



Resolutions

Resolutions submitted in accordance with article 17 of the Standing Orders of the Conference

Resolution concerning the promotion of gender equality, submitted by the Government delegations of Denmark, Finland, Iceland, Norway and Sweden

The General Conference of the International Labour Organization,

Recalling the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Maternity Protection Convention, 2000 (No. 183), the Workers with Family Responsibilities Convention, 1981 (No. 156), and the principles enshrined in other relevant Conventions,

Reaffirming the ILO Declaration on Fundamental Principles and Rights at Work (1998) and its Follow-up, as well as the importance of ratification and implementation of ILO core Conventions covering prohibition of forced and child labour, freedom of association and the right to collective bargaining as well as the principles of non-discrimination and equal remuneration,

Recalling the United Nations Convention on the Elimination of All Forms of Discrimination against Women, in particular its Article 11 on elimination of discrimination against women on the labour market,

Recalling the Decent Work Agenda as well as the Global Employment Agenda which aim at promoting productive, inclusive and equitable change so that women's work, as well as men's, is fully acknowledged and rewarded and economic efficiency is balanced with gender equality,

Recalling the United Nations Millennium Summit and Declaration,

Taking into consideration the Beijing Declaration and Platform for Action adopted at the United Nations Fourth World Conference on Women, and the convening of the 23rd Special Session of the United Nations General Assembly entitled "Women 2000: Gender equality, development and peace for the twenty-first century" (Beijing +5) and the "World Summit for Social Development and beyond: Achieving social development for all in a globalizing world" (Copenhagen +5) and the ILO's contribution in this regard,

Recognizing the ILO's work on the social dimension of globalization and giving full support to the

World Commission on the Social Dimension of Globalization,

In consideration also of the need for the ILO to take stock of global developments in order to update ILO policy and to determine priority areas for the ILO's work in promoting gender equality goals as well as the importance of collection and dissemination of knowledge, research, statistics and best practices in this field,

Recognizing that although progress in this field has taken place, a number of imbalances and gaps continue to exist and call for intensified and continued efforts to dismantle sex segregation and other barriers to gender equality in the labour market,

Deeply concerned that women workers are disproportionately faced with unemployment, income insecurity and poor working conditions,

Concerned that gender gaps in earnings persist despite the fact that many countries have adopted equal pay legislation,

Alarmed that poverty and social exclusion increasingly and disproportionately afflict girls and women,

Recognizing that one of the primary goals of the ILO today is to promote equal opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity and with full respect of human rights for all,

Welcoming the ILO's four strategic objectives which are: (1) to promote fundamental principles and rights at work; (2) to enhance employment and income opportunities for women and men; (3) to improve the coverage and effectiveness of social security systems and social protection; and (4) to strengthen social dialogue,

Welcoming also the ILO's efforts to ensure that gender aspects are integrated into all ILO activities and programmes in accordance with the mainstreaming principle as well as the gender audit which is presently being conducted;

1. Calls upon all governments and social partners to actively commit themselves, in their respective fields of competence, to:

- (a) eliminate all forms of gender discrimination on the labour market and to promote gender equality between women and men; and to this end to:
 - develop gender-sensitive national employment policies which guarantee women and men equal access to employment and equal pay, training and career development and which take into consideration the need to

eliminate gender segregation in the labour market and to dismantle all barriers which prevent women from obtaining economic autonomy as a result of their labour market participation on an equal footing with men;

- develop gender-sensitive national policies to stimulate entrepreneurship and business creation at all levels, also in the informal sector, and to ensure that both women and men have access on equal terms to capital, including land, other financial resources, financial services and counselling;
 - ensure a safe and sound working environment for both women and men;
 - eliminate pay differences based on sex;
 - promote measures to better reconcile work and family life;
 - develop gender-sensitive social security schemes;
 - develop gender-sensitive occupational health services;
 - develop a social dialogue which will promote the representation of women at all levels of decision-making;
 - ensure that the gender aspect is taken into consideration in labour market regulation whether such regulation takes the form of legislation or collective agreements – making use of the mainstreaming strategy;
 - promote the participation of women and men on equal terms in working life as well as in civil life at all levels;
- (b) promote the ratification and implementation of ILO core Conventions and to give special attention to the promotion of the principles enshrined in other relevant ILO Conventions;

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) continue, strengthen and accelerate the efforts to achieve the objective of equality between women and men and equal opportunities in both working and civil life at all levels, and to this end:
- vigorously continue its work with the Action Plan on Gender Equality;
 - make use of the mainstreaming strategy in all walks of gender-sensitive policies related to the labour market;
 - take fully into account the need for the ILO to continue actively to follow up on the Platform for Action adopted at the United Nations Fourth World Conference on Women and the outcome of the 23rd Special Session of the United Nations General Assembly (Beijing +5) as well as the World Summit for Social Development and the outcome of the 24th Special Session of the United Nations General Assembly (Copenhagen +5);
 - introduce benchmarking and monitoring systems, indicators and mechanisms in all programmes and activities, including standard setting, to promote gender equality and equal opportunities;
 - promote the collection, processing and dissemination of up-to-date gender-sensitive knowledge, studies and research, including

best practices in this field, as well as the production of reliable data and analyses of labour market developments and trends broken down on gender;

- (b) ensure the necessary financial resources by:
- allocating sufficient funds within the framework of the regular budget for activities and projects to promote equality between women and men and equal opportunities; and
 - identifying appropriate funding for technical cooperation to ensure the maximum effects and impact of gender-sensitive projects and programmes in the member countries;
- (c) report back to the Governing Body on the implementation of this resolution.

