

INDONESIE

22 - 28 Febr/76

onomic

28 Janvier 1976

Monsieur Mac Donald  
Director  
ILO Area Office in Jakarta  
P.O. Box 75  
JAKARTA

(Indonésie)

Dear Sir,

I am happy to have the opportunity to visit you during the travel in South East Asia that I have to carry out as an I.L.O. consultant.

I hope that my visit will not disturb too much your projects.

You will find in this letter my travel schedule so that you may get in touch with me as for as you think it is necessary.

Truly yours.

A. Wisner  
Professor of Work Physiology and Ergonomics  
I.L.O. Consultant

28 Janvier 1976

Professor Manuaba  
University of Udayana  
Faculty of Medicine  
Department of Physiology  
DENPASAR-BALI  
(Indonesia)

Dear Professor Manuaba,

I am happy to have the opportunity to visit you during the travel in South East Asia that I have to carry out as an I.L.O. consultant.

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Professor of Work Physiology and Ergonomics  
I.L.O. Consultant

ORGANISASI PERBURUHAN INTERNASIONAL  
KANTOR DAERAH



INTERNATIONAL LABOUR ORGANISATION  
AREA OFFICE

Tel. 47017 47018 53264  
Cables : INTERLAB, JAKARTA

Postal address : P.O. BOX 75,  
Street address : 14 Jl. M. H. Thamrin,  
JAKARTA, INDONESIA.

Ref.

3 February 1976

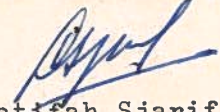
Dear Prof. Wisner,

Welcome to Indonesia.

We hope you had a comfortable journey. The UNDP Travel Agent who will hand over this letter to you will assist you at the airport and will take you to Hotel Indonesia where a room has been reserved for you. Our Office car will be at your hotel at 9.00 hrs on Monday, 23 February in order to bring you to our office.

Looking forward to meeting you.

Yours sincerely,

  
Latifah Sjarif  
Administrative Assistant

Mr. A. Wisner,  
Passenger flight GA985  
22 February 1976  
Halim Perdanakusuma Airport  
JAKARTA

Prof. Dr. E. Karimuddin

Ministry of Labor

JAKARTA

President of meeting



UNITED NATIONS DEVELOPMENT PROGRAMME

**S. RAMALINGAM**

Senior Adviser, Management Development

**PUSAT PRODUKTIVITAS NASIONAL**

JL. LETJEN HARYONO M.T.  
PHONE 83011 EXTENSION 37 & 41



UNITED NATIONS DEVELOPMENT PROGRAMME

**S. RAMALINGAM**

Senior Adviser, Management Development

**NATIONAL PRODUCTIVITY CENTRE**

JL. LETJEN HARYONO M.T.  
PHONE 83011 EXTENSION 37 & 41

~~January~~  
19<sup>th</sup> February 1976

Professor A. Manuaba  
Head of the Dept. of Physiology  
University of Udayana  
Faculty of Medicine  
DENPASAR-BALI  
Indonesia

Dear Professor Manuaba,

I have received in time your first letter of the 2<sup>nd</sup> September 1976 and I am quite ashamed not to have answered before. But I have waited a long time a confirmation from WHO office in New-Delhi and I know only since last week that this project is cancelled for 1976.

Happily, I have taken part also during the last years to the activity of I./L.O. specially on the preparation of the International Program for the amelioration of working conditions and environment. I am now invited to help in the general scientific orientation of this project specially in South East Asia. I will take part the 9 - 10<sup>th</sup> February in Bombay to the I.L.O. seminar on the quality of working life and the 12<sup>th</sup> and 13<sup>th</sup> February in Bangkok to the I.L.O. regional meeting on work conditions to which you are invited. After Bangkok, I will be a week in Manila and a week in Indonesia for a first short visit. I will arrive in Djakarta sunday the 22<sup>nd</sup> February and in Denpasar tuesday the 24<sup>th</sup> and leave Saturday the 28<sup>th</sup>.

It will be a short stay during which, I hope that I will be able to see you in your laboratory and field activity except if you are still in Sem~~on~~ang. Anyway I think that I will come back in Indonesia for I.L.O. during the summer of 1976.

.../...



I am happy to learn that you have some good new apparatus but I am not very competent in oxygen consumption I know a little better heart rate measurement for physical and thermal load. I am also interested in posture and in mental load.

I hope to meet you soon.

Truly yours.

A. Wisner



UNIVERSITAS UDAYANA  
FAKULTAS KEDOKTERAN  
BAGIAN ILMU F A A L

\*

UNIVERSITY OF UDAYANA  
FACULTY OF MEDICINE  
DEPARTMENT OF PHYSIOLOGY

Telpon : 2510.

Phone : 2510

D E N P A S A R — B A L I — I N D O N E S I A

Denpasar, 6 January 1976

NO.: 192 / Faal / LN / 76

Prof. A. Wisner  
Physiologie du Travail  
Ergonomie  
41, Rue Gay-Lussac  
75005 Paris  
FRANCE

Dear Prof. Wisner,

First of all may I wish you a happy New Year 1976 and wish you also a success in the coming years.

Herewith I enclosed a copy of my letter to you last September 1975 as an answer of your letter informing me the possibility of your trip to Indonesia next February. But up to now I did not received any letter from you related to this case, that is why I send again the copy of my letter.

The important thing for me now is the confirmation of your program in visiting us in Bali, so that I can arrange my program, the Dept. program, coincides with your stay in Bali. In relation to this, do you think that you will visit us in February 1976? Please confirm us beforehand, with the purpose to make your stay in Bali beneficial.

As an information I would like to inform you that on February 1976 we shall have our IIIrd Congress in Physiology at Semarang, and it means that about one week we will be there. So if you come in February, and if only for one month, it means only 3 weeks exactly. Finally in waiting for your answer, please accept our best regards.

Sincerely yours,

A. Manuaba

Note : Formerly the Congress will be held on December 1975, but due to some circumstances is postponed till February 1976. And if you come on February, it is still raining season, so I propose not to come in February if possible but may be April, May or June.

2 September 1975

133 /Faal/LN/75

Prof. A Wisner  
Physiologie du Travail  
Ergonomie  
41, Rue Gay-Lussac  
75005 Paris  
France

Dear Prof Wisner,

I am very happy to have your letter (copy) which informing me that you have an invitation from WHO to work in Indonesia as consultant. I hope this is not only a bad dream, but become a reality, because we need you in Bali, Indonesia.

As you know, since our last meeting, I have tried so hard to participate in several meetings related to Ergonomics, but finally I have to cancelled my contribution due only to finance difficulties, although I sent already papers for that. Yes, I lost several occasions in which I could enhanced my knowledge in these last several years.

So you could understand now, how happy am I, to hear that you will come to visit us, although for a short visit only.

Related to this, we will be very happy, if you could come to Bali next year, for example in February 1976, because this is the most convenient time to visit us in Bali, although it is still raining, in Bali, usually.

Please do not come this year, beside we are very busy with academic routine works as always in these three months, also we have to face several scientific meetings, among others the III Indonesian Physiological Congress which will be held next December 1975 in Semarang, Java.

So in short, we support greatly your intention to come to Bali, Indonesia, as WHO consultant, and I convince you that your stay in Bali will be a very useful and beneficial one to all of us.

Frankly speaking, your letter, like a rain falling in a hot day, and considered you as a trouble shooter for our problems in Bali recently, among others to guide us to get forward, for instance to install a Loydd Haldane gas analysis which we had now already, to teach us to work with KM-Max Planck Spirometer, and several others instruments we have in our Department now.

