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Final Report of the Working Party
on International Labour Standards

INTRODUCTION

1. The Working Party on International Labour Standards, established by the Programme, Financial and Administrative Committee of the Governing Body at its 202nd Session (February-March 1977), held four meetings at the 203rd (May-June 1977), 204th (November 1977), 205th (February-March 1978) and 208th (November 1978) Sessions of the Governing Body. It presented three progress reports to the Programme, Financial and Administrative Committee. At its fourth meeting, the Working Party had before it a paper prepared by the Office to assist it in formulating its recommendations resulting from its review of existing standards and of proposals for new standards. The Working Party unanimously elected Mr. Ventejol (Government representative, France) as its chairman for the duration of its work. The present document constitutes its final report.

2. The Working Party was requested by the Programme, Financial and Administrative Committee to determine, in the light of the suggestions before it, the categories into which Conventions and Recommendations should be divided; to place each of the existing instruments in the appropriate category; to identify the instruments in need of revision; and to identify the subjects on which further studies or new standards were considered necessary.

CLASSIFICATION CATEGORIES

3. At its first meeting, the Working Party established the following four categories for the classification of existing or envisaged Conventions and Recommendations:

1. existing instruments, ratification and application of which should be promoted on a priority basis;

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1 See GB.202/10/31, paras. 20-21.
2 See GB.203/PFA/5/17, GB.205/PFA/10/8 and GB.206/PFA/7/5.
3 GB.208/WP/ILS/1.
2. existing instruments, revision of which would be appropriate;
3. other existing instruments;
4. subjects concerning which the formulation of new instruments should be considered.

These four categories were approved by the Programme, Financial and Administrative Committee at the 203rd Session of the Governing Body. They call for the following comments and explanations.

4. The purpose of category 1 is to identify the instruments which constitute valid targets on a universal basis, and to provide a list of the major modern standards in each field. In some cases, an instrument of many years’ standing still retains its validity and thus finds its place in category 1; in subject areas where there has been a series of instruments over the years, it is normally only the most recent instruments that are appropriate for inclusion in this category.

5. For the governments and employers’ and workers’ organisations of member States, therefore, the instruments listed in category 1 will constitute a body of international standards whose application and ratification should be a goal of social policy. The manner in which each State will pursue this goal and review progress towards it will, of course, be a matter for decision within each country. However, the Working Party recommends that the Governing Body might suggest that States which have ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), should concentrate on the category 1 instruments in undertaking, in pursuance of Article 5, paragraph 1 (c), “the re-examination at appropriate intervals of unratified Conventions and of Recommendations to which effect has not yet been given, to consider what measures might be taken to promote their implementation and ratification as appropriate ”.¹

6. For the International Labour Organisation, the category 1 standards will provide a framework for its policies and programmes. This will be true not only for activities directly concerned with standards, such as regional reviews of the application of standards, the choice of instruments for reports under article 19 of the Constitution and action to promote the application and ratification of standards but also for other ILO programmes such as technical co-operation activities where, in certain areas, standards can serve to define the objectives of a project and provide guidelines for its realisation.

7. A number of instruments have been included in both categories 1 and 2. This indicates that, while they constitute the most recent ILO standards on the subject and remain a valid target, there are certain respects in which their revision would be appropriate.

8. The inclusion of a Recommendation in category 2 does not mean simply that the adoption of a revised Recommendation should be envisaged, but that consideration should be given to the adoption of further standards on the subject, including the possibility of a Convention.

9. Category 3 contains all the instruments which have not been included in categories 1 and 2. As such, it constitutes a group of instruments which it is not appropriate at the present time to include in any of the other categories. Inclusion in

¹ When this recommendation was discussed by the Programme, Financial and Administrative Committee of the Governing Body, it was amended to make it clear that it applied to all member States and not just to those which had ratified Convention No. 144: See clause (a) of the Decisions of the Governing Body on page 12 below.
category 3 does not imply that commitments accepted under such an instrument are not of continuing value, or that supervision of its application should be relaxed. After initially proposing that certain of the earlier instruments listed in category 3 should be placed in category 1, the Worker members agreed to withdraw this proposal as long as it was understood that the Office's promotional work should extend to these instruments in countries for which they were still appropriate. This was agreed by the Working Party.

10. The Working Party recommends a simplification of the procedure for reporting on ratified Conventions in the case of a limited number of Conventions included in category 3. The Conventions adopted prior to 1929 do not contain provisions for their automatic denunciation when a Convention revising them is ratified. There are thus an appreciable number of cases in which governments which have ratified both the earlier and a more recent Convention on a given subject are required to report on both, whereas a report on only the latter Convention would be sufficient to ensure adequate supervision. The Working Party therefore considers that, where a State has ratified both a more recent Convention and an earlier Convention on the same subject which was not automatically denounced, it should be asked to report only on the more recent Convention. This simplification of the reporting obligation should apply only where the more recent Convention provides a higher level of protection than the earlier Convention, and a single report will therefore indicate whether both Conventions are being applied. It is recommended that the Office be entrusted with the task of identifying the cases in which this procedure could be followed.

11. Category 4 includes a large number and wide variety of subjects. The Employer members emphasised that when they agreed to the inclusion of a subject in this category, or of an existing instrument in category 2, this indicated simply that they agreed that the subject or instrument in question should be examined with a view to determining whether there was a need for new or revised standards. Inclusion of a subject in category 2 or 4 does not necessarily mean that all the members of the Working Party agreed that further standard-setting is necessary in the subject-area concerned. It does however indicate that they agree that the question merits further study. In the course of its discussions, the Working Party identified a number of subjects on which further research or study is necessary before a decision can be taken on the need for standards, and indications as to these are given below. As to the other subjects listed in category 4, the Working Party did not consider it appropriate to attempt to establish priorities between them.