**Resolution concerning the role of the ILO
in addressing the devastating effects
of Israeli occupation and hostilities on the working
conditions and the workers of Palestine
and the other occupied Arab territories, submitted
by the Government delegations of Algeria, Bahrain,
Egypt, Iraq, Lebanon, Libyan Arab Jamahiriya,
Morocco, Oman, Saudi Arabia, Sudan, Syrian Arab
Republic, Tunisia and the United Arab Emirates;
by the following Employers' delegates:
Mr. Abdul-Ghafour (Iraq), Mr. Al Dibs Samer
(Syrian Arab Republic), Mr. Dahlan (Saudi Arabia),
Mr. El Gurashi (Sudan);
and by the following Workers' delegates:
Mr. Al-Kuhlani (Yemen), Mr. El Maaytah (Jordan),
Mr. Ghosn (Lebanon), Mr. Ibrahim (Libyan Arab
Jamahiriya), Mr. Issa (Syrian Arab Republic),
and Mr. Raay El Fahma (Kuwait)¹**

The General Conference of the International Labour Organization,

Recalling the clauses of the Constitution of the International Labour Organization that state that “universal and lasting peace can be established only if it is based upon social justice” and that “conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled”,

Taking into consideration that the Declaration of Philadelphia maintains that “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”,

Recalling the resolution concerning the policy of discrimination, racism and violation of trade union freedoms and rights practised by the Israeli authorities in Palestine and in the other occupied Arab territories, adopted by the International Labour Conference at its 59th Session in 1974, and the resolution concerning the implications of Israeli settlements in Palestine and other occupied Arab territories in con-

¹ The following Employer representatives: Mr. Belarbi (Morocco), Mr. Bissat (Lebanon), Mr. El Fayhan (Qatar), Mr. El Haroun (Kuwait), Mr. M'Kaissi (Tunisia), and the following Workers' representatives: Mr. Afilal (Morocco) and Mr. Mohamed (Bahrain) were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

nection with the situation of Arab workers, adopted by the International Labour Conference at its 66th Session in 1980,

Denouncing the Israeli Government's failure to adhere to the United Nations Security Council resolutions concerning Palestine and the other occupied Arab territories, in particular resolutions 242, 338, 425 and 1397,

Affirming the need to give effect to the ILO Declaration on Fundamental Principles and Rights at Work and to the international labour standards on working conditions, the elimination of discrimination in respect of employment and occupation, and the protection of trade union rights in relation to civil liberties, independence and political liberty, in accordance with the resolution adopted by the International Labour Conference at its 54th Session, which invited the Governing Body to extend and expand its efforts to eliminate the discriminatory practices which still exist in several countries, including countries and territories under a colonial regime or foreign domination in any form,

Referring to the resolution concerning the role of the ILO in technical cooperation, adopted in 1999, which states that the ILO must be capable of responding rapidly to emerging problems, whether these arise from economic crisis, natural calamity, conflict or social upheaval,

Expressing its deep concern at the alarming increase in unemployment in Palestine, the increase in the number of people with special needs, the deterioration in economic and social conditions following the repressive practices of the Israeli occupying authorities, in particular the massacres that took place in Jenin camp and in other Palestinian towns and villages in April 2002, the economic blockade, collective sanctions, the destruction of the productive sector and civil infrastructure, the destruction of homes, the razing of agricultural land and civilians having their lives endangered and being exposed to expulsion, impoverishment and unemployment;

1. Requests the Israeli Government to carry out a total and immediate withdrawal from the Palestinian territories and other Arab territories occupied since 1967, in the first place from Al-Quds and from the Syrian Golan and the Lebanese farms of Shebaa, and to dismantle all settlements established in these territories, which represent insurmountable obstacles to the institution of a complete and lasting peace in the Middle East.

2. Invites the Members of the ILO to provide both moral and material support to the tripartite structure in Palestine and in the other occupied Arab territories with a view to mitigating the destructive effects of the Israeli occupation and hostilities.

3. Requests the Governing Body of the International Labour Office and the Director-General to:

- (a) draw up and implement urgently a global and integrated technical assistance programme for the social partners in Palestine and in the other occupied Arab territories aimed at promoting job creation, a reduction in poverty and destitution, and the reconstruction and the rehabilitation of the productive, social and trade union institutions;
- (b) contribute effectively towards the creation of, in particular, a fund for employment and social wel-

fare and for the care of those with special needs in Palestine and in the other occupied Arab territories;

- (c) request the Government and the parties concerned in Israel to release immediately the social security entitlements of Arab workers who are working, or have worked, in Israel;
- (d) invite the Israeli Government and employers to compensate Palestinian workers who have been prevented by force from reaching their place of work as a result of the economic blockade, military exactions and checkpoint closures;
- (e) set up a standing committee emanating from the Conference to examine the situation of the tripartite structure in Palestine and the other occupied Arab territories, propose the necessary measures and means for their protection, and develop their economic and social capacities,

4. Requests the Governing Body of the International Labour Office and the Director-General to take the necessary measures to give effect to this resolution.

**Resolution concerning tripartism in the ILO,
submitted by the following Employers' delegates:
Mr. Barde (Switzerland); Mr. Botha (South Africa);
Mr. Hoff (Norway); Mr. Noakes (Australia);
and Mr. Potter (United States)²**

The General Conference of the International Labour Organization,

Recalling the Constitution of the International Labour Organization,

Recalling the unique tripartite structure of the International Labour Organization consisting of governments, employers and workers,

Recalling the numerous challenges and opportunities facing the world of work in the framework of ongoing globalization and the importance of strengthening the collaboration between the social partners and governments in order to achieve the appropriate solutions at both national and international levels,

Stressing that among the strategic objectives of the International Labour Organization is the strengthening of tripartism and social dialogue,

Recognizing that representative, independent and democratic organizations of workers and employers are essential to strong tripartism and social dialogue in the International Labour Organization and in their own countries,

Recognizing that employers' and workers' organizations, in the framework of the ILO Conventions on freedom of association and the right to collective bargaining, have a broad mandate and a particular responsibility in the field of social policy with regard to their constituents,