And English is our second language now due to tourism in Bali.

Finally, I do hope this letter will be a good start for our work together in the near future in Bali.

Sincerely Yours

A. Marnaba  
Head of the Dept. of Physiology

QUALITY OF WORKING LIFE

9-10 Feb., 1976

M<sup>r</sup> TANALINGKAM in H<sup>on</sup>

↳ VNDP

~~A. GA~~

M<sup>r</sup> ZACHARIA

(Indo)

DACHLAN HAKIM.

BUREAU FOR PUBLIC INFORMATION  
AND INTERNATIONAL COOPERATION

(Labour minister)

A. J. A SAMIL +++

am Indonesian technology

D<sup>r</sup> SOEDJATMOKO

Planning BAPPENAS

Urmas na here PR: KARIMUDDIN

Teamel School Public Health

- problem of discussion  
all other in program.

- National Seminar last year

Bali Making work more human

1978

12/2

Watt & and Ergonomics 1950

Professor & and industrial physician.

Industrial hygiene Hazards

Ergonomics (aspect)

very good diploma. SUMARSONO

Journal of Industrial Hygiene

Wages - nutrition - transport.

Textile 3 Km walk

Multinational America

- work
- communication
- research

~~Job~~

Job for the man

Microtechnology - appropriate technology

India 2 dams water

1 dam water. strike.

high level rivers

Water discharges → cluster

highly weighted → 5 kg

work.

National Seminar on

D1.3

QUALITY OF WORKING LIFE

9-10 Feb., 1976

HANK JAFFER

BANGKOK

1972

Ergonomics in South East Asia

|| regional area

UNDP <sup>training</sup> no money for ergonomics

fruiting work

55¢ a man @ 1.0.

pause tea 10-15'

strike for glasses for use

male nurses in factory

have playground

nurses

union leaders

Psychologists

Industrial activities

Height 1.60

Weight 56 kg

15 comp. cm.

300 width  
plym mean →

$$\frac{H-100 \times 90}{100} =$$

H = 160

54 kg

Max Aerobic cap

Higher energy consumption

per energy de energy

→ reduction of weight  
consumption  
eating more

> 100 water

no breakfast in morning

employee H R B E K T I

3 a division primary  
secondary  
tertiary

agriculture, sheep

Trade

Advice labour - Social - E consumption

PS  
read labour by  
Perran  
did not cover  
American Economy  
than in class.

## QUALITY OF WORKING LIFE

9-10 Feb., 1976

Seminar on Salary

Salary of industrial workers

capital income 15.000

labour income 8.000 (include  
P.S. and  
big cities)

3x 8 Shifts. Usual

approx 7h x 5 - live more

6x

untrained people

highly trained people

good ~~Industrial~~

technicians 40.000

good practical working 100.000

♀

more industrial than national (Employer)

national than to non useful.

Chinese don't pay. They have to be  
member of employer group.

most "national" are Chinese



110,000 enterprises

5-10,000 largest  
more than 50% Chinese.

More in fact

no program with Chinese influence  
of on whole economy.

Membership, small

informs government

member japan capital  
non member <sup>gain</sup> Japanese - Indonesian so  
Chinese

Prof. ~~SUTARLAN~~ SUTARLAN  
Rumah Sakit "PERTAMINA" / LABORATORIUM  
JL. KIAI MAJAH  
KEBAYORAN BARU  
JAKARTA.

QUALITY OF WORKING LIFE

9-10 Feb., 1976

SUTARMAN

P. ~~SUTARMAN~~

- 4 - ergo. Técnico
- Polyster - Cambridge
- Profun SOUN over and MANUADA
- Plade → Plastics
- PETRONIA (30.000)
- Special Hospitals in whole country
- Export 50% total Plaid
- Organized Health Society Service  
in present
- The Chacira Ergonomical Society
- Candidate I.F.A.  
GRANDJEAN - MULLER
- Help of ILO
  - adaptation of machine  
position - gear
  - single book distributed ++  
(100)
- Publishing a book ergonomics

Regional action of I.L.O.

Symposium "Ergonomics in Agriculture"

He works with agronomists : especially  
very much.

Boyer Institute.

- Nutrition
- Pesticides
- Working conditions. (Manual  
Spraying)

## QUALITY OF WORKING LIFE

9-10 Feb., 1976

1 km a family 25.00.00

69% rural

2,500,000 people.

- developing the rural . volunteer workers  
young people graduated help general work  
2 years in a village . foreign volunteer  
family planning . english ,
- labor niches in project micron →  
migration 3 times a year . fertilize  
agriculture  
water - ~~the~~ roads / products / (rural)
- 63 Volcan exploration  
1500 + rice fields 1)
- Area from ERE  
cycle 100 years explosion .
- Mobile licensing units  
look at employment
- licensing in village 2 weeks  
for a course

Prevention of urbanization  
Build villages.

Tanung good but are villages  
south of Denpasar  
Need aids for development

5.000 villages      300.000 government  
stimulation

people 1.000.000 → 3.000.000

161 villages.

- No harbor. ~~too~~ to develop in
- new harbor. export cattle, coffee.
- giraffe.

Distribution of income.

Bali little entertainment

income to company??

or to the group

1+ old entertainment  
very bad

125 volunteer workers.

7 months education

1 month training

QUALITY OF WORKING LIFE

9-10 Feb., 1976

family planning

3 children

Patel advised

---

Dean

---

Lab 17 members - Scientific Staff  
- 3 lab staff

Went dinner DE NALE assistant

change in activity

teaching medical physiology

BR/year 200h/year

annual physiology → returning husband school

Kinematics in dance academic school

Medical school

Blind school

Biology?

---

Committee - Spinal medicine

Occupational Health Institute

→ Ergonomics.

- Ergonomics Faculty of Technology
- Curriculum on ergonomics
- Community Medicine.

- Sprayer in fields
- lighting
- Farming among women
- bus
- Performance and menstruation
- malnutrition
- neglect cases

March 25th

- Visit to medical community

On 3

Health Center BLAH KIOX  
Idistia

- Serving people

- Teaching ~~people~~ →

midwives

godfamilies

DR BANZAY

57.000

Functions here

- Medical care
- Maternal child care
- Family planning
- Health education
- Nutrition
- School health
- Communicable disease control
- Environmental Sanitation
- Laboratory



Workers

- 80% unskilled workers
- ignorance
- high

→ how to get job

↓ wages low

MAXIMAS

→ to get more work

↓ complex workers

65 workers union (weak)

Entrepreneurs

survival

finances ↓  
skills ↓

Government

NIOH  
National Institute of Occupational Health

↓  
AIOH

Education

Research

serva.