PROPOSED CLASSIFICATION

12. In the appendix to its report, the Working Party proposes the classification of existing instruments into categories 1 to 3, and a list of possible subjects for new standards for inclusion in category 4. It should be emphasised that this classification is made at a given point in time and cannot be absolute or final. It is the result of a lengthy process of review and reflection and should thus provide a solid basis for action in the coming years. However, with the development of new problems, and the evolving of new solutions, it will no doubt be found appropriate to review the classification from time to time in the future.

13. The proposed classification is set out under the various subject-headings which have been used throughout the in-depth review of international labour standards, with certain changes to take account of suggestions made in the course of the review—in particular the Canadian Government's proposal that instruments of general application and those dealing with the same subject but covering only a limited
category of workers should not be listed under the same heading; the latter type of instrument has, as proposed, been included under a separate heading for the special category of workers concerned.

14. In many cases, the proposed classification does not call for any particular comment; the discussions leading to the proposals made are reflected in the Working Party's earlier reports which are listed in the footnote to paragraph 1 above. The following paragraphs contain such indications or minority views as the Working Party considers should be specifically drawn to the Committee's attention.

**Basic Human Rights**

15. The Government representative of the German Democratic Republic expressed the view that the heading "basic human rights" was erroneous or not fully appropriate when used to refer only to freedom of association, forced labour and discrimination. In classifying ILO standards, account had to be taken of what was valid for the United Nations system as a whole. It had become generally accepted within the United Nations that political, economic, social and cultural rights were to be regarded as a unity, as closely linked rights which must also be implemented as a single whole. The right to work, to social security, to leave, etc., were just as much basic human rights as those listed under this heading. The classification should bring out the fact that the ILO's standard-setting work was an important element in promoting the increasingly fuller realisation of human rights as a single whole. This idea should find expression at an appropriate place in the document. He proposed that the heading "basic human rights" be omitted, that "freedom of association" become a separate heading and that the Conventions and Recommendations listed under "forced labour" and "discrimination" be transferred under "employment policy" of which they were aspects, or alternatively that all three subheadings be transformed into headings.¹

16. The Employer and Worker members and the Government representative of Thailand opposed this proposal, and pointed out that the list and subject headings had already been provisionally agreed. It was decided that, to take account as far as possible of the views of the Government representative of the German Democratic Republic, the heading "Employment policy and human resources development" should follow immediately after "Basic human rights" to bring out the link between them.

**Freedom of Association**

17. Two of the subjects proposed for category 4 have been listed as a single item, namely "Protection of trade union funds and assets against intervention by the public authorities, including inviolability of trade union premises", but it should be understood that even though they may be included under a single agenda item this would not necessarily lead to the adoption of a single instrument covering the two subjects.

**Forced Labour**

18. It was agreed that the four questions listed in category 4 under this subheading were all matters on which further research is necessary.

**Employment Policy and Human Resources Development**

19. The Worker members emphasised the importance they attached to the question of "protection of basic rights of workers in face of technological develop-

¹ During the discussions in the Programme, Financial and Administrative Committee, the Government representative of the USSR supported these views, and requested that his Government's reservations on this matter be noted.
They noted the indications in the Office paper that it raised far wider issues than merely employment security, including the need for further training and retraining (already covered to some extent by the Human Resources Development Convention (No. 142) and Recommendation (No. 150), 1975) and could also be taken to extend to questions of occupational safety and health and working conditions generally. In their view, it was premature to specify which aspects of this question should be covered. This could be decided in the light of further discussions in the Governing Body.

20. On the proposal of the Worker members, the question of part-time employment was included in category 4. They indicated that, although certain aspects might be dealt with in the context of the question of workers with family responsibilities, the interests of other workers were involved as well, such as older and handicapped workers. The question was also important as an instrument of employment policy. It should therefore be retained as a separate item and not treated only in the context of workers with family responsibilities.

Industrial Relations

21. The questions included in category 4 of "methods of establishing works rules and their contents" and "workers' participation in decision-making at the level of the undertaking" were identified as longer-term items on which further research is necessary.

Wages

22. The question included in category 4 of "systems of payment by results" has been identified as requiring further study, in particular of the relationship between such systems and working conditions.

Rural Workers

23. The Working Party grouped together a number of proposals affecting the rural sector under the general heading in category 4 "conditions of work in the rural sector (including weekly rest, night work and medical examination, both generally and with particular reference to young persons)". On the proposal of the Worker members, the question of medical examinations, which originally referred only to young persons, was expanded to cover workers generally while retaining the specific reference to young persons. However, the inclusion of these questions under one agenda item at the Conference should not necessarily lead to one comprehensive instrument but might result in a series of separate instruments. It was pointed out in particular that the question of medical examinations would pose serious problems of resources in large parts of the world in which medical services are not yet sufficiently developed; the Worker members, however, did not consider that these difficulties should be considered an obstacle to standard-setting in this area.

Occupational Safety, Health and Welfare

24. The revision of the Occupational Health Services Recommendation, 1959 (No. 112), which is listed in category 2 as well as category 1, has been called for in two respects: first with a view to its transformation into a Convention, and secondly in order to incorporate the concept that occupational health services should, in addition to their primary preventive function, also play, as appropriate, a curative role. This second aspect is likely to come up against the problem of the inadequacy of medical resources mentioned in the preceding paragraph. The other questions listed in category 4—ergonomics and organisation and methods of work, prevention of
psychosomatic disorders and mental stress and micro-climatic conditions—were identified as requiring further study before a decision can be taken as to whether they are appropriate for standard-setting action.

Toxic Substances and Other Hazards

25. The Working Party noted that the proposed revision of the Radiation Protection Convention (No. 115) and Recommendation (No. 114), 1960, related essentially to one point, namely the distinction made between workers who are directly engaged in radiation work and those not directly so engaged, for whom the 1960 instruments require, in particular, separate levels of permissible exposure to be laid down, whereas the new approach is to define merely two different conditions under which work is performed; it further noted that, in fact, the supervisory bodies took the view that legislation which does not lay down separate levels of exposure, when it is based on the most recent developments in the area, can be accepted as complying with the Convention.

