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SESSIONAL WORKING GROUP OF GOVERNMENTAL EXPERTS ON THE IMPLEMENTATION  
OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

SUMMARY RECORD OF THE 18th MEETING

Held at Headquarters, New York,  
on Friday, 27 April 1984, at 3 p.m.

Chairman: Mr. BENDIX (Denmark)

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Consideration of reports submitted in accordance with Council resolution 1988 (LX)  
by States parties to the Covenant concerning rights covered in articles 6 to 9  
(continued)

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The meeting was called to order at 3.20 p.m.

CONSIDERATION OF REPORTS SUBMITTED IN ACCORDANCE WITH COUNCIL RESOLUTION 1988 (LX)  
BY STATES PARTIES TO THE COVENANT CONCERNING RIGHTS COVERED BY ARTICLES 6 TO 9  
(continued)

Report of Cyprus (E/1984/7/Add.13)

1. At the invitation of the Chairman, Mrs. Kozakou-Marcoullis (Cyprus) took a place at the table.
2. Mrs. KOZAKOU-MARCOULLIS (Cyprus), introducing her Government's report, said that it enumerated the legislative and other measures adopted since the submission of the first report. Despite the unprecedented suffering of the past 10 years resulting from the Turkish occupation and the denial of people's fundamental rights, including the right to return to their ancestral homes, the Government had succeeded in overcoming some of the economic and social effects of the occupation, through proper planning and hard work.
3. Mr. TEXIER (France) said that the report gave a detailed picture of the current situation in Cyprus - including figures illustrating the changes in average wage levels and in the retail price index - and of how much the Government had done to implement the provisions of the Covenant.
4. It would have been interesting to know some of the reasons for the high degree of unemployment among university graduates (p. 8, para. 31). The Government seemed to be prepared to take steps to alleviate the situation. However, he pointed out that there was a contradiction between the right to education and the need to be able to get a job once that education was acquired. He therefore requested more information concerning the opportunities available to graduates of the institutes referred to on page 7, paragraph 27. It would also be interesting to have an idea of the proportion of graduates of the institutes to persons with a secondary or university education.
5. Noting that there were still substantially fewer women than men in the labour force (p. 9, para. 32) he asked whether women had the same opportunities as men to obtain a university education and to attain a satisfactory level of employment.
6. He asked how far the tripartite committee established to study the subject of minimum wage fixing (p. 14, para. 3), had progressed, whether the Government was planning to extend the minimum wage to all categories of workers and, if it was, when it thought that that would be possible. He also asked whether, in terms of purchasing power, wage increases kept pace, more or less, with increases in the retail price index or whether they lagged behind. If they did what did the Government do to try to close the gap?
7. It would be interesting to hear what steps had been taken to implement the Common Declaration on Safety, Health and Welfare of Workers which had been signed the previous year (p. 21, para. 24). The statistical information on industrial

(Mr. Texier, France)

accidents contained in table 4 was very interesting. However, he would have liked to see the figures for a number of years so as to be able to determine whether such accidents were increasing or decreasing.

8. Referring to page 23, paragraphs 34 and 35, he asked how many times employees had had recourse to the Supreme Court to contest a decision made by the Public Service Commission, and what the outcome of such appeals had been.

9. Noting the provision mentioned on page 29, paragraph 3, that trade union officers whose trade union activities prevented them from working at their trade should not be disqualified from membership in the union, he asked whether there was any provision, as existed in other countries, guaranteeing that they did not forfeit their right to work at their particular trade.

10. Finally, noting that many substantial changes had occurred in the social security system since the presentation of the previous report, he asked how long it had taken for redundancy payments to increase from £C 30 a week to £C 118 a week (p. 36, para. 23).

11. Mrs. JIMENEZ BUTRAGUEÑO (Spain) requested further information regarding the unemployment situation in Cyprus. What were the latest figures? How many young people were affected? What was the percentage of unemployment among women? She drew attention to the list of laws on the termination of employment and relevant regulations (p. 3, para. 8), pointing out that no mention was made of the grounds on which employment could be terminated and that no indication was given as to why there had been so many changes in the law.