Recognizing the representativity of the Employers' and Workers' groups and the strength that that representativity brings to the work of the Organization,

² The following Employer representatives: Mr. Anand (India); Mr. Funes de Rioja (Argentina); Mr. Lima Godoy (Brazil); and Mr. Tabani (Pakistan) were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

Considering that the social partners, with governments, are the best placed actors to assess the needs of the evolving world of work and to design and implement the appropriate environment for the Organization's work,

Noting the number of non-governmental organizations in civil society actively seeking involvement in the activities of the Organization,

Noting the contribution that some NGOs have made in a number of ILO programmes in providing support and information from their specific spheres of interest to assist the Organization's tripartite constituents;

Invites the Governing Body of the International Labour Office to instruct the Director-General to ensure that the International Labour Organization and its Office:

- (a) consolidate the tripartite nature of the Organization – to governments, workers and employers – legitimately representing the aspirations of its constituents in the world of work;
- (b) continue to this end their efforts to strengthen employers' and workers' organizations to enable them better to collaborate in the work of the Office and be more effective in their countries;
- (c) recognize the unique functions and roles of the Bureaux for Employers' and Workers' Activities within the Office and strengthen their abilities to provide services to employers' and workers' organizations worldwide in order to enable them to maximize the outcome of the Office's work;
- (d) promote and reinforce the tripartite activities of the Organization to determine its policies, work priorities and programmes, and mobilize the Office accordingly;
- (e) fully involve the constituents in their dealings with civil society in order to maximize the support it could offer to the tripartite work of the Organization;
- (f) reiterate in headquarters and in the field the importance of strengthening the tripartite structure of the ILO and to ensure that the Office works with and for the constituents of the Organization.

Resolution concerning international employment and skills, submitted by the Government delegations of Canada, Finland, Ireland, Sweden and the United Kingdom

The General Conference of the International Labour Organization,

Recalling the Employment Policy Convention, 1964 (No. 122), and its accompanying Recommendation and the principles enshrined in other relevant instruments such as [Recommendation No. 169](#),

Recalling the outcomes of the Global Employment Forum and the Global Employment Agenda, and their emphasis on reaffirming the central role of employment and on promoting employment creation and employability through the development of knowledge and skills,

Recalling the recommendations of the High-Level Panel of the United Nations Secretary-General's Youth Employment Network, and the mandate to the ILO to take forward this work,

Recognizing that levels of unemployment remain unacceptably high in most countries, particularly among young people,

Recognizing that sustainable employment is the best route out of poverty and social exclusion,

Recognizing the ILO's work on the social dimensions of globalization and giving full support to the World Commission on the Social Dimension of Globalization,

Welcoming the publication of the ILO *World Employment Report: Life at work in the information economy*; noting the conclusions of the ILO Round Table on knowledge and skills for productivity and decent work, held in Montreal in April 2002; and looking forward to the discussion of "Learning and training for work in the knowledge society" to take place at the 91st Session (2003) of the International Labour Conference,

Considering that the knowledge-based economy creates new employment opportunities but also requires new approaches to education and training so that obsolescence of skills does not cause unemployment and does not become a new source of social exclusion, particularly for those who cannot gain access to ICT skills,

Taking account of good practice and knowledge in this area;

1. Calls upon the Director-General of the ILO to continue the development of a coherent international strategy on employment with the aim of increasing opportunities for people to achieve sustainable livelihoods and to increase participation in employment worldwide through active measures developed in partnership with employers and workers which will:

- generate decent and productive employment so as to increase employment rates for people of all ages and all levels of skill and educational attainment;
- place special emphasis on action to increase employment and skills among young people;
- encourage entrepreneurship and private investment in order to create better conditions for development;
- maximize participation in employment and access to training by removing barriers and promoting equality of opportunity and tackling all forms of discrimination including age;
- help the long-term unemployed and those who have become detached from the labour market to return to employment;
- help those who are at a disadvantage in the labour market because of lack of basic skills or disability;
- create dynamic labour markets which combine adaptability and flexibility with decent standards of employment;
- promote a culture of lifelong learning which will enable all workers to improve and update their skills and develop their careers,

2. Calls upon all member States of the ILO to:
- make employment central to economic and social policies;
 - support the Youth Employment Network with all practical means at their disposal.

Resolution concerning strengthening tripartism and social dialogue, submitted by the following Workers' delegates: Mr. Aguilar (Costa Rica); Mr. Attigbe (Benin); Mr. Daer (Argentina); Mr. Edström (Sweden); Mr. El Maaytah (Jordan); Ms. Engelen-Kefer (Germany); Mr. ETTY (Netherlands); Mr. Ito (Japan); Ms. Lekang (Norway); Mr. Martinez Molina (Chile); Mr. Matheson (Australia); Mr. Patel (South Africa); Mr. Prince (Switzerland); Mr. Sithole (Swaziland); Ms. Valkonen (Finland); Mr. Wistisen (Denmark); and Mr. Zellhoefer (United States)³

The General Conference of the International Labour Organization,

Underlining the founding of the International Labour Office in 1919 as a unique tripartite structure with the objective of “universal and lasting peace”,

Reaffirming that legitimate and independent organizations of workers and employers, engaging in dialogue and collective bargaining, bring a tradition of social peace based on free negotiations and accommodation of conflicting interests, therefore making social dialogue a central element of democratic societies,

Aware that social dialogue has proven to be an invaluable means:

- at national level, to address social concerns, help develop good and viable public policy and build consensus;
- at international level, to help elaborate international labour standards and to examine a wide range of issues, particularly those related to workers' rights and workplace issues, questions on which the social partners play a direct, legitimate and irreplaceable role,

Stressing that social dialogue and tripartism are modern and dynamic processes that have unique capacity and great potential to contribute to progress in many difficult and challenging situations and issues, including those related to globalization, regional integration and transition,

