

Bureau international du Travail, CH-1211 Genève 22

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EDITORIAL

The 85th Anniversary Reunion of Former Officials

We spent a lot of time wondering whether to have a reunion of former ILO officials on the occasion of the 85th Anniversary. The old team that had been largely responsible for the 70th (1989), 75th (1994) and 80th (1999) anniversary reunions was, yes, old. It considered itself a bit creaky.

However, some new blood refreshed our flagging spirits and encouragement came from several faithfuls outside Geneva: Ed Dowding (New Zealand), Don Snyder (USA); Salah Ayoub (Munich). Also from the Genevese stalwarts Manuel Carrillo who had organized all the wonderful dinners and lunches of previous reunions and was ready to do so again. And Alexandre Djokitch was, as ever, ready to arrange his art exhibition.

And so it came to pass. A reception on 27 May, a Meeting on Pensions (our sincere thanks to Caroline Lepeu of the UNJSPF secretariat for her introduction and participation) and Health Insurance (thanks to Mr. Satoru Tabusa and his colleagues) on the 28th followed by the main event, the LUNCH. There were over 300 persons at the reception and 211 at the Lunch. Of these about 32 were former officials who had come specially from outside Geneva for the occasion (from Australia, Austria, Argentina, Germany, India, the Philippines among others) and there were 38 serving officials. Both these figures are significant.

The lunch was honoured by the presence of the Director-General Juan Somavía, by the former Directors-General Francis Blanchard, Michel Hansenne; and Jane Jenks, who represented Wilfred Jenks - not only a former Director-General, but the main author of the Declaration of Philadelphia, 1944.

Thus our Reunion also marked the 60th anniversary of the Declaration. The Director-General chose this occasion for paying tribute to five former officials who had served on the secretariat of the Philadelphia Conference 1944, when the Declaration was adopted: Angela Butler, Rosita Daly, Alejandro Flores, Carol Lubin, and Mirjam Staal. We all joined in this tribute and extend our warm good wishes to the Gang of Five.

Incidentally, Remo Becci and Fiona Rolian had installed an exhibition to mark the anniversary of the Declaration: an exhibition that not only provided insights into the birth of the Declaration but also brought out the flavour of the ILO's wartime home. Many thanks.

We all owe a deep debt of gratitude to the volunteers who worked as a team to organize these events; not all of them were retirees: Sandra Alameddine, Remo Becci (Archives), Manuel Carrillo, Alexandre Djokitch, Marie-Pierre Ducret (Social Welfare Office), Ibrahim A. Ibrahim, Barbara Lochon (and her team, Julia Conway, Lynda Pond, Evelyn Ralph and Clare Schenker), Jack Martin, Michael O'Callaghan, Fiona Rolian, Mirjam Staal, Satoru Tabusa (Chief, HR/Poladmin), Mario Tavelli. And thanks for the cooperation and help received from Guy Girod, Gek-Boo Ng, Bernard Ducommun, Terry Bezat-Powell, officials in strategic positions in the Office.

All of us did feel that the Reunion had well served its purpose of bringing the ILO family together, retired and not-yet retired, and of keeping alive the *esprit de Genève*. As Jane Jenks wrote, "I was most impressed by the general feeling of belonging. It seemed that everyone felt part of the large and welcoming ILO family."

Is it perhaps time to formulate the purposes that these reunions are meant to serve? We all know them instinctively but they are not always easy to formulate. Let me try.

- It's good fun.
- Any institution is strengthened by an "old boys" network.
- Traditions and continuity are promoted; this is heightened by the contact between retired and serving officials.
- Serving a career in a UN organization gives us a common language which we do not always hear elsewhere; it refreshes the spirit to be able to talk this language without fear of being misunderstood.
- We have become imbued with an international outlook and, from time to time, we need to commune with others similarly imbued.
- We feel we want to do our bit to promote the ideals and work of the UN family. It is easier to do this together than singly.

We have had four five-yearly reunions. They have been *ad hoc* and decided on each time. We think that now the need and desire for such reunions is clearly established. So let's decide that the next Reunion will indeed be held in 2009; probably on the last Thursday and Friday of May (I don't have a calendar for 2009 and as you'll see at the end of this Editorial, I am not always successful in reading a calendar even if I have one) and thereafter every five years. The team of volunteers, though likely to be somewhat depleted (and let's hope somewhat reinforced), support such a decision. It makes our task easier to have this decided now rather than leave it uncertainly in the air.

We publish elsewhere in this issue some of the comments and suggestions we've received. Do you have any ideas for the next one? If so, do please send them along; they will be most welcome.

Bruce Jenks

Bruce, the son of our former Director-General Wilfred Jenks, has been a distinguished official of UNDP for many years. Here is the text of a circular issued by Mark Malloch Brown, Administrator of UNDP, on 8 October 2004.

I am very pleased to announce that the Secretary-General has approved the promotion of Bruce Jenks to the level of Assistant Secretary-General.

As you are probably aware, Mr. Jenks has served the Organization with distinction for more than 23 years, most recently in his capacity as Director of the Bureau for Resources and Strategic Partnerships since its creation in January 2000.

Mr. Jenks has shown outstanding leadership throughout our efforts to transform UNDP into a more strategic, networked organization that donors want to support and that programme countries rely upon. He has played a key role in turning our resource situation around and expanding and strengthening our partnerships.

Prior to heading BRSP, Mr. Jenks served as Deputy Assistant Administrator of BOM and Director of the former Office of Strategic Planning, Director of the Office of the Administrator, Director of the United Nations Office in Brussels and Director of Budget.

Mr. Jenks holds a PhD from Oxford University and Masters Degrees from Cambridge University and Johns Hopkins SAIS.

Mr. Jenks' promotion to the level of Assistant Secretary-General is effective as of 1 October 2004. I hope you will join me in congratulating Bruce on this well-deserved promotion.

Yes, we do join you in warmly congratulating Bruce and we send him our very best wishes.

The Art of Letter Writing

As you well know, I am not given to complaining about the changes that have taken place in my lifetime, but there are some things that I cannot but be sorry for. Letter writing is one of several arts that has been relegated to the waste paper basket of history. (And if letter writing suffers that fate, can newsletters be far behind?)

Communication by electronic means is not the same as letters. With e-mail, you are tempted to reply at once, because you have only to click the *Reply* button and dash off your immediate reaction. In other words, shoot from the hip. As against this, when you received a letter in the old days, you opened it with an elegant paper knife (also useful for stabbing baronets in the library), leant back in your comfortable armchair (rather worn dark brown leather), put on your spectacles, unfolded the letter, and read it at ease. And you left it on your desk, or in the sitting room, or even the bedroom where you could see it several times a day, as you pondered your reply.

And finally, the reply was not limited to the query that your correspondent might have posed, but included news of yourself, your views on current events and on the latest scandals, your horror of the rapidly changing world and the incomprehensible behaviour of the young.

Now we would scorn such a waste of time.

Some of the writers of by-gone ages did seem to find time in spite of being fully occupied with voluminous works. The 12th and final volume of *The Letters of Charles Dickens* has just been published, completing over fifty years of devoted editorial work. Nine thousand pages of letters. As a critic said, *Dickens was incapable of writing a dull sentence and his correspondence is touched with the same dynamism, imaginative exuberance and verbal magic that distinguishes his fiction. Besides giving a compelling portrait of the Great Inimitable himself.... It is an unrivalled window onto the bustling, steam-driven, empire-building Victorian world.*

Dickens (1812–1870) died at the relatively young age of 58. He wrote some 15 full (very full) length novels; many short stories and essays, looked after a large family, edited a weekly for a while, performed public readings and private plays, and quite a few other things. Yet he found the time to write at least 9000 pages of letters, the publication of which is hailed as *one of the glories of British publishing... There are no dull pages and few without a memorable image and a noble sentiment* (Paul Johnson). And all this without a computer? By hand? Is't possible?

And as he wrote his letters amid looming deadlines for his serialized novels, it certainly couldn't have been any thoughts of posthumous publication that spurred him on.

Jane Austen (1775–1817) was a very different sort of letter writer. Her letters were about her daily life, shopping, dining with neighbours, visiting, making dresses and buying bonnets – the very stuff of which her immortal novels are made. The editor of her letters, Deirdre Le Faye, suggests that at a conservative estimate, Jane Austen must have written some 3000 letters; only 160 survive and take up about 350 pages of Le Faye’s book; there are another 300 pages of notes.

People expecting to see the same wit and sharp comments on life that characterize her novels, found that in her letters *she has not enough subject matter on which to exercise her powers* (E.M. Forster). Or they condemned them as *a desert of trivialities punctuated by occasional oases of clever malice* (H.W. Garrod).

Jane herself wrote to her beloved sister Cassandra (most of her letters were to her): *I have now attained the true art of letter writing, which we are always told, is to express on paper exactly what one would say to the same person by word of mouth; I have been talking to you almost as fast as I could the whole of this letter* (3 January 1801). It is only in recent years that her letters are being appreciated for what they are; the raw material for her novels.

Dorothy Osborne (1627–1695) would have agreed. *All letters, methinks, she wrote to her husband Sir William Temple, should be as free and easy as one’s discourse, not studied as an oration, nor made up of hard words like a charm.* (Could this also apply to news-letters?)

Dickens’ creation Sam Weller, perceptive about this as about everything else, defined the *great art of letter writing* by telling his father about a letter he had just written, *She’ll wish there was more, and that’s the great art of letter writing.*

And postscripts; surely there is a special art in writing good postscripts. You always have afterthoughts; sometimes you’re even obliged to write them on the envelope because you’ve already sealed and stamped it. Hazlitt realized this though his reaction was a bit sexist; poor chap, he lived before equality had come upon us. Talking of Charles Lamb’s sayings, he said that *they were generally like women’s letters; the pith is in the postscript.* And why give women the monopoly of pithy afterthoughts? Men have them too, though they are seldom as readable, or interesting or exciting, or worthwhile as women’s.

The Letters of Oscar Wilde (1854–1900) were published in 1962 and a Selection of them published in 1979. His well-known letter to Lord Alfred Douglas, written from prison, has of course often been published separately under the title of *De Profundis*. Many of his other letters are of great literary interest and his wit is often as sharp as it was in his conversation. The *Selected Letters* run to 370 pages.

John Gielgud’s *Letters* were published earlier this year. He was an actor not a writer but he didn’t do badly: there are more than 800 letters in the collection, with lots of spice and gossip. Not only did he go on acting till almost his last nonagenarian breath, but also writing letters.

There are dozens of other collections of letters from the nineteenth and earlier centuries. But the gold medal, must surely go to Bernard Shaw (1856–1950) who according to Dan H. Laurence his editor, *must have written, by a conservative estimate, at least a quarter of a million letters and postcards (squeezing as many as two hundred cramped but completely legible words on a single card!).*

In 1949, when his American publisher suggested an edition of his letters, Shaw advised him: *Put it out of your head. There are billions of them and I am adding to them every day.* When Dan Laurence issued the first of four volumes of Shaw’s letters in 1965, (691

letters) he explained: *Shaw dictated some of his letters, or scribbled them out in shorthand for a secretary to transcribe, and many were typewritten by Shaw himself. For the most part, however, his personal correspondence was written by hand and how his pen flew! As Shaw's habit was to carry with him a bag of letters and reply to them whenever he could, whether in a train, bus, or whatever, the results were not always easy to decipher and his faithful secretary Blanche Patch no doubt often needed a magnifying glass to read his shorthand.*

Would Shaw, and other devoted letter-writers, have written more if they had the benefit of a computer? Or less? Would the letters have been as much fun to read?

And how will electronic letters be preserved for biographers and historians of the future?

Pensioners' Parties

The December reception for former officials will be held on

Thursday, 9 December 2004.

With many apologies, I have to say that the dates I gave for the receptions for 2005 in the last Bulletin contained an error. They are:

Thursday, 26 May 2005; and

Thursday, 8 December 2005 (and NOT 5 December as misprinted in the NL of May 2004).

I thank the many colleagues who pointed out this egregious error to me. While truly sorry for my mistake, I was immensely cheered by finding that so many of you do actually read the NL carefully and do note the dates of our gatherings.

Incidentally, you'll be interested that the reception of December 2004 will be the 38th; the first was in May 1976.

27 October 2004

Aamir Ali

New security arrangements at the ILO building

Please note that new security arrangements for everybody entering the ILO parking lots and building will come into force on 29 November 2004. ILO officials have all received special badges for their cars which activate the barriers to the P2, P3 and P4 parking levels and personal badges to activate the gates situated at the four main entrances to the building (the R1 entrance from the bus stop on the Avenue Appia has been closed for some time already).

Retired officials and any other occasional visitors to the ILO will be asked to leave **an identity card with a photograph** (driver's licence, passport, Permis C, etc.) when they enter the building and in exchange they will receive a visitor's badge which must be worn at all times in the building. On leaving the premises, the badge should be returned to the guards who will then give back the identity card. The P1 parking is reserved for visitors and specifically authorized officials only. Visitors should inform the parking attendant who they are and request access to the P1 parking.

CO-EDITORIAL

Reunions

Much of this issue is about the 85th Anniversary reunion on 27-28 May, and what a splendid occasion it was. Indeed it was, as numerous articles, letters and photographs in this issue eloquently attest. It so happens that I have recently returned from another reunion – of former students who were my contemporaries at University. I have been and no doubt shall continue to be attending all sorts of other reunions as the years go by. I am therefore becoming something of an expert in reunions – probably about the only thing that people of our age can be experts in – and am uniquely qualified to undertake a scientific study of the subject. It may be of interest to the discerning readers of this Newsletter if I give you a preview of the tentative conclusions of this study.

My *first conclusion* is that the phenomenon of reunions is here to stay. In an age when everything is changing, and old familiar things are disappearing, it is comforting to know that reunions, like death and taxes, are among the few certainties of life. Indeed, just to make sure of that, our enlightened Editor-in-Chief has decreed that henceforth and for all time to come there will be an Anniversary reunion of former ILO officials every five years, and this wise pronouncement has been greeted with unanimous acclaim by our entire readership. It would seem, in fact, that the principle of *quinquenniality* (if the word did not exist before it exists now – like all social scientists, I have to invent at least one new word or expression in each of my articles if I am to enjoy any credibility among my peers) is becoming the norm for all reunions whether they be of ex-boy scouts, retired garbage collectors, regimental comrades-in-arms, former students or erstwhile international civil servants. So great is the enthusiasm for reunions that I have heard it rumoured that a move is afoot in certain quarters to shorten the interval between them still further – for reasons which will be revealed below to those who have the courage and the tenacity to bear with me to the end of this article.

Why, you may ask, this enthusiasm for reunions? In his Editorial, our distinguished Editor-in-Chief has listed six purposes that reunions are meant to serve, and as always one cannot but defer to his great wisdom. But one should also listen to Antoinette Béguin when she says that the last reunion “... made me feel young again”. Antoinette has indeed anticipated my *second conclusion*, which is that our main motivation for going to reunions is to make us feel young. It is so good for our morale to see how all our former colleagues/friends/comrades have aged while we remain the youthful creatures that we have always been. There is, admittedly, the awkward problem that we can no longer hear or understand what they are saying, but that is, of course, due to speech impediments that they have developed with old age rather than to any impairment of our auditive capacity. There is also the even more awkward problem that we cannot for the life of us remember the name of the old fogey who is greeting us as a long-lost friend, even though his/her features seem vaguely familiar. This phenomenon, which I shall term *nomendimentation* (yes, in this article I have made a further contribution to the advancement of science by inventing a second word) is, of course, only a temporary condition brought on by the emotion of the moment; his/her name will come back to us in all clarity when it is too late – when we see him/her hobbling painfully out of the room on a stick, muttering to a friend: “Il a vraiment pris un sérieux coup de vieux, ce pauvre Jack!”

Of course, the far-seeing organizers of such reunions (the Aamir Alis, Fiona Rolians, Barbara Lochons and Manuel Carrillos of this world) will have anticipated this problem of nomendimentation by providing us all with badges just in case any of us has a very temporary lapse of memory. The only problem is that there is something wrong with their computers or printers - the names on the badges are printed in very small and fuzzy characters. We have, of course left our reading glasses at home (we wouldn't want our old

friends and colleagues to think that our eyesight was failing, would we?), so we have to inspect the badges at very close quarters in order to read them – too close for decency when we are trying to be reminded of the name of a female colleague.

The highlights of these reunions are, needless to say, the speeches. They make us feel so proud to have belonged to such a prestigious institution, and we are told how much this institution is indebted to us. We are also told of the great things which our Organization is now doing (*sous-entendu* it is doing much better now that we are no longer there), and how welcome we are to come back at any time (except, of course, that stringent new security arrangements about to be introduced will make it impossible for us to get anywhere near the building). Just in case we missed some parts of these inspiring speeches because of a failure in the loud-speaker system (nothing to do with any impairment of our auditive capacity, of course), or because perhaps we did drink a little bit too much wine with our lunch (and it was time for a nap wasn't it?), then we can always rely on the Michael O'Callaghans of this world to provide us with a snappy summary of everything that was said.