12. She expressed great interest in the emergency economic action plans outlined on pages 4 to 7 of the report. What changes had occurred since the implementation of the first such plan and how did the Government plan to achieve the objectives of the fourth plan?

13. It would also be interesting to hear how the Government planned to improve the position of women in the labour market (p. 9, para. 33) and to have more information concerning industrial accidents. Were there fewer than there had been before? It was not clear from table 4 as the figures given related to only one year.

14. Mr. SVIRIDOV (Union of Soviet Socialist Republics) said that the reasons for the massive unemployment in Cyprus were easy to understand. They were quite different from the reasons for unemployment in the developed market-economy countries.

15. As was pointed out in the report (p. 1, para. 2) one very good means of avoiding discrimination in employment and ensuring minimum wages was by having a large public sector as the conditions of employment were then set by the Government. As was pointed out in the report the Government was unwilling to interfere in the freely negotiated collective agreements which regulated employment

(Mr. Sviridov, USSR)

in the private sector. In light of those comments he asked what role the Government played in ensuring that the obligations it had assumed under the Convention to guarantee the right to work and to ensure a minimum wage were carried out.

16. It was clear from the statements on page 9, paragraph 32 and page 19, paragraph 11, that the Government was having difficulty in ensuring equal conditions for men and women. That was understandable, given the complex situation in the country and the state of the economy. He would like to know, however, what was the likelihood of Cyprus adhering to the Convention on the Elimination of All Forms of Discrimination against Women.

17. He had never before encountered the "job value" principle referred to as the basis for determining wages (p. 19, para. 14).

18. It was clear from the report that the Government of Cyprus was making serious efforts to meet its obligations under the Convention.

19. Mr. JEMAIEL (Tunisia) said that the report was well organized and contained much useful information. Nevertheless, he requested further information on the size of the Cypriot population and a statistical breakdown of the working population according to the sectors of the economy. Referring to page 6, paragraph 24 he inquired what steps were being taken to find jobs for Cypriot workers returning from abroad. He inquired whether the statement that legislation would be pushed through guaranteeing the right of working women to maternity leave (p. 9, para. 32), meant that working women currently did not enjoy the right to maternity leave. If it did, what maternity benefits were provided under existing legislation?

20. Referring to the absence of specific legislation against discrimination either in pay or other conditions of employment between men and women in the private sector mentioned on page 19, paragraph 11, he asked what measures would be taken by the Government to remedy that situation. According to that same paragraph there were indications that in many cases women were paid less than men for work of equal value. Was there an organization in Cyprus which specifically defended the interests of women? Lastly, he requested further information on the activities of the various centres and institutes for occupational training, particularly activities designed to increase the number of skilled workers in the manufacturing and tourist sectors of the economy. Was the training free?

21. Mr. JATIVA (Ecuador) requested further information concerning the scope and functioning of programmes designed to solve the problem of unemployed university graduates (p. 8, para. 31). Had provision been made for such programmes in the Fourth Emergency Economic Action Plan? Referring to the statement he requested further information on the workers who were not covered by either collective agreements or minimum wage-fixing machinery (p. 14, para. 3), the sectors of the economy in which they were employed and measures taken by the Government to protect their rights. Additional information would also be appreciated with regard to the

(Mr. Jativa, Ecuador)

system of binding arbitration (p. 32, para 18). What kind of body settled the disputes through binding arbitration? What was its composition and were workers represented on it? Were its decisions always followed? Lastly, with regard to the redundancy payments (p. 36, para. 23), he asked whether a worker could request to be placed in another job instead of receiving redundancy payments.

22. The CHAIRMAN, speaking as the expert from Denmark, said that in view of the political situation and Cyprus' position as a developing country the Government had made a commendable effort to carry out its reporting obligations. Nevertheless, further information would be appreciated with regard to the implementation of articles 1 to 5 of the Covenant in view of the multinational character of the population of Cyprus. Additional demographic and micro-economic data would also be very useful.

