belgian Industrial Relations Association a conference on employment policy in Antwerp on 10 and 11 April 1970.

Spain

The Barcelona Institute for Labour Studies, an IIRA institutional associate, focused on the following research projects during the 1969-70 academic year :

Evolution of labour factors in Spain during the past five years :
collective bargaining, industrial disputes and social security.

Workers' culture in Catalonia.

Vocational training and workers' activities.

The worker from an agricultural environment and his adaptation to an urban-industrial environment.

Economic and social report, 1969.

The Barcelona Institute, which is directed by Juan N. García-Nieto, was awarded in December 1968 the "Nova Terra" prize for its study on workers' participation in management in Spain.¹

Turkey

The Turkish Institute of Labour and Industrial Relations, an IIRA institutional associate, issued during 1969 the following research results :

¹ See pp. 252-285.

Labour Economics and Labour Education (by Sabahattin Zâim).
The Labour Force in Developed and Developing Countries (by Nusret Ekin).
"Labour Law" (mimeographed) and *Minimum Wages* (by Metin Kutal).
The Labour Supply Curve in Developing Economics (by Nevzat Yalçintaş).
Trade Unionism and "The Role of Intellectuals in Labour Movements" (mimeographed) (by Toker Dereli).
"Co-operatives in Turkey" (mimeographed) (by Ekmel Zamil).
Social Security in Turkey (by Turan Yazgan).
"The Historical Development of Social Services in England" (mimeographed) (by S. Yalçın).

The 1970 programme includes the following projects :

Field research on the impact of the collective bargaining system on Turkish social and economic life (Orhan Tuna).

Social aspects of automation in developed and developing countries (Orhan Tuna in co-operation with Nusret Ekin).

Social and economic aspects of the employment of Turkish workers in the European Common Market countries (Orhan Tuna in co-operation with Nusret Ekin).

Collective bargaining (Orhan Tuna in co-operation with Metin Kutal).

Unemployment and underemployment in Turkey and other developing countries (Nusret Ekin).

United Kingdom

The British Universities Industrial Relations Association held its Annual Conference at Leeds University from 5 to 7 July 1969.

Oliver Clarke, Research Fellow, London School of Economics and Political Science, gave a paper on workers' participation in management and Derek Robinson, Senior Adviser, Department of

Employment and Productivity, described the results of his recent work on local labour markets in a paper entitled "Collective Bargaining and the Reality of the Labour Market".

The Conference ended with a symposium on developments in industrial relations in the United Kingdom since the report of the Royal Commission on Trade Unions and Employers' Associations. The discussion was led by W. Paynter, a member of the new Commission on Industrial Relations. He was followed by B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science, Paul O'Higgins, Lecturer in Law, Cambridge University, and H. A. Clegg, Professor of Industrial Relations, Warwick University. The Association's President, H. A. Turner, Burton Professor of Industrial Relations, Cambridge University, took the chair.

The guest speaker at the Conference was J. de Givry, Chief of the ILO Social Institutions Development Department, who reviewed the work of the International Labour Organisation during the past fifty years.

The 1970 Annual Conference is due to be held at Loughborough University from 4 to 6 July.

United States

The 1969 Annual Spring Meeting of the United States Industrial Relations Research Association (IRRA) took place on 2 and 3 May at Des Moines.

The 22nd Annual Winter Meeting of the Association took place on 29 and 30 December 1969 at New York in conjunction with the Allied Social Science Association meetings. The programme included the following topics :

Campus rebellions—an industrial relations perspective.

The impact of government manpower programmes on metropolitan areas.

Private enterprise and employment and development of the hard core.

Manpower dimensions of economic growth.
Labour relations in hospitals.
Collective bargaining in United States schools.
New approaches and goals in employer bargaining.
New goals and strategies of United States labour unions.
Decision making in unions—international comparisons.
Experiential learning and organisational development.

The IRRA 1970 Annual Spring Meeting was scheduled for 8 and 9 May 1970.

Frederick H. Harbison, Professor of Economics and Director of the Industrial Relations Section, Princeton University, served as the IRRA's 1969 President and Gerald G. Somers, Professor of Economics and Director of the Industrial Relations Research Institute, University of Wisconsin, as Editor.

The Institute of Labor Relations at New York University, an IIRA institutional associate, held its 21st Annual Conference on Labor in June 1969. The proceedings of this Conference have been edited by T. G. S. Christensen and published by Matthew Bender & Co., Albany, New York.

Research has continued to focus on poverty and income maintenance, with special emphasis on public assistance. Peter S. Albin and Bruno Stein completed a study of the political economy of public assistance. Mr. Stein has been writing a book on the topic under the sponsorship of the Ford Foundation. Mr. Albin completed work on public assistance in the urban setting (sponsored by Resources for the Future, Inc.), and a study of poverty, education and unbalanced growth.

The New York State School of Industrial and Labor Relations at Cornell University, an IIRA institutional associate, had in 1968-69 fifty-nine research projects under way. It published four volumes of the *Industrial and Labor Relations Review*, a new magazine

entitled *Issues in Industrial Society*, for practitioners, and three reports in its "Key Issues" series. The research projects include questions of immediate interest to industrial relations practitioners (such as the reasons for the rising number of labour contract rejections, methods of training disadvantaged workers, and the professional role of the personnel manager) ; issues of public policy (from Medicaid and censorship to the War on Poverty and methods of dispute settlement in the public sector) ; experimental and historical studies (such as a laboratory analysis of the negotiation process and history of the National Labor Relations Board, the Negro worker, and the political activities of organised labour) ; the workings of the labour market (the mobility patterns of low-wage employees, the determinants of Negro employment by industry, the problems of relocating workers) ; the dynamics of organisational behaviour (including the administration of sheltered workshops, the diffusion of scientific discoveries, and the university as a complex work organisation); and numerous studies of relevant developments abroad (in countries such as Peru, China, the USSR and the United Kingdom).

The School of Labor and Industrial Relations, Michigan State University, an IIRA institutional associate, does not operate according to any formal programme and its individual faculty members have a choice of subjects for their research.

A catalogue of current projects can be obtained from the School.