Ah yes, we wouldn't have missed the reunion for anything! But what about our old Organization (or college, or regiment or municipal garbage service ...)? What does it get out of these reunions? Not very much, you might think; old relics wandering around, getting in the way, making inane remarks and giving unwanted advice must be a confounded nuisance to those harassed people still in active service. Think again. For my *third conclusion* is that reunions can be very profitable occasions for the *alma mater*. My college at Cambridge University has long been aware that its alumni are an important potential source of income – especially now that the Government is reducing its support to universities – and it uses every trick in the fund-raising trade to persuade us to part with large sums of money to enable it to carry on its essential work as a pre-eminent seat of learning. Reunion dinners are an important occasion for rewarding those who have made substantial contributions (they get to be seated close to the high table and therefore to the port decanter) and for putting some gentle psychological pressure on those who have not.

The ILO has not yet cottoned on to the potential of reunions for fund-raising, but it is only a matter of time before senior management thinks of turning to us to help the Organization out of its financial difficulties. Do not be surprised if at the next Anniversary lunch a box is passed round (probably during the dessert when our resistance is lowest) inviting us to give generously to the Working Capital Fund, or if we are asked to sign an innocuous-looking form with very small print which no old fogey can read or understand, but which would in fact authorize the UN Joint Staff Pension Fund to transfer 10 per cent of our pensions back to the ILO. And my *fourth conclusion* is that the more successful the *alma mater* is in screwing money out of us, the greater will be the frequency of reunions.

So, here's to the next reunion! And while I am raising my glass to that, may I wish all our faithful readers a very Happy New Year!

October 2004

Jack Martin

Friends Newsletter is back online

After a six-year break and a number of aborted attempts, your *Newsletter* is now back on the ILO Intranet. The only issue ever to have been posted was No. 25 in December 1998; all thirteen issues since then are now available online, along with the “Topics Index” which will be updated twice a year. The 24 previous issues will hopefully be added once the Office’s Electronic Data Management System is up and running and the necessary formatting of the documents has been done.

If you wish to consult the website from outside the ILO and do not already have a USERID and password, the procedure is the following:

Either send an e-mail to webtransfers@ilo.org requesting the above; *or* call the ILO (Ext. 8725 – Mr. Harvey Addo-Yobo) who will give you the required information.

If you do already have access to the Intranet, the site’s address is www.ilo.org/friends. (or “Information Resources – Newsletters” when in the newly-revamped home page). Any comments or enquiries should, of course, continue to be addressed to the friends@ilo.org e-mail address.

I would like to thank Harvey Addo-Yobo most warmly for his kind assistance and understanding of our desire that the *Newsletter* be accessible to all. Since 1998, its internal circulation has been cut down to a minimum, depriving many of a valuable source of information and entertainment.

Happy (electronic) reading to all!

October 2004

Fiona Rolian

85th ANNIVERSARY REUNION OF FORMER OFFICIALS

by Salah Ayoub

It all began in 1989. The ILO was 70 years young (not old). Through the *Newsletter*, C.P. Yip, a former colleague of ours, suggested to the Editor to seize the opportunity and organize a reunion of retired officials. Aamir, as usual, did not hesitate and immediately gathered a group of volunteers who helped him in realizing this project. It was a great success. Many colleagues from all over the world attended as well as serving officials. A few months later I joined the “Anciens” and started with other colleagues (Ed Dowding was the leader) to lobby for a similar reunion in 1994 on the occasion of the 75th anniversary. We prevailed despite Aamir’s hesitations. I always had the feeling that his hesitations were not serious!! The same procedure of bullying Aamir was repeated for both the 80th and 85th anniversaries. The result is that we no longer need to lobby him, as one of the great achievements of the last one is that we, the retired people of the ILO, have decided to repeat this reunion every five years. That does not mean that the bi-annual receptions will not take place. **THEY SHALL CONTINUE AS USUAL.**

The 85th anniversary reunion was a real success. I guess some 300 persons, retirees and serving colleagues, attended the reception on the 27th of May and according to Fiona Rolian, 211 attended the lunch on the 28th. Amongst those who participated in both functions were 34 retired colleagues living in the Diaspora, i.e. are not living in Geneva and its surroundings. S. K. Jain came from India, Phil Neck from Australia, Gert Gust-Gajewski and Peter Sutcliffe from the Philippines, Harold Dunning and Eileen Hull from the UK, Victor Mayer and Helen Schmidt from Austria and a large delegation from Germany, only to name a few. Two regular participants, Ed Dowding and Joe Young, unfortunately were unable to come. We hope to see them next time.

Why do so many colleagues living far away from Geneva and the ILO Headquarters take the trouble to attend these reunions? I think one reason is that we remain attached and loyal to the Organization in which we worked for many years, we still believe in its objectives and goals and are always eager to know what is going on and what is new. It is also a wonderful occasion to meet friends and colleagues, chat with them and remember the good old days. It is also in the beautiful city of Geneva with its lake and mountains surrounding it that we made many friendships and some of us still have our children there. Personally, and I suspect some of us feel the same, what I miss most is what I call the “international flair” which one finds in Geneva. No cosmopolitan city in the world has this flair we enjoyed in Geneva, not even New York, Paris, Rome or Vienna.

2004 happens to be the 60th year since the Declaration of Philadelphia was adopted. This was an occasion to honour Angela Butler, Rosa Daly, Alejandro Flores Zorilla, Carol Lubin and Mirjam Newman Staal who, at that time, were working in Montreal and participated in the ILO Conference in Philadelphia. For me, the Declaration of Philadelphia set the pace for the ILO during the post World War II era and still does. “Labour is not a commodity” is perhaps the most relevant statement in our age of globalization and for those who misuse the term “flexible labour markets”. Speeches by Mr. Blanchard, Mr. Hansenne and the Director-General paid tribute to Mr. Jenks who is the father of the Declaration, which I am sure Mrs. Jenks appreciated.

Let us now start thinking about the next reunion in 2009. Time runs quickly. See you then in good health.

21 June 2004

THE REUNION LUNCH

by Michael O'Callaghan

The celebrations of the 85th anniversary of the founding of the ILO culminated with the lunch held in the ILO Restaurant on 28 May 2004 with a capacity attendance including the current Director-General, Mr. Juan Somavía, and two of his precursors, Mr. Francis Blanchard and Mr. Michel Hansenne, as well as Mrs. Jane Jenks.

Francis Blanchard paid tribute to the memory and achievements of Albert Thomas, first Director of the ILO who, in 1919, brought workers' rights to the forefront of international attention. The ILO had presented the world with a vision of society based on the concepts of liberty, justice and progress. And it was the ILO which had spearheaded action to make the Third World a better place in which to live. But there remained much to be done before the principles enshrined in the Declaration of Philadelphia could be realized. The fall of the Berlin Wall did not so much mark the end of an era, as it heralded a new reality with a host of major problems facing humanity. Today, the ILO was needed as never before.

Michel Hansenne emphasized the continuing relevance of the achievements of the ILO and stressed the importance of tackling in a realistic way the problems facing the world today. Former officials, such as himself, were constantly aware of "belonging" to the ILO: as a member of the European Parliament he had frequent occasion to refer to its work.

Juan Somavía, Director-General, pointed out that the ILO was unique amongst the international organizations of today in the dedication of its officials. Wilfred Jenks had been resolute in his defence of due process, tripartism and in enhancing the moral authority of the ILO. Francis Blanchard's creative action to achieve technical cooperation and vocational training in developing countries had been a major achievement. Michel Hansenne had made great strides in the achievement of social justice and had created an ethical foundation for the world's economy. Each successive Director-General had enhanced the heritage and the dedication to the concept of social justice which had been handed down by the creators of the ILO. The ILO Constitution had become the Magna Carta of the workers of the world. It was, however, its officials who, down the years, had made the ILO what it had become today.

Mr. Somavía paid tribute to five colleagues who were the living symbols of this history. « Il y a soixante ans, he said, « ils ont participé à la session de Philadelphie de la Conférence internationale du Travail, qui a été un moment clé de l'histoire de l'OIT. Aujourd'hui, elles sont avec nous: Mme Angela Butler, Mme Rosa Daly, Mme Carol Lubin, Mme Mirjam Newman Staal, Dr. Alejandro Flores. Vous représentez ce qu'il y a de meilleur en nous; la passion pour notre travail, la fierté de notre histoire et la volonté de transformer la vie des personnes, des familles et des communautés.

Je suis fier d'offrir à chacun de vous, témoignage modeste de notre reconnaissance, ce parchemin et ce stylo qui symbolisent l'histoire que vous avez contribué à écrire. Vous êtes une inspiration et un rappel vivant du fait que, par l'accomplissement de notre mandat – oser et rêver, avoir des idées audacieuses et prendre des mesures concrètes par le dialogue et le consensus –, nous contribuons à conserver à jamais sa jeunesse à l'OIT. »

Mario Tavelli, representing the Bureau of the Former Officials' Section of the ILO Staff Union, recalled that when, on joining the Office in 1957, he took the oath of allegiance, the Head of Personnel, Chester W. Hepler, welcomed the newcomers with the words: "The ILO is a nice family. Keep smiling and be happy with us." It was worth recalling that the staff at the time was only a few hundred strong. That happy concept of the "nice family" had remained ever since and applied equally to the "family" of retired officials, all of whom he encouraged to join and to support the Section.

Speaking on behalf of those who had come from “abroad”, Harold Dunning pointed out that many former officials, while, like himself, were enjoying life away from Geneva, greatly valued continuing contact with the ILO – not least in order to enable them to disseminate knowledge of its activities. The ILO publication *World of Work* had proved invaluable for this purpose.

In his concluding remarks, Aamir Ali said that when people had served in an international organization, they acquired a special way of looking at the world and its problems; they spoke a special language. They needed to commune with each other from time to time. These Reunions therefore served a purpose going well beyond just good fun and a good meal. This was why so many colleagues had been willing to work so hard in organizing these reunions; they deserved the very sincere thanks of us all.

The happy atmosphere which had been a feature of the successive events which marked the 85th anniversary of the ILO bore witness to the healthy relationship which continues to bind former officials to their Organization. A timely stocktaking such as this is good for the ILO as much as for its supporters throughout the world. There is a manifest consensus for a reunion in 2009 to mark the 90th anniversary. May as many of us as possible be alive and well for the occasion.

SOME COMMENTS ON THE REUNION LUNCH

Juan Somavía, Director-General

What a privilege and honour to have shared in the Anniversary luncheon. Past and present came together united around the values of the ILO. The gathering reminded us once again of the enduring relevance of those values. We came away inspired by the living history – and empowered as we seek to build on the strong foundation left by our predecessors.

Jane Jenks

It truly was a great occasion and I was very happy to be there. I was most impressed by the general feeling of belonging. It seemed that everyone felt part of the large and welcoming ILO family. It is certainly unique and wonderful.

Patricia Wolf-Johnston

I am delighted to be able to express my appreciation on the occasion of the Anniversary Lunch. So much hard work and organizing required – and fully successful.

As the daughter of a former official and the wife of another, the ILO has always been precious to me and it was heart-warming to feel part of your group of shared hopes and beliefs. The speeches were conventional but appropriate – my favourites were the prologue and the epilogue.

As for “cockles and mussels”, the menu for the luncheon was perfectly conceived and well executed.

When shall “we three meet again?” (Were we really a hundred strong?) [*Yes, Pat, 211 to be exact. We had to take over the whole Restaurant and it had to be closed to the locals.*] Not too often, I should think. Too much work for the organizers – bless them! – and it would rob the event of its uniqueness. This view I express against my personal feelings: at

an advanced age, one's pleasure often comes from remembering happy occasions, as opposed to anticipating them, even if one must realize one may not be around. So welcome to the next!

P. Gopinath

Once again, chapeau! It was a remarkable reunion: quick with a shared sentiment, and sustained by a shared endeavour. And everything worked perfectly, in spite of the unexpected, but then when a field of energy is let loose, it is hardly tidy. In sum, a Rolls-Royce performance, with a soundless engine.

S.K. Jain

Was it worthwhile travelling halfway round the world to celebrate an eighty-fifth anniversary? It seemed a bit too much at first but I am glad I made it if only to show that at eighty-two I could still do it! It was nice to see that many others also came although not many others were in their eighties and not all had to travel great distances. Indeed some, whose names I shall not mention, travelled only a few hundred metres!

It was good to see the "old lady" standing erect in all her splendour. There she stood reminding me of the many years I visited her five days a week to work. Even more rewarding was to meet old friends and colleagues, some of whose faces were more familiar than their names! But they were good enough to announce their names and save me the embarrassment.

There were present no less than three Directors-General, including the current occupant of that high office. They all spoke but I could barely make out what they said thanks to my hearing problem!

The high point of my visit was to meet Francis Blanchard at whose side I worked for so many years and at different duty stations – Istanbul, Colombo and Bangkok, besides Geneva. It was great to join him in Gex for a delicious lunch.

There will surely be other anniversary celebrations of the not so "old lady". But alas I shall not be there!

Joe Young

[Who intended to attend but was unable to do so.]

I am glad all went well and I am sure everyone had a good time. After 24 years living outside the USA I find that my overseas contacts are most of the friends that we have left in the world. I will have to start saving my pennies for 2009.

My son is attending the Geneva International School Reunion in June and Vivian (my wife) possibly will come to Geneva in September at the end of a statewide conference she is planning.

Gek-Boo NG

Congratulations for the success.

George Kanawaty

Once more many thanks indeed for all the effort you put into organizing the two-day celebrations on the occasion of the ILO's 85th birthday, and sincere thanks as well to the nameless volunteers who generously contributed to making the event a memorable one.

Jean-Jacques Chevron

La réunion du 28 mai dernier, destinée à commémorer le 85ème anniversaire de la fondation de l'OIT, a été un grand succès. Et si elle a été un grand succès c'est qu'elle correspondait à une grande idée, qui est la vôtre depuis longtemps il faut le dire. Celle de réunir à certaines dates symboliques les Anciens de l'Organisation prestigieuse qui a jeté les bases de la justice sociale et qui continue, malgré les vicissitudes de la mondialisation, à rappeler inlassablement que "le travail n'est pas une marchandise": un principe fondamental que l'on retrouve aujourd'hui, sous d'autres mots, au cœur du développement durable prôné par les Nations Unies dans la Déclaration du Millénaire.

Le 28 mai nous ressentions tous, je le pense, une grande fierté d'avoir appartenu au BIT pendant un temps plus ou moins long de notre vie professionnelle (plutôt plus que moins, paraît-il, selon les statistiques!) et d'avoir, sous les formes les plus diverses, apporté notre modeste pierre à l'édifice. Ce fut pour beaucoup un jour de mémoire en même temps qu'un jour d'amitiés retrouvées.

Depuis bientôt un an, j'occupe la fonction de président de l'Association des anciens fonctionnaires internationaux de Genève, l'AAFI-AFICS. Nous veillons bien sûr à la défense quotidienne et permanente des intérêts et des droits de nos membres; mais la volonté nous anime aussi de continuer à participer à la vie de la « famille » des Nations Unies en soutenant ses idéaux et en favorisant, chaque fois que cela est possible et dans toutes les organisations, la démonstration du sentiment très fort d'appartenir à cette famille-là. C'est peut-être cela qui est la caractéristique si particulière des « anciens internationaux ».

Bien sûr, il faut continuer à commémorer, à fêter, à se souvenir. C'est sans doute l'une des tâches les plus sympathiques qui s'offrent aux associations d'anciens. Et pour ce qui concerne le BIT, nous n'allons quand même pas baisser les bras à l'approche du centième anniversaire!

Brigitte Sonnenhol-Kapfhammer

Although I knew just about a handful of former colleagues I enjoyed the international spirit reigning, bringing back many good memories (the others I forgot fortunately). Mr. Dunning, my neighbour at table – we had never met before – gave me a warm good-bye in German at the end of the luncheon and that with a twinkle in his eyes, it seemed to me.

It sounds unbelievable, but it is the truth – Salah Ayoub and I met again after some fifty years. When he was looking for some documents for his thesis in the Munich University, he was sent to me and I seem to have been able to furnish him with the right kind of papers. While I had forgotten this entirely, he remembered it all these years. Naturally we had a lot of things to tell each other after such a long time. He, his wife and I enjoyed that Reunion immensely.

And last but not least, I saw my very old friend Angela Butler again and the much favoured former DG Blanchard, once my Chief of Division in the fifties. Thanks again.

Ed Dowding

[At the Lunch, the participants sitting at the DG's table signed a couple of menus to send with their good wishes to colleagues prevented from coming due to ill health.]

I was absolutely delighted to receive the menu and the good wishes of so many "old" friends and colleagues. It will remain one of my treasured articles.

Pieter Duiker

Driving back from east to west through France, I had ample time to reflect on the splendid organization of the former officials' reunion. You and your team did a wonderful job. I would also like to thank you, Clare [Schenker] and others for the very kind and personal attention extended to me (jealously I noted that many elders received the same treatment). It was great.