26. As regards the items listed in category 4 under the heading "toxic substances", certain of the more general aspects of the use of toxic and other harmful substances are covered by the Working Environment (Air Pollution, Noise and Vibration) Convention (No. 148) and Recommendation (No. 156), 1977, and a further general instrument on the subject would not seem appropriate; what may need to be considered, however, is whether some new instruments may be required to deal with specific hazards arising from different types of substances. Of those listed in category 4, the safe use of asbestos is a subject which may be ripe for Conference action, and on which there have been calls for standards. The other subjects listed call for further study. Thus a study on non-ionising radiations, to be undertaken with the WHO, is planned for the 1980-81 biennium. The transport, handling and use of harmful substances is to some extent covered by Convention No. 148 and Recommendation No. 156 as well as by instruments dealing with specific hazards such as benzene (Convention No. 136 and Recommendation No. 144) and occupational cancer (Convention No. 139 and Recommendation No. 147), all of which are recent. It would seem appropriate to gain greater experience in the application of these instruments before deciding on what further action may be needed.

Women

27. The Government representative of Canada requested that his Government's view be recorded that the Maternity Protection Convention, 1919 (No. 3), and the Underground Work (Women) Convention, 1935 (No. 45), should be placed in category 3.

28. The Working Party maintained its provisional decision that both Convention No. 3 and the Maternity Protection Convention (Revised), 1952 (No. 103), should go into categories 1 and 2 in view of the Government of Canada's indication that their provisions concerning compulsory leave after confinement and nursing breaks required revision.

29. The Worker members proposed that, in the light of the conclusions adopted by the Tripartite Advisory Meeting on Night Work, held in September-October 1978, the Night Work (Women) Convention (Revised), 1948 (No. 89), which had provisionally been assigned to category 3 pending the outcome of the meeting, should be placed in categories 1 and 2 to reflect the conclusions reached and to draw attention
to the possible need for the revision of the Convention. This was agreed by the Working Party.

**Social Policy**

30. On the proposal of the Worker members, the question of multinational enterprises and social policy was included in category 4 in place of the item retained earlier, namely "industrial relations aspects of multinational enterprises", so as to draw attention to the many facets of the problems posed by such enterprises.

* * *

31. As a result of the proposals set out in the appendix, the four categories contain the following totals of instruments 1 or subjects:

<table>
<thead>
<tr>
<th>Category</th>
<th>Conventions</th>
<th>Recommendations</th>
<th>Total instruments</th>
</tr>
</thead>
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<tr>
<td>Category 1</td>
<td>78</td>
<td>76</td>
<td>154</td>
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<tr>
<td>Category 2</td>
<td>16</td>
<td>14</td>
<td>30</td>
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<tr>
<td>Category 3</td>
<td>63</td>
<td>81</td>
<td>144</td>
</tr>
<tr>
<td>Category 4 (43 subjects)</td>
<td>32</td>
<td></td>
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</tr>
</tbody>
</table>

32. The Working Party proposes that the classification set out in Appendices I and II be recommended to the Governing Body for approval.

**Proposals for Future Action Following the Classification of Conventions and Recommendations and of Subjects for New Standards into the Above-Mentioned Categories**

**Publications**

33. The Working Party recalled that the last compilation of the texts of Conventions and Recommendations was published in 1966, since when 25 Conventions and 32 Recommendations have been adopted. The time will shortly come for a new publication of this kind to be prepared. After discussing the format of a new publication of this kind, the great majority of the Working Party agreed to recommend that a new compilation be issued which should reproduce the substantive provisions of all the Conventions and Recommendations adopted. Instead of being reproduced in chronological order, they should be grouped by subject-matter, so as to facilitate the publication of off-prints by subject-area. In order to reduce the volume of the new compilation, the final articles of the Conventions and, in most cases, the standard preambular paragraphs should be omitted, information such as the date of entry into force being indicated in a footnote, and the provisions of the final articles being described in the Introduction. It was indicated that as a result of the savings of space thus made, a volume containing all the instruments adopted up to the present time would probably be no larger than the compilation published in 1966.

34. The Government representative of Canada expressed the view that the new publication should in principle contain only the instruments listed in category 1; he recognised that a few of the Conventions in category 3 might be of continuing interest.

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1 Certain instruments appear in both categories 1 and 2, so the totals do not correspond to the total number of Conventions (151) and Recommendations (159).

2 When this recommendation was discussed by the Programme, Financial and Administrative Committee, it was amended to permit the new compilation to omit certain outdated instruments, and in particular Recommendations which have been superseded or replaced by more recent instruments or were purely transitional in nature: see clause (d) of the Decisions of the Governing Body on page 12 below.
for certain countries and worthy of inclusion. The need for a full compilation, which could be of historical interest only, was met by the existing publication, and the new one should be designed as a working tool for countries considering new legislation or reviewing unratified Conventions in accordance with the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). He did not see the practical use of republishing out-of-date standards.

35. The Working Party agreed to recommend that, to take account of the views thus expressed, the Introduction to the full compilation should contain an indication of the Governing Body's decision, at a given date, to include certain instruments, which would be listed, in category 1.

36. The Worker members expressed the view that, parallel to the new full publication, a selective publication or publications which would be more useful for daily practice should be envisaged. This might include an indication as to the most important comments of the supervisory bodies by way of introduction to each subject area. It was indicated on this point that consideration was being given to the production, when circumstances permitted, of a publication consisting of the text of the international labour standards together with a commentary and notes to indicate such matters as any clarifications given by the competent Conference Committee at the time of adoption or the practice of the supervisory bodies. Such a publication would be designed as a working tool for governments, employers and workers.

37. The Working Party considered a number of proposals which had been made relating to the chart of ratifications and the publication of ratification statistics. It recommends that the chart should in future omit the Conventions which have not entered into force and are now closed to further ratifications and the final articles revision Conventions (Nos. 80 and 116) which create no substantive obligations. On the proposal of the Canadian Government representative, it recommends that the Office also publish occasionally a chart of ratifications covering only the category 1 Conventions, and statistics of ratifications of these Conventions in addition to the over-all statistics.