Recognizing that, in national and international efforts to assure and further workers' rights and protections outside of the tripartite context, forms of dialogue other than social dialogue are most useful when all parties respect the respective roles and responsibilities of others, particularly concerning questions of representation;

³ The following Worker representatives: Mr. Ahmed (Pakistan); Ms. Anderson (Mexico); Mr. Basnet (Nepal); Mr. Blondel (France); Lord Brett (United Kingdom); Ms. Brighi (Italy); Mr. Daer (Argentina); Mr. Djerrad (Tunisia); Mr. Kara (Israel); Mr. Nollet (Belgium); Mr. Norddahl (Iceland); Mr. Parrot (Canada); Mr. Rampak (Malaysia); Mr. Romano (Brazil); Mr. Sidi Said (Algeria); Mr. Sidorov (Russian Federation); Mr. Trotman (Barbados); and Ms. Yacob (Singapore) were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

Invites the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) reaffirm that strong and viable social partners, both free and independent trade unions and legitimate employers' organizations, are fundamental to social dialogue;
- (b) enhance the role of tripartism and social dialogue in the Organization, both as one of its four strategic objectives and as a tool to make operational all strategic objectives, as well as the cross-cutting issues of gender and development;
- (c) promote the ratification and application of ILO standards specifically addressing social dialogue, in particular [Conventions Nos. 87, 98, 144, 150, 151 and 154](#), and take into account the accompanying Recommendations, as well as Recommendation [No. 113](#);
- (d) enhance the capacity of labour administrations and the social partners to initiate and contribute to fruitful social dialogue;
- (e) strengthen the representation, capacity and services of both workers' and employers' organizations as a fundamental contribution to the strengthening of the ILO itself;
- (f) ensure the active involvement of the Bureaux for Employers' and Workers' activities both in policy development-making and technical cooperation projects, respecting their unique role in connection with the two constituent groups;
- (g) ensure that the tripartite constituents will be involved in the selection of other organizations, including those in civil society and in collaborative efforts in situations where work with other actors proves valuable for promoting the goals of the Organization;
- (h) promote the mainstreaming of social issues and processes of tripartism and social dialogue into the work of other international organizations, including the Bretton Woods institutions.

Resolution concerning sustainable development, submitted by the following Workers' delegates: Mr. Aguilar (Costa Rica); Mr. Attigbe (Benin); Mr. Djerrad (Tunisia); Mr. Edström (Sweden); Mr. El Maaytah (Jordan); Ms. Engelen-Kefer (Germany); Mr. ETTY (Netherlands); Mr. Ito (Japan); Ms. Lekang (Norway); Mr. Martinez Molina (Chile); Mr. Matheson (Australia); Mr. Patel (South Africa); Mr. Prince (Switzerland); Mr. Sithole (Swaziland); Ms. Valkonen (Finland); Mr. Wistisen (Denmark); and Mr. Zellhoefer (United States)⁴

The General Conference of the International Labour Organization,

Underlining the importance of the upcoming World Summit on Sustainable Development (WSSD) that will take place in South Africa next August and

⁴ The following Worker representatives: Mr. Ahmed (Pakistan); Ms. Anderson (Mexico); Mr. Basnet (Nepal); Mr. Blondel (France); Lord Brett (United Kingdom); Ms. Brighi (Italy); Mr. Daer (Argentina); Mr. Djerrad (Tunisia); Mr. Kara (Israel); Mr. Nollet (Belgium); Mr. Norddahl (Iceland); Mr. Parrot (Canada); Mr. Rampak (Malaysia); Mr. Romano (Brazil); Mr. Sidi Said (Algeria); Mr. Sidorov (Russian Federation); and Ms. Yacob (Singapore) were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

of the urgent need to strive for sustainable patterns of production and consumption based on a balance among the economic, social and environmental dimensions of development,

Recognizing the contributions made to this goal by, inter alia, the 1992 United Nations Conference on Environment and Development, the 1995 World Summit for Social Development in Copenhagen and the United Nations Millennium Declaration,

Aware that the rapid integration of the global economy, together with transition and regional integration processes, have yielded unprecedented levels of wealth, at the same time as they have contributed to a widening gap in income and wealth both inside and between countries, including unacceptable levels of absolute and endemic poverty,

Also aware of the need for a concerted effort between developed and developing countries in order to tackle poverty reduction and alleviation, especially in critical areas such as access to clean and fresh water, sanitation and energy,

Noting the increasing relationship between social and labour problems and environmental issues, in particular issues concerning employment, training, and the development of enterprises, and noting also the special role that the ILO could play in harmonizing these relationships,

Agreeing that full employment and decent work provide the most obvious and enduring means to eradicate poverty and to couple economic growth and social progress in a sustainable development framework and convinced that policy measures and tripartite cooperation at the national and international level can create positive links in this regard,

Stressing that the working environment forms an important and integral part of the general environment as a whole and that improvements in the working environment will enhance the quality of the latter;

1. Invites governments, in collaboration where appropriate with trade unions and employers' organizations, to:

- (a) renew the commitment to poverty eradication, social development and economic growth, focusing on challenges such as universal access to clean and fresh water, education and health services, transfer of innovative energy technologies to developing countries;
- (b) take account of the need to incorporate employment within sustainable development planning, as highlighted in the ILO's "Global Employment Agenda", and promote employment policies and technologies which contribute to environmental protection and rehabilitation and a clean and healthy working environment, and stimulate environmental activities which contribute to sound and lasting employment;
- (c) take appropriate measures to research and promote more cooperation to understand better the employment and social impacts of sustainable development changes, particularly in developing countries, for the purposes of designing proper employment transition programmes for workers whose livelihoods will be disrupted because of such change;
- (d) take account that sustainable development presupposes the right of stakeholders to participate

in decision-making relating to development, including employers and trade unions, as outlined in Chapters 29 and 30 of Agenda 21, and take such measures to ensure full collaboration with all concerned, including employers' and workers' organizations, in the formulation of integrated policies aimed at full employment and a clean and healthy environment, particularly the working environment;