I am sure that almost everybody attending will keep special memories of the 85th Anniversary Reunion. The atmosphere of happiness surrounding the people reuniting was quite remarkable. It struck me that on several occasions, the reunion, helped by time-gone-by, put warmth in encounters which I had not noticed during my active years of service. In my case, for example, one official with whom I had had a rather difficult time many years back, came to me apologizing about the events. Which shows that we should never underestimate ILO officials (grandpa is getting sentimental...). Then I realized that I had not been so courageous (despite being Dutch) to apologize to people I treated rather badly. As you can see, your meeting accompanied me driving towards the Loire valley.

Ute Schaefer

The 85th Anniversary Lunch was the best lunch I can remember. I much admired the inimitable style in presenting the programme. My warmest congratulations.

Antoinette Béguin

Before replying to your questions, let me say how much we both enjoyed the retirees' lunch. To me, it was a real pleasure to meet so many friends and former colleagues: it almost made me feel young again, since so many faces belonged to what I used to consider as the "young generation" in the old days!

You ask whether we should decide to have such reunions every five years. Why not? In fact, haven't we had them at five-yearly intervals for at least the last ten or fifteen years? I do realize, however, that a firm decision to that effect should make it easier to plan ahead, both for the organizers and for the participants, especially those coming from distant countries. And I do not imagine anyone in future questioning the need and pleasure of such gatherings.

Let me make two suggestions for future retirees' lunches. First, it would be nice to be able to reserve places at a table. As it was, there were three of us planning to sit together, if possible joining some other friends, but as it was, by the time we had waded through the crowd, there was no longer a single table where three seats could be found. My husband had to sit apart, at the only table where he was able to squeeze in, but where he knew no one. Eventually, he was glad to make the acquaintance of a couple of pleasant companions, but that wasn't the idea when I suggested that he should accompany me.

Secondly and more important, let me say a word about the speeches. Each was well worth listening to but as I did so, I could not help feeling that this was still the good old ILO, where somehow, women's voices rarely get to be heard. When at last, and I believe unplanned, Ita Marguet got hold of the mike, I heaved a sigh of relief. I am sure many in the audience, so many of whom were former female officials, also did so. We women are as interested as men are to hear of the challenges facing the ILO in today's world, and how the ILO meets them. We are as proud as you are that the ILO is in the forefront of the fight against children's work. But next time, why shouldn't retirees hear about the ILO's work also from a woman's voice? Surely, moreover, the ILO continues to uphold the cause of that very large and too often exploited and forgotten segment of the labour force – women workers. When I was still in the ILO, over twenty years ago, we were a group of women officials – with the support of some male colleagues – who tried to develop and encourage innovative programmes to reach out to them. What about such programmes today? And within the ILO, what progress has been made to improve the sex distribution of the staff at all levels? Let me stress this, however: the female voice should not be confined to the “women's ghetto”. Indeed by sharing the floor with men in presenting the ILO's broader activities, it would illustrate the fact that women as well as men contribute to those activities and serve the ILO's objectives of equality and social justice for all.

Since you called for suggestions, I hope you won't mind these.

Angela Butler

Please pass on to your team my surprise and my thanks. The pen is currently lodged in my handbag – until someone borrows it and forgets to return it to its owner, which is what so often happens to such useful tools. The ‘certificate of longevity’ will be a fitting last entry in the book of photographs and valedictory signatures that Monique Soff put together to mark my retirement from the ILO.

Again my thanks to one and all.

85th ANNIVERSARY REUNION OF FORMER OFFICIALS, 27-28 MAY 2004

THE RECEPTION, 27 MAY 2004



The Chevrons and the Prousts



Angela Docherty, Vera Davies and Rosnah Marland



Karl Ebel, Marie Luise von Muralt, Peter Sutcliffe and Hedva Sarfati

THE LUNCH, 28 May 2004



Dr. Alejandro Flores, Juan Somavía and Aamir Ali



Juan Somavía presenting Mirjam Newman Staal with her commemorative scroll



A table of former and serving officials

Photos by Joe Wynn

The Reunions of Former Officials also provide an occasion for
The Director-General to get together with his predecessors.



The Director-General, Michel Hansenne, with his two predecessors, Francis Blanchard
and David Morse, at the 70th Anniversary Reunion, June 1989



The Director-General, Juan Somavía, with his two predecessors, Michel Hansenne and
Francis Blanchard, at the 85th Anniversary Reunion, May 2004

Photo by Marcel Crozet

OUR PLANET AND US

THE OCEANS

So-called “dead zones”, oxygen starved areas of the world’s oceans that are devoid of fish, top the list of emerging environmental challenges, the UN Environment Programme warned.

The spreading zones have doubled over the last decade and pose as big a threat to fish stocks as overfishing. Dead zones have long afflicted the Gulf of Mexico and Chesapeake Bay, but are now spreading to ...the Baltic Sea, Black Sea, Adriatic Sea, Gulf of Thailand, the Yellow sea as well. The main cause is the nitrogen runoff from farm fertilisers, sewage and industrial pollutants.

*Klaus Toepfer, at UNEP’s 8th Summit Meeting
for the World’s Environment Ministers*

La situation est alarmante. Ces 50 dernières années, la quantité de poissons capturés annuellement a plus que quadruplé, passant d’un peu moins de 20 millions de tonnes à près de 92 millions... La FAO estime que les trois quarts des populations de poissons sont déjà surexploitées ou menacées de surexploitations.

Près de 30% des poissons consommés dans le monde proviennent aujourd’hui d’élevages... Les élevages piscicoles sont de véritables foyers de maladies parce qu’ils offrent trop peu d’espace aux poissons.

WWF Magazine, 2/2004

THE EARTH

The Bush administration has taken apart so many environmental regulations that one more rollback should not surprise us. Even so, it boggles the mind that the White House should choose an election year to dismantle one of the most important and popular land preservation initiatives of the last 30 years – a Clinton administration rule that placed 58.5 million acres of the national forests off limits to new road building and development.

International Herald Tribune, 24-25 July 2004

Le Plantanal est le plus vaste paysage marécageux tropical... De nombreux animaux et végétaux rares y ont trouvé refuge. Dans la partie bolivienne du Plantanal, la surface protégée est aussi vaste que la Suisse. Mais selon Heinz Stalder, chef de projet pour l’Amérique du Sud au WWF Suisse, “les espaces protégées n’existent souvent que sur le papier; ils ne servent à rien.”

WWF Magazine, 3/2004

Prime Minister Tony Blair warned of the threat posed by climate change and said time was running out... He said he would seek agreement among G-8 countries on the threat posed by climate change and on the scientific and technological ways to address the issue. “Let’s be absolutely blunt about it. I do not think the US Senate is going to vote for ratification of Kyoto. It would be nice if they did, but I can’t see it.”

International Herald Tribune, 15 September 2004

WILDLIFE

Eighty three per cent of Europeans are concerned about the build up of chemicals in the bodies of people and wildlife, according to an opinion poll conducted by the global research firm IPSOS on behalf of WWF.

WWF Newsletter, July 2004

After an initial survey of the Hukawang Valley in Myanmar, the Forest Department created a large wildlife sanctuary in April 2001. A few months later, the government wanted to triple the size of the sanctuary... At nearly 8000 square miles, Hukawang Valley would be the largest tiger reserve in the world.

Alan Rabinowitz, in the *National Geographic*, April 2004

The poisoning or electrocution of tigers to protect farm livestock has been reduced in India, Nepal, Bhutan and Malaysia.

In both Africa and Asia, human-wildlife conflict has been reduced. African rhino populations have continued to grow by 5% over the last two years. Nearly 30 million km² of the Pacific Ocean were declared as whale sanctuaries. And shipping lanes in Canada's Bay of Fundy were moved to reduce collisions with North Atlantic right whales, the most endangered of the great whales.

WWF Annual Review 2003

For thousands of years, cranes have been honoured for their beauty, their ancient ancestry, impressive size and flight... (They) are among the most endangered families of birds, having been hunted, persecuted, chivied out of their last havens by human pressures. Nine of the planet's 15 species are threatened with extinction.

Whoopers, the rarest of cranes, were extirpated from much of their range in North America in the 19th century by hunting, egg-collecting, and habitat destruction as settlers drained wetlands and ploughed prairie for farming. By the early 1940s only 21 birds remained... With the help of habitat protection, hunting restrictions, and captive breeding programmes begun in the 1960s the remnant population of whooping cranes began to grow. It now numbers 300 birds in the wild and more than 100 in captivity.

Jennifer Ackerman, in the *National Geographic*, April 2004

At age 85, Inusiq Nasalik has seen some changes in his day... He is worried by the changes he sees in the wildlife ... on the shores of this Canadian glacier fjord. He says, "the caribous are skinny, and so are the ringed seals, whose fur has become thin and patchy. The arctic *char* that swim in the local streams are full of scratches apparently from sharp rocks in waters that are becoming shallow because of shrinking glaciers. The beluga whales and seals don't come around as frequently perhaps because increased motorboat traffic is making too much noise."

International Herald Tribune, 6 September 2004

Despite the moratorium on commercial whaling, loopholes have allowed over 25,000 whales to be killed by Japan, Norway and Iceland since 1986. Of these, close to 8,000 – including the endangered *sei* whales – were killed by Japan for "scientific" whaling, the meat finding its way into the market.

Why are countries like Belize, Antigua and Barbuda, Mongolia, Gabon, Benin, Grenada and Tuvalu – to name a few – so ignored by the international community that they need to bargain away the future of cetaceans for aid money from Japan?

Susan Lieberman, *International Herald Tribune*, 19 July 2004

Mountain gorillas are coming out of the mist and the view is promising. A new census of the rare primates in Africa's Virunga Mountains, the first in 15 years, shows that the population there has increased 17% to 380 animals. ...The burgeoning human population, poaching of the animals for body parts and meat, years of war have added to the species' problems... but late in 2003, a team of 100 researchers launched a survey in the Virungas and were pleasantly surprised to find 56 more gorillas (than in 1989).

Mountain Update, No. 42, 1 June 2004

The tamarins' forest had been reduced to shreds, and ranchers still actively captured and sold the surviving primates... "Then 20 Years ago this project started", says Denise Rambaldi, Director of the Golden Lion Tamarin Association... Supported by more than 30 Brazilian and international organizations (including the National Geographic Society), researchers have used some of the most intensive, hands-on measures in conservation biology to achieve success. Tamarins were carefully bred in several zoos in the US and Europe, taught to forage for wild foods, then relocated to the reserve and nearby ranches... Poachers were actively pursued and an environmental education programme was introduced, with such success that the locals today pridefully refer to "their" golden lion tamarin.

National Geographic, March 2004

WWF International recently completed a survey of China's giant panda population and found that there are over 40% more animals living in the wild than previously thought. Nearly 1600 pandas were counted in the new survey, whereas the last survey in the 1980s estimated the population to be around 1100... We also discovered pandas living in regions where we thought pandas had never lived.

WWF International, 3 September 2004

En Géorgie, le léopard du Caucase passait pour disparu. Mais récemment, des traces de félin on été découvertes dans la réserve de Vashlovani, à l'est du pays.

WWF Magazine, 3/2004

A detailed survey of birds and butterflies in Britain shows a decline of 54% to 71%. ...the finding strengthens the hypothesis shared by many scientists that "the biological world is approaching the sixth major extinction event in its history."

International Herald Tribune, 19 March 2004

FORESTS

The Brazilian Government reported that clearing of the Amazon rain forest had reached near-record levels – with an area bigger than the state of New Jersey disappearing last year. ...Recently, the Brazilian Government announced yet another initiative to get serious about the problem.

To take a do-not-touch position ignores reality and makes it impossible to work with those who have the capital to make productive changes to the environment. ...The region has the

potential to be the next breadbasket of the world – and it can remain the earth’s most important virgin rain forest.

Brian Kelly and Mark London, *International Herald Tribune*, 23 April 2004

When the Brazilian Government was building the giant \$8 billion Tucuruí dam, no one cut down the trees in the 1,770 km² area to be flooded. Twenty years later, decomposing vegetation has resulted in the emission of millions of tons of greenhouse gases... The increasing acidity of the water could corrode the dam’s turbines and mosquito infestations have been so intense that some settlements have been forced to relocate.

International Herald Tribune, 8 September 2004

WWF works to protect, manage and restore the world’s most important forests and provide innovative solutions to the biggest threats – illegal logging, fires, conversion, and climate change.

To date, over 35 million hectares of forest have been protected worldwide. Major contributors were Brazil and Gabon, and thanks to significant new commitments from Canada, Madagascar and Sweden, we are on track to achieve our target of 50 million hectares by 2005.

WWF Annual Review 2003

While J.K. Rowling maintains her reclusive lifestyle (254 million books sold) and works on her sixth Harry Potter book, she has decided that to spare the whole forests that must be felled to print her books, her next one will be on paper that’s either recycled or made from ‘sustainable forestry practices’.

Time Magazine, 26 April 2004

HOMO SAPIENS

Birth rates in developed countries from Italy to South Korea have sunk below the levels needed for their populations to replace themselves; the typical age of marriage and pregnancy has risen, and the use of birth control has soared beyond the dreams of Margaret Sanger and the nightmares of the Vatican.

The threat is now more regional than global, explosive only in places like India and Pakistan.

For decades, the rise in human numbers has been seen as the chief force threatening rain forests, depleting fisheries, choking the air and polluting the waters.

So would an end to humanity’s growth rate make possible a not too diminished world with enough room for some wild things, with reasonably breathable air and drinkable water, with a liveable climate?

The environmental future depends on human behaviour, not just human numbers. Clearly, it will be far easier to accommodate nine billion people than the 12 billion once anticipated. But not, many experts say, if they all consume materials, energy and other goods at the rate Americans do now.

The International Herald Tribune, 30 August 2004

Avec 8.9 milliards d'habitants prévus en 2050, la croissance démographique mondiale ralentit mais continue d'entraver le développement et de peser sur l'environnement, affirme un rapport de l'ONU.

Tribune de Genève, 16 septembre 2004

CLOSE TO HOME

A Rolle, une nappe de mazout a été détectée hier matin. Le sinistre a été provoqué par quelques centaines de litres. Il s'agit de la plus importante pollution de ce type à laquelle le Léman a été confronté depuis plusieurs années.

Tribune de Genève, 11-12 septembre 2004

REMEMBRANCE OF THINGS PAST

The expert who came in from the cold to face a cold war environment

by George Kanawaty

When I answered the phone at my Ottawa home in March 1972, I nearly froze, for the call was totally unexpected. The caller, a top member of the ILO directorate, the message, “We want you to return to the ILO; this time in Geneva”. As I gave no sign of life at my end, the caller continued “The Americans are withdrawing from the Organization, they already stopped paying their contribution, as a result there is a freeze on recruitment and we are making an exception for you.” It was my first inkling that something was amiss, and that the ILO was having problems coping with the cold war.

I had worked with the ILO for eight years in the field changing four duty stations and three assignments: expert, regional adviser and project manager. In 1970, I resigned to give my family a more stable environment, went to Canada, and was teaching at the University of Ottawa. But, at the ILO, when one works in the field, one does not really belong. An expert is “casual labour”. After eight years, I knew nothing about the history of the Organization, the Governing Body, the Conference and what else the ILO did apart from my own technical domain. For when a field person comes to headquarters for two or three days of briefing, he is handed a list of appointments ranging from medical to travel to personnel to the caisse etc. and if he is above the rank of an expert, a couple of extra contacts are usually thrown in. Time is then spent running from one office to another. For people like myself, who had come from countries like Cambodia or Ethiopia where luxury was in short supply, people at headquarters in the 1960’s lived in a different world. The offices on the Rue de Lausanne were protected by double wooden doors, a lady pushed a cart from one office to the next offering coffee and croissants and the secretaries used “high tech” IBM ball typewriters.

I dreamt of all that on rejoining the ILO in the spring of 1972, only to find out that the cart lady’s job was abolished and I was given an office in an ugly pre-fabricated building at Petit Saconnex. Six months later, I was put in charge of the Management Development Branch and began to learn more about the Organization. My ILO history lesson came soon enough, during house hunting. When a prospective landlady heard that I was with the ILO, she told me with some pride that her father was the secretary of Albert Thomas. Noting that I was not duly impressed, she added, “You told me you were with the ILO, you surely must know Albert Thomas”, and I answered “sorry no, in which department does he work?” Needless to say, I was summarily dismissed as an impostor.

The next thing I learnt was that the body that governs the ILO was not only tripartite in nature, but in fact various other subdivisions ran through it, socialist and capitalist countries, industrialised and developing, francophone and anglophone, apart from the inevitable geographic affiliations. It was imperative that none of these constituents get offended during meetings, budget presentations and at Conference discussions. This became more important later when I became director of the training department with a larger turf to present and defend. It was a trying proposition, since the cold war was in full swing. My efforts, at the time, however, paled in comparison with what the DG had to face as well as members of his directorate and the colleagues working in relations’ functions.