38. The Canadian Government representative reiterated his proposal that, where Conventions allowed ratification with an initial level of protection lower than the more advanced standard specified in the Convention, the chart should indicate which standard had been accepted by each ratifying State. In view of the practical problems involved, he withdrew his further proposal that the chart should also indicate, by a series of symbols, whether the quality of application of ratified Conventions seemed to be generally acceptable to the Committee of Experts and, in respect of Conventions which had not been ratified, whether they were, in fact, being effectively applied. He requested, however, that this idea should be kept in mind for ad hoc studies which might be produced from time to time.

39. The Canadian Government representative referred to his Government's proposal that studies might be produced from time to time in the *International Labour Review* or elsewhere, describing the situation in the countries of the world with respect to individual instruments or groups of instruments and explained that it was the intention that these studies should be based on the reports requested from governments under article 19 of the Constitution and the general surveys which the Committee of Experts on the Application of Conventions and Recommendations made on the basis of these reports. The material thus made available deserved a wider readership but for this purpose would have to be presented in a different form. The Government representative of the German Democratic Republic objected that the general
surveys of the Committee of Experts were published in the framework of the general supervision of the implementation of Conventions and Recommendations. He recalled that experience in the Conference Committee showed that there were often widely differing opinions on the results of the Committee of Experts’ surveys. For this reason, surveys by this Committee were not suitable for publication. Publications required an objective presentation and the agreement of the countries concerned with the contents of the publications. Greater opportunity should rather be afforded to countries themselves to provide information in ILO publications on their experiences in applying Conventions, including information on the tasks facing them in improving the working and living conditions of workers. The Worker members supported the Canadian Government proposal and the Working Party recommends that the possibility of publishing studies of this kind should be examined.\(^1\)

40. The Working Party supported the Canadian Government’s proposal for a campaign of education, information and promotion on the basis of the results of the in-depth review of standards, which might be based essentially on the category 1 instruments. The Government representative of Thailand emphasised in this respect the value of the regional seminars on standards held from time to time for government officials responsible for handling standards questions, and expressed the wish that they could be held more frequently. It was indicated that in principle a seminar was held in each region every four years.

**POLICIES AND PROCEDURES FOR FUTURE STANDARD SETTING**

*Flexibility*

41. In considering the problem of ensuring that standards are adapted to the special needs of developing countries, the Working Party reviewed and approved the principle of continued use of the flexibility devices which have been developed to ensure that standards represent realistic targets for countries at different levels of development. The Worker members emphasised in this regard that it must be for the Conference in each case to decide on the flexibility devices to be included in the instrument to be adopted.

42. These flexibility devices include, in particular, the possibility of accepting a Convention in parts; the possibility of excluding certain sectors of activity, categories of workers or areas of the country from its scope; “escalator” clauses making possible ratification at different levels of substantive obligation; the adoption of Conventions which lay down only basic principles, more precise and detailed standards being incorporated in a supplementary Recommendation; and the possibility of adopting one of alternative solutions to a problem—a device which has hitherto been used only once, in the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), which permits ratifying States to accept either Part II providing for the abolition of agencies conducted with a view to profit, subject to limited exceptions, when this recommendation was discussed by the Programme, Financial and Administrative Committee, the Government representative of the German Democratic Republic reiterated his Government’s views, and objections and reservations to the recommendation were also made by the Government representatives of India, Mexico, Pakistan and the USSR, on the basis that it would involve an extension of the supervisory procedures. The Government representative of Mexico indicated that to a certain extent her Government’s reservation might be overcome if the studies were to be published in consultation with the governments concerned. In order to make it clear that no extension to supervision was involved, the recommendation was reworded to spell out the fact that its sole object was to bring certain important results of these procedures to the attention of a wider public in an easily accessible form: see clause (f) of the Decisions of the Governing Body on pages 12-13 below.
or Part III, which provides for the regulation of such agencies. The Employer members expressed their support for this last form of flexibility, whereas the Worker members considered it should remain an exception.

43. The Canadian Government has suggested that a system should be developed for the ratification or formal acceptance of certain types of instrument by stages. For example, in the first stage, a country might agree to apply a Convention to certain designated industries only or to undertakings over a certain size. Such a procedure would recognise the difficulty of application to the informal sector of the economy. It would, in effect, be an extension of the system already used of permitting certain exclusions from the initial scope of a Convention.

44. The Working Party agreed that the Conference might consider a proposal of the Government of Switzerland that the example might be followed in appropriate cases of article 33 of the European Social Charter, which permits the acceptance of certain substantive provisions of that Charter if they are applied to the great majority of the workers concerned through laws, collective agreements or other means. The Government considered, in particular, that such a provision might help federal States to ratify Conventions even if the position in certain of their constituent units was not in conformity with all their provisions.

Revision Procedure

45. A problem raised in the course of the discussions is the fact that the existing Conference machinery for adopting and revising standards may not be adequate to the demands likely to be placed on it in view of the many existing proposals for the adoption of new standards, as well as for the revision of existing standards, some of which may relate only to minor points. Moreover, further proposals are likely to emerge in the coming years.

46. The Working Party recalled that various possible methods for revising the standards listed under category 2 existed in addition to the double-discussion procedure. These include preliminary examination by an expert meeting followed by a single discussion, the revision procedure provided for in the Standing Orders of the Conference and the procedure approved by the Governing Body in 1965, but not used so far, designed to permit the Conference to deal expeditiously with simple and non-controversial proposals for revision covering strictly limited provisions of a Convention, without the matter in question being included as a distinct technical item on the agenda of the Conference. This procedure envisages these limited questions of revision being dealt with by a technical revision committee of the Conference in single discussion, following preparatory discussions in the Governing Body to ensure that there is wide agreement on the aim and extent of each revision.