- (e) seek to establish an equitable system of international cooperation to encourage policies based on sound development, especially in the developing and the least-developed countries;
 - (f) take appropriate measures for the safety and health of workers and populations with regard to the problems posed by unsustainable forms of production by promoting joint employer-trade union workplace target-setting, monitoring and reporting of activities and develop training and education programmes to ensure the success of such programmes;
 - (g) implement decisions and ratify international standards concerning the protection of nature and environment, as well as those addressing poverty and promoting equality in access to resources and services, as well as social well-being, in a manner consistent with the ILO Declaration on Fundamental Principles and Rights at Work;
 - (h) provide economic, financial and technical assistance for developing countries to integrate the social dimension of sustainable development with economic and environmental planning, particularly with regard to the ILO's core body of labour and occupational safety and health standards;
 - (i) focus on strategies for sustainable development that employ models for joint workplace actions in both collective bargaining and joint committees for occupational safety and health and the environment, and promote effective training and education programmes to ensure effective implementation.
2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:
- (a) reaffirm the commitment of the ILO to the 1992 Rio Declaration and Agenda 21, which include concrete steps to promote cooperation amongst the ILO tripartite constituents to address the complex issues involved in sustainable development;
 - (b) explore ways and means of integrating economic, social and environmental considerations in relevant ILO activities and ensure that relevant ILO projects and programmes are screened in the light of their compatibility with the principles of sustainable development;
 - (c) ensure that activities aimed at integrating the social and employment dimensions of sustainable development be given due attention in the context of the ILO's technical cooperation programme;
 - (d) provide all possible technical assistance to developing countries as regards the working environment and employment and training aspects of sustainable development, especially with respect to the social dimension;
 - (e) give increased attention to ILO programmes related to workplace activities and the imple-

mentation of sustainable development objectives, including safety and health and environmental education and training for workers and employers;

- (f) cooperate closely with the United Nations Environment Programme (UNEP), and other inter-governmental and international bodies or agencies in order for them to take due account of the social and labour aspects of sustainable development, in preparing new international agreements or programmes;
- (g) prepare appropriate contributions to the United Nations World Summit for Sustainable Development and for its follow-up processes, with a view to promoting the integration of social, employment and workplace safety and health and environmental concerns, which are within the ILO's mandate.

**Resolution concerning pay equity,
submitted by the following Workers' delegates:
Mr. Aguilar (Costa Rica); Mr. Attigbe (Benin);
Mr. Edström (Sweden); Mr. El Maaytah (Jordan);
Ms. Engelen-Kefer (Germany); Mr. Ety
(Netherlands); Mr. Ito (Japan); Ms. Lekang
(Norway); Mr. Martinez Molina (Chile);
Mr. Matheson (Australia); Mr. Patel (South Africa);
Mr. Prince (Switzerland); Mr. Sithole (Swaziland);
Ms. Valkonen (Finland); Mr. Wistisen (Denmark);
and Mr. Zellhoefer (United States)⁵**

The General Conference of the International Labour Organization,

Recalling that the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), are universally recognized as endorsing fundamental workers' rights and are part of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998,

Emphasizing that the achievement of pay equity is integral to any successful poverty eradication strategy, and that quality jobs as well as quality public services are fundamental in promoting equal opportunities for all,

Noting that the process of globalization is experienced by many women and men as heightened insecurity and marginalization, and that the global gap between economic growth and social development is also fundamentally a gender gap,

Recognizing the importance and value of existing technical assistance programmes carried out by the International Labour Organization on pay equity issues;

⁵ The following Workers representatives: Mr. Ahmed (Pakistan); Ms. Anderson (Mexico); Mr. Basnet (Nepal); Mr. Blondel (France); Lord Brett (United Kingdom); Ms. Brighi (Italy); Mr. Daer (Argentina); Mr. Djerrad (Tunisia); Mr. Kara (Israel); Mr. Nollett (Belgium); Mr. Norddahl (Iceland); Mr. Parrott (Canada); Mr. Rampak (Malaysia); Mr. Romano (Brazil); Mr. Sidi Said (Algeria); Mr. Sidorov (Russian Federation); Mr. Trotman (Barbados); and Ms. Yacob (Singapore) were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

1. Appeals to all governments, employers' and workers' organizations to adopt and implement without delay strategies and measures to achieve pay equity.

2. Appeals to all governments of the ILO member States to:

- (a) ratify the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- (b) introduce legislative changes and affirmative action programmes to detect and eliminate discrimination at the workplace;
- (c) compile, publish and disseminate annual statistical indicators on the wage gap based on gender and other factors, including race, ethnicity and disability.

3. Calls upon employers' and workers' organizations to:

- (a) negotiate the adoption of employment equity plans;
- (b) negotiate the introduction of gender-neutral job evaluation schemes;
- (c) carry out gender and race audits at the workplace in order to detect and eliminate discrimination.

4. Calls upon workers' organizations to carry out capacity building, training and advocacy programmes on all aspects of pay equity.

5. Invites the Governing Body of the International Labour Office to request the Director-General to:

- (a) design a model method and provide technical assistance to governments wishing to develop statistical indicators on the gender, race and disability wage gap;
- (b) intensify the campaign for the universal ratification and implementation of [Convention No. 100](#) and [Convention No. 111](#), together with the other fundamental Conventions;
- (c) continue and strengthen substantively ongoing work to provide capacity building, training and advocacy programmes on all aspects of pay equity for governments, employers' and workers' organizations;
- (d) strengthen research work on:
 - the impact of a living minimum wage on earnings in order to understand its potential impact on the gender, race and disability wage gap and its impact on workers in the informal economy;
 - the impact of the privatization of public services and the increasing casualization of work on the gender, race and disability wage gap; the results of which should be provided in a simple and accessible format for wide distribution;
- (e) develop guidelines on how to carry out gender-aware job evaluations and workplace auditing and support the dissemination of good practice in this area through newsletters, or web-based resources.