REPETA

(program de development)

industry

↓  
organizational  
structure

→ rice fields

- pesticides
- variety

BAPPENAS (PLAN)

ILO

shut

cut

↑  
ISS

(group de pays developpe qui financent)

compulsions

WHO

Health education

→ communication  
planning



**DR. SUTARMA**

Head Laboratory Services  
PERTAMINA CENTRAL HOSPITAL

Home :  
Jl. Melawai Raya 27  
Kebayoran - Baru  
Phone : 71716

Office :  
Jl. Kyai Maja  
Kebayoran - Baru  
Phone : 787300



Permusjaweratan Urusan Sosial-ekonomi Pengusaha seluruh Indonesia  
Employers' Association in Indonesia

DJALAN KEBON SINATANG V/3B. DJAKARTA TEL. NO. 43835

*Djamtani Bekti*

*Exec. Secretary*

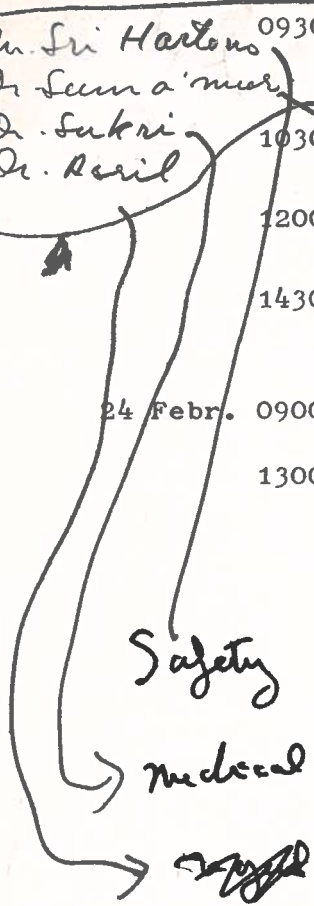
HOME ADDRESS :  
DJL. BANGKA V/4  
PELA MAMPANG  
KEBAJORAN TIMUR



Programme of Meetings for Prof. Wisner

- 23 Febr. 0830 - Meeting with Mr. Zacharia  
Assistant Res. Rep. UNDP
- 0930 - Meeting with Mr. Utojo Usman,  
Director General for Manpower  
Protection & Maintenance
- 1030 - Visit to Institute of Occupational  
Health and Safety
- 1200 - Meeting with Employers Association  
PUSPI
- 1430 - Meeting with Workers Association  
FBSI
- 24 Febr. 0900 - Discussion at ILO Area Office
- 1300 - Depart by GA 684 to Denpasar

*Mr. Sri Hartono*  
*Dr. Suma'mur*  
*Dr. Sukri*  
*Dr. Riril*



*Safety*

*medical labor inspection*

*labor standards*

ILO Country Representative, JAKARTA

R.O. Bangkok

J. de Givry, Chief, TRAVAIL, GENEVA

PIACT 1-0-158

JET/bc  
22.1.76

PIACT: Mission of Professor A. Wisner

1. As part of the consultations leading to the development of the International Programme for the Improvement of Working Conditions and Environment (PIACT), about which you have been informed by my memorandum PIACT 1-0 of 13.1.76, Prof. A. Wisner will be on mission in Indonesia during part of the month of February. Professor Wisner, Director of the Laboratoire de Physiologie du Travail et d'Ergonomie of the Conservatoire National des Arts et Métiers in Paris, is a well-known authority in the field of ergonomics. His views and advice have been very helpful at the time of the preparation of the Director-General's Report at the last session of the Conference. His mission will be especially concerned with ergonomics and the possibilities for ILO action on working conditions and environment in rural areas.

2. Professor Wisner will be visiting Professor Manuaba, Chief of the Department of Physiology at the Faculty of Medicine, University of Denpasar, Bali, and may have other contacts. He will receive a briefing at the Regional Office in Bangkok prior to coming to Indonesia. However, it would be greatly appreciated if you could arrange either a series of meetings with government, employer and worker specialists or perhaps a group discussion on Monday, 23 February.

3. Professor Wisner's itinerary will be as follows:

	<u>Depart</u>	<u>Arrive</u>	<u>Flight No.</u>	<u>Time of Departure</u>	<u>Time of Arrival</u>
Sun. 22 Feb.	Singapore	Jakarta	GA 985	14:00	15:00
Tues. 24 Feb.	Jakarta	Denpasar	GA 684	13:00	14:45
Sat. 28 Feb.	Denpasar		GA 685	12:30	

I would appreciate it if you could reserve a room for Professor Wisner at Hotel Borobudur or Hotel Indonesia from 22 to 24 February and at Hotel Kartika-Plaza at Kuta (near Denpasar) from 24 to 28 February and confirm to me by cable before 3 February.

— 22/76 JEG/ham  
22.1.76

TRAVAIL

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22271a bit ch  
289696x uno ch

07164

ml 133 yz602 dn 54 (ilo) jakarta 34 4 1400z

interlab  
geneva

33 for de givry travail from macdonald reyourlet piact 10158  
accommodation for professor wisner arranged hotel indonesia,  
jakarta and kartika plaza at kuta stop informing all concerned  
and arranging programme

interlab jakarta +

col 33 10158 +

PIACT 1-0-158

IP/vi  
(EMP/RU)  
2.9.75

To be taken by hand by Mr. Sethuraman on

Mrs. Ir. Pudjiwati Sajogyo,  
Bogor Agricultural University  
(I.P.B.),  
BOGOR (Indonesia)

WEP 10-4-04

BY HAND

Dear Mrs. Sajogyo,

Mr. Sethuraman of the ILO's Department of Employment has shown me a summary of the work of the Center for Rural Sociological Research, as at February 1975. I have read it with great interest especially as this was the first evidence I had that your husband's proposed Center was actually established.

You may remember we talked briefly at the Collier's home in December 1972 and you expressed an interest in undertaking research on rural women. From the summary of the Center's work I can see that one, at least, of the first survey-tasks of the Center, the Applied Nutrition Program-evaluation study, has evolved into an action-research project on women and mothers, and that the first report on this should come out in December of this year. I also note that this project is to continue for three years.

I wonder whether the Center would also be interested in researching the sources (market, self-provisioning or harvest shares) of the food consumed by the rural poor as well as practices of storing food in the home for the paceklik period. The role of women in pekerangan cultivation, in harvesting and in the universal practice of shopping for the household is overwhelming. But who in the family decides on food saving practices, where and how is the food stored, etc? My interest in such a project lies in its relation to women's role and how it is changing under the impact of modernisation of agriculture, in particular in Java's rice sector. I would begin with the simple hypothesis that women's practices of acquiring food for the family have changed under the impact of the "green revolution". I might also go on to the more specific hypothesis that arranging the family's food has become more problematical for women. My line of reasoning would be that:

- (a) tenurial arrangements have de facto been shifting from share-cropping to contractual labour, and that the new "tenant" does not get the same quantity of rice at the end of the season;

- (b) that tebasan has meant an exchange of cash in place of padi (for the lucky ones employed by the peneban) and that this has lowered the average supply of food acquired from harvesting per poor household;
- (c) that the village rice mills, having made big inroads into women's hand pounding employment have had two effects -
- I reduced women's contribution to family earnings from employment in the rice industry;
  - II created channels for swiftly taking the padi away from rural households (and therefore from household storage places) into the commercial-processing complex.

There seems to me to be an inherent danger of women losing control over the family's nutrition (such as it is) when there is a rapid change in the means of obtaining its component parts; that is, when there is a shift from self-provisioning to commercial purchasing. Were real incomes to rise at the same time I would not feel so uneasy, but many of us have reason to believe that the real income of Java's landless and tenants has not been rising. Even were real income to be stationary a change in "institutional" of nutrition delivery could cause a dislocation in welfare practices in families. Moreover, the advantages of an increase in cash income can often be eroded by (structural) price increases following on the changes in the economy.

Essentially this kind of investigation calls for an inventory of food sources before and after modernisation has been introduced. But I am sure women have sufficient powers of recall on such momentous changes in their lives.

A side benefit of such an enquiry could be that if household food is being obtained from different sources nutrition education programmes might be suitably tailored.