23. Mrs. Kozakou-Marcoullis (Cyprus) withdrew.

Report of Finland (continued) (E/1984/7/Add.14)

23a. At the invitation of the Chairman, Mr. Salmenpera (Finland) took a place at the table.

24. Mr. SALMENPERA (Finland), replying to the questions raised by the members of the Working Group, said that the new employment legislation bill was still under consideration and would be completed by the end of 1984. Legislation would cover the duties of the State and municipal authorities to reduce unemployment through the use of public funds in the State budget and vocational training. The long-term measures to alleviate unemployment included special subsidies to encourage employers to employ workers who had been without work for more than nine months. The subsidy would amount to 50 to 80 per cent of the worker's salary. Twenty-five communities were currently experimenting with such subsidies.

25. With regard to the increased number of workers engaged in part-time work, he pointed out that many women had voluntarily taken part-time jobs. The introduction of new technology was contributing to the shift to such work. The Government was studying that situation and would propose changes in the relevant legislation in the near future in order to extend unemployment security coverage and improve pension security for persons engaged in such work. Furthermore, certain legislative restrictions on paid holidays for part-time workers would be abolished.

26. The Act on Occupational Health covered all employees in the private sector. Nevertheless, the measures regarding health check-ups and the inspection of work places differed according to the nature of the work involved. The term "Council of State" used in the report was perhaps misleading. The Council was composed of the members of the Cabinet, which was appointed by the President. Decisions of the Council were joint decisions taken by all State Ministers. The legal limit on working hours per week in Finland was 40. The length of the average work week was slightly less than 39 hours. That was achieved by granting additional leave at certain intervals. In certain cases - persons working in hospitals and hotels, the police and customs officials - longer work weeks were permitted for short periods.

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(Mr. Salmenpera, Finland)

27. The Government hoped to ratify the Convention on the Elimination of All Forms of Discrimination against Women by 1985 at the latest. A number of complex questions concerning domestic legislation had to be resolved before that could be done. The large number of strikes in 1980 was due to the fact that the system of periodic comprehensive wage settlements tended to produce cycles characterized by a high incidence of strikes. Finland was currently experiencing another such cycle because a number of trade unions had not supported the latest comprehensive settlement and were on strike or preparing to strike. The compensation rate for the purchase of medicines had remained stable in spite of certain pressures to reduce it.

28. The long-term measures to reduce unemployment included subsidies for work for handicapped persons, municipal employment programmes to increase the number of jobs in the building and repair sector, the establishment of new enterprises, labour-market training, programmes to provide guidance and vocational training to persons under the age of 25, subsidies for small enterprises and programmes for the creation of jobs in rural areas. With regard to the question of the flow of information from employees to employers, he pointed out that under the safety delegate system in Finland, safety delegates were elected by employees in work places with more than 10 workers. The safety delegates had the task of informing employers on matters relating to safety and health in the work place.

29. The apparent contradiction between the statistics on occupational diseases and occupational accidents did not mean that work was more hazardous than it had been in the past. It was simply due to the fact that more cases of occupational disease had been found through the current system of occupational health screening. The table on page 5 referred only to industrial accidents, not industrial diseases. The general target level for pension size was 60 per cent of a worker's income. Since the current pension scheme had been in force for just over 20 years it would take 35-40 years before that target could be reached. There were two categories of leading cost indexes and there was a difference of approximately 10 per cent in the benefits provided under the two categories.

30. The unemployment rate for women was approximately the same as that for men. In the 55 to 65 year age group, however, there were approximately 20 per cent more unemployed women than men. Under a reform of the social security system income size was no longer as important as it had been in the past in determining the size of social security benefits. Although pensions and social security benefits were taxable, the size of such benefits had been increased.

31. Measures had been taken to provide employee representatives with additional protection against dismissal. The safety committees had to be heard before the social insurance institutions refunded expenditures for occupational health services to employers. Farmers accounted for slightly less than 10 per cent of the total population. Further information in that regard would be provided in the next report. There was no discrimination against minorities under the current penal code because that matter had been resolved through a partial revision of domestic legislation. Lastly, he pointed out that new legislation concerning industrial democracy in the public sector was currently under consideration and would come into force at the earliest in 1986.

32. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Finland.

33. Mr. Salmenpera (Finland) withdrew.

Report of Peru (continued) (E/1984/6/Add.5)

34. At the invitation of the Chairman, Mr. Rivera (Peru) took a place at the table.

35. Mr. RIVERA (Peru), in reply to questions put at the eleventh meeting of the Working Group (E/1984/WG.1/SR.11), said that the employment service dated back to 1951, when the first office for employment placement opened in Lima for the purpose of regularizing the supply and demand of labour in accordance with national production needs. Other offices had been opened in 1956, 1957 and 1960. The intermediary role played by these offices had tended to become decentralized since 1972, and four regional offices had been created. The fundamental objective of the vocational guidance programmes developed within the national employment service was outlined in paragraph 4 of the report. The programme had been developed in co-ordination with governmental and private educational centres and was directed towards students about to finish their secondary studies.

36. With respect to trade union rights, he said that the Ministry of Labour promoted dialogue between the trade unions and employers' associations in a climate of respect for trade union freedoms and full exercise of the rights of workers as embodied in the Constitution and current legislation. It had also promoted the development of tripartite social reconciliation machinery. The National Council for Labour and Social Reconciliation had been involved in such work as the endorsement of base agreements in preparation for a price and wage pact.

37. The Government believed that labour disputes should be resolved by direct negotiation between workers and employers. Despite limited resources, inspections of work-places to monitor compliance with labour provisions, collective agreements and health and safety regulations were being increased with a view to preventing labour conflicts.

38. With respect to equality before the law, as applied to ethnic minorities and racial and religious groups, he said that the Constitution provided for equal rights before the law without any discrimination on the basis of sex, race, religion, opinion or language. The law recognized the equal rights of men and women, freedom of conscience and religion and freedom of information, opinion and expression.

39. Labour stability had been established by law No. 22126 of 23 March 1978, which protected the workers' right to maintain the labour relationship and established the grounds for terminating that relationship in cases where, by act or omission, the parties did not fulfil their obligations with respect to production, productivity, discipline and harmony in the work-place. Grounds for justified and immediate dismissal of the worker included the following: unjustified failure to fulfil obligations, repeated resistance to orders from superiors related to work and failure to observe labour regulations; deliberate and repeated decrease in

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productivity; use of the property of the work-place with intent to harm the employer or for the worker's own benefit; use or divulgence of manufacturing procedures which were considered secret; repeated arrival at work under the influence of alcohol or drugs; unjustified absences; participation in acts of violence, and, finally, causing intentional damage to the property of the enterprise.

40. Minimum wages were determined by the National Minimum Wage Commission, established by Decree Law 14222 of 23 October 1962. The Ministry of Labour legalized the wages by a supreme resolution, and the minimum wages were valid for two years from the date of that resolution. However, if substantial changes occurred during that period in the factors used to determine the wages, the Ministry could ask the Commission to fix a new level. Within each region, minimum wages were fixed for each economic activity. The minimum wage was based on such factors as labour productivity, the general conditions of the region and the particular conditions of the branch of activity.

41. The National Minimum Wage Commission was made up of representatives of employers and workers in commerce, industry, banking, mining and fishing. It was headed by a representative of the Government and included three independent members appointed by the National Engineering University and the Agrarian University. It made proposals to the Ministry of Labour regarding the establishment and composition of regional commissions. The latter were made up of an equal number of representatives of employers and workers. The functions of the Commission were to study and make proposals to the Ministry of Labour regarding the establishment and reform of methods of fixing minimum wages that were directly applicable to each economic activity; to give instructions to the local commissions regarding the application of those methods; to supervise the preparation and maintenance of minimum wage statistics; to determine the types of minimum wages; and to give opinions, as requested, on areas related to minimum wages.