The first test for me came in 1973, when the GB introduced a nationality based quota system for headquarters staff. My branch was heavily skewed in favour of one nationality,

most of whom had been on short-term contracts for years. Now they had to cede their place to other nationalities. Mr. Poliakov, a forceful USSR member of the Employers, who presented his credentials to the group as a manager of a “carburettor factory”, wasted no time in seeing me. After giving me a piece of his mind on how the ILO was lagging behind in capitalising on Russian expertise in Management, he insisted that I go to see for myself and interview “pre-selected candidates”. On this first trip to Moscow, after spending three nights in a “pre-selected” hotel, I was handed a bill for four nights. When I questioned the receptionist, I was told that they needed an extra day to prepare the room for my arrival. Whether this was normal housekeeping or other welcoming devices that needed to be fitted, I never found out. During this mission, Mr. Poliakov who arrived to see me in a BMW when everybody else drove a Lada or a Volga, said he was unable to let me visit his carburettor factory as it was undergoing maintenance. Several other ILO colleagues were invited by Poliakov to Moscow, none ever saw that factory.

The pressure was also mounting on me to employ more experts from communist countries in the field. Many countries that were approached including socialised regimes in some developing countries politely declined to accept such candidatures, preferring western expertise. The problem with integrating colleagues from communist countries, whether at HQ or in the field, was that many management functions did not exist under the communist system. Functions such as advertising, sales promotion, finance, costing, incentives, etc. In all fairness, however, some capitalist countries exerted almost the same pressure for recruiting or promoting their nationals at HQ as their socialist counterparts.

Apart from staffing problems, one had to watch the terminology used. All of us who casually used the term “labour market” were called to order and reminded that labour was not a commodity. In the mid 1970’s I went to the GB with a proposal to establish a small enterprise programme having as a centrepiece the training of entrepreneurs, only to face a violent opposition from socialist countries. It turned out that the ILO interpreter, during the discussion translated the word “entrepreneur” into “capitalist” in Russian. Obviously the socialist GB members could not stomach the idea of their contributions being spent by the ILO to train capitalists. Setting aside these skirmishes, it was remarkable how at the ILO we all worked as a team without letting ideology get in the way.

Given the intensity of the cold war, it is interesting to note that during my days, there were only two known cases of covert spying. The first occurred in the late 1970’s, when the Swiss Police alerted the ILO that a Russian colleague in the vocational training branch spent the weekends on Swiss trains crisscrossing the country, making detailed maps of sensitive railway junctions. He was immediately and silently repatriated. The second incident evened the score. In the 1980’s an American girl was recruited, ostensibly to start a house magazine. She spent the first two weeks walking about with a camera hanging around her neck. However, during the third week, security caught her taking pictures of documents from a Russian colleague’s office, the drawers of which she had picked after office hours. She was let go. No house magazine was ever published.

What was interesting in the late 1980’s was to watch the gradual fading of the hard line communist doctrine first in the USSR, then in Eastern Europe. Within a few months after assuming power, Gorbachev allowed private business provided it was in a cooperative form. The first private restaurant opened in Moscow as a cooperative between the owner, the waiter and the cook. Similar small ventures began to spread, but they faced enormous difficulties ranging from finding space (all space had to be allocated by the Mayor’s office, who had a couple of hundred thousand requests pending for flats in Moscow), to getting supplies, which were only channelled through the State agencies for the sole use of state-owned concerns. I was invited, at that time, to Moscow to address the budding small business association barely three months after it came into being. When it was time for discussion, someone asked in a loud voice “Do they have corruption in other countries like here?” This was followed by various members vigorously criticizing openly the

government, the mayor's office etc. I could not believe the change that occurred in the country in a span of a few months. Then there was the Libyan affair. A few years back I despaired of having a successful project in Libya and closed our vocational project there. Several years later, the Libyans came to see me; they wanted to spend four million dollars on vocational training. Would we negotiate and manage a subcontracting arrangement between them and either Brazil, Hungary or East Germany. I agreed to help and negotiated an 8% management fee for the ILO. The Brazilians were not interested, the Hungarians lukewarm and the East Germans enthusiastic. Finally, in August 1987 I went to East Berlin to finalize the agreement. To entertain me, I was invited to the circus. After the various escapades, the clown showed up and cracked a few jokes, then he ended his presentation with the following: "Here is the weather forecast for Berlin; whether it is raining or sunshine, it will be another bad day for socialism." The crowds roared with laughter, banged and cheered. Again, something unheard of a few months earlier. Three months later the Berlin wall fell. Nothing came of the Libyan project.

Those turbulent years of transition had enormous implications for ILO work. Privatisation was in vogue, but nobody seemed to know how to go about it. There were implications for employment, for training, for industrial relations and so on. The transition from a command economy to a more liberal one was fraught with miscalculations, abuse and corrupting practices. Francis Blanchard foresaw the challenges that the ILO needed to face. In 1989, he asked me to organize a brain storming session on the subject. Once more I took the Moscow road and managed to invite Academician Aganbegyan, the principal economic adviser to Gorbachev, Umberto Agnelli came from Italy, and a scholar on the subject from the US, as well as an Egyptian Minister who had been struggling with privatisation in his country. A few selected ILO department heads participated in this one-and-a-half-day informal session chaired by Blanchard. There were no background papers, no formal agenda or final report. It was one of the most fruitful meetings I ever attended, as with no record taking, participants expressed freely what worked and what did not and outlined frankly the problems faced and their worries about the future. Eventually, an article was published in the ILO Review summarizing the findings of those discussions, but that meeting provided us with clues that shaped our programme and budget proposals for years to come.

Not all the socialist countries faced this transition at the same time, or at the same pace. In 1989, perhaps not too widely known, Vietnam, submitted a notice of withdrawal from the ILO. In their letter they mentioned that they had a foreign currency problem, and did not see the need to pay contributions to an Organisation from which they profited precious little. Francis Blanchard called and asked me to go to Vietnam. Rare were the UN experts who had been to the country at that time. The Res Rep, stationed in Bangkok, visited Vietnam a couple of weeks a year. It took three months for me to get a visa, and when the plane landed at Ho Chi Minh airport it was promptly surrounded by machine-gun-wielding guards, with sharpshooters posted on the roof. My first meeting with the government officials was formal and officious. I made a crack in the ice by saying that I respected their wish to withdraw, and was not there to convince them otherwise. However, the DG would like to make amends before this step became final. We would be happy to provide them with a modern vocational training facility. (I was sure I could easily raise half a million dollars for that purpose.) As the days passed by, the relations thawed. An incident took place during this mission, which highlights the dilemma one sometimes faces. My interpreter wanted to see me alone and finally managed to do so for a few minutes. He then told me that he was an ex-captain in the former South Vietnamese Air Force, and spent several years in re-education camps after the war. Would I carry photocopies of his family birth certificates and other papers to send to someone who was trying to help him with a catholic organization that assists people in leaving the country. Though I wanted to help and later wrote to the person in question, I would not take the risk of carrying any photocopied documents and quickly got rid of them, as soon as he left me, for there is never a way of knowing whether this was a set up. As it happened on leaving the country,

all my belongings were thoroughly searched at the airport at two different stations. Before I left, I invited the government person with whom the discussions were held to Geneva, all expenses paid, to finalize the project document. It took a year for him to get the green light to come. In the meantime there was a change in the Politburo. Vietnam did not withdraw from the ILO and our first technical cooperation started in the country with a vocational training project that became operational soon after my retirement.

1 June 2004

HOW I CAME TO JOIN THE ILO

François Agostini

The Ancient Saxons were said to be staunch believers in Fate, or Destiny. So was Calvin, except that he called it Predestination. (“There is a Determiner of Destiny”.) And so, in such good company, am I – at any rate in so far as my association with the ILO is concerned.

It was in 1944 that I first heard about our Organization. We lived in Casablanca, Morocco, during the war and after the US Army disembarked (November 1942, “Operation Torch”) we were swamped with all sorts of publications from the States. Incidentally, I perfectly remember once seeing General Patton worshipping at the local Anglican church. After the war his widow presented the parish with a fine carved pulpit.

As a teenager I read greedily whatever printed matter in English I could lay my hand on and it was in an American magazine that I came across an article about the ILO. I can’t pretend I quite understood its contents nor do I remember who wrote it. Phelan? Considering the date, it may well have been about the Philadelphia Conference, but I have never forgotten the title: “A Working Organization – the ILO”. Albeit dubbed “autonomous” the ILO was then still closely related to the League of Nations, which had fallen into discredit (quite unjustly in my opinion) so that in itself the title may have been considered rather encomiastic.

Nor can I say that the ILO was uppermost in my mind when I went down from Cambridge ten years later. I had to choose what profession to follow and only two alternatives seemed available: teaching or the Christian (Church of England) ministry. I wasn’t particularly keen on the former (I wanted to see the world) and as to the latter I had serious misgivings about what kind of a clergyman I would ever become, considering my undisguised Darwinism and rather modernist approach to the New Testament. Eventually it was my late father who, with much wisdom and foresight, made the decision: “You will be an international civil servant!”

However, a “bad” nationality, the lack of any suitable “godfather/mother” made it somewhat difficult to enter into that closed, highly competitive international world of ours. Then perhaps more than today a possible access seemed to be through linguistic assignments, so that, without any further ado, I was duly matriculated for the admission examination (the quota was limited) of the “Ecole d’Interprètes” (now defunct) that was functioning in Paris under the aegis of the “Institut des Hautes Etudes Commerciales” (HEC). For the whole duration of the long vac I slogged sturdily on, preparing for that blessed examination which I fortunately passed. In the academic year that followed I acquired some insight (quite theoretical, I am afraid) into the idiosyncrasy of our international world order as well as my first notions of international public law and of the background history of our international organizations from the Versailles Treaty up to the fifties. An asset of the School was that a majority of the teachers were serving in existing agencies, mainly European such as OEEC and NATO. Better still, some of the older ones had worked for the League of Nations in the inter-war period. They awoke my interest in these first-generation international organizations to which I was subsequently to devote so much time and research.

Curious and unforeseen coincidences are never absent from life: years after (it must have been in 1967) the former Director of the School, Mr. Perrin, was on briefing at the ILO before going to Algeria as one of our short-term experts.

In due course, after passing the final examinations (I remember “Supranationality” was the chosen subject matter of my Essay), I came out as a qualified, but woefully inexperienced, “green” and immature trilingual translator, prepared to try my luck and leap into life.

Lucky I was: one of my former teachers (who in her younger days had been a League official) was the wife of A. Michelet, formerly Chief of the ILO Translation Section. She was in charge of the Linguistic Branch at OEEC and in October 1955 she gave me an opportunity as a “Consultant” (read “External Collaborator”) for six months, at the end of which, after passing a proficiency test, I was offered my first permanent contract as a translator at NATO – the Chief of the responsible unit, Mr. Fred Lassalle, was also one of the my former teachers. The Conference Department, incidentally, was under a Mr. Philip Roome, the very brother of “our” Dick Roome – a further evidence that this international world of ours is not so wide after all!

Whereas sincerely thankful to Destiny or Fate for so auspicious beginnings, I found translating unexciting and was not particularly keen on living in Paris which, to put it mildly, never was one of my favourite places. By that time my mind and ambitions were definitely set on Geneva (for me the Mecca of traditional international civil service) and more specifically on the ILO where, contrary to practice in other agencies, translators were known to be eligible for transfer to more interesting assignments. It is a fact that several of our “big shots” started their careers as translators.

In 1958 Destiny favoured me again: I simultaneously won two translation external competitions, one for the United Nations in New York and the other for the Intergovernmental Committee for European Migration (ICEM) in Geneva. To join the UN undoubtedly was tempting (becoming a UNJSPF participant not the least incentive) but practically condemned me to remain a translator to the end of my working life. And life in such a huge city as New York didn’t appeal to me. On the other hand ICEM was not a UN agency, its future looked uncertain (an assumption that was to prove absolutely groundless, as ICEM has now consolidated itself as the International Organization for Migration, “migrating”, of all places, near the new ILO building) but it was established in Geneva. My decision, therefore, was to discard the UN offer and accept ICEM’s.

There I fell under the sway and iron rule of Georges Demolon – “Old” Demolon, as he was commonly referred to. Quite a character. Ageless: nobody seemed to know exactly how old he was; it was a kind of well-kept state secret. Years later, browsing through one of those invaluable “Annales de la SdN” series edited before the war by G. Ottlik, I discovered that he was born in 1886 so that he was past 70 when the events here recalled took place. Obviously ICEM was not bound by the same age-limit restrictions as the UN. In all fairness I must say that “Old” Demolon certainly didn’t look his years. His resistance was a byword and his work capacity infinite.

Old Demolon had joined the League in November 1920 as a translator and when he left twenty years later was Chief of the Translation and Interpretation Section. As already intimated, he was a hard and exacting master: I had to rough it up and sweat it out under his stern guidance and supervision. But I must admit he was by far the most efficient teacher I ever had and I am convinced I would never have come up to ILO standard if I had not hard-laboured under him. Typically, as was the case with most officials of that first generation, his loyalty and dedication to our international ideals were absolute and his professional ethics uncompromising. For the values and principles he imparted to me I am genuinely thankful. After he eventually retired to Paris (or rather, he was forced into retirement!) we carried on a friendly correspondence until his death.

One late afternoon in the summer of 1959 I was informed by the Chief of Personnel that my permanent contract was confirmed. But at the same time I was warned not to entertain any illusions about my “permanent” status as my post was earmarked for retrenchment

should any treasury shortfall loom ahead, a situation likely to occur at any moment. The near certainty of finding oneself out of a job is not particularly encouraging and came as a stunning blow to me. I had to think it out and as in a dream, almost like a zombie, I walked across Rue des Pâquis (where ICEM was then located) and into Palais Wilson (the League's first home, afterwards the International Telecommunications Union's headquarters), stopping in front of the notice board in the main hall. And there, conspicuous amidst a maze of to me irrelevant buying and selling ads and all sorts of odds and ends, as if conjured up by some magic wand purposely to catch my attention, was an ILO External Competition Notice inviting suitable candidates of various nationalities (especially the "bad" ones!) to apply for translation vacancies in the Editorial Branch. I could hardly trust my eyes and like the Ancient Saxons I clearly perceived the Hand of Destiny. There was my chance of salvation (perhaps the only and last one!) just as I had been practically sentenced to death! I lost no time in filling out the standard ILO Application Form (sorry I have forgotten what number it was!) and submitting my candidature, which was duly registered. Needless to say, the following months were frantically spent reading whatever ILO literature I could get: Phelan's classic *Yes and Albert Thomas*, any issue of the *International Labour Review* that came my way, Marc Monceau's pocket manual *Le BIT*, a heap of pamphlets of various description and contents, the background history of technical assistance activities with special reference to the Andean Indian Programme... *inter alia*!

I shall always remember the date and place of the examination: 19 and 20 March 1960 on the fourth floor of the old building, opposite the restaurant. The invigilator was George Pochman, who was to become my dear and lasting friend, practically a brother, to this very day. He was taken aback when one of the candidates (an occasional short-term ICEM colleague of mine), hard-pressed by an urgent call of nature, begged to leave the room. When informed by George that doing so would inevitably put him out of the competition, his reply was a resounding "Alors, tant pis!" (he must have realized he was waging a losing battle) whereupon a reluctant George let him out. That little incident didn't divert my concentration on the Essay I was writing on technical cooperation, laying due emphasis on... the Andean Indian Programme! Years later when in Lima I was in direct contact with the Programme and particularly with its talented, versatile, unforgettable Director, don Carlos d'Ugard.

Many months were to elapse (like God, our international organizations are wont to take their good time!) during which I managed to keep a blank mind. Of course some charitable souls never failed to remark with a wry smile that "results were unusually slow in coming out", implying that I was ashamed to acknowledge failure. But in November – at long last! – I was informed that I had passed, and in a rather good rank too, so that I was duly offered a permanent contract as a Member of Division which I unhesitatingly accepted and on 1 February 1961 I formally took up my duties. Two months later I signed my "Declaration of Loyalty" (which I have always taken as an oath of service) in the presence of Jef Rens.

Such is the story of my joining the ILO. It will be readily agreed, I trust, that the Hand of Fate was not absent from it. Out of place, however, would be an account of my twenty-five years of service: a few impressions, selected at random, will suffice. In the ILO as elsewhere I found translation work absolutely boring, except during Conferences, when my regular assignment to the Resolutions Committee proved a stimulating and welcome interlude. But I am grateful to the ILO for not disappointing my expectations of transfer to more exciting duties: personnel, administration, finance, and above all, field work where I was called upon to take up responsibilities of the most varied types, under the most unexpected circumstances and uncommon conditions, sometimes finding myself literally "where angels fear to tread". In fact, more than half my years were spent in the field, which I definitely prefer and with which I identify myself. On the whole, the briefings I was given at Headquarters for my field assignments proved unrealistic, and sometimes seemed to come straight from Cloud-Cuckoo-Land.