But if you will bear with me, our interest in research on women in Java extends beyond this. Essentially the Rural-Urban Branch of the ILO's Department of Employment is interested in the conditions of the rural poor under the impact of change. My role in this is to see

- (a) what is/was the earnings (cash or kind) role of women and women's general welfare, and
- (b) how these alter under the impact of agricultural modernisation.

We learn that while ownership of land is not being concentrated, control over land is. Also that tenurial arrangements are changing such that tenants are becoming little more than contractual labourers. If one adds to this new, or increasing, practices of



debt-labour, a picture emerges of the proletarianisation of the landless taking over from the security net provided by agricultural involution practices as defined by Geertz. The family "income portfolio" of the rural poor is changing, at least in composition if not in (real) size. One must expect that the husband-wife relative contributions are undergoing change at the same time since the labour market is not homogenous sex-wise.

Questions that arise are:

- (i) How are women's earnings opportunities changing with debt-labour and with new tenancy arrangements between husband and landlords? (More domestic work in creditor's house during hours usually taken by food preparation in one's own home?)
- (ii) Is the degree of women's economic independence in the family increasing or decreasing?
- (iii) Is women's seasonal migration to towns increasing or decreasing, and how does it compare with men's seasonal migration?
- (iv) Is there a significant decline in the size of the poor rural household (if not of the family)?

Some of these issues touch on the Center's other project on "Land tenure patterns in Java", and I am sure that research on rural women can only enrich our understanding of the more customary lives of research.

I have taken note of the size of your staff and of your desire to build-up the Center's own "study materials". It is mentioned in the summary that the Center proposes to add several "middle level" staff. Are you also able to add research graduates, especially women research graduates? Should you be interested in undertaking research into some of these issues and be able to find the staff for it we would give very serious consideration to providing financial support. Were you to add a survey of family planning responses and interviews with women on this, this would only add to the strength of a project proposal coming from you. I enclose an outline of our project into rural women's issues as we see it at this time. Your comments would be much valued.

In the meantime we would receive gratefully any reports on the Applied Nutrition Program evaluation and on "Land tenure patterns in Java". UNRISD should be publishing my revised and expanded study of "The New Rice in Indonesia" as a separate volume in a few months time. I shall see you get a copy.

My regards to your husband and the Colliers.

Yours sincerely,

Ms. Ingrid Palmer,  
Rural and Urban Employment Policies Branch,  
Employment and Development Department.

The Center for Rural Sociological Research (or: L.P.S.P.) at  
I.P.B. (Bogor Agricultural University) in Bogor, Indonesia.  
(February, 1975)

### 1. Ongoing research activities

In 1972, several months before the inauguration of the Center at the beginning of 1973, two separate survey-tasks were accepted by staff members (faculty) who later on became the Center's "core staff": one was the Applied Nutrition Program-evaluation study, based on fieldwork in 30 villages in 8 Provinces (in cooperation with 4 other universities in its fieldwork), the other was on "landtenure patterns in Java" based on secondary data, resp. for the Ministry of Health and for BAPPENAS (National Planning Agency).

Each of the two studies is having its own kind of follow-up. As ANP has been working with "model" villages for its nutrition education, one emphasis of the evaluation study was to measure local leadership and (village) "community-ness" as a basis for social participation in problemsolving. Before the final report of the ANP-study was out, another survey-task (secondary data!) for BAPPENAS produced an analysis of such data (from ANP-sample villages): villagers had other priorities in local social development than government agencies, the latter stressing economic projects. M.P.S. Tjondronegoro wrote an article in "Economics and Finance", Jakarta, 1974 on the topic and in 1975 he has started his own follow-up: to study relations on the "interface" of "Kecamatan" and "Desa", how social-economic development (or its absence) is influenced by local power structures, in what ways the two respond to each other. (The result is to be a Doctor's thesis in 1976 or 1977, though not at IPB).

Another follow-up of ANP-study is to start very soon (1975): action-research, to test ways of integrating: nutrition education to women and mothers, supplementary feeding for children (less than two years) who are undernourished (PC-Malnutrition), supply and preparation of food supplements as part of educational process (cereals and pulses) and forms of organizing such integrated activities, with responsibilities by village leaders and local volunteers. The "action" will be done by existing teams at I.P.B. having co-operative relations with specific Kabupaten in West-Java, such as Bogor, Sukabumi and Cirebon. The design and evaluation of "action/results" will be the responsibilities of the Center, with its first report next December 1975, hopefully to influence the course of an adapted ANP in 1976. The action-

testing some approaches in radio broadcasting in our "action-research" of nutrition-education to rural women and mothers (plus local leaders) -- though in the latter our main approach will be non-formal and face-to-face for the most part.

Another new line was in non-formal education (in its varied forms), first to focus on the roles of non-governmental agents. The first steps have been collecting case-studies, to be written in popular language before more serious efforts will be undertaken. In the latter case, a candidate for a Doctor's thesis (a graduate from I.P.B. now at the Ministry of Education) is soon to start a study of "community education" (or "Penmas" in Indonesia) by a directorate in the Ministry of Education that in earlier years has earned a good name in literacy campaigns. While this year Soedarmadi (the candidate) will do his studies as part of an appraisal for World Bank-loan consideration, in 1976 he will add some more data of his own fieldwork, in a nearby Kabupaten, to prepare his thesis at I.P.B.

Last but not least, a joint research-project with colleagues in agricultural economics at Department of Social-Economics, I.P.B. will start in 1975 to get at "integrated" models of rural development, taking West-Java and Lampung-provinces as case-studies, to be pursued for 4 years. The framework is to get at the impact of the variety of policies, pursuing the three goals of higher productivities, village solidarity and equity and to measure "impact" in a broad field: farm productivities, income, employment, education, health, housing, communication, participation, mobility and aspirations of villagers.

Intervening variables are characteristics or types of villages (such as landtenure, stratification, leadership) and the variety of forms of social mobilization pursued by major programs, such as in farm-production drives, in community development approaches (there are several) and the variety of "services" in education, health etc. Kecamatan-units with its cluster of villages will come into the picture, linking "desa" and Kabupaten-towns.

## 2. Available staff and facilities

With 10 staff members in a double function (each also serving as faculty or assistants at the Department of Social-economics, at Agricultural Faculty, serving all of IPB in its teaching) research activities are largely based on available staff. With two members now in the USA for

further study (at Illinois and Michigan State) eight are in campus, five of them having been overseas. This year two recent graduates will join as junior staff. It is planned to add several "middle level" staff, with no "double functions" to serve either as fieldworkers or data processors (In past years all research projects at I.P.B. for such functions have relied heavily on students). Even with post-graduate courses to start this year at I.P.B., including in sociology and agricultural extension, some of junior staff, if meeting requirements (not the least the foreign language barrier) will be sent to other centers abroad for further study and to get other varieties of experiences in research methods. For one thing, since quite some time, many junior staff have neglected to immerse themselves in needed literature study ( the use of other secondary materials) to complement fieldwork-studies.

While working-space will be made available by I.P.B. to house the Center ( the Director is directly responsible to the Rector) and for data processing the facilities developed at the Department of Statistics and Data processing (Prof. Dr Andi Hakim Nasution) will also be available to the Center, special considerations need to be put on build-up of the Center's own "study materials" from its own studies and collected materials, by exchange or other means. Such a base is needed if one of the Center's aspirations will come true: producing annual reports on "social development in village Indonesia".