**Resolution concerning asbestos,
submitted by the following Workers' delegates:
Mr. Aguilar (Costa Rica); Mr. Attigbe (Benin);
Mr. Edström (Sweden); Mr. El Maaytah (Jordan);
Ms. Engelen-Kefer (Germany); Mr. Ety**

(Netherlands); Mr. Ito (Japan); Ms. Lekang (Norway); Mr. Martinez Molina (Chile); Mr. Matheson (Australia); Mr. Patel (South Africa); Mr. Prince (Switzerland); Mr. Sithole (Swaziland); Ms. Valkonen (Finland); Mr. Wistisen (Denmark); and Mr. Zellhoefer (United States)⁶

The General Conference of the International Labour Organization,

Having considered developments related to the workplace use of asbestos and asbestos-containing products,

Noting that exposure to asbestos fibres has led to a very large number of workers and their families being affected by the deadly asbestos-related diseases (asbestosis, lung cancer and mesothelioma),

Taking into account that exposure to asbestos has become a leading cause of disease and death among workers, and that due to the long latency period between exposure and onset of disease, many more workers will become ill and die,

Recalling the provisions of the Asbestos Convention, 1986 (No. 162), and its accompanying Recommendation (No. 172),

Recognizing the action of a significant number of member States as well as the European Union in imposing a total ban on the use of asbestos, and taking into account the recent WTO dispute settlement panel's ruling,

Noting that a sufficient number of scientific studies have established that any inhalation of asbestos fibres can lead to a fatal disease,

Understanding that a number of safer alternatives to the use of asbestos have been developed;

1. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) provide advice and, as requested, technical assistance to member States on this resolution and the action that has been taken to ban asbestos by a number of States and the European Union;
- (b) undertake a review of the provisions of the Asbestos Convention, 1986 (No. 162), and its accompanying Recommendation (No. 172), as these instruments are in need of further consideration with a view to achieving safer and healthier workplaces;
- (c) work with other institutions concerned such as the WHO and also workers' and employers' organizations to develop best practices regarding the ban of asbestos in member States and to monitor developments in this regard.

2. Calls on the member States of the International Labour Organization, and where appropriate workers' and employers' organizations, to:

- (a) initiate actions and programmes leading to a ban on the future use of asbestos in all of its forms (possibly taking into account exemptions strictly based on public interest requirements and lack of suitable alternatives);
- (b) establish safety and health programmes and effective regulation (including effective licensing, quality assessment and sufficient inspection by public authorities) focused on the occupational groups most at risk, namely those required to work in existing buildings and infrastructures with asbestos in repair, maintenance, refurbishment, demolition, removal and ship stripping;
- (c) develop effective measures to prevent resale and second use of asbestos-containing material;
- (d) establish a programme funded whenever possible by asbestos producers to assist with the medical treatment of persons affected by asbestos;
- (e) ensure that those responsible for the manufacture and sale of asbestos do not avoid any legal responsibilities to the individuals who have been injured by the use of their products.

Resolution concerning the social responsibilities of business, submitted by the following Workers' delegates: Mr. Aguilar (Costa Rica); Mr. Attigbe (Benin); Mr. Edström (Sweden); Mr. El Maaytah (Jordan); Ms. Engelen-Kefer (Germany); Mr. Etty (Netherlands); Mr. Ito (Japan); Ms. Lekang (Norway); Mr. Martinez Molina (Chile); Mr. Matheson (Australia); Mr. Patel (South Africa); Mr. Prince (Switzerland); Mr. Sithole (Swaziland); Ms. Valkonen (Finland); Mr. Wistisen (Denmark); and Mr. Zellhoefer (United States)⁷

The General Conference of the International Labour Organization,

Recognizing that a concept of business ethics referred to as corporate social responsibility has attracted interest in the business world and elsewhere and that this concept is based on the idea that enterprises should be accountable to stakeholders broadly defined as all those affected by the activities of the enterprise,

Acknowledging that this concept underpins efforts by business to identify, measure and report the impact of business activities on stakeholders and that these efforts have spawned a dramatic increase in private voluntary initiatives,

Further recognizing that the growing interest in this concept reflects an increasing appreciation of the social responsibilities of business generally that has been brought about by rapid changes in the world economy and in international economic relationships,

Mindful of the ILO's role to identify and to establish internationally many of the most important and relevant social standards reflecting the interests of so-

⁶ The following Worker representatives: Mr. Ahmed (Pakistan); Ms. Anderson (Mexico); Mr. Basnet (Nepal); Mr. Blondel (France); Lord Brett (United Kingdom); Ms. Brighi (Italy); Mr. Daer (Argentina); Mr. Djerrad (Tunisia); Mr. Kara (Israel); Mr. Nollet (Belgium); Mr. Norddahl (Iceland); Mr. Rampak (Malaysia); Mr. Romano (Brazil); Mr. Sidi Said (Algeria); Mr. Sidorov (Russian Federation); Mr. Trotman (Barbados) and Ms. Yacob (Singapore) were also among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

⁷ The following Worker representatives: Mr. Ahmed (Pakistan); Ms. Anderson (Mexico); Mr. Basnet (Nepal); Lord Brett (United Kingdom); Ms. Brighi (Italy); Mr. Daer (Argentina); Mr. Djerrad (Tunisia); Mr. Kara (Israel); Mr. Nollet (Belgium); Mr. Norddahl (Iceland); Mr. Parrot (Canada); Mr. Rampak (Malaysia); Mr. Romano (Brazil); Mr. Sidi Said (Algeria); Mr. Sidorov (Russian Federation) and Ms. Yacob (Singapore) were also among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

ciety expressed through a process involving governments, employers' and workers' organizations,