On balance, was I happy during my ILO years? Did I feel self-fulfilled? Was my performance up to the expectations of those who put their trust in me? Was I given a fair deal up to the very end? That, as Kipling would have put it, “is another story” which, as already intimated, would be irrelevant here. But all things considered, conscious as I am of my own shortcomings, I can sincerely say that all along I have endeavoured to be true to my oath of service and uphold our sacred principles of Peace, Development and Social Justice. For me the international civil service is a life commitment so that I venture, like Paul the Apostle, to say that I “have fought a good fight” and “kept the faith”.

August-September 2004

Theo Baldwin

I joined ILO in 1968 almost by accident. Well, the accident occurred because I came across an advertisement in a London Newspaper for a post at the ILO for Head of the Computer Section. On the same day I asked for an application form to be sent to me. I filled in the form, completed my CV and sent it to the ILO without expecting any reply.

In the meantime, my Company, which was the Associated Electrical Industries Company was in a takeover battle with another firm. My job with the company was becoming insecure. I had worked for that Company for 18 years and during that time had been on some very interesting projects in Engineering and Science including Laser Technology, Office Automation, etc. In 1952 I happened to come across computers, and in 1953 I started using computers for design calculations and I developed various automated design procedures for turbines and electrical generators. In that sense I was a pioneer. I worked in England, Scotland, Ireland and also the USA, where I spent several months in Los Angeles on behalf of my company working on the Skybolt Missile Project. It was very interesting work but I became apprehensive about working on an Atomic Bomb Project. It was highly sensitive and secret work and I did not feel I wanted to stay too long in this type of work. I thought for a long time about changing my job and started working on Administrative Data Processing applications in the same company. As my experience in this type of work increased I felt I needed a change of job.

The opportunity for me to change jobs came when the possibility of a takeover bid by the General Electric Company became real. I started applying to various companies for a job. Soon I got an offer from the English Electric Co. to work for them on the USSR Gosplan in the Soviet Union. I was considering accepting the offer when suddenly I got a reply from ILO in Geneva, asking me to come to London for an interview. I had not yet accepted the job in the USSR and I felt that I should try for a post in the ILO which I found interesting and challenging.

I was interviewed by Patrick Denby and by the Director of the ILO London Office. They told me that if my application was interesting to the ILO, the Office would get in touch with me and ask me to come for an interview at the Headquarters in Geneva.

Several weeks later, I was asked to go to Geneva where I was interviewed by a panel of six people, including the Director of the Personnel Department; Patrick Denby himself, George Thompson of the Library, and three others whose names I don't remember. The interview went well, and afterwards, I was asked to see Mr. Riches, who was then ADG, Treasurer and Financial Comptroller. From the start I got on very well with him and after an hour's chat he told me that he would support my candidature and that I should fit in well in the Organization. A few weeks later, I got an offer from the ILO for a three year F.T. contract with the grade of P5. I accepted the job, and started making preparations to leave for Geneva.

I arrived in Switzerland on 2 February 1968 and reported for work on the same day. After some formalities in the Department of Personnel I went to see Patrick Denby in his office. He told me that I would spend my first month looking around and learning about the ILO, whilst the incumbent who was going to leave the job, a nice fellow named Ziggy Hartogs, would continue to run the section until the end of the month. Unfortunately, my predecessor went down with the flu, and I had to step in and take charge of the section immediately. As it was the beginning of the new financial year, and there was a considerable amount of activity going on including closing the accounts, and various other administrative processes, as well as preparation for the Governing Body. It was a very busy first month and I had to work evenings and weekends.

I was assigned an office on the first floor above the main entrance of the building and I inherited a huge desk which people told me had been to used by the Director-General. I felt optimistic and found the situation rather promising for me. My office was fairly small and a little musty, so I used to leave the door open to the corridor. One day, I was working at my desk when suddenly a gentleman walked into the office and said: I am Dave Morse, who are you? I realized I was talking to somebody very important, and I guessed that it was the DG himself. I replied, I am Tom Baldwin, your new Chief Of Computer Section. He sat at the other end of the big desk and we had a long chat. He was very interested in the future of computer applications and the introduction of new methods using computers in the Organization.

I then suggested to the DG that I should perhaps give a presentation to management, and explain to them what the Office needed for future development in the area of computer applications in support of administrative procedures and other work to be done. I proposed to give an overview of the technology and the potential for its application in the ILO. I would also sketch a line of approach of tackling my assignment. The DG agreed with my proposal and said his Office would organize the date and place of the meeting.

In preparing my presentation I was able to benefit from a Strategic Plan for the ILO computerization, which had been developed by the Management Services Branch the year before.

I continued with my normal work and eventually heard the DG had fixed a date for the meeting. I prepared my presentation and gave it on a Tuesday morning at the beginning of March, in the room adjacent to the Brazilian room. It was a big room full of people. I was a little surprised at the large size of my audience and felt a little handicapped. It was interesting to see how people were seated around the room. It seemed that there was a definite pecking order.

In the middle at the top table sat the DG, on his left was Dr. Jenks and on his right Francis Blanchard and so on and so on. There were about thirty to forty people. I began my presentation. Of course, I had no experience of the Civil Service, but I had been a Manager in Industry for a number of years, so I decided to attack it from a fairly aggressive management point of view. I gave a short explanation to the audience about computers, the technology involved and the speed at which technology and applications were evolving. I then suggested a list of potential applications in line with the plan put forward by the Management Services Branch.

In my approach I indicated that management and staff would require to attend various seminars and short courses, to teach people, and make clear what was involved and what sort of skills and time and resources would be required to implement applications. I told the managers of the different departments, that I would like to make appointments with them to visit and discuss their needs and talk a bit about future plans and so on. It is important to realize that at that time the ILO was also preparing its plans for moving to the new building. It was important to plan for facilities and arrangements which would take place when we in fact finally moved to the new building.

Then I suggested to the Meeting, that I would take questions. The DG spoke first and said he was very interested in what I had to say, and he would like to create a Computer Committee or a group which could discuss and help me formulate and establish plans for the development of applications and computerized procedures as well as equipment needed for the future.

There were many questions asked. Many of them were encouraging, some were a little bit negative, and in fact, I heard a voice behind me saying `Who the hell does he think he is? Obviously, I ignored this remark, but it was a good indication for me that my future in the ILO was not going to be a Bed of Roses.

The following week I started my round of visits and meetings with the different managers. I arranged to meet Departmental Heads first, and later follow this up with Branch Chiefs. The meetings went fairly well and in general people were helpful though there was some scepticism, doubt and even antagonism.

When I first arrived in Geneva to take up my appointment with the ILO, I was located in a Hotel in the Pâquis district. I stayed at the Hotel du Môle which was a one or two star hotel, where I also had my meals. It was not too far from the Office and made it possible for me to have a morning and an evening walk to the Office and back along the Park Mon Repos. I had left my family (wife and three children) in Rugby in England because the children were at school and we had to sell the house. In preparation for their arrival I had to find suitable accommodation and arrange for transport for our furniture and organize schools for the children upon their arrival later in the year.

My first months at the ILO were very busy planning for the future move to the new building. Since the beginning of 1968 we had to carry out the closing down procedure and start operations for 1968. On examining the equipment and software facilities which we had in place I found that they were totally inadequate, and were exposed to failure with the risk of breakdown and loss of data. I had to work quickly with the very small staff and make plans for new more modern computer systems. I reported my problems to Mr. Riches and Mr. Denby, and they agreed that I should have my budget revised and expanded to meet these requirements.

This was a time when the Governing Body was meeting and supplementary information was put in the budget. This provoked quite a debate. Some members, notably Canada, felt that we should not have a computer at all and have our computing done at WHO. I explained our situation to Mr. Riches and said that because of the distance and not having a hands-on computer, it would be difficult and we would risk long periods of inability to provide an adequate service. Future developments and advances in technology of both hard and software would eventually make it possible to connect computers together and data transmission would be more reliable for work to be carried out at the distance. Applications could eventually be processed away from the ILO site in a few years time. But a step-by-step approach was essential at the present stage to ensure a successful service to users.

I didn't realize then with a three-year contract that I would eventually spend twenty happy, although occasionally turbulent, years with the International Labour Office serving under three DGs.

15 October 2004

GALLIMAUFRY

Quelques propos charmants sur le vieillissement

contributed by Jacques Monat

Comme aimait à le dire un ami d'enfance de mon père (M. Laurent Gouat de Collonges au Mont d'Or, décédé récemment au bel âge de 99 ans):

Le coin de ma rue est deux fois plus loin qu'avant.
Et ils ont ajouté une montée que je n'avais jamais remarquée!
Je crois qu'on fait maintenant les marches d'escalier bien plus hautes que dans le temps.
L'hiver, le chauffage est beaucoup moins efficace qu'autrefois.
Et avez-vous remarqué les petits caractères que les journaux se sont mis à employer?
Cela ne sert plus à rien de demander aux gens de parler clairement. Tout le monde parle si bas qu'on ne comprend quasiment rien.

(Propos recueillis dans le Bulletin municipal de Collonges au Mont d'Or)

mai 2004

A tall tale from a press club bar

by Peter Sutcliffe

Deep in a wicker chair in the bar of the Colombo Press Club a while back, while ostensibly on mission from Bangkok, I was enjoying an evening's chat with Sri Lanka's foremost sports editor.

A genial cove, especially after half-a-dozen nips of *arak*. But he tended to boast a bit of his encyclopaedic knowledge of international sport. On the seventh *arak*, he challenged me to ask any question I chose in that domain: if he failed to answer correctly, the drinks would be on him.

This was a serious error on his part. Firstly, all members present immediately closed in for a potential drinking frenzy. Secondly, I knew I could floor him with a single punch.

"Who ran the world's first sub-four-minute mile?" I asked him in all innocence.

He was affronted. Sports editors are the hard-boiled eggs of the newspaper business, not to be toyed with. His professional pride was offended by so frivolous a question. He demanded I do better.

"No," I insisted. "I really do want you to tell me who did it first."

"Nothing to it," he snapped. "Roger Bannister, Iffley Road Sports Ground, Oxford, 6 May 1954; three minutes 59.4 seconds. He wore the white vest of the Amateur Athletic Association, numbered 41, and was paced by Chris Chataway and Chris Brasher. And the same afternoon Superdocious won the King George V Stakes at Newmarket by two lengths at 5-4 on, Gordon Richards up."

"Wrong," I said.

"What d'you mean, *wrong*? It's in *The Guinness Book of Records*, page ..."

“They’ve got it wrong too.”

“Okay, Wise Guy; if Bannister didn’t do it, you tell me who the blazes did.”

“I did,” I replied.

Asked to explain this unlikely claim, I unfolded the following tale.

The year was 1953, not 1954. I was in the Army and the Colonel decreed, in that arbitrary way they have, that we would celebrate the Queen’s Coronation in June with a regimental sports meeting.

I entered for the mile. Being reasonably fit and a distance runner of some small note, I won easily. Almost at a trot.

The result came over the tannoy. First, Sgt. Sutcliffe. Time: three minutes 54 seconds.

A gasp of amazement greeted this announcement. A world record for the 58th Medium Regiment, Royal Artillery! Glory for the Gunners! The world’s first mile under four minutes!

This was followed, however, by hoots of disbelief and derision from the lower ranks. Bert had bungled again!

Bert was the Warrant Officer i/c Physical Training. He was the timekeeper. After some confusion in his tent, he announced a corrected time of three minutes 57.2 seconds.

So that was that. I was the planet’s champion miler, 11 months before anyone ever heard of the Bannister chap.

Or maybe not. It had struck me as I pounded round the four laps that this was the shortest 440-yard circuit I’d ever encountered. By a long chalk. Bert, of course, had personally laid out the track the previous evening. This he did following his usual liquid supper in the Sergeants’ Mess bar. His timekeeping was no doubt similarly impaired by his liquid lunch on sports day. Let’s face it, there could have been some fractional delay between the starter’s gun and his locating the button of the stopwatch.

And by the way, he had an odd surname. It was Swindles.

I look back on WO II Herbert Swindles with affection and gratitude, naturally. When next I come across him, on the sunlit sports fields of Elysium, I’ll ask him to repeat the performance for the diversion of the angels, archangels and all the heavenly host. We’ll go for the sub-two-minute mile, without wings.

Such was the tale told that steamy night in the Press Club, to the creak of the ceiling fans and the distant croak of the bull frogs. The sports editor took it like a man. He even stuck a couple of paragraphs in his next edition. We agreed to call it a draw, so went Dutch on the drinks.

“Just one more thing,” I let drop languidly.

“What might that be, Old Boy?” inquired the sports editor.

“The King George V Stakes is run at Ascot.”

June 2004

The ILO and globalization

by Bert Zoetewij

“Globalization” comes in many forms and aims. For centuries, missionaries have sought to globalize the Christian faith. Communism spread the Marxist creed. A prominent Hindu guru wants to “globalize wisdom”. Terrorism has become a global threat. At the other end of the value-scale, the worldwide spread of Western medicine has dramatically improved health conditions elsewhere (and mightily contributed to explosive population growth in many poor countries). And, of course, in the words of Britain’s Tony Blair, “we all want labour standards to be global”.

But in common usage the term refers to economic globalization – the phenomenal growth of international trade and capital movement in the past decades which NGOs dislike, some violently so. It is the subject of a hefty report, *A Fair Globalization, creating Opportunities for All*, of the World Commission on the Social Dimension of Globalization, created by the ILO Governing Body in 2001. The Commission had 25 members, eight of whom – including the president of Finland – were women. Its prominent members included the co-chairs (the Finnish and Tanzanian heads of state), a former Italian P.M., a former Dutch government minister, the Governor of St. Petersburg, the vice chancellor of Delhi University, a former Thai foreign minister, a former president of Uruguay, the head of a Chinese research body, a renowned Peruvian sociologist, a winner of the economics variant of the Nobel Prize (though not for what some see as his vituperative views of globalization), the heads of the AFL-CIO in the US and the COSATU unions in South Africa, and leaders of the Rand Corporation and Toshiba, the Japanese multinational computer-chip maker. And there were five *ex officio* members: DG Somavía, and the Officers and a previous chairman of the GB. So the unanimous report is a policy and programme statement by the ILO leadership as well as the advisory opinion of eminent outsiders. Hence its ringing support in the Governing Body, in public at any rate; just a handful of speakers (among whom the IMF’s), approving “most” or “much” of the recommendations (more on this below). The report is most comprehensive, with a helpful detailed index, clearly and eloquently written, on the basis of 11 successive drafts by the Office secretariat, headed by Padmanabha Gopinath, and including Gerry Rodgers, Eddy Lee, Dharam Ghai, Rolph van der Hoeven, and a World Bank economist. Another name I was glad to see, Gijs van Liemt: for 20 years our colleague, who was one of the experts helping the Commission, has a consultancy practice and wrote a neat little book on anti-globalist views published by a Dutch society for business-social-awareness.

The report’s main aim is to make the ILO Decent Work agenda “a global goal”. We should surely all applaud this. Decent work is the much strengthened current version of the major programmes for standards, employment, conditions of work and industrial relations which have been the ILO agenda ever since 1965, and are now linked to the Millennium Development Goals set by the 1995 UN Special Assembly of 189 heads of state and government. And it makes good sense to add it on to economic globalization – of which, as the report says, “the potential for good is immense”, since it can speed up growth, hence create jobs and reduce poverty.

The report sees things in a different light. Economic globalization must not just be supplemented but radically changed to give it a social dimension. For it is deeply flawed and unfair. It “has developed in an ethical vacuum” without regard for universally shared values and respect for human rights. Thus, it puts markets, business and money first. “Too many countries and people are not sharing its benefits”. Inequality between rich and poor countries has widened. Sub-Saharan Africa is in perpetual crisis. There is no progress in Arab states. Competition for markets and foreign capital has created pressures for labour market flexibility, undermined labour standards, and created jobs of poor quality. “The vast majority of women and men” see it as failing their hopes for decent work and a better

future for their children. The informal sector, where most of the world's poor live and work, is excluded. "Many people feel" that financial and multinational corporations have taken power away from elected governments. The rules and institutions that are globalization's governance are badly deficient, indeed "in crisis", and in the World Bank and IMF, key players in the process, (and in the UN Security Council) developing countries have far too little influence. As Somavía told the *Tribune de Genève* already before the Commission had been set up, globalization's worst feature is its failure in creating the 500 million jobs needed in the next ten years.

Some of these comments might seem somewhat out of place or one-sided. The Sub-Saharan crisis is caused by civil wars, bad government and AIDS. Therefore, the region has hardly been touched by globalization. A UNDP Human Development Report on Arab States persuasively blames stagnation there on bad social structures and a misguided education system, not on globalization. Whether and to what extent inequality among countries has increased greatly depends on how it is measured. By one method, in the past 20 years developing countries' share of world income fell to less than 25%. By a better one it rose to almost 50%. Looking at population numbers as well as countries, various studies show that in that period average income per head in the poor countries increased at a faster rate than in, e.g., the USA. And that the number of extremely poor (\$1 a day) fell by some 400 million if not more, in spite of population growth in these countries. The report does not deny a fall in poverty but may seem to belittle it, saying that most of it occurred "in just two large countries", India and China (of course, most poor people live there).