42. There were three main labour organizations in Peru. The political Constitution of Peru recognized the right to form and join trade unions without prior authorization. No one was required to belong to a union or prevented from belonging to one. Trade unions could be dissolved by agreement of their members or by a decision of the Supreme Court. The Constitution also determined that collective labour agreements between workers and employers had the force of law for the parties, and the law provided for the peaceful solution of labour conflicts.

43. Underemployment had fallen from 51.2 per cent of the economically active population in 1980 to 46.4 per cent between 1981 and 1982, and unemployment had decreased from 7 per cent to 6.8 per cent. Underemployment in the rural areas had also declined, from 68.2 per cent to 60 per cent, the lowest figure in 14 years. Urban employment had expanded, partly because of increased public investment.

44. Law No. 23285 of 16 October 1981 regulated employment for persons with physical and intellectual limitations. Enterprises which employed disabled persons were given a bonus for tax reduction purposes, and employed disabled persons

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enjoyed all the benefits and rights which labour legislation accorded to workers of that country.

45. The CHAIRMAN said that he had raised the question with regard to the situation of the various ethnic groups because of the emergency situation that had arisen in many provinces in recent years. He expressed the hope that the situation would not prevent all sectors of the population from enjoying their rights under articles 6 to 9 of the Covenant.

46. Mr. RIVERA (Peru) said that the emergency situation had resulted from insecurity in the country; the Government was making every effort to ensure safety and tranquillity in the country.

47. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Peru.

48. Mr. Rivera (Peru) withdrew.

Report of Mongolia (continued) (E/1984/7/Add.6)

49. At the invitation of the Chairman, Mr. Enkhasaikhan (Mongolia) took a place at the table.

50. Mr. ENKHASAIKHAN (Mongolia), in reply to questions put to him by the Working Group at its 16th meeting (E/1984/WG.1/SR.16), said that the expression "prompt payments" in paragraph 7 (a) of his country's report referred to payments to workers hired to perform a specific job or to special additional end-of-year payments.

51. The people's court (para. 19), was the highest of the three bodies mentioned. It considered complaints about unjustified dismissals and transfer of workers by management and applications by the management for compensation by a worker for damage to the enterprise. It also considered the decisions taken by the labour dispute commission or the trade union committee. Labour disputes were first submitted to the labour dispute commission, which consisted of representatives of management and workers in equal numbers. Its decisions were taken by mutual agreement and were binding, requiring no further endorsement. The trade union committee could examine labour disputes upon receipt of applications from factory and office workers if the commission failed to reach an agreement or upon receipt of complaints from factory and office workers against decisions of the commission. The trade union committee could annul the commission's decision, if it violated existing legislation, and pass a decision on the substance of the dispute.

52. In reply to the question raised with respect to paragraph 23 (c), he said that in many cases, when serving in the army, employees received training for a different job; in such cases they might choose to work elsewhere after returning to civilian life. If they did not, the employer was duty bound to rehire them.

53. Replying to various questions about working conditions, he said that the wage

(Mr. Enkhasaikhan, Mongolia)

scale depended on the actual work to be done and was drawn up by the Council of Ministers in consultation with the trade union organization. The "piece-work" assessment referred to in paragraph 39 was determined on the basis of established job categories, wage rates and standard output quotas and on the basis of division of hourly or daily wage rates corresponding to the established job category by hourly or daily output quotas. It might also be determined by multiplying hourly or daily wage rates by the fixed time rate in hours or days. The "piece-work" assessment did not necessarily apply to unskilled work. New lists of jobs to be paid on the piece rate, like those on the time rate system, were drawn up by management with the agreement of the trade union organization.

54. Since real income was one of the main components for measuring standards of living, the Government had taken specific measures to increase real income faster than money income. Real income in Mongolia had risen significantly thanks to cuts in the prices of consumer goods and services.

55. Referring to the question of whether other trade unions could be set up, he said that in practice there was no need to set up new trade unions because the existing trade unions had extensive rights and were fully capable of defending the interests of the working people. The four sectoral trade unions, together with the 5,700 trade union groups throughout the country, covered all categories of workers.