Staff members (1975):

1. Dr Sajogyo (Director, Professor at Dept. of Social Economics, Faculty of Agriculture, IPB)
2. Drs S.P. Tjondronegoro (Associate-Director, Senior-Lecturer at IPB)
3. Dr. M. Makagiansar (Professor at IPB, at present full-time as Director-General of Higher Education in Jakarta)
4. Dr Margono Slamet (Senior Lecturer at IPB, at present full-time as Dean, Faculty of Animal Husbandry, IPB)
5. (Mrs) Ir Pudjiwati Sajogyo, M.Sc. (Senior-Lecturer at IPB)
6. Ir M.Amin Azis, M.Sc. (Lecturer at IPB, at present pursuing Dr's-degree studies at Univ. of Iowa, USA)
7. Ir Gunardi (Assistant at IPB, at present pursuing M.Sc. degree studies at Michigan State Univ., USA)
8. Ir Soleh Widodo (Assistant at IPB),
9. Ir Said Roesli (Assistant at IPB)
10. Ir Ali M.A. Rachman (Assistant at IPB).

3. The Center has started its series of publications, the first one (mimeographed) was in a series of graduate M.S. level thesis (skripsi), the second are (in press, 2,000 copies) on the results of ANP-study : "Improving family nutrition in rural areas".

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cc: Mr. Wisner

Reference: PIACT-2

13.2.76

JJF/v1

H. Karasaki, Director a.i.  
R.O., Bangkok

INTERLAB JAKARTA  
UNDP/ILO

WISNER ARRIVING JAKARTA TWENTY TWO FEBRUARY THREE PM  
GA 989 Stop IF DESIRABLE CAN LEAVE ONLY TWENTY FIFTH  
ONE PM GA 684 FOR DENPASAR WHERE STAYING TILL TWENTY NINE

INTERLAB BANGKOK 39/

J.J.F.  
13/2



# Provisional Record

Sixtieth Session, Geneva, 1975

## TWENTY-FIFTH SITTING

Thursday, 19 June 1975, 10 a.m.

President : Mr. Ople

### REPORT OF THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT—We will now resume discussion of the Director-General's Report.

Mr. SUDONO (*Workers' delegate, Indonesia*)—On behalf of the Indonesian Workers' delegation and on my own behalf, I wish to extend to you my warmest congratulations on your election to the presidency of the 60th Session of the International Labour Conference.

Allow me now to express, on behalf of the Indonesian Workers' delegation, my sincere appreciation of the delicate way in which the Report of the Director-General deals with one of our paramount goals, namely the improvement of working conditions and of the working environment.

I am touched by the statement made by the Director-General in the introduction to this Report when he says: "Another reason is that, in choosing the theme of working conditions and environment, I am sure that I am not losing sight of the problems of employment and of income. First of all, because the relationship between questions such as satisfactory conditions and hours of work and the optimum level of employment is obvious."

I therefore consider that this Report of the Director-General is another contribution of the ILO to the Second United Nations Development Decade, giving a new perspective to the creation of greater solidarity between the rich and the poor within and beyond the national boundaries, since the expectations of, and in, the developing countries may well lead to dangerous situations if they continue to be frustrated.

In Asia, where more than 50 per cent of the world population lives, there is a host of problems to be solved.

One particular problem is that of unemployment and underemployment, which sometimes leads to cases of extreme poverty and human degradation.

The complexity and the magnitude of these problems created an awareness of the need for evolving among the developing countries of the region co-ordinated development policies which would also take account of other objectives, such as the creation of greater opportunities for employment that is productive and remunerative.

While in attempting to raise the living standards and the quality of life of their people, developing countries consider the improvement of working conditions as highly important, they will continue for some years to come to give top priority to the problems related to

the creation of productive and remunerative employment.

In order to be able to do all these things, developing countries need foreign experts from various kinds of international agencies, including the ILO, not as permanent substitutes for their own nationals but as temporary communicators and trainers of specialised skills. These experts should be chosen from that small number of people whom Denis Goulet, the philosopher-economist of development and the author of *The cruel choice*, describes as men with professional competence and unstinting allegiance to a common good transcending lesser loyalties to nations or ideologies. The special grace of such men—apart from their technical skills—is that they are fully aware that a transfer of technology is a transfer not merely of machinery and knowledge but also of the cultural values and economic attitudes that produced the machine and the knowledge in the first place.

Better working conditions invariably increase productivity, and higher productivity, in turn, contributes to the greater well-being of the workers, which again in turn constitutes an important condition for the success of our national development effort and for achieving the aim of continuously enhancing human dignity among the workers.

It is an established fact that productivity in the developing countries is low compared with that in industrialised countries. This low productivity is due, among other things, to an unsatisfactory working environment and inadequate working conditions, including low wages. Improvement of the working environment alone will not achieve an increase of productivity, unless the labour force is fit for work. Therefore improvement of the working environment should be coupled with an improvement of working conditions.

Since the labour force is the decisive element in production, measures should be taken to improve the labour force's fitness for work and to minimise factors prejudicial to its well-being. It is recognised that workers at the workplace, be it in industry, mining or agriculture, are often exposed to excessive physical and mental stress which may lead to increased absenteeism, occupational accidents, disease and the lowering of work morale, resulting in lower productivity.

The working environment comprises primarily the physical and psychological hazards at or near the workplace caused by defective machinery, dust, toxic substances, ionising radiations, noise, vibration, heat, etc., and the synergistic effect of two or more of these conditions. Preventive measures, over and above traditional safety and health techniques, however, should include the designing, and use of machinery

and processes matching the capability of a worker's body and mind. Improvement of the working environment involves more than the protection of workers' safety and health. It also means humanising working conditions in terms of work content and job satisfaction. One of the many causes of the deterioration of the human environment is pollution by industry. Rapid industrialisation brought with it new processes and technology coupled with an ever-increasing use of new materials and substances. Much of the pollution, effluents and waste found in the general environment originate in the working environment.

We are of the opinion that the key to an integrated approach to the environmental problem is to be found in pollution control at the source, namely at the workplace. It would certainly be advantageous to evaluate the merits of control at the workplace, particularly in the case of new factories. The experience gained would be of general application, as the monitoring and control devices used would be substantially the same as are needed for the evaluation of general environmental conditions. Therefore we suggest that, beginning in 1976, the ILO should also establish a detailed programme to deal with the various aspects of environmental problems, in pursuance of the resolution concerning the contribution of the ILO to the protection and enhancement of the environment related to work. This resolution establishes the link between conditions in the working environment and in the general environment.

When discussing the working environment, one should also consider it in terms, for example, of recruitment and dismissal and remuneration. In my humble opinion, well co-ordinated planning at the community level, as well as at the level of the individual workplace, is the basis for comprehensive development of the working environment. My Federation notes with satisfaction that in his Report the Director-General considers such action possible within the framework of the ILO. I should like to stress, however, that a prerequisite for meaningful research into the working environment is the early formulation of a clear policy. The basis for such a policy could be an international instrument setting forth its nature and objectives. Such an instrument would then provide guidance for action in accordance with the conditions and needs of each country.

Indonesia's Five-Year Plan aims, among other things, to develop agriculture and mineral production and their supporting industries. In pursuing our objectives, however, economic and social development must proceed hand in hand if the benefits of national development are to be shared throughout the nation. The improvement of living conditions, family incomes and social welfare cannot be sacrificed to economic development that—although it may be spectacular in statistical terms—results only in widening the gap between the affluent and the needy. For these reasons, Indonesia's Five-Year Plan considers health, particularly health of the workers, as a prime factor in overall economic and social development.