The report was mentioned several times in the widely respected newspaper I often read. It published a brief description; an article by one of the Commissioners, and a letter from another one – both naturally endorsing their *opus*. But an editorial leader was less friendly: "a muddled effort"; "long on sweeping assertions and short on hard facts which it too often confuses with popular misconceptions"; "claims either largely unproven or demonstrably false"; "has no practical solutions to offer". There may be some truth in some of these unspecified generalizations but I did not find them more convincing than some of the report's vague claims about "the vast majority" of mankind's view of globalization (more likely they have never heard of it) and "many people's" feelings about multinationals taking power from governments (not true anyway). Next, the paper's chief economic contributor wrote a more specific and thoughtful piece, giving credit to some of the report's parts but taking issue with, for instance, its unqualified advocacy of political democracy as a condition of economic success (indeed, compare China with, say, Latin American democracies); and its overlooking the malign effects that very high labour standards in a poor country's formal sector may have for employment when there is a large informal sector that, contrary to what the report seems to think, cannot be regulated (India?). He also noted its reluctant support for the role of markets in development. Indeed, its references to "pro-market economic doctrines" confining borrowing poor countries to an "inappropriate neo-liberal straitjacket" and "dogmatic demands for privatization" do sound a bit pejorative. In fact, the "straitjacket" imposed by, for instance, IMF structural adjustment programmes is not inflexible. Thus, if growth in a borrowing country is lower than expected, the loan conditions are eased.

As our *Newsletter* is not an economic journal, I now leave these and other complex issues aside and make only some remarks on two of them closer to the ILO's day-to-day business – employment and migrant workers.

The Commission's definition of decent work begins with full employment. Quite right; just as there must be growth if there is to be more work, there must be work before it can be made decent. But globalization has failed to deliver it, says the report. Although the charters of the IMF, World Bank and WTO talk of full employment, in practice these agencies wrongly think that this will derive from application of their uncoordinated, separate fiscal, money and trade rules rather than making it an objective in its own right.

And countries cannot increase public spending or loosen monetary policy to achieve full employment by increasing effective demand, because under these rules they would incur foreign payments crises (but loose monetary policy cannot cure “structural unemployment”).

In 2000, the Geneva UN Special Assembly (NL 29, p. 16) asked the ILO to prepare a coherent international employment strategy, and the report supports the Global Employment Agenda which the ILO then developed. It aims to make the goals of decent full employment and international economic ones consistent, and remedy the failure of the present regime and rules to do so. This, says the report, is in line with the Philadelphia Declaration which gives the ILO a mandate to oversee the social implications of international economic policies. That 1944 Declaration was adopted before ECOSOC and the specialized agencies existed. So, President Roosevelt could say when addressing the Conference, the ILO “must be the agency for *decision* and for *action* on those economic and social matters related to the welfare of working people”. But, in the words of E.B. Haas in *Beyond the National State* (1964), it was a “bid that failed”. Once there, all specialized agencies and their mandates were equal, only subordinate to ECOSOC (and the Bank, the Fund and WTO not even that), not to the ILO. The idea of the ILO as a kind of world economic planner was not acceptable. The Global Employment Agenda (and the Commission’s proposal that the ILO launch a Globalization Policy Forum of the UN and its agencies) may fare better. In his account of the Commission’s work in the Conference, the DG stressed Philadelphia even more heavily than the report does. But in the GB, some comments seemed to defy it. Some governments had said that the ILO should stick to “its normal work”. Even the Employer *ex officio* Commission member thought globalization governance did not need “radical change”, as the report claims, and that globalization’s benefits were understated. The US Government had said the ILO should not focus on matters better suited to other organizations. The US Employer did not think it should interfere in decisions of the Bank, IMF and WTO. Similar views came from the French Government. But anyway, are uncoordinated international economic policies and globalization really the main obstacles to full employment in the Third World?

In earlier thinking about the development of poor countries (e.g., Myrdal, “Nobel” economist long head of the UN Economic Commission for Europe, in his *Asian Drama*), it was normal to point to high rates of population growth hampering progress – “the population trap”. And to say that too many people struggled to make a living from too few resources, leaving no room for investment to increase employment and incomes. In the old ILO Economic Division, Jim Burtle, then its best professional, half-jokingly proposed to put contraceptive chemicals in public waterworks. Tony Dawson drafted a text on the population problem for inclusion in a Conference report. Today the subject is taboo. In the West, influential religious lobbies oppose birth control. Tony found his draft rejected by ADG Jenks because “this is not the time to upset our relations with the Vatican”. In some poor countries a limitation of population growth has been denounced as a Western scheme for genocide. Quite recently, a Nigerian political leader boycotted a polio vaccination programme led by WHO/UNESCO, because the vaccine was “unsafe and part of a Western plot to cause infertility”.

So no surprise that the report does not mention population pressure, but calls for a vast increase in international development aid and policies “to increase effective demand” for employment creation. Meanwhile China, with one fifth of the global population, has seen an unrivalled increase in employment and reduced poverty parallel its “one child policy” – unattractive for its authoritarian nature, but apparently very effective. And some of the figures in the report’s Table 1 (which does not include fast growing China and India) show that in the poor countries where annual population growth in the past 17 years was less than 2%, income per head rose at a rate of more than 3%, and where annual population growth was 2.6%, average incomes fell. But the report says not a word about these figures.

The report lists mutual gains in the migration of workers from poor to rich countries. Many of the former see it “as a swift powerful means of increasing the benefits they receive from globalization”. For instance, migrants send money to their home country (at a rate that respected expert Bimal Ghosh puts at about \$50 billion a year – the same order of magnitude as total official development aid). In host countries with shrinking and ageing populations it helps to offset a decline in their labour force and consequent problems of financing social security. And, as Kofi Annan reminded the European Parliament, without immigration many of their health systems would be under-staffed, and many parents would not have the home help they need to pursue their own careers. Also, *global* labour productivity rises as migrants from low-productivity, labour surplus countries move to more productive jobs elsewhere (true, but *who* benefits from it?).

But these benefits also carry costs. The report points to a brain drain as skilled workers leave their poor home countries; to the possible displacement of local workers by immigrants, and to the risk of weakening social cohesion in host countries. Indeed, especially in Europe, immigration is far from popular. And the report does not mention doubts that have been raised about its presumed benefits for host countries. For instance, that for solving financial problems of existing social security systems it would have to be unrealistically massive. That it would help in the short term only, for immigrants also age, needing the benefits they contribute towards while working. While in countries such as Holland, the unemployment rate of unskilled immigrants drawing on rather than contributing to social benefit schemes is higher than among locals. Also sceptics point out, immigrants need housing and, when they have families, education and health care for their children using not contributing to social funds. Nor may migration be necessary for supporting social security finances. That problem might be met by raising the retirement age of increasingly long-lived and healthy workers and adjusting benefits to inflation, not to rising wage levels, as is now often the case. There is also another way than immigration to meet labour shortages in health and home services – not to mention occupations such as dustmen, fruit or cockle pickers, etc. that unemployed local workers spurn. Allow wages for such jobs to rise sharply, and perhaps tighten rules for unemployment benefits.

That said, the report rightly calls for action by the UN agencies concerned, to strengthen basic rights and protection of migrants, and for the ILO to take the lead in this. It also sensibly recommends organized dialogue between countries of origin and destination on their mutual interests and problems.

Again echoing Philadelphia, the report will be submitted to Kofi Annan, heads of state and government, ECOSOC, World Bank, IMF, WTO, UN regional commissions, the European Union, the African Union, the Arab League, the Organisation of American States, worker and employer organizations, business associations, parliamentarians, NGOs and others, urging them to debate it and consider action to follow it up. Let us await their response (or non-response).

If you are still reading this article, I’m sure some of you would want to read the 168-A4-page report. And certainly no one should be put off by any of the comments above. The fact is that many of its important recommendations and criticisms concern issues on which reasonable and respected people hold different views, and mine may be wrong. And the report certainly reflects the considerable competence of the ILO staff who wrote the drafts. Yes, do read it!

June 2004

A modest attempt at expressing gratitude

by M.N. Unni Nayar

*'We ourselves feel that what we are doing is just a drop in the ocean,
But the ocean would be less because of that missing drop.'*

Mother Teresa

Mid-August 1944 in a city south of Bombay death widows my mother and leaves my elder brother, sister, and myself at fourteen fatherless. My mother and sister left soon thereafter for our ancestral home in Malabar (now Kerala) while I stayed behind to complete my Bombay matriculation. My uncle, my mother's younger brother, a Captain in the Armed Forces Medical Corps serving west of Burma (now Myanmar) offered to become my guardian both in word and deed. Within months after the bombing of Hiroshima and Nagasaki in August 1945 he was relieved of his commission. When I came home after the completion of my matriculation exams in 1946 my uncle too was in Malabar scouting for a suitable place to establish private practice.

On my part, having scored well in mathematics and science at school, I opted to study the same in Kerala. Two years in Kerala, four in an engineering college near New Delhi, and one in Bombay undergoing industrial apprenticeship at the Ford Motor company all under the guardianship and moral and material support of my uncle saw me through a Bachelors degree in mechanical engineering by 1951.

My proficiency as a student in machine design prompted dreams of an extended apprenticeship at Ford's plant in the USA with the influence of my father's nephew, an ex-army Colonel and war correspondent, serving as public relations officer to independent India's first ambassador to the USA. Unfortunately his untimely death from a land mine blast, while on detachment in Korea serving as India's alternate representative to the UN's Korean commission, eclipsed my dream. My subsequent efforts at seeking employment landed me a job as a management consultant trainee with an Anglo-American management consulting company in Bombay. Six years with them followed by another six years with the newly established National Productivity Council of India saw me being interviewed by the Chief of ILO's Management Development Branch, Mr. Rhys Wynne Roberts, in Bombay. Six years at his Asian desk in Geneva and another six as his decentralized branch representative in Bangkok ended my career at this branch in 1976. Before moving to Manila as Director of the ILO office the sad demise of my guardian uncle took place.

My uncle, a man of vision with a practical mission, set out in 1946 to build a private medical clinic and family nursing home. This he did in 30 years with his own manpower and material resources. His second and third sons studied medicine and also married doctors. His eldest and youngest sons pursued non medical studies and managed what has today become a 150-bed facility with around 160 staff. The community respected, relied on and loved their doctor uncle. This was amply expressed in the local press at that time.

After his demise I spoke to the family about an appropriate and befitting memorial to which I wanted to make a concrete contribution. I had in mind granting scholarships in his name for students in the neighbouring schools or children of nursing home staff and other employees. But the consensus among his four sons was to initiate an annual all Kerala cricket tournament since their father was an ardent cricket fan. Thus over the last two decades this state wide tournament has unfailingly been held, thanks to several leadership roles in sports held by his eldest son and the dynamism of his youngest son, who was captain of the District cricket team for a decade followed by another decade as honorary secretary of the Kerala Cricket Association, a position he still holds.

In 1996 on the occasion of the golden jubilee of the establishment of his clinic and nursing home my aunt, her four sons, and only daughter agreed to form a charitable trust in my uncle's name with an emphasis on education. Over the last eight years the trust has focused on all 28 high schools in the Taluk* or sub-district where the nursing home is located.

Each year the three toppers in the state's high school examination from any of the 28 schools are given substantial (by local standards) cash awards. Essay and quiz contests on topics of social interest are also conducted for these students. In addition the trust initiated a basic computer literacy training project in 1999 three years before the state government made it mandatory in 2002 for all government high schools. The trust covered the costs of training one teacher per school at a local private computer training institute empowering them to train fellow teachers in their respective schools. In collaboration with the local Rotary Club and a Canadian Rotary Club, 24 quality second hand computers were obtained free of charge and installed in all but four private high schools. An important and encouraging development has been a tenfold increase in the procurement of computers (mostly second hand) in every recipient school last year. Trust initiative, PTA enthusiasm, and the government's mandatory directive have all contributed to this situation.

The trust also supports students from the Taluk who have gained entry to any medical college in India with a six-year interest free loan scholarship. To date eleven such medical scholarships have been awarded to deserving students, half of whom have been young women. The first student to receive this award has already started paying back the loan principal within one year after her employment and is also supporting her younger sister who gained admission to a medical college last year.

In collaboration with the Indian Medical Association the trust also organizes an annual continuing medical education programme to update doctors and inform the public within the Taluk and the wider District on topics such as geriatric care, diabetes and infectious diseases. These one-day events include worthwhile speakers from within and outside the state and are free of cost for all participants. The high school and medical college scholarships are also awarded to students by my aunt and me during this programme.

The year 2006 will see ten years of this memorial trust, 25 years of the all Kerala cricket tournament, and 60 years of the medical clinic and nursing home. Honouring my uncle's legacy this way are drops in an ocean that hopefully will make a difference in the community that cherished him.

* Kerala has 14 Districts and approximately thrice as many Taluks within it.

6 September 2004

BOOK NOTES

Francis Blanchard: **L'Organisation internationale du Travail – de la guerre froide à un nouvel ordre mondial**; Préface de Philippe Séguin. Paris, Editions du Seuil, juin 2004.

On l'attendait avec impatience, ce livre. Les réflexions de celui qui a dirigé le Bureau pendant les années qui ont été parmi les plus difficiles et les plus mouvementées dans l'histoire de notre Organisation ne peuvent pas manquer de nous passionner, surtout ceux d'entre nous – et nous sommes nombreux – qui ont vécu ces années, qui ont connu les qualités humaines et professionnelles de notre patron, et qui ont partagé avec lui les moments forts, les joies et les déceptions de ses trois mandats.

On ne sera pas déçu. C'est un livre passionnant. Contrairement à ce qu'on pourrait penser d'après son titre, ce n'est pas seulement un livre sur l'OIT, mais aussi (et je dirais surtout) un livre sur Francis Blanchard lui-même, les événements qu'il a connus, et ses réflexions sur le monde contemporain, et c'est ça qui le rend passionnant. Dans un prologue, il nous raconte en quelques pages le parcours qui l'a amené au BIT : son enfance partagée entre Paris, l'Ariège et la Bourgogne, ses études au Lycée Louis-le-Grand et à Sciences Po, sa carrière militaire et civile pendant la guerre, son mariage, son entrée dans l'administration française, son arrivée à Genève – d'abord pour travailler à l'Organisation internationale pour les réfugiés, avant d'être recruté au BIT par David Morse. Viennent ensuite plusieurs chapitres consacrés à son parcours exceptionnel et à ses expériences au BIT – de la Conférence de Naples en 1951 au retour de la Pologne à la démocratie et la chute du mur de Berlin en 1989. Mais le livre ne s'arrête pas là : il contient aussi un chapitre émouvant sur Marie-Claire, l'épouse de Francis Blanchard, les bonheurs et les épreuves qu'ils ont connus ensemble, et la tragédie de sa mort en 1997 ; et dans l'épilogue son auteur nous livre quelques réflexions sur les défis que pose la mondialisation pour la communauté internationale. Ce n'est donc pas un ouvrage savant et aride ; c'est un livre d'histoire contemporaine qui se lit comme un roman, et dans lequel nous retrouvons avec plaisir l'homme que nous avons côtoyé, respecté et admiré pendant de longues années.

Evidemment, ce qui nous intéresse le plus ce sont les récits de ses expériences au Bureau. Il fait une distinction entre deux périodes : d'une part le temps des certitudes, depuis la fin de la Seconde Guerre Mondiale jusqu'en 1969 (l'année du 50^{ème} anniversaire de l'Organisation, et de l'attribution du prix Nobel de la Paix) ; d'autre part le temps des turbulences, depuis 1970 jusqu'au tournant du siècle. Le « temps des certitudes », c'était l'époque de David Morse (une époque de certitudes toutes relatives d'ailleurs quand on pense aux moments chauds que le Bureau a connus avec le retour de l'Union soviétique en 1954, la décolonisation et l'arrivée massive de pays nouvellement indépendants, la crise de l'*apartheid* en 1963-64 ...). Francis Blanchard évoque le rôle qu'il a joué sous la direction de David Morse, qu'il admirait beaucoup d'ailleurs, notamment en ce qui concerne les débuts de la coopération technique.

Le « temps des turbulences » a commencé quelques jours à peine après le départ de David Morse en 1970 lorsque, sous la direction de Wilfred Jenks, l'Organisation était privée de la contribution des Etats-Unis, notamment à cause de la nomination d'un certain Sous directeur général. La crise ainsi ouverte allait durer des années ; elle a emporté Wilfred Jenks, terrassé par une crise cardiaque en octobre 1973, et Francis Blanchard était élu Directeur général en mars 1974. Nous qui avons vécu ces années dramatiques, nous en gardons un souvenir ému, et chacun d'entre nous s'est posé la question : est-ce que le nouveau patron sera capable de sortir l'Organisation de la crise dont il a hérité ? La réponse n'était pas évidente, et les premières années de son mandat étaient des années très pénibles, dont le point culminant était le retrait des Etats-Unis de l'Organisation en 1977. Tous ces événements sont racontés dans un détail méticuleux dans ce livre.