47. The Working Party noted the difficulty of deciding in advance which subjects were sufficiently non-controversial to be dealt with by a simplified procedure. The Employer members pointed out that formally simple changes could be very far reaching. The Government representative of Canada considered that in the case of minor provisions which prevented ratification but were not fundamental to a Convention the technical revision procedure would be appropriate. The Working Party recognised that an ad hoc decision would be necessary in each case on the appropriate procedure, and asked the Office to examine the matter further, especially when drawing up proposals for the Conference agenda.

48. The Government representative of Canada suggested that there might be scope for the addition of protocols to Conventions from time to time, in order to
adapt them to changed situations or deal with practical difficulties of application which emerged after an instrument has been adopted, and that if this were agreed, it might be done by some kind of relatively simple Conference action not requiring the establishment of a special Conference Committee or resort to the double-discussion procedure. He explained that one purpose of this suggestion was to avoid the revision resulting in a new Convention with a new number, by leading to a Convention which retained its number but had a changed text. It was pointed out that in a few cases Conventions had been adopted with Annexes and with provisions for the revision of the Annex without touching the Convention itself. In other cases, the revision even of one Article resulted in a new Convention with a new number.

49. An Employer member (Mr. Ola) supported the continuance of the system, since the obligations contracted under the original Convention remained in force; hence a revised Convention should be identified as such.

50. The Working Party found the proposal for protocols to Conventions interesting but too complex for it to formulate firm views on it. It therefore recommends that it be studied further with a view to possible future action. The Employer members requested that at the same time the question be looked into of whether it is always necessary for the revision of a Convention to result in a new Convention with a new number rather than replacing the older one.

51. Finally, the Working Party reaffirmed the useful purpose that can be served by less formal guidelines such as model codes or codes of practice. In supporting this idea, the Employer members emphasised that there needed to be participation of the employers and workers in the bodies preparing the code as well as sufficiently broad geographical representation. The Working Party also stressed that tripartite participation at the stage of their acceptance should also be ensured.

* * *

52. This report initiates the final stage in a process which began with the submission to the Governing Body of the Office paper on the in-depth review of international labour standards in November 1974. This report is the result of a lengthy period of reflection and discussion, both within national administrations and employers’ and workers’ organisations and within the Governing Body. Decisions have previously been taken by the Governing Body on a number of procedural questions, particularly with a view to streamlining the system of reporting on the application of ratified Conventions. The present report will permit the review of the substance of ILO standards to be brought to a conclusion. In presenting its report, the Working Party expresses the hope that its proposals will set the standard-setting programme of the ILO in a broader and longer-term prospective and contribute to a more systematic approach to the adoption and implementation of international labour standards.


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1 See in particular the report of the Programme, Financial and Administrative Committee on its general discussion of the matter in March 1976: GB.199/9/22 (Rev.).
DECISIONS OF THE GOVERNING BODY

On the basis of recommendations formulated by the Programme, Financial and Administrative Committee when it discussed the report of the Working Party on International Labour Standards, the Governing Body at its 209th Session (February-March 1979)—

(a) requested member States, in giving effect to the provisions of Article 5, paragraph 1 (c), of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and of paragraph 5 (d) of the supplementary Recommendation (No. 152), to concentrate on the category 1 instruments in undertaking "the re-examination, at appropriate intervals, of unratted Conventions and of Recommendations to which effect has not yet been given, to consider what measures might be taken to promote their implementation and ratification as appropriate";

(b) decided that, where a State has ratified both a more recent Convention and an earlier Convention on the same subject which was not automatically denounced, it should be asked to report only on the more recent Convention, and to request the Office to identify the cases in which this procedure should be followed, it being understood that this simplification of the reporting obligation will apply only where the more recent Convention provides a higher level of protection than the earlier Convention so that a single report will indicate whether both Conventions are being applied;

(c) approved the classification of existing standards and proposals for new standards set out in the appendices to the Working Party’s report;

(d) decided that a new compilation should be issued which will in principle include the substantive provisions of all the Conventions and Recommendations, but to give the Office discretion to omit certain Recommendations classified in category 3 where they have been replaced or superseded by a more recent Convention or Recommendation or were purely transitional in nature, and to approve the indications concerning the form of this compilation contained in paragraphs 33 and 35 of the Working Party’s report;

(e) decided that the chart of ratifications should in future omit the Conventions which have not entered into force and are now closed to further ratifications and the Final Articles Revision Conventions (Nos. 80 and 116) which create no substantive obligations, and to instruct the Office to publish occasionally a chart of ratifications covering only the category 1 instruments and statistics of ratifications of these Conventions in addition to the over-all statistics;

(f) instructed the Office to study the possibility of publishing in the International Labour Review or elsewhere studies describing the situation in the countries of the world with respect to individual instruments or groups of instruments, based on the reports requested from governments under article 19 of the Constitution

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1 The report of the Programme, Financial and Administrative Committee formulating its recommendations and containing particulars of its discussion of the Working Party’s report, including the reservations and objections referred to in the footnotes on preceding pages, will be found in GB.209/7/24.
and on the general surveys which the Committee of Experts on the Application of Conventions and Recommendations makes on the basis of these reports, with the sole object of bringing certain important results of this procedure to the attention of a wider public in an easily accessible form; and

(g) instructed the Office to study further with a view to possible future action the proposal for the addition of protocols to Conventions, to adapt them to changed situations or deal with practical difficulties of application which have emerged after an instrument has been adopted.
### APPENDIX I