May I now touch briefly on the problems of working women and the equality to be achieved between the two sexes in working life.

In accordance with International Women's Year, I am delighted to see that the 60th Session of the International Labour Conference is discussing and reviewing in depth the ILO's future programme for promoting equality of opportunity and treatment for women workers.

I believe that a key element in the ILO's efforts to establish equality between women and men has been

the adoption of two basic instruments, namely the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100).

Even though we have these two Conventions, however, we must admit that equality between the sexes in the labour market has not been achieved to the extent desired or expected. Therefore, we should study whether it is not desirable to supplement these two major Conventions of a rather general character with new instruments.

Much too often international instruments—including those adopted by the ILO—take as their target, when speaking about women's opportunities, the level and choice open to men. But account has not been taken of the fact that the traditional values relative to the role of man might need to be questioned too. A change of attitude along these lines is a prerequisite for any significant improvement in the position of women.

Before I conclude my statement, may I take this opportunity to express my deepest gratitude for and appreciation of the co-operation and assistance that the ILO, and especially its Workers' group, has extended to my Federation; I hope that this state of affairs will continue.

I am very sure, Mr President, that, with your able leadership combined with your wisdom, this Conference will add another milestone to the ILO's successful historical journey for the betterment of the conditions of workers all over the world and the well-being of mankind.

*Interpretation from Russian:* Mrs. PEEVA (*Employers' delegate, Bulgaria*)—Mr. President, permit me to add my congratulations and good wishes on your election to the responsible post of President of this session.

In the present-day world in conditions of scientific and technological revolution, the questions of working conditions and environment and the organisation of work take on a particular importance among those concerned with the production of the life and health of the worker in employment. The development and perfection of techniques and technology are accompanied by changes in the character and content of work. This requires improved organisation with the object of regulating hours of work and improving working conditions.

The Director-General's Report, *Making work more human*, seeks to provide solutions to the growing problems occurring in employment and to trace a course for further activity by the ILO in this connection. This is certainly a topical and important question. Here I should like to stress that questions of improving working conditions in the various countries cannot be settled in the same way and depend largely on the economic and social system and the ownership of the means of production. If we bear this in mind, we understand why in some developed capitalist countries there is widespread dissatisfaction due to the repetitive character of work, too rapid rates of working, the lack of advancement and bureaucratic methods. The workers of these countries question the very idea of work and its value, at least in the forms in which they are required to work.

The Director-General himself points out on page 46 that "this phenomenon has become too widespread, particularly in the past few years, for its existence to be denied."



This brings me to the difficult problem of those of our brethren still struggling for their political independence. "More human" work cannot exist in countries still under the unjustified domination of others. The ILO, by virtue of its terms of reference, should be able to offer specific solutions.

Before concluding, I would draw the attention of this assembly to two questions which are at once practical and social in character. Firstly, in view of the capital importance for the Third World countries of the problem of the development of the rural world, the ILO should pursue the specific action already begun by creating a special department for the development of the rural world. Secondly, I would observe that the majority of the poorer countries, Members of our Organisation, are geographically far from Geneva and, hence, although they may wish to attend the Conference, cannot make reasonable arrangements for representation—whence the need, in my view, for the ILO to consider the possibility of paying the travel costs incurred by the delegates of these countries.

Of course, we are all aware of the present financial straits of this Organisation but if the great Powers were serious in their desire to cut their armaments budgets, they could contribute even further to payment of the ILO's expenses, serving ends more universally appreciated for, in the last resort, the peace we seek will be obtained not by cannons but by the efforts of free men.

Finally, allow me to repeat how grateful we are to the ILO for having, despite its present financial difficulties, set up an office in Tananarive as an antenna tuned in to the whole of the Indian ocean.

Mr. SUBROTO (*Minister of Manpower, Transmigration and Co-operatives, Indonesia*)—Mr. President, it is with pride and elation that I greet you on this momentous occasion of your election to the most honoured office of President of the 60th Session of the International Labour Conference. It is indeed a distinction and homage to your dedicated service in the labour field, to your sincere desire to improve the lot of the working man, to your commitment to national development and to your unswerving faith and trust in the goodness of mankind. On behalf of my delegation and myself, I wish to extend to you our warmest congratulations for this well deserved distinction. We are confident that your leadership in this 60th Session of the International Labour Conference will provide inspiration and guidance to a successful and a fruitful Conference.

I feel honoured to be given this opportunity to address this august session of the International Labour Conference here in Geneva—a historic site for peaceful efforts and undertakings. We meet at a crucial point in time. As we come together from all parts of the world to discuss universal problems in the field of labour, we realise the great discrepancy between the rich and the poor, the industrialised and the traditional communities, the advanced and the less-developed countries creates an unhealthy atmosphere in our world economy today. The existing division of labour, which is tangibly represented from the assembly line in factories to the assembly line in the world market, is now under scrutiny, for as we meet here to focus our attention on making work more human, on bringing meaning and sense of fulfilment to man's work, so it is that the developing countries are seeking growth and development in areas that will give them a sense of national pride and fulfilment. Thus, it is that the developing nations are trying hard to lift

themselves by their bootstraps, tapping and developing their natural and human resources to bring about a continued national growth that would contribute to regional and world prosperity and the economy. Recent world developments have shown us that the traditional assembly line in the world, where the developing nations provide the raw materials for the advanced countries, but where the gains from trade are unequally distributed, is vulnerable and unsound in our world today. Prevailing world crises have dealt drastic blows to national economies. Thus, as we concern ourselves in this Conference with the minimisation of the adverse effects of technology in various areas of work by considering human needs and drives, so it is that at the macro-world level we should also strive to bring about a production line that fulfills a nation's capacity to produce and to enjoy a more enriched national life.

To the Director-General may I express, on behalf of the Indonesian delegation, our admiration for a comprehensive and scholarly Report that elucidates an inevitably pervasive problem in industrialised countries. From the viewpoint of the developing country the Report is informative and provides pointers and much food for thought in the process of industrialisation and national development.

There are unquestionably many problems faced by governments as well as by the employers and by the workers in attempts to improve working conditions and the working environment. I therefore welcome the initiative of the Director-General in proposing better working conditions throughout the world. Making work more human is a timely reaction to the prevailing mechanisation in industrial countries—mechanisation not only in terms of harnessing mechanical equipment but also in putting man in a slot in the mechanical wheel.

The Report is both retrospective and introspective in its treatment of current conditions and realities in the world of work in industrial countries and it enumerates various alternative ways of making work more human. The Report cites background information on experiments going on in various industrial cities and countries that are striving to "humanise" working conditions and environment. It raises questions regarding various systems of work. As mentioned by the Director-General, the problem is more prevalent and disconcerting in industrialised countries than in developing countries, as only a small sector of the latter is industrialised. This Report mainly addresses itself directly to advanced industrialised countries. Nevertheless, as I mentioned earlier, the Report provides insight and useful information for developing countries that want to learn from the experiences of other members of our world community.

For while industrialised countries are currently confronted with the problem of offsetting the adverse effects of technological development on human labour, the problem in developing countries is more to create productive jobs for the army of unemployed and under-employed workers, and on how to make the benefits of technological progress accessible to the worker to minimise his burden and increase his production. Better working conditions will invariably increase productivity and higher productivity will contribute to the well-being of the workers, a condition which enhances human dignity among the workers.