La suite, on la connaît. A peine trois ans plus tard, les Etats-Unis étaient de retour. Cette crise-là était terminée, mais ce n'était pas la fin des « turbulences », qui allaient, au contraire, secouer l'OIT tout au long des trois mandats de Francis Blanchard : le Chili de Pinochet, l'Argentine de Videla, le problème éternel des territoires occupés, et bien d'autres régions troublées du monde ont provoqué des discussions âpres et vives aux organes de l'OIT, et ont causé bien des difficultés à son Directeur général. Le problème de la liberté syndicale en Pologne a été parmi les défis les plus difficiles pour Francis Blanchard, et le dénouement de cette crise a été sans doute son plus grand triomphe. Un chapitre entier du livre est d'ailleurs consacré à la Pologne. En plus de ces turbulences politiques, il y avait aussi les turbulences économiques, et notamment la crise de l'endettement et des politiques d'ajustements structurels avec leurs effets dévastateurs sur le problème de l'emploi ; la réunion de haut niveau sur l'emploi et les politiques d'ajustements structurels en 1987 a été, elle aussi, un des faits marquants du mandat de Francis Blanchard, car elle a permis au BIT pour la première fois d'être un partenaire à part entière dans le dialogue avec les agences financières du système international.

De tout cela, et de bien d'autres choses, il est question dans ce livre. Pour nous, les anciens du Bureau, il réveille de vieux souvenirs – pas toujours agréables d'ailleurs ! Mais ce qui rend vivant ce sont les comptes rendus détaillés des discussions que Francis Blanchard a eues, et des négociations qu'il a menées, lors de tous ces moments forts de son mandat. Ses entretiens avec George Meany, le Colonel Kadhafi, Anwar el-Sadate, Indira Gandhi, Margaret Thatcher, le roi Juan Carlos et avec bien d'autres personnalités marquantes de cette époque sont rapportés avec verve. Et la description des circonstances de sa réunion semi-clandestine avec Lech Walesa à Gdansk en mai 1987 mérite une place dans un roman d'espionnage !

Le seul reproche que l'on peut faire à ce livre, ce sera pour regretter, avec Philippe Séguin dans sa remarquable Préface, que Francis Blanchard ait été trop discret sur le rôle qu'il a lui-même joué comme *manager* pendant ces années cruciales. Si, comme le dit très justement Philippe Séguin, Francis Blanchard « prit la direction de l'OIT dans les pires conditions en 1974, pour la laisser fortifiée et unanimement respectée au terme de son troisième mandat en 1989 », ce n'est pas un hasard. Si, par exemple, l'OIT a survécu au drame du retrait des Etats-Unis en 1977, c'est surtout parce que Francis Blanchard a su prendre à temps des décisions difficiles et courageuses pour permettre au Bureau de continuer à mener à bien l'essentiel de ses activités malgré une réduction de 25 pour cent de ses ressources. Les mesures qu'il a prises à cet effet ne sont guère évoquées dans son livre, qui se limite à rendre hommage au personnel du Bureau, et aux Etats membres qui ont versé des contributions supplémentaires (qui étaient très loin de combler le trou de 25 pour cent laissé par le départ des Etats-Unis !). Si le Centre de Turin continue d'exister et de mener une action utile aujourd'hui, c'est parce que Francis Blanchard a toujours pu trouver une solution aux crises financières à répétition auxquelles le Centre a dû faire face, envers et contre tous ceux – et ils étaient nombreux au Bureau comme au Conseil – qui prônaient la dissolution pure et simple du Centre. Si la fameuse réunion de haut niveau de 1987 a pu avoir lieu avec des résultats positifs, c'est parce que Francis Blanchard a finalement pu surmonter l'opposition des grandes puissances industrielles et le scepticisme initial du Fonds monétaire international et de la Banque mondiale. Ce sont des exemples que je connais pour les avoir vécus personnellement, mais je suis sûr qu'il y a des centaines d'autres cas où c'est uniquement grâce à la ténacité, à la sagesse et au courage du Directeur général Francis Blanchard que des solutions ont pu être trouvées à des problèmes qui paraissaient insurmontables.

On pardonnera bien sûr à Francis Blanchard cet excès de modestie, qui n'est guère un défaut ; il appartiendra à un historien futur de dresser un bilan objectif de ces années turbulentes à l'OIT et du rôle exemplaire que Francis Blanchard y a joué. En attendant, je ne peux qu'encourager nos lecteurs à lire ce livre. Vous ne serez pas déçus !

Juillet 2004

Jack Martin

Jean-Martin Tchaptchet : **La Marseillaise de mon enfance**. Récit autobiographique, Tome I. Paris, Editions l'Harmattan, 2004.

Dans ce livre, Jean-Martin Tchaptchet fait le récit de son enfance et de son adolescence au Cameroun à l'époque coloniale. Le récit est un hommage à sept adolescents qui furent des pionniers et des résistants dans le collège où eut lieu l'unique expérience de mixité d'élèves africains et français au Cameroun. C'est aussi un hommage à ceux des professeurs français de ce collège qui, à travers leurs méthodes d'enseignement, se désolidarisèrent du totalitarisme colonial, rendant ainsi au savoir sa principale qualité de noblesse, et au peuple de leur pays sa tradition de liberté.

Juillet 2004

J.P.M.

Federico García Martínez : **Las organizaciones empresariales españolas en la Organización Internacional de Trabajo (O.I.T.) y en la Organización Internacional de Empleadores (O.I.E) (1919-2002)**. Fundación CEIM, 2003.

This book traces the history of the participation of Spanish employers' organizations in the work of the ILO and the IOE since 1919. It is divided into three periods: the inter-war years from 1919 to 1939; the period of the Second World War and the post-war years up to Spain's transition to democracy, 1939 to 1977 (Spain ceased to be a member of the ILO between 1939 and 1956); and the period since 1977 until 2002. An annex to the book contains a list of all the Spanish employers' delegations to the International Labour Conference from 1919 to 2002.

July 2004

J.P.M.

THE LANGUAGE WE USE

Drop your foreign accent

Contributed by Felix Flügel (husband of Jean Flügel)

Dearest creature in creation
studying English pronunciation
I will teach you in my verse
sounds like corpse, corps, horse and worse
I will keep you, Susy, busy
make your head with heat grow dizzy
tear in eye your dress you'll tear
so shall I, oh hear my prayer
pray, console your loving poet
make my coat look new, dear, sew it
just compare heart, beard and heard,
dies, diet, lord and word,
sword and sward, retain and Britain
(mind the letter, how it's written)
made has not the sound of bade,
say – said, pay – paid, laid out plaid,
now I surely will not plague you
with such words as vague and ague
but be careful how you speak,
say break, steak, but bleak and streak
previous, precious, fuchsia, via,
pipe, snipe, recipe and choir,
cloven, oven, how and low,
script, receipt, shoe, poem, toe,
hear me say, devoid of trickery,
daughter, laughter and Terpsichore,
typhoid, measles, topsails, aisles,
exiles, similes, reviles,
wholly, holly, signal, signing,
Thames, examining, combining,
scholar, vicar and cigar,
solar, mica, war and far
from desire – desirable, admirable from admire,
lumber, plumber, bier and brier,
Chatham, brougham, renown but known,
knowledge, done but gone and tone,
one, anemone, Balmoral,
kitchen, lichen, laundry, laurel,
Gertrude, German, wind and mind,
scene, Melpomene, mankind,
tortoise, Reading, heathen, heather,
this phonetic labyrinth
gives moss, gross, brook, brooch, ninth and plinth,
billet does not sound like ballet,
bouquet, wallet, mallet, Chalet,
blood and flood are not like food,
nor is mould like should and would,
banquet is not nearly parquet

which is said to rhyme with darky,
viscous, viscount, load and broad,
toward, to forward, to reward
and your pronunciation's OK
when you say correctly croquet,
rounded, wounded, grieve and sleeve,
friend and fiend, alive and live,
eye, I, ay, aye, whey, key, quay,
say aver, but ever, fever,
neither, leisure, skein, deceiver
never guess – it is not safe,
we say calves, valves, half but Ralph,
Heron, granary, canary,
crevice and device and eyrie,
face but preface, but efface,
phlegm, phlegmatic, ass, glass, bass,
large, but target, gin, give, verging,
ought, out, joust and scour, but scourging,
ear, but earn and wear and tear
do not rhyme with here but ere,
seven is right but so is even,
hyphen, roughen, nephew, Stephen,
monkey, donkey, clerk and jerk,
asp, grasp, wasp, and cork and work,
pronunciation – think of Psyche
is a paling stout and spikey?
won't it make you lose your wits
writing groats and saying grits?
it's a dark abyss or tunnel,
strewn with stones, like rowlock, gunwale,
Islington and Isle of Wight,
housewife, verdict and indict,
don't you think so, reader, rather,
saying lather, bather, father?
finally, which rhymes with enough
though, through, plough, cough, rough, or tough,
hiccough has the sound of cup
my advice is – give it up!

May 2004

LETTERS TO THE EDITOR

Un correspondant pas comme les autres

En décembre 2002, j'ai lu l'histoire d'un condamné à mort mexicain, qui gît dans les geôles du Texas. Sa condamnation pour complicité était le résultat d'un procès très rapide. Comme son adresse figurait au bas de l'article, je lui ai adressé une carte de Noël – par sympathie – en me disant que ce geste ne m'engageait à rien.

Il m'a, au contraire, engagée à beaucoup d'intérêts et de plaisir; oui, plaisir, malgré sa situation tragique. J'ai eu une réponse dans les 15 jours, en espagnol, avec autant de fautes d'orthographe que je fais moi-même. Peu importe, la lettre était joviale, chaleureuse. Et depuis, les lettres se suivent deux fois par mois, souvent accompagnées d'un dessin, d'un article sur la vie en prison, ou d'un conseil pratique. Ce père de famille de 37 ans, en prison depuis plus de 9 ans, a appris à déjouer la censure et à transmettre de la joie à travers sa correspondance.

Il me donne des conseils comme à une vieille tante. Boire beaucoup d'eau (en reçoit-il seulement assez?), faire deux ou trois longues promenades par semaine (il est enfermé 23 heures sur 24), voir le médecin deux fois par an (cela ne me suffirait plus, à moi, mais lui, il n'en voit jamais, malgré sa maladie de la peau). Il doit subvenir à ses besoins (savon, papier de toilettes, etc.), alors qu'il n'a aucune possibilité de travailler et de gagner quelques sous.

Et il m'invite généreusement au Mexique, chez ses vieux parents. Lorsque je lui explique qu'on n'aime plus se faire enfermer, à mon âge, toute une nuit dans un avion, il me répond qu'il y a aussi des bateaux qui vont au Mexique.

Charmant, n'est-ce pas ?

P.S. Mon ami mexicain serait très heureux d'avoir d'autres correspondants (en anglais ou en espagnol). Je communiquerais volontiers son adresse à des intéressés.

4 avril 2004

Marianne Nussbaumer

Albert Thomas and Ed Phelan in Russia

I was fascinated by your article quoting Lockhart's book on his activities in Russia. I wonder if you are aware that the story of the mission he led is also told in Phelan's unpublished personal memoirs of his life as a young civil servant prior to his service with Albert Thomas. In those memoirs he makes no reference to the latter's work in Russia, perhaps because they were not there at the same time, or possibly because Phelan had no time for Thomas' primary contact, the UK Ambassador Buchanan.

14 June 2004

Chris Baron

[Phelan's unpublished personal memoirs have recently been retyped in electronic form in the hope that there might finally be a possibility of publishing them, as was Phelan's wish over 40 years ago. For one reason or another the project never materialized. Apart from the chapter on Russia mentioned by Chris above, the memoirs cover Phelan's childhood in Waterford, his university years in Liverpool at the turn of the century and the very early

Que reste-t-il?

J'ai lu, et relu plusieurs fois, l'article paru dans le numéro 36 du Bulletin des Anciens sous le titre « Que reste-t-il? ». Et, ce faisant, ont défilé dans mes pensées seize ans d'assistance technique que j'ai eu le privilège – et l'immense plaisir – d'effectuer sous les bannières du Bureau international du Travail. Et je ne cacherai pas que je me suis senti envahi par un sentiment de doute, d'inutilité: tous ceux, je dis bien, tous ceux, et ils sont nombreux tant au Siège que dans les services extérieurs, qui ont apporté leur travail et leur collaboration enthousiaste à la réalisation de ces projets auraient travaillé en vain? Partis, dissipés, envolés ces efforts et cet argent? Et donc, disons-le, engloutis dans l'oubli et le seul souvenir de ceux qui y ont participé? J'ai ressenti une sorte de grand vide en moi; comme si, d'un seul coup, quelqu'un m'avait dit: « Tu as perdu ton temps et celui des autres. Tu n'es qu'une baudruche dégonflée, sans plus. »

* * *

A la réflexion, je vois qu'il faut remercier l'auteur de cet article d'avoir exprimé ses doutes. Il a eu le courage de poser une question essentielle qui, en fait, jette un doute sur la validité de l'assistance technique dans son principe même d'existence. Je crois toutefois qu'il faut avoir le courage d'aller plus avant avant de se laisser aller à un optimisme béat ou à un découragement total.

En premier lieu, la mise en œuvre des Projets d'Assistance Technique (PAT) diffère essentiellement d'une famille des Nations Unies à une autre. Il est inutile de répéter qu'un PAT doit répondre à un besoin local souhaité et exprimé, sans aucune ambiguïté, par les autorités du pays bénéficiaire et surtout il doit répondre aux désirs exprimés par les forces vives du pays. Et précisément, le BIT par sa structure tripartite qui lui est bien particulier est assuré que son assistance sollicitée répond à la demande exprimée, simultanément, par l'administration et à celles des organisations syndicales.

En effet, le PAT doit être parfaitement intégré dans les structures des organismes bénéficiaires et ne pas constituer un service nouveau, mal intégré et étranger aux problèmes et aux inquiétudes de ceux auxquels il apporte son aide. Tous, experts, fonctionnaires du Siège, agents des services bénéficiaires, doivent se sentir concernés et associés à sa réussite et de près ou de loin participer à sa réussite. Au risque de paraître pusillanime, pour mieux illustrer mon point de vue, j'évoquerai un petit fait dont j'ai été le témoin au cours de la réalisation d'un projet dont j'avais la responsabilité: un jour, j'ai entendu de mon bureau une question posée par un fonctionnaire local: il s'agissait, rien de moins, de répondre à une demande formulée par le Service des Statistiques des Nations Unies et concernant le nombre des chômeurs dans le pays concerné. Prêtant une oreille attentive et indiscrete, j'entends un fonctionnaire du Ministère répondre « 2000 ». « Non », dit un autre, « 8000 ». Je me préparais à intervenir avec prudence quand l'un des fonctionnaires locaux qui était très attentif au déroulement du projet est intervenu: « Non, ne répondez pas aussi sottement. Consultons l'ensemble de nos services provinciaux avant toute chose ». J'avoue que j'ai poussé un soupir de satisfaction, mais aussi de joie, et je suis sûr que sans l'action de notre projet, ce souci de vérité ne se serait pas manifesté. Et surtout, ce scrupule de fournir des informations fiables aura survécu au départ de ceux qui animaient ce projet.

Oh! bien sûr, il ne faut pas tomber dans l'optimisme et s'imaginer qu'en deux, trois ans, une assistance technique peut modifier des comportements sociaux très anciens. Ce qui compte aussi, c'est de pouvoir susciter un changement dans l'attitude de ceux que nous

aidons, à les rendre plus attentifs à certaines valeurs essentielles pour le fonctionnement de leurs propres services. Ceci, d'ailleurs, m'amène à penser que l'éducation et la formation sont, peut-être, les deux fondements essentiels d'une bonne assistance technique. J'ai eu le grand privilège d'être responsable d'un projet d'assistance auprès d'un organisme de formation pour les cadres administratifs d'un grand nombre de pays africains francophones. Plus de 500 cadres ont été formés dans ce Centre et ils seront, sûrement, les ferments d'une meilleure gestion de leurs propres services. Peut-être devrait-on, à l'avenir, privilégier des actions de formation qui, ultérieurement, laisseront une trace bénéfique et indélébile.

Il est indéniable que lorsqu'un projet d'assistance se termine ceux qui en ont eu la responsabilité aimeraient, cinq ans après, connaître le résultat des efforts fournis et dans ce but il serait indispensable de procéder à une évaluation des dits résultats. On en tirerait, sûrement, des conclusions pertinentes pour la mise en œuvre des projets ultérieurs.

Mais surtout il ne faut pas oublier que l'aide que l'on apporte aux hommes eux-mêmes, dans quelque domaine que ce soit, est extrêmement difficile. Son résultat dépend à la fois de celui qui enseigne et de celui qui reçoit. Elle est toujours différente, difficile, versatile, imparfaite. Il faut accepter les difficultés, les revers, les échecs comme les réussites, les frustrations, les injustices. L'assistance technique demande certes compétence, volonté mais aussi humilité, beaucoup d'humilité.

Mais tant pis si je parais à certains un optimiste hors de saison, mais je suis de ceux qui pensent très sincèrement « qu'il en restera quelque chose » et que tous les efforts de tous n'ont pas été vains.

