

state of constant change brings to organizations like the ILO new challenges.

While paying increasing attention to implementation of established minimum standards we must also be cognizant of developing problems and emerging options whenever they occur throughout the world.

The whole field of part-time work is one such development which will require attention in many countries, particularly developed ones like Canada. In such countries, the declining size of the labour force, lack of skilled workers and an aging population dictate increasing utilization of workers who are only able to devote a portion of the normal work period to their employer. Research indicates that part-time workers are a disadvantaged class of workers in terms of salaries, benefits and security. The barriers to unionization of the part-time worker need to be considered. The option of the elderly phasing their retirement appears a likely prospect. The need for retraining and the ever-increasing role of married women in the work-place involve aspects of the problems of part-time workers. This is one subject which will require increasing attention in the coming years if the focus of the ILO is to be truly universal.

When all is said and done the ILO must concentrate on its basic historic task. In my mind, the task is the fulfilment of the intrinsic worth and value of all workers so that they may work in dignity, cushioned from the precariousness of their situation; as Pope John Paul II said last weekend during his visit to France — so that their families may know the security that derives from just working conditions — and so that they will not be troubled by continuing anxiety over their old age. While the light lasts, let each worker find his path of peace and security. Thus will be secured the true peace and security of the world — as was so earnestly hoped when the ILO was founded.