56. Mongolian legislation did not prohibit strikes. Since socialism had abolished exploitation, however, and since trade unions had the right and the means to settle any labour conflicts, the conditions that would warrant strikes did not exist.

57. Trade union committees were empowered to demand the removal of any executive or other person who violated labour legislation and ignored just criticism, and some cases were arbitrated by the courts. During the past three years, for instance, 40 managers, had been dismissed at the demand of the unions. According to the latest nation-wide study conducted by management and trade union organizations over half the workers' grievances concerned wages, pensions, benefits and dismissals. Trade unions could demand the annulment of a labour contract in cases of gross and continued violations of collective agreements by management, or in order to safeguard the health and other interests of teenage workers.

58. The term "territorial labour organs" (para. 14) referred to provincial, city and town labour organs. A labour contract was, indeed, cancelled by a worker's military enlistment, but on the understanding that the worker would be rehired after his military service if he so wished. Labour contracts could be for an indefinite term, a fixed term of up to three years or a specific term required by a specific job. The indefinite-term agreements could be abrogated in accordance with the law at any time; the fixed-term agreements automatically became indefinite-term agreements if they were not abrogated by either party upon expiry.

59. The 46-per-cent increase in the labour force (para. 25) reflected mainly an increase in young workers under 35, and particularly in the industrial sector, which employed about 41 per cent of the population and currently accounted for 41 per cent of the gross national product and 27 per cent of the national income. With regard to the planned increases in the average monthly earnings of manual and

(Mr. Enkhasaikhan, Mongolia)

non-manual workers as against those of members of agricultural combines (para. 55 of the report), higher increases had been planned for the latter to compensate for their comparatively low pay which, however, was supplemented by other sources of income such as the sizeable herds they were allowed to own.

60. The next report would indicate what percentage of profits were passed on to workers. It would also supply all the additional statistics that had been requested on social security. In 1983 approximately 132,000 persons had received pensions and similar benefits; approximately 104,000 old-age pensions, 14,000 disability pensions and 18,000 loss-of-breadwinner allowances had been granted. In addition, approximately 92,000 women had received child support grants for more than three children and 35,000 nursing mothers had received allowances.

61. With regard to the population statistics requested, out of a total population of 1.8 million, 50.1 per cent were male and 49.9 per cent were female. One fourth of the population was studying in some kind of educational institution. The total labour force was about 650,000, with about 24 per cent employed in non-manual work and 79 per cent in government enterprises. The average life span in Mongolia had more than doubled since the 1921 People's Revolution, from 32 to 65 years.

62. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Mongolia.

63. Mr. Enkhasaikhan (Mongolia) withdrew.

Report of Yugoslavia (continued) (E/1984/7/Add.10)

64. At the invitation of the Chairman, Mr. Mateljak (Yugoslavia) took a seat at the table.

65. Mr. MATELJAK (Yugoslavia) assured the Chairman that the report of Yugoslavia on articles 13 to 15 of the Covenant would soon be submitted. Owing to different constitutional arrangements which made the individual Republics responsible for covering that area of the Covenant, the preparation of that report was much more complex, particularly since there was no co-ordinating Government body.

66. Replying to questions that had been raised on the report of Yugoslavia (E/1984/7/Add.10), he said that the concept of "past labour" (para. 42 (e) and (f) of the report) had to be explained in terms of current labour, that was to say labour performed during a specific period at the end of which a worker received a wage (personal income) which never included the full value of his work since part was always set aside for the expansion and modernization of the enterprise. That part of his income which was set aside and accumulated over the years constituted past labour; it usually came to an additional 0.5 per cent of the value of the income from current labour. The value of past labour for pension purposes was calculated on the basis of the number of years worked.

67. Structurally inadequate economic development (para. 13) referred to the situation that had developed over the past two decades when Yugoslavia had invested

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mainly in the development of capital-intensive industries in order to catch up with the developed countries, and had concomitantly invested less in small-scale labour-intensive industries and agricultural enterprises. With improved technology, the Government was now in a position to turn its attention to that sector.