**Distribution of Conventions and Recommendations among the Four Categories Adopted by the Governing Body**

<table>
<thead>
<tr>
<th>Subject-area</th>
<th>Instruments to be promoted on a priority basis</th>
<th>Instruments to be revised</th>
<th>Other instruments</th>
<th>Possible subjects for new instruments</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic human rights</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Freedom of association</td>
<td>C. 87 (freedom of association) C. 98 (right to organise and collective bargaining) C. 135, R. 143 (workers' representatives) C. 141, R. 149 (rural workers' organisations) C. 151, R. 159 (labour relations in the public service)</td>
<td></td>
<td>C. 11 (right of association in agriculture) C. 84 (right of association in non-metropolitan territories)</td>
<td>Protection of trade union funds and assets against intervention by the public authorities, including inviolability of trade union premises Protection against anti-union discrimination</td>
</tr>
<tr>
<td>Discrimination</td>
<td>C. 111, R. 111 (discrimination in employment) C. 100, R. 90 (equal remuneration for men and women)</td>
<td></td>
<td></td>
<td>Equal opportunities and equal treatment for men and women in employment and occupation</td>
</tr>
<tr>
<td><strong>Employment policy and human resources development</strong></td>
<td></td>
<td></td>
<td></td>
<td>Protection of basic rights of workers in face of technological development</td>
</tr>
<tr>
<td>Category</td>
<td>Multi Refs</td>
<td>Notes</td>
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<td></td>
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<td>--------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------</td>
<td></td>
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<tr>
<td>Employment policy</td>
<td>C. 122, R. 122 (employment policy)</td>
<td>R. 119 (termination of employment)</td>
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<tr>
<td></td>
<td>R. 136 (youth schemes)</td>
<td>R. 119 by incorporating basic needs</td>
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<td></td>
<td>Right to work and protection against unemployment</td>
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<td></td>
<td>Part-time employment</td>
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<td></td>
<td></td>
<td>Employment and training of young people</td>
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<td></td>
<td>Temporary work agencies</td>
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<td>Employment services</td>
<td>C. 88, R. 83 (employment service)</td>
<td>C. 2 (unemployment)</td>
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<tr>
<td></td>
<td>C. 96 (fee-charging employment agencies)</td>
<td>C. 34 (fee-charging agencies)</td>
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<tr>
<td>Vocational guidance and training</td>
<td>C. 142, R. 150 (human resources development)</td>
<td>R. 1 (unemployment)</td>
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<td>R. 99 (disabled)</td>
<td>R. 42 (employment agencies)</td>
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<td>R. 72 (employment services)</td>
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<td>R. 91 (collective agreements)</td>
<td>R. 15 (agriculture)</td>
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<td>R. 92 (voluntary conciliation)</td>
<td>R. 56 (building)</td>
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<td>R. 94 (co-operation at undertaking level)</td>
<td>R. 57 (vocational training)</td>
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<td>R. 113 (consultation)</td>
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<td>R. 87 (vocational guidance)</td>
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<td>R. 88 (adults)</td>
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<td>R. 101 (agriculture)</td>
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<td>General conditions of</td>
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<td>Methods of establishing works rules and their contents</td>
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<td>employment</td>
<td></td>
<td>Workers' participation in decision making at the level of the undertaking</td>
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<tr>
<td>Employment security</td>
<td>R. 119 (termination of employment)</td>
<td>R. 119 by incorporating basic needs</td>
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<td>Right to work and protection against unemployment</td>
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One aspect of this, namely "equal opportunities and equal treatment for men and women workers: workers with family responsibilities ", has been placed on the agenda of the 66th Session (1980) of the Conference for first discussion.

The question of "older workers: work and retirement " has been placed on the agenda of the 66th Session (1980) of the Conference for second discussion with a view to the adoption of a Recommendation.

The question of the promotion of collective bargaining has been placed on the agenda of the 66th Session (1980) of the Conference for first discussion.

At its 65th Session (1979), the Conference adopted the Hours of Work and Rest Periods (Road Transport) Convention (No. 153) and Recommendation (No. 161).

The question of safety and health in the working environment has been placed on the agenda of the 66th Session (1980) of the Conference for first discussion.

The revision of the list of occupational diseases will be considered at the 66th Session (1980) of the Conference under the item "(a) safety and health and the working environment" which is on the agenda for first discussion.

At its 65th Session (1979), the Conference adopted the Occupational Safety and Health (Dock Work) Convention (No. 152) and Recommendation (No. 160).
## APPENDIX II

Classifications approved by the Governing Body

### A. CONVENTIONS

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1 This Convention does not involve any substantive obligations.
2 This Convention provides for the application of certain other Conventions to non-metropolitan territories: it thus does not introduce any new substantive obligations.
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Office Publications and Documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the quarterly ILO Publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.
208th Session of the Governing Body of the International Labour Office

(Geneva, 14-17 November 1978)

The 208th Session of the Governing Body of the International Labour Office was held from Tuesday 14 to Friday 17 November 1978, under the chairmanship of Mr. H. Charry Samper.

The agenda was as follows:

1. Approval of the minutes of the 206th and 207th Sessions.
2. Date, place and agenda of the 66th (1980) Session of the Conference.
4. Determination of the Members of the Organisation of chief industrial importance.
5. Representation presented by the International Confederation of Free Trade Unions under article 24 of the Constitution alleging non-observance of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), by Czechoslovakia.
7. Symposia, seminars and similar meetings.¹
11. Reports of the Programme, Financial and Administrative Committee.

¹ Document postponed from the 206th Session.
13. Reports of the Committee on Standing Orders and the Application of Conventions and Recommendations.
18. Composition and agenda of standing bodies and meetings.
22. Programme of meetings.

The Governing Body postponed until its next session any decision on the report by its Officers on two complaints made by the Government of France concerning the observance by Panama respectively of the Officers' Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships' Crews) Convention, 1946 (No. 68) (Report of the Director-General, Second Supplementary Report). It also postponed until its next session discussion of the question of codes of practice on occupational safety and health (Third Supplementary Report).


It took note of the report of the Allocations Committee, of the report of the International Institute for Labour Studies on its 20th Session and of the information submitted by the Office on forthcoming symposia, seminars and similar meetings.

* * *

The following is an account of the action taken by the Governing Body on the other items of its agenda.