Recognizing that the underlying principles for many of these standards are the principles that define what it means for business to be socially responsible,

Affirming that the social responsibility of business must include respect for and the active advancement of all of the fundamental rights at work and that social responsibility must also reflect the principles and rights embodied in many other standards,

Further recognizing that business responsibility cannot be determined or measured by unilateral initiatives alone and that relationships with other institutions in society must be taken into account,

Reaffirming the importance and proven effectiveness of collective bargaining and social dialogue for ensuring that business activities have their most positive social impact,

Recalling the consensus reflected in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy on these issues and reaffirming the continuing relevance of this instrument,

Further recalling important intergovernmental definitions of responsible business behaviour such as the OECD Guidelines for Multinational Enterprises and international initiatives such as the United Nations Global Compact based on established principles of behaviour and on social dialogue;

1. Calls upon governments and workers' and employers' organizations, as appropriate, to:

- (a) promote concepts of business social responsibility that emphasize the role of social partnership and social dialogue and the importance of good industrial relations;
- (b) work together to ensure that all of the fundamental rights at work are taken into account and respected in all business relationships;
- (c) undertake private voluntary initiatives that recognize the role of government, promote a culture of compliance with law and strengthen representative organizations in society;
- (d) undertake forms of social dialogue at the international level through such means as participation in the United Nations Global Compact and through encouraging framework agreements between multinational companies and international trade union organizations.

2. Calls upon the International Labour Organization to:

- (a) inform consideration of the social responsibilities of business generally and within the United Nations system by emphasizing the importance of social partnership, social dialogue, good industrial relations and ILO standards;
- (b) intensify the promotion of its Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and to pursue means to give it greater effect, including assistance to member States to establish tripartite forums at national level for this purpose;
- (c) provide advice and information concerning the meaning and observance of international labour standards to assist business in realizing its social responsibilities;

- (d) marshal and bring to bear expertise available from employers, workers' organizations and governments in order to make private voluntary initiatives addressing the social responsibilities of business more effective in all relevant areas including expertise on ways to improve labour inspection techniques and the competencies of private workplace auditors;
- (e) use its tripartite structure to develop guidance and recommendations, including best practice benchmarks, that can be applied to voluntary initiatives addressing business social responsibility;
- (f) ensure that the ILO continues to play the leading role in the identification, development, interpretation and application of all international labour standards, including those relating to the social responsibilities of business.

Resolution concerning psychological harassment at work, submitted by the following Workers' delegates: Mr. Abreu (Dominican Republic); and Ms. Diallo (Guinea)⁸

The General Conference of the International Labour Organization,

Referring to the Constitution which stipulates that all men and women must be able to engage in decent and productive work in conditions of freedom, equity, security and human dignity,

Recalling the commitment of the ILO since its inception to the protection and dignity of workers and the organization of the working environment to make it a safe and productive place, a place where cooperation, communication and the welfare of workers are the key to economic success,

Stressing that the Declaration of Philadelphia recognizes the ILO's solemn obligation to further among the nations of the world programmes which will achieve adequate protection for the life and health of workers in all occupations,

Noting that the faster pace of work, the development of flexible working arrangements and the requirement to meet ever shorter deadlines are causing a decline in working conditions and an increase in work-related health problems and are paving the way for workplace conflicts, conflicts which could degenerate into psychological harassment, with no enterprise therefore being safe from this threat,

Considering that harassment is a form of workplace violence that is becoming increasingly widespread throughout the world, be it in the public sector, administration or the private sector, that it exists in all economic contexts and all occupational categories, and undermines the dignity of workers, their personal integrity, their right to work, endangering not only their personal well-being, but also their health and that of their families,

Noting that psychological harassment proves extremely costly for society and business and that the

⁸ The following Worker representatives: Mr. Afilal (Morocco); Mr. Cortebecq (Belgium); Mr. Duron (Honduras); Mr. Ouedraogo (Burkina Faso); Mr. Parra (Paraguay) and Mr. Zounnadjala (Togo) were also among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

resulting losses can reach considerable proportions, on the one hand because the consequences of psychological harassment affect quality of work and, on the other, because they lead to increased absenteeism costs,

Noting that economic globalization, which incites enterprises towards greater competitiveness and in so doing encourages new forms of increasingly demanding management, is particularly conducive to the emergence and growth of psychological harassment practices,

Noting that the deep-rooted causes for workplace harassment often relate to the lack of consultation about the way work is organized and the management style used, causing considerable stress and creating conditions of conflict and the need to find an outlet,

Concerned by the fact that psychological harassment is being increasingly used as a cheap form of dismissal and that trade union delegates are often victims of harassment intended to make them commit gross misconduct, which would mean they could be dismissed without entitlement to the compensation due for exercising their mandates,

Considering that attempts to prevent and curb psychological harassment at work are facilitated when workers know that they are recognized and integrated into a well-defined working process, when work is given its rightful place, that is to say, seen as a social function, and when human beings take priority over dividend growth;

1. Calls upon governments and employers' and workers' organizations, as appropriate:

- (a) to take into account, where this has not yet been done, the problem of psychological harassment, to adopt concrete measures, in collaboration with occupational health physicians, where they exist, to prevent this type of workplace violence, to reduce it as much as possible and to rectify the wrongs suffered by the victims;
- (b) to train executives and managers in human resources management, in team leadership, in work organization, and in encouraging managerial staff, trade union delegates and regular staff to assume greater responsibility so that they are better prepared to prevent harassment or to provide appropriate solutions;
- (c) to establish a multidisciplinary network of trustworthy individuals which will serve as a forum for analysis, communication and conciliation;
- (d) to legislate in this area.