I would like to mention some points in the Report relevant to the developing countries, to Indonesia in particular.

Lessons to be learned from the industrialised countries in terms of safety and healthiness of the working

environment can be projected meaningfully into the broader scope of the total living environment of the workers in the developing countries.

The second point is that in the developing countries where skill is minimal and work discipline is still wanting, the Taylor system might be a necessity in the phase of industrialisation.

Third, guidelines and international standards on working conditions and environment developed by the ILO can be usefully adapted to developing countries.

Fourth, wage and employment policies based upon economic and social development which are pressing and basic can be adopted so that the reduction of hours of work can be dealt with simultaneously with the problems of job creation and wages.

Fifth, ILO integrated programmes for the improvement of working conditions and environment, based on both the comprehensive and the specific, would be useful to developing countries in planning and implementing improvements in work conditions and environment.

And the sixth and last point is that the proposal concerning education of workers in occupational safety and the development of convincing pedagogical material in this field would hasten the attainment of worker's health and safety in developing countries.

In response to the resolutions concerning the working environment adopted by the Conference at its 59th Session, the Indonesian delegation welcomes the proposal of ILO to establish a coherent and integrated programme of action designed to contribute effectively to the improvement of the working environment which would enable the Conference, beginning in 1976, to deal with the working environment under all its aspects.

Permit me now to sketch in brief what we have done in Indonesia and what, in my opinion, could still be done in the field of occupational health, in our attempt to improve working conditions and working environment.

Indonesia's natural resources warrant a relatively promising growth of industry and a steady increase in mineral production. Out of a total population of 120 million the economically active population is estimated to be 45 million, of whom about 70 per cent work in agriculture. At the present stage of development, industry and mining employ more than 3 million people.

Indonesia's Second Five-Year Plan aims, among other things, at developing agriculture and mineral production and their supporting industries. The Plan considers health, particularly that of the productive groups, as a prime factor in over-all economic and social development.

The health of workers in various sectors of the economy is of general concern in our attempts to increase productivity. There are cases where workers in agriculture suffer from uncontrolled exposure to toxic agricultural chemicals, while workers in industry and mining are also affected by ever increasing occupational hazards which aggravate such basic ill health as tuberculosis and malnutrition. Occupational diseases are very much under-reported. But field studies, however, are revealing their quantitative existence among the working groups. The Government realises that these ills and their associated economic loss can be controlled, or totally prevented, through development of an occupational health programme. It has sanctioned a special budget for this purpose. The develop-

ment of occupational health is considered a basic need in socio-economic development.

An occupational health and hygiene development programme has been included in the Second Five-Year Plan. The National Institute of Occupational Health and Hygiene has been co-ordinating training, services, evaluation, standardisation, and law enforcement.

With the steady expansion of industry and mining and the mechanisation of agriculture, new harmful environmental and industrial exposures and processes appear to affect our limited skilled labour and would gradually increase the magnitude of problems in the working environment unless preventive measures are taken. This situation indicates a need to frame a sound and simultaneous development programme of preventive health services for the working population.

These are the lines of action that my Government has undertaken regarding labour protection, in the light of our efforts to improve working conditions and the working environment.

In Indonesia the improvement of working conditions and environment can be facilitated because of a basic understanding between labour and employer embodied in our Code of Labour Relations which is based on our state philosophy of co-operating and helping each other in the production process, in the harmonious sharing of profit, and in responsibilities towards the individual worker, his family, the community, the undertaking, and the State. Thus, while the employer's rights to own and expand his business for profit are recognised, the employer in Indonesia is committed to contribute constructively to the worker's well-being within the framework of national development; and labour unions are not just channels of worker's rights and aspirations but are also links for the worker's participation in the task of national development.

This year, being the International Women's Year, my Government wishes to place on record its full support for the equality of treatment and opportunity of our women workers. Throughout the political, economic and social history of Indonesia women played an important role and it is only logical that Indonesian women will continue to be in the forefront in our political, social and economic development.

May I take this opportunity to express my country's gratitude for the assistance and co-operation extended by the ILO and its member States to my country and people in our concerted effort towards national development and towards the maintenance of mutual respect with other countries in our world community.

May I, Mr. President, once more express my country's feeling of trust and confidence in your leadership and in the wise deliberations of this distinguished assembly that this Conference may add another milestone in the International Labour Organisation's endeavours towards an enlightened and harmonious world.

May the Almighty God bless us all.

*Interpretation from Spanish:* Mr. YLLANES RAMOS (*Employers' delegate, Mexico*)— Mr. President, I associate myself with pleasure with the congratulations which you have received on your well-deserved election to the Presidency of this Conference.

Within the brief time granted to me I have a few remarks to make on the Director-General's Report which attempts to analyse certain problems facing governments, employers and workers in their attempts to improve the conditions of work and the environment in which this work is carried on, giving attention to occupational hazards which are particularly serious

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tive units of my country. This is being done in spite of the President's plea to all the delegates to confine themselves to the subject-matter at hand. I am surprised that Iraq, a country which has been waging an atrocious war against the Kurds for a number of years, has suddenly taken it upon itself to act as the watchdog of international morality and freedom. Perhaps they have found their voice only this week. Nevertheless, realising that this is neither the place nor the time to consider the political declarations that are being showered upon us by Iraq, I would merely like to point out at this juncture that such actions of political conspiracy are in flagrant violation of the United Nations Charter and constitute an unwarranted intervention in the domestic affairs of a sovereign State.

Mr. BEKTI (*Employers' adviser, Indonesia*)—First of all I should like to inform you that the Chairman of the Indonesian Employers' Association (PUSPI) is very sorry that he has not been able to present this paper himself and has asked me to deliver it in his place.

At the outset I should like on behalf of the PUSPI to congratulate Mr. Ople on his election.

Incidentally the Chairmen of both the Employers' and the Workers' Associations from Indonesia were asked by the employers and workers in Asia to second Mr. Ople's election to this high office and made their respective supporting speeches.

Our congratulations also to the Director-General for his excellent Report entitled *Making work more human*.

We are happy that the Governing Body of the ILO and the International Labour Conference in its 1974 Session have placed on this year's agenda for the Conference such technical topics, which at the present time are of great importance for the development of Indonesia, as organisations of rural workers and their role in economic and social development; human resources development; vocational guidance and vocational training; and establishment of national tripartite machinery to improve the implementation of ILO standards.

Our Minister of Manpower, Transmigration, and Co-operatives addressed the Conference on Monday, 9 June 1975 from this rostrum and gave his views on the Director-General's Report as well as reporting on the social and economic situation in Indonesia today. I fully agree with him that for a developing country like ours the most important issue which we have to cope with to-day is creating more employment. As he said: "For, while industrialised countries are currently confronted with the problem of offsetting the adverse effects of technological development on human labour, the problem in developing countries is more to create productive jobs for the army of unemployed and under-employed workers, and on how to make the benefits of technological progress accessible to the worker to minimise his burden and increase his production. Better working conditions will invariably increase productivity and higher productivity will contribute to the well-being of the workers, a condition which enhances human dignity among the workers."

The Director-General himself admitted at the beginning of the Introduction to his Report, that perhaps it will be thought that in the present state of the world economy, increasingly threatened by unemployment and inflation, he should have drawn the attention of the International Labour Conference to the promotion and safeguarding of employment or to the protection and distribution of income rather

than to the apparently traditional theme of working conditions and environment.