Je remercie, très vivement, à l'avance tous ceux qui apporteront leur point de vue et qui concerne un sujet dont l'importance vitale n'échappera à personne.

1 juin 2004

Daniel Bonneau

Je ne puis m'empêcher de vous répondre en une phrase : Un des premiers projets en Egypte a produit George Kanawaty, qui, depuis Genève, a produit beaucoup de projets, dont certains ont laissé des traces valables ou viables.

1 mai 2004

Marianne Nussbaumer

Le Bulletin des Anciens No. 35

Encore une fois, Jack Martin fustige gentiment « Mesdames et Messieurs les francophones » assoupis, et agite le chiffon rouge sous le nez de la vachette.

Et encore une fois, il a réussi à secouer ma crampe au poignet, cette étrange maladie qui accable les francophones, et qui se propage maintenant chez moi jusqu'à la clavicule.

Environnée ou non de la fumée de ses bouffardes, la verve de Jack Martin est bien connue. Je le remercie de ne pas avoir mis sous cloche celle, rabelaisienne, d'Alfred Delattre qui trouble de tonitruances (hors taxes) la sérénité de nos belles vallées pyrénéennes... A coup sûr, les imprudents jeunes cyclistes n'auraient pas survécu, si comme Marius (celui de Marseille) il avait absorbé du plomb de chasse... Eh oui! Marius avait tué son chat!

Les morceaux choisis de franche rigolade ne sont pas si fréquents en les temps que nous subissons. N'est-ce pas?

Alors, bravo Alfred Delattre et profitez de l'air des cimes!

Bravo aussi à William B. Tate qui, malgré son anglophonie pure et dure (Jack Martin dixit), fait surgir des « Mémoires d'Outre-Tombe » des passages d'une si brûlante actualité. Je ne connaissais pas cette critique à l'emporte-pièce d'Alphonse de Lamartine sur les « Mémoires ». Mais j'invite mes amis à méditer ce commentaire de Lamartine à propos d'un poème des « Harmonies » qu'il avait dédié à Jean Reboul, de Nîmes, artisan-boulangier, poète et membre de la Constituante:

Le peuple doit... « conserver et honorer la Liberté qu'il a conquise, et qu'il perdra s'il ne sait, ni la modérer par la Justice, ni la sanctifier par la Vertu »... Moralisme pur et dur!... Pourquoi pas?

Eh oui! « Arrêtons les Crimes », nous dit Pascal-Nino Biagiotti. Dommage que celui du tabagisme ne soit pas le seul! ... Liberté, que de crimes sont commis en ton nom!

Dois-je avouer, Pascal-Nino, que, moi aussi, j'ai été fumeur invétéré?... Il est vrai que cette déplorable habitude a contribué à me faire supporter la dureté des temps, et des dangers autrement plus violents et mortels que l'herbe à Nicot.

Comme l'ami Jack Martin, j'ai cessé d'empester mes poumons, et ceux du voisinage, d'un seul coup d'un seul, à 76 ans. Aujourd'hui, à 86 ans très révolus, je ne me porte pas trop mal, merci!, bien que classé dans la catégorie des P.P.H. (Passera pas l'hiver).

Je me trouve seulement affligé d'une maladie incurable (devinez laquelle), infiniment plus grave que le cancer du poumon, de la rate ou du gésier.

Certes, Pascal-Nino ne manquera pas d'avancer que j'étais sans doute bâti pour atteindre les 96, voire les 106 ans, et plus, SI et SEULEMENT SI j'avais moins forcé sur la clope.

Certes, les statistiques font froid dans le dos et Pascal-Nino a tout à fait raison de s'indigner, comme les Pouvoirs publics ont raison de dissuader, et de légiférer sur les fatras envahissant que constituent le tabac, l'alcool, les drogues douces ou dures, les produits dopants, etc.

L'Astrophysique nous aide aussi à relativiser: 10, 20 ou 50 ans de plus ou de moins sur une vie d'homme, au regard des 6 milliards d'années que doit encore durer notre planète (si l'homme ne s'évertue pas à la faire disparaître plus tôt, ce qui ne serait plus du tout le même tabac).

Est-ce à dire qu'il faut rester les bras croisés? Que non pas! Abaissez votre lance, ajustez vos étriers, et chargez tous ces moulins à vent qui encombrant nos mesetas.

Alors, bravo les jeunes, et bravo à Pascal-Nino Biagiotti.

Voici que je me suis laissé encore emporter! En somme, il ne s'agissait que de vous « donner simplement de mes nouvelles » comme nous y invite si chaleureusement Jack Martin... La principale est que j'ai survécu à la canicule (du latin canicula: petite chienne).

25 avril 2004

Lucien Henri Mas

Norman B. Scott, CMG (13 April 1933-10 March 2004)

Norman Scott, husband of our colleague Mirjana Scott, passed away last March. Formerly head of department at the United Nations, Geneva, he was still active teaching at the Geneva Institute for International Affairs and at the University of Malta. Severely ill for several months, he suddenly died while preparing the graduation celebration of his students at the Institute. Norman was revered and loved for his sharp intelligence and broad

knowledge, his humour, wit and generosity. The void left by his untimely death is deeply felt by all who knew him.

11 August 2004

Peter Melvyn

Cicero Damocles Calderon

Dr. Cicero Damocles Calderon was neither Greek, Roman, nor Spanish. He was a Filipino who served as an *haut fonctionnaire* of the ILO in the Asia Pacific Region, based in Bangkok. In 1973 he became ILO Regional Adviser on Workers' Population Education. Later he was appointed ILO Regional Adviser on Labour Relations for the Asia Pacific Region, a post in which he served until he retired in 1982. In 1984, he returned to the ILO to serve as Chief Technical Adviser for a UNDP funded project of the ASEAN Programme on Industrial Relations for Development, a post he ably served in for five years. He passed away on 27 May 2004.

He obtained his Bachelor of Law degree from the School of Law of Vanderbilt University in Nashville, USA, and his Masters of Law from Yale Law School, where his paper was considered the Best Paper in Labour Law. The Yale Law School awarded him a Doctor of Juridical Science upon submission of his doctoral thesis titled, *From Compulsory Arbitration to Collective Bargaining –The Development of Labour Policy in the Philippines*.

Upon his return to the Philippines he started the practice of labour law. With his commitment to help the labour movement in the Philippines he involved himself in the organization of taxi drivers and defending them in their right to self-organization. From 1952 to 1954 he acquired experience in organizing unions, negotiating collective agreements and even supporting strikes.

Recognizing his academic background and actual experience in the practice of labour law, Calderon was invited to serve as director of the then Asian Labour Education Centre established at the University of the Philippines. (With a much-expanded programme, this centre is now the School of Labour and Industrial Relations.) There he promoted the use of "voluntary arbitration" in the settlement of labour disputes as a substitute to compulsory arbitration. He effectively served as voluntary arbitrator himself. Later, he served as president of Silliman University in the Philippines.

Dr. Calderon chaired the Committee on Labour of the 1971 Constitutional Convention of the Philippines.

Shortly after his return to the Philippines, following his assignment in the ILO, the Department of Labour and Employment of the Philippine Government convened a Convention on Voluntary Arbitration. Dr. Calderon chaired this important meeting. Dr. Calderon also served as president of the Philippine Association of Voluntary Arbitration for three terms until 1996. He liked to remind himself of his favourite line from physicist Albert Einstein who said: "Many times a day, I realize how much my life is built upon the labours of my fellow men, both living and dead, and how earnestly I must exert myself to give in return as much as I have received."

24 September 2004

Manuel Dia

NAMES AND NEWS

AGOSTINI, François, Casilla 10044, Correo Central, Santiago de Chile

[See his article on How I came to Join the ILO.]

BALDWIN, Theo, 50 Grand-Montfleury, 1290 Versoix

[See his article on How I came to Join the ILO.]

BONNEAU, Daniel, 9250 W Bay Harbor Dr., Apt. 4C, Bay Harbor Islands, FL 33154-2714, USA

[See his Letter to the Editor.]

DOWDING, Ed, 16A Moore Street, Birkenhead, Auckland 10, New Zealand

In many ways I had hoped I would not be typing this email but Una and I have run into a few health problems which seem to keep us running between medical specialists and testing laboratories. It is most unlikely that these will all be finished before we should be departing to attend the Reunion and Una has a knee problem which would make airports a big no-no at present. This is one of the nasties of ageing. I hope the Reunion will be a great success as I know how many people put so much effort into it.

AFUNO (Association of Former UN Officials in New Zealand) is still running along quite well and we have a luncheon on the 23rd of this month. I am still the president but have given up the organization of our local gatherings to one of our younger members. You may remember Anja Pootjes, the widow of Henk Pootjes who was a field expert in vocational training for many years. A terrible event happened about two weeks ago. Anja and her son had been to the bank to draw money for the son to take to Europe for the grandchildren. The son had entered the house to open the door for Anja as she had been using a walking frame for some time, when she was attacked and robbed. She received a broken nose, broken bones in the hand and bad bruising. We saw her a few days later and she was doing well but the strain on her heart was too much and she died on Sunday, 4 April. The funeral will be held on 13 April when the last of her family can get to New Zealand. The police have yet to decide whether to proceed on a homicide investigation or not. As she has not missed an AFUNO event since our inception she will be sadly missed.

10 April 2004

And on 12 June: I am pleased to tell you that all my tests have finished and nothing too serious has been found. Most problems are just old age. Una is still taking a handful of pills every morning but is better than she was except for a very groggy knee.

DREW, Bob, 3 route de Lelanne, 40230 St. Geours de Marenne

[New e-mail address: bobanddina@free.fr]

GARCIA MARTINEZ, Federico, 52, rue Moillebeau, 1209 Genève

Concerning myself and what I have been doing since retirement, there is really nothing outstanding that I could report. After leaving the ILO, I was invited by the IOE to take part in some of its activities, namely, organizing seminars in Latin America, drafting documents and translating texts. That was wonderful because, among other things, the guillotine effect of retirement was erased.

After 4 or 5 years I said to myself that the time had come to stop working. Since then, I have written the book and with my wife we have increased our travelling to the point that we are absent from Geneva on an average of four months per year. We have joined the Third Age University of Geneva and attend concerts and theaters as much as possible. A pity that we grow older and less healthy every year!

[See Book Notes]

JACOBS, W.A., V.P. Guglielmo 22, 10060 Luserna, Turin

I want to thank you for sending me the *Newsletter* on time.

22 June 2004

KNIGHT, Jim, 33 W. 23rd Street, New York, NY 10025, USA

Sorry we can't attend the anniversary lunch. Pamela is recovering with all due speed from hip-replacement surgery in March but is still unable to undertake long trips like that to Geneva. We both regret beaucoup not being able to join you and other friends for the celebration.

29 April 2004

And on 3 June: We too are quite distressed over our failure to make it to the Anniversary Reunion. Pamela is doing fine with her new hip, following doctors' orders and her own instincts, right down to the letter. Soon we'll be able to travel wherever we like.

I'm doing fine too, lazing around the house, doing a bit of writing now and then, but really very little because of a carpal tunnel operation last year which makes it painful still to write. All those Herald Tribune deadlines at midnight, and in-depth reports for the Governing Body must have done me in. But I will give serious consideration to doing a piece for *Friends* instead, and will let you know when inspiration strikes me.

MAS, Lucien Henri, 22 Rue Mazzini, 11100 Narbonne, ou Villa « Pillapi », La Jouberte, 66400 Ceret, France

[See his Letter to the Editor.]

McCARRY, Charles, June to September: P.O. Box 800, East Otis, MA 01029;
October to May: 3435 Dunes Vista Drive, Pompano Beach, FL 33069, USA

Old Boys is my tenth novel, twentieth book. I am, as writers are wont to say, working on a new novel and hope to finish it by year's end, assuming that I am not sooner struck by lightning as a result of my fictional speculation on the life of Jesus. Blasphemy is a risky business for a septuagenarian, but I hope that it adds to the enjoyment of my readers.

Nancy and I are well and hope that you and Clare are the same. Nancy is almost wholly recovered from the recent "revision", i.e. replacement, of an earlier total hip replacement that wore out, but is in her usual undaunted high spirits.

MELVYN, Peter, Karlsgasse 7/2, A-1040 Vienna, Austria

[See his Letter to the Editor.]

PUGIN, Berthe, EMS Résidence des Franchises, 10 Cité Vieusseux, 1203 Genève

Votre aimable invitation est bien parvenue à ma Maman, Madame Berthe Pugin, et elle vous en remercie.

Toutefois, elle ne pourra s'y rendre, vu son grand âge et pour raisons de santé. Elle a fêté ses 100 ans le 18 mars 2004.

5 mai 2004

Pour Mme Berthe Pugin, sa fille: P. Riotton

[Félicitations à Mme Pugin et tous nos meilleurs vœux.]

TCHAPCHET Jean-Martin, 46 route du Vallon, 1224 Chêne-Bougeries

[See Book Notes]

WAUGH, David, 5225 Pooks Hill Road, Apt. 701N, Bethesda, MD 20814, USA

Another year, another ILO – 92nd Session. Annette and I are attending as delegates of the International Federation of Training and Development Organizations. I started attending ILCs in 1967 as Conference staff and have not missed more than two or three. They are always exciting – the real Parliament of Man, since ILO issues occupy us most of our lives. This year we are following the development of a new Recommendation on Human Resources Development and Training. Importantly, life-long learning may find a place in the new Recommendation. This is especially important for retirees who have not retired from life.

I recently gained certification – April 2004 – in Online Teaching (eight course programme – California State University). I am looking forward to teaching in a virtual classroom environment – from home or from a cruise ship or wherever I am, for a university wherever it is, to students who may likewise be situated anywhere in the world. We live in interesting times.

4 May 2004

YOUNG, Leonard J. (Joe), Midtown Brandywine, 302 W. 14th Street, Wilmington, DE 19801-1117, USA

Hope the reunion turns out OK. Please convey my good wishes to any of the retirees of the class of 1980 (who like me will be reaching the age of 84 end of May). I would like to invite them to view the website of our Academy Band of which I have been a member since the beginning in 2000. It is the following: <http://www.academyband.org>.

21 May 2004

CEUX QUI NOUS ONT QUITTÉS

C'est avec tristesse que nous devons signaler le décès de :

AESCHMANN, Pierre	31 mai 2004
BALESTRINO, Gilberta	9 février 2004
BELLETECH, Eyakem Kebret	19 juillet 2002
BERGER, Emma Elène	14 avril 2004
BOGSCH, Árpád (ancien Directeur général de l'OMPI, 1973-1997)	19 septembre 2004
BOURDEAU, Marguerite	12 janvier 2004
CALDER, Alice D.	26 mai 2004
CALDERON, Cicero Damocles	27 mai 2004
CASSAN, Pierre	1 juillet 2004
CHROSCIEL, Eckhart	27 juin 2004
CHURCHWARD, William C.	7 novembre 2003
CONTARGYRIS, Jean-Themistoc	4 décembre 2003
CRESPO, Henriette (épouse d'Alfonso Crespo)	9 juillet 2004
DELONS, Jacques Raoul	29 décembre 2003
EL-GOWAINY, Ahmed H.I.	7 décembre 2003
FAFOURNOUX, Lucienne	24 juin 2004
GUBBINS GRANGER, Sylvia	10 février 2004
HASSANEIN, Chantal (épouse de Mahmoud Anis Hassanein)	1 juin 2004
HEMINGWAY, Robert J.	11 février 2004
HERBIN, M.	27 mai 2003
HOSQUET, Orestine (épouse de Guido Thiébat)	23 juin 2004
JONES, Janet	31 décembre 2003
LUSZCZYK, Karl A.	25 mars 2003
MAGALOTTI GIORDANO, Vera	15 septembre 2004
MARCOURT, Arthur	6 janvier 2004

MASIHUZZAMAN, Mohammad	-
MAZRAANI, Nicole (épouse d'Adib Mazraani)	12 juin 2004
MILLER, Cecil Charles Dudley	13 avril 2004
MIRAGAYA, Isabel	15 septembre 2004
MOOSER, Gabriel	7 octobre 2004
MOUDA, Lester E.	14 juin 2004
NAYAR, Madhavi	-
ORIZET, Renée (épouse de Jean Orizet)	29 août 2004
PERRET, Hilda	2 septembre 2004
PILCHER, Audrey Jeanette	23 février 2004
POOTJES-KNUPPE, Anja (épouse de Henk Pootjes)	4 avril 2004
PRODANOV, M. Peter S.	18 mai 2004
SCHMIDT, Herbert	26 mai 2004
SCHULZ, K.	8 juin 2004
SJARIF, Latifah	8 juillet 2004
SNEAD (PICKLES), Margaret	28 janvier 2004
TAKAHASHI, Toshiko	5 mars 2004
TRIVELLI, Jean-Louis	22 décembre 2003
VAUTHERIN, Lucile	27 novembre 2003
VELEBIT, Vladimir	29 août 2004
VOISIN, Josette	21 novembre 2003

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