68. As to how the rise in personal income had affected the standard of living, he said that the latter had in fact declined, because of the world economic crisis. In 1984, Yugoslavia's debt repayments alone amounted to over \$5 billion and that had necessarily affected internal consumption.

69. It was difficult to compare earnings of workers in privately owned agricultural enterprises, where the income depended on the individual worker's zeal, the fertility of his land and the technology applied, with those of workers in large State agricultural enterprises whose income depended on the total income of the enterprise. The yield per hectare in public agricultural complexes had been much higher than that of private farmers; the public enterprises occupied 15 per cent of the arable land but supplied 50 per cent of the market needs of the country.

70. Regarding the large number of Yugoslav migrant workers abroad, mainly in Western Europe, it was the policy of his Government to secure good living and working conditions by agreements with the host countries; and to create proper conditions for their return to Yugoslavia, by passing measures to increase job opportunities for all citizens and providing special facilities for returning workers, such as the customs-free import of machines and tools, as well as procedural facilities enabling them to open small businesses and to invest their personal resources in an enterprise in the social sector which would then guarantee them a job. As a result, the number of workers going abroad had declined from over 1 million in 1973 to 625,000 in 1982. Yugoslavia had bilateral agreements of various sorts, especially in the social security field, with most of the host countries.

71. Regarding the effect of unemployment on women and the young, women were affected to the same degree as men, but the young were more affected because the economy was unable to absorb the large inflow of young graduates from schools and universities. Steps were, however, being taken; all enterprises, for instance, were required to employ some probationaries every year, and further vocational training was provided for young people.

72. The discrimination in favour of women in article 41 of the law governing pension and invalidity insurance (para. 45 (f) of the report) was intended to compensate for the amount of leave most women took for child-rearing (up to 12 months for each child) and for the fact that most performed household duties in addition to their jobs. Some Republics, however, allowed women to work as long as men, until the age of 65, if they wished.

73. The minimum guaranteed personal income (paras. 21 and 22) was fixed by law in each Republic and Autonomous Province on the basis of the prevailing economic

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situation, and therefore differed widely even from commune to commune and enterprise to enterprise.

74. Questions had been asked regarding profit-sharing by workers. In Yugoslavia, there were no profits as such. There was the income of enterprises which, after deduction of operating costs and social benefit expenditures, was divided into two main parts: one portion was reserved for further expansion of productivity, the other was used for the personal income (wages) of workers and for collective consumption in the form of recreation centres, advanced training, housing benefits and so on. The personal income of each worker depended both on the total income of the enterprise and on the results of the worker's own hard work. The number of children did not affect wages, but low-income workers received children's allowances from other funds.

75. The deterioration in work safety and health standards implied by the table in paragraph 34 of the report was only apparent, since there had been an increase in the total number of workers in 1983. It was true, however, that there had been no real progress in the field, hence the recent passage of new administrative and technical measures, the results of which would not become apparent until the next report was due.

76. All workers, even those who had not completed the statutory contribution periods, received some kind of retirement pension in proportion to the years worked.

77. Trade unions were organized at the enterprise, commune, province, republic and federation level. At the federation level, there was a Confederation of Trade Unions. Workers were organized on a voluntary basis. The Constitution and other legislation had given trade unions an important role in labour relations. They could make suggestions on laws being drafted and could initiate their preparation and adoption. They could also propose and supervise free elections of delegates to managing bodies such as the workers' councils and the assemblies of the communes. Trade unions also had an educational function and trained workers for self-management. They protected workers' rights, especially by taking an active part in solving labour disputes. They participated in securing the distribution of personal income according to the results of labour, in distributing social security benefits and in seeing to the welfare of the lowest-income groups. The programmes established for the latter provided mainly housing, educational and vocational training facilities.

78. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Yugoslavia.

79. Mr. MATELJAK (Yugoslavia) withdrew.

The meeting rose at 6.15 p.m.