2. Invites the Governing Body to instruct the Director-General:

- (a) to undertake a study on psychological harassment at work;
- (b) to provide support to the governments and the employers' and workers' organizations that wish to undertake concrete action in this sphere;
- (c) to organize a meeting of experts on psychological harassment at work, anywhere in the world, and to take steps for the adoption of a standards-related instrument to be placed on the agenda of a future session of the Conference.

Resolution concerning tripartism and social dialogue, submitted by the following Workers' delegates: Mr. Abreu (Dominican Republic); and Ms. Diallo (Guinea)⁹

The General Conference of the International Labour Organization,

Reaffirming the importance of the tripartite nature of the International Labour Organization, which is the only international organization where governments and representatives of workers' and employers' organizations can freely and openly compare their ideas and experiences and promote lasting mechanisms of dialogue,

Recalling that social dialogue includes all forms of negotiation, consultation and exchange of information among representatives of governments, workers and employers on issues of mutual interest linked to economic and social policy and is a series of procedures that aims to establish mechanisms for dialogue, consultation, mediation and management of conflicts in which the interests of each party are protected,

Recalling the essential role of the social partners in stable economic and social development, democratization and participative development, which ensures social cohesion of countries,

Having regard to the need of the Organization and its constituents to collaborate with other active forces in the field and this in full agreement with the social partners,

Emphasizing that the social partners are open to dialogue and that they work in the field with NGOs that share the same values and objectives,

Recalling that the role of the InFocus Programme on Strengthening Social Dialogue is to promote and to facilitate this dialogue with the social partners and not to replace one or the other of the partners;

1. Invites governments to set up tripartite structures at the national level to ensure the follow-up of the various undertakings made and to participate actively in following the activities of the Organization.

2. Requests the Governing Body to instruct the Director-General:

- (a) to carry out an in-depth study of social dialogue in collaboration with the Organization's constituents;
- (b) to strengthen the role of all workers' and employers' organizations in all activities of the ILO and to ensure that the social partners are involved as a priority;
- (c) to develop technical cooperation programmes with the social partners to help strengthen their capacities.

⁹ The following Worker representatives: Mr. Afilal (Morocco); Mr. Cortebeek (Belgium); Mr. Duron (Honduras); Mr. Ouedraogo (Burkina Faso); Mr. Parra (Paraguay) and Mr. Zounnadjala (Togo) were also among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the office or they were not accredited as delegates.

Resolution concerning the ILO and sustainable development, submitted by the following Workers' delegates: Mr. Abreu (Dominican Republic); and Ms. Diallo (Guinea)¹⁰

The General Conference of the International Labour Organization,

Acknowledging the importance of the 1992 Earth Summit in Rio de Janeiro and the adoption of Agenda 21 as an unprecedented contribution towards a more sustainable global development,

Noting with concern that ten years later much of the Rio Declaration and Agenda 21 has still to be implemented,

Bearing in mind that social issues form, together with environmental and economic issues, a constitutive and indispensable part of sustainable development,

Considering that sustainable development is essential for the present and future generations and can therefore not be left purely to regulation by market forces or voluntary private initiatives,

Recognizing that the imbalance between market competition and social and environmental standards, is leading to unsustainable forms of economic growth,

Bearing in mind the unprecedented levels of global poverty today and recalling that "poverty anywhere constitutes a danger to prosperity everywhere",

Considering the importance of the social partners, social dialogue and active labour market policies in transforming society to more sustainable patterns of production, consumption and lifestyles,

Realizing the importance of a rights-based approach to sustainable development and the role of the ILO's fundamental principles and rights at work in providing minimum ground rules in the global production system,

Reaffirming the importance of a social pillar in sustainable development and the importance of decent work as a global public good and a human right,

Considering that the forthcoming World Summit on Social Development (WSSD) offers the planet a unique opportunity not to renegotiate the conclusions of the Earth Summit, but rather to ensure full implementation of the provisions of Agenda 21;

1. Calls upon member States and, where appropriate, workers and employers and their respective organizations, to:
 - (a) ensure that the social pillar of sustainable development is included in the final declaration of the WSSD in South Africa;
 - (b) secure effective implementation of all the commitments that will be made in Johannesburg that give effect to the Earth Summit's Agenda 21;
 - (c) make poverty alleviation, gender and employment cross-cutting themes in the conclusions of the WSSD;
 - (d) develop, through social dialogue, national positions in the process leading up to the WSSD and national action plans to implement the conclusions of the Summit.
2. Calls on the Governing Body of the International Labour Office to instruct the Director-General to:
 - (a) translate the conclusions of the WSSD into concrete action plans and activities, with the full collaboration of the ILO's constituents;
 - (b) actively promote the Global Alliance for Employment, based on decent work and active labour market policies, in the conclusions and follow-up of the Johannesburg Summit.

¹⁰ The following Worker representatives: Mr. Afilal (Morocco); Mr. Cortebeek (Belgium); Mr. Duron (Honduras); Mr. Ouedraogo (Burkina Faso); Mr. Parra (Paraguay); and Mr. Zounnadjala (Togo) were also among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

CONTENTS

	Page
<i>Resolutions</i>	
Resolution concerning the promotion of gender equality	1
Resolution concerning the role of the ILO in addressing the devastating effects of Israeli occupation and hostilities on the working conditions and the workers of Palestine and the other occupied Arab territories	2
Resolution concerning tripartism in the ILO	3
Resolution concerning international employment and skills	4
Resolution concerning strengthening tripartism and social dialogue	5
Resolution concerning sustainable development	5
Resolution concerning pay equity	7
Resolution concerning asbestos	7
Resolution concerning the social responsibilities of business	8
Resolution concerning psychological harassment at work	9
Resolution concerning tripartism and social dialogue	10
Resolution concerning the ILO and sustainable development	11