When the creation of more employment is first envisaged, consideration should also be given to the creation of an adequate safety and health infrastructure. But efforts in the safety and health field should not hamper the creation of more employment.

We in the developing countries have in this matter a choice between more jobs—although with minimum safety and health conditions—or fewer jobs with better conditions of safety and health. The reason is that better safety and health conditions tend to cost more money, which will influence not only investment but also the cost of production and so increase the selling prices of products. This will have adverse effects on the people's purchasing power which is still low in our country.

After having studied the Report, it appears to me that the Director-General, in choosing the theme of working conditions and environment, has not lost sight of the problems of employment and income.

Therefore, I welcome his comprehensive Report which invites further thoughts on the process of industrialisation and national development in my country. I am particularly happy that the Governing Body has now decided that the Tripartite World Conference on Employment, Income Distribution, Social Progress and the International Division of Labour will be held next year at the same time as the annual Conference of the ILO.

As regards the work of the ILO as a whole, I always feel sorry that too much time has been consumed on political matters.

I hope that the discussion on structure, both in the Committee and in the Working Party, which has to do the follow-up work after this Conference, can be carried out in an atmosphere of understanding among the different groups so that, by next year, we can arrive at certain conclusions or compromises which can be put into effect immediately and which will guarantee the smooth operation of the Organisation. This in turn will make it easier for the Office to devote the entire time available to technical matters.

As a matter of fact, what is most important for the developing countries and for the three groups within these countries—the government, the employers and the workers—is the technical advice, guidance and assistance provided in the field of labour, in particular, and in the social and economic field, as a whole.

Coming myself from a developing country with a vast area and a big population, I should like to stress again the importance of the discussions now going on in the technical committees I mentioned earlier relating to the rural sector, vocational guidance and training and the establishment of national tripartite machinery, not to improve the implementation of ILO standards but also to cover wider social and economic fields as far as Indonesia is concerned. We have found that the tripartite constitution of bodies is of extreme importance and therefore we are happy that as an initial step we in Indonesia have been able to set up guidelines for industrial relations based on Panchasila—the five pillars of our state philosophy. We have achieved this through a national seminar, which was inaugurated by the President of the Republic and I quote here some of the conclusions: "The Government shall assume the role of guide and mentor, protector and conciliator for society in general and the parties concerned in the production process in particular. The Labour Union is not only spokesman of the aspirations of the workers with

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regard to their rights—such as their right to organise, their right to state collectively their standpoint and opinion regarding problems affecting labour conditions, their right to enter into collective agreements and other protective rights—but they have also the duty to lead the workers to participation in national development. The employers—apart from their recognised rights such as property rights the use of which has, however, a social function, and their rights to develop their enterprises and increase the profits which they derive from their efforts, provided they continue to pay attention to the interests of all parties in the society—should also make their constructive contribution to improving the welfare of the workers and to the development of good management practices within the over-all framework of national development. In this way there will be in the climate of Panchasila industrial relations no further place for attitudes of confrontation or for oppression of the weak by the strong. If the characteristics of the Panchasila industrial relations are really practised and become a national consensus of the partners in the production process, in particular of the workers, of the employers and of the Government, the aim of improving all the known systems of industrial relations, shall become a reality. The values of these industrial relations shall be more in conformity with the continuously developing cultural climate of Indonesia. Strikes and lockouts shall cease to have a place in the Panchasila industrial relations.”

In this context I should like to refer to the conclusions of the regional Technical Seminar on Industrial Relations for Employers' Organisations in Asian Countries which was convened in 1974 in Jakarta, and to whose success our organisation—the PUSPI—also contributed partly.

I should like to quote here a few of its conclusions, specifically relating to bipartite machinery.

“ There was general agreement on the importance of effective employer-employee relations within the enterprise and the need to improve such communications. It was considered essential that workers be made aware of the possibilities and problems of the undertakings for which they work.

“ Joint consultative machinery in the form of works councils, works committees or similar bodies could also play a positive role and indeed have been effective in both assisting management in the decision-making process and in bettering the general state of labour relations in the enterprise. Such machinery should, however, not be conceived of by the workers or trade unions as being a forum or substitute for collective bargaining, its purpose being co-operation rather than conflict. Nevertheless such machinery could be helpful in the ventilation of joint problems which could otherwise become troublesome issues at the bargaining table.”

A good example of what a good atmosphere and good understanding can do has just been demonstrated in the ILO discussions themselves.

The discussions in the Committee on Rural Workers' Organisations have been concluded without the necessity of voting, although at first that possibility did exist. Thanks to very good relations and understanding, all went well. That fact has also been referred to by the Committee Chairman on the occasion of the adoption of the Convention and Recommendation on this subject.

Speaking about industrial relations practices, our organisation, the PUSPI, does not make any discrimination regarding the ownership of the under-

taking, whether it is a national, a state or a foreign-owned enterprise, as long as the enterprise is run on a private company basis.

In this connection, I should like to mention that our Government welcomes the multinational enterprises too, as long as they keep the national interest in mind in carrying out their operations.

These regulations have been adopted in the expectation that more multinational enterprises will be inclined to invest more and in so doing help to improve the economic development of our country and also in the hope that they will help create more jobs so that unemployment can be influenced in a positive way.

In the Second Development Plan ~~the close~~ relationship between investment and employment has been consciously observed and our Government has adopted it as a policy.

Next to and above employment creation, more investment can mean increase of knowledge and technical know-how as well as improvement of management skills.

Managements skills are not only considered as being necessary for the bigger enterprises but also to make smaller entrepreneurs more mature and have more initiative.

Creating and developing better small and middle-size enterprises is considered of great importance by our country because through them, the country will not only become economically stronger, but also better equipped to face competition.

In this context, therefore, we appreciate the conclusions of the discussions on human resources which can be of benefit for our endeavours to improve training and vocational guidance, as well as management training techniques.

In our Second Development Plan improvement of the agricultural and rural sector is still being considered as the cornerstone of development.

Possibly you have already heard about efforts to set up more BUUD/KUDs—Village Unit Development Bodies—in the form of a co-operative or not, and improve the existing ones.

Through the BUUD/KUDs all possible resources of the village can be co-ordinated so as to achieve optimum results.

These bodies comprise small farmers, traders, wage earners and others closely connected with the agricultural and rural sector.

The conclusions resulting from the discussions in the Committee on Rural Workers' Organisations can I hope be used for improving methods and regulations respecting BUUD/KUDs of which there are now about 3,000 spread over the whole country. But these endeavours to improve them will cost a great deal and of course we will need assistance.

However, the ILO regular budget for technical assistance is very small, considering that this is to cover expenses for assistance throughout the world.

We hereby underline what has been said by Mr. Nasr and Mr. Oechsli in the discussion on the ILO budget for 1976/77 to the effect that creating a sufficient number of productive jobs is very necessary; that preparatory work for this purpose costs much, that such preparatory work needs to be done in the social and related technical fields and it should be done by the ILO staff and experts and financed from the regular budget.

In the context of employment we consider women workers as also included in the total labour force

available. There is no discrimination at all between men or women regarding opportunities and conditions of work or remuneration. In all our regulations there is no difference based on sex, religion or race.

We are fully conscious that much has still to be done before we can reach our ideals in development and at the same time make work more human, more meaningful and of more benefit to all.

ILO Conventions and Recommendations as well as articles to be found in ILO books or in reports of ILO seminars, workshops, symposia and research work are very helpful as guidance and as examples in our endeavours.