**Obituary**

In the course of the session the Governing Body paid tribute to two prominent personalities who had recently died.

The Director-General was requested to convey the sympathy of the Governing Body to the family of Mr. Enrique García Sayán, former Foreign Minister of Peru and a member of the Committee of Experts on the Application of Conventions and Recommendations, on which he served from 1954 to 1977 and as Chairman from 1970 to 1975.

The Governing Body also requested the Director-General to express its sympathy to the family of Mr. Saidi Makutika and to the Government of Tanzania. Mr. Saidi Makutika was formerly Commissioner for Labour of Tanzania, a member of the Governing Body from 1975 to 1978 and Government representative of his country at sessions of the International Labour Conference since 1966.

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1 No paper was before the Governing Body on this item of its agenda.
2 The texts of the documents and reports examined by the Governing Body and the approved summary of the discussions, together with a detailed account of how decisions were taken, are to be found in the set of documents constituting the minutes of each session.

Having regard to items I, II and III, which would necessarily be before the Conference, the Governing Body decided that the agenda of the session would be as follows:

I. Reports of the Governing Body and of the Director-General.
II. Programme and budget proposals and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.
IV. Older workers: work and retirement (*second discussion*).
V. Promotion of collective bargaining.
VI. Equal opportunities and equal treatment for men and women workers: workers with family responsibilities.
VII. (a) Safety and health and the working environment;
     (b) Amendment of the list of occupational diseases appended to the Employment Injury Benefits Convention, 1964 (No. 121) (it being understood that the last two would be referred to the Conference for joint treatment).

The Conference would also have before it a special report on the application of the Declaration concerning the policy of apartheid in the Republic of South Africa.\(^1\)

**Action on the Resolutions Adopted by the Conference at its 64th (1978) Session**

The Governing Body asked the Director-General, when sending the resolution concerning youth employment to governments and, through them, to employers’ and workers’ organisations, to draw their special attention to operative paragraph 1.

The Governing Body requested the Director-General, in preparing his Programme and Budget proposals for 1980-81, to take account of the request addressed to him in operative paragraph 4 of the resolution concerning the revision of the ILO code of practice on safety and health in dock work.

**Determination of the Members of the Organisation of Chief Industrial Importance**

The Governing Body examined a report by its Officers concluding unanimously, on the basis of the report of a Committee of Experts, that Brazil was qualified to occupy the vacant seat, and decided that Brazil was one of the Members of the Organisation of chief industrial importance.


\(^2\) For these resolutions, see ibid, 1978, Series A, No. 2, pp. 115 and 116.
By 38 votes in favour and 4 against, with 9 abstentions, the Governing Body considered, under article 25 of the Constitution, that the reply received from the Government of Czechoslovakia was not satisfactory and accordingly decided that the representation and the reply should be published, together with the report of the Committee set up to consider the representation.

REPORT OF THE TRIPARTITE ADVISORY MEETING ON NIGHT WORK

(Geneva, 26 September-3 October 1978)

The Governing Body took note of the report of the meeting. It authorised the Director-General to communicate the report to the governments of member States and, through them, to the employers' and workers' organisations, to the inter-governmental organisations concerned and to the non-governmental organisations with consultative status. He was also authorised to take account, in drawing up future ILO work programmes, of the suggestions contained in paragraphs 71 to 92 of the report on future ILO action in regard to night work and of the discussion on those suggestions.

REPORT OF THE JOINT ILO/COUNCIL OF EUROPE MEETING TO DRAFT A EUROPEAN AGREEMENT CONCERNING MEDICAL CARE FOR PERSONS ON SHORT STAYS ABROAD

(Geneva, 2-6 October 1978)

The Governing Body took note of the draft European agreement and authorised its distribution to the governments concerned.

The Director-General was authorised to include in the programme of the Office for 1979 a new meeting of government experts to give a second reading to the draft agreement.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

(187th to 189th Reports)

The Governing Body examined and adopted the 187th, 188th and 189th Reports of its Committee on Freedom of Association.¹

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

On the basis of the reports of its Committee and of the recommendations they contained, the Governing Body took note of information submitted to it concerning, in particular, the regular budget account, the position of the Working Capital Fund and the effect of the further fall in the US dollar on the budgetary and cash situation of the International Labour Organisation.

¹ The texts of these reports will be issued in the Official Bulletin, Series B.
As regards voluntary contributions by member States to the budget of the Organisation, the Governing Body, in accordance with paragraph 2 of article 12 of the Financial Regulations, decided to accept the contributions paid and offered since its 206th Session, amounting to $1,300,000. It was informed that, on 8 November 1978, the total of voluntary contributions received amounted to more than $4,000,000 and the total of voluntary contributions still to come to approximately $2,750,000, giving a total of $6,810,000 paid or promised.

The Director-General was authorised to open an ILO account for voluntarily financed programme activities.

On the subject of financial questions relating to the International Institute for Labour Studies, the Governing Body accepted a number of contributions and gifts to the Institute's current activities.

Concerning personnel questions, the Governing Body approved the application of the new salary scales for General Service category staff recommended by the International Civil Service Commission for all officials governed by the Staff Regulations and recruited on or after 1 January 1979. The Governing Body also endorsed the recommendations presented by the Commission in its fourth annual report, subject to their being approved by the United Nations General Assembly. The Director-General was authorised to give effect in the ILO, through appropriate amendments to the Staff Regulations, to the measures decided on by the General Assembly from the date determined by the latter.

**Reports of the Committee on Standing Orders and the Application of Conventions and Recommendations**

*Application of Conventions and Recommendations*

Governments are invited to supply reports under article 19 of the Constitution on the following instruments:

*in 1980:* the Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973; and


The Governing Body also approved the report forms (under article 22) for the following Conventions: the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Continuity of Employment (Seafarers) Convention, 1976 (No. 145), the Seafarers' Annual Leave with Pay Convention, 1976 (No. 146), the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), and the Nursing Personnel Convention, 1977 (No. 149).

*Standing Orders*

The Governing Body postponed to its next session examination of questions relating to voting at the International Labour Conference.

**Report of the International Organisations Committee**

The Governing Body took note of the information provided on the discussions of the IMCO (Inter-Governmental Maritime Consultative Organisation) International Conference on Training and Certification of Seafarers. It took note of the Inter-
national Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978. Further, it noted that, in the opinion of the Office and of the IMCO Conference, there was no conflict between the new Convention and the prior international labour Conventions on related subjects; and noted that Article V of the new Convention did not impair the full and complete effect of prior international labour Conventions on related subjects with regard to the member States which had ratified those Conventions.

The Governing Body approved the proposed agreement between the International Labour Organisation and the International Fund for Agricultural Development and authorised the Director-General to sign it.¹

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Programme of Industrial Meetings, 1980-81

The Governing Body decided that the programme of major meetings within the framework of the Programme of Industrial Activities for the 1980-81 biennium should be established taking into account the following order of priority:

1. Petroleum Committee (*Ninth Session*);
2. Second Tripartite Technical Meeting for the Clothing Industry;
3. Advisory Committee on Salaried Employees and Professional Workers (*Eighth Session*);
4. Iron and Steel Committee (*Tenth Session*);
5. Second Tripartite Technical Meeting for the Printing and Allied Industries;
6. Third Tripartite Technical Meeting for the Timber Industry;
7. Coal Mines Committee (*Eleventh Session*).

Agendas of Major Meetings

The Governing Body confirmed its previous decisions concerning the agenda of the Ninth Session of the Petroleum Committee,² the Second Tripartite Technical Meeting for the Clothing Industry,³ the Eighth Session of the Advisory Committee on Salaried Employees and Professional Workers⁴ and the Tenth Session of the Iron and Steel Committee.⁵

Second Tripartite Technical Meeting for the Printing and Allied Trades

The agenda of the Second Tripartite Technical Meeting for the Printing and Allied Trades was established as follows:

1. General Report, dealing particularly with—
   
   (a) action taken in the various countries in the light of the conclusions and resolutions adopted by the First Tripartite Technical Meeting for the Printing and Allied Trades (1962);

¹ See below, pp. 44-46, for the text of this agreement.
⁵ *Ibid.*, pp. 204-205.
(b) steps taken by the Office to carry out the studies and inquiries proposed by the First Tripartite Technical Meeting for the Printing and Allied Trades, and other activities of the International Labour Organisation relating to the printing and allied trades;

(c) recent events and developments in the printing and allied trades.

2. Training and retraining needs in the printing and allied trades.

3. Technological developments and their implications for employment in the printing and allied trades, with particular reference to developing countries.

Third Tripartite Technical Meeting for the Timber Industry

The agenda of the Third Tripartite Technical Meeting for the Timber Industry was established as follows:

1. General Report, dealing particularly with—
   (a) action taken in the various countries in the light of the conclusions and resolutions adopted by the previous Tripartite Technical Meetings for the Timber Industry;
   (b) steps taken by the Office to carry out the studies and inquiries proposed by the previous Tripartite Technical Meetings for the Timber Industry, and other activities of the International Labour Organisation in the field of the timber industry;
   (c) recent events and developments in the timber industry.

2. Occupational safety and health problems in the timber industry.

3. Employment promotion and vocational training in the timber industry, with particular reference to developing countries.

Smaller Meetings

The Governing Body decided that the following smaller meetings should be included in the programme of industrial meetings for the 1980-81 biennium:


2. Meeting of Experts on the Relationship between Hours of Work and Shop and Bank Opening Hours.


Tenth Session of the Textiles Committee (1978) : Effect to Be Given to the Conclusions and Resolutions of the Committee

The Director-General was authorised to communicate the texts adopted by the Textiles Committee at its Tenth Session (a) to governments, informing them that the Governing Body had taken note of those documents and requesting them to communicate the texts to the employers' and workers' organisations concerned, and (b) to the international organisations of employers and workers having consultative status.

He was also authorised to draw the special attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that

¹ For this text, see below, pp. 27-43.
of the international employers’ and workers’ organisations having consultative status, to the Report and Conclusions No. 71 and No. 72.

Effect Given to the Conclusions and Resolutions Adopted by the Textiles Committee at Its Previous Sessions

The Governing Body requested the Director-General to draw the attention of governments and, through them, that of the employers’ and workers’ organisations concerned, as well as that of the international employers’ and workers’ organisations having consultative status, to the conclusions and resolutions mentioned in Section I, Group C, of the Classification adopted by the Working Party on the Effect Given to the Conclusions and Resolutions Adopted at the Previous Sessions of the Textiles Committee. The Director-General was requested, when planning the future programme of work of the Office, to continue to bear in mind the wishes expressed by the Committee in the conclusions and resolutions listed in Section II, Group B, of the Classification with a view to giving effect to the requests contained therein and addressed to the Office.

Implementation of the Conclusions and Resolutions

The Governing Body requested the Director-General to draw the attention of member States to the wishes expressed by the Committee in subparagraph (1) of Resolution No. 75 on this subject, and to take into account the wishes of the Committee expressed in subparagraph (2).

Training requirements in the textiles industry

The Director-General was requested to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Textiles Committee in paragraph 38 of Conclusions No. 71.

Future ILO work

The Governing Body will bear in mind the wishes expressed in this respect in the operative part of Resolution No. 73 when considering future proposals for activities in the field of the textiles industry.

It invited the Director-General (a) to bear in mind, when planning the future programme of work of the Office, the wishes expressed in subparagraph (3) of Resolution No. 73; (b) to draw the attention of governments and, through them, that of the employers’ and workers’ organisations concerned, to the wishes expressed in subparagraph (4) of Resolution No. 73.

Employment and working conditions

The Director-General was requested to draw the attention of member States and that of the international organisations concerned to the wishes expressed by the Textiles Committee in subparagraphs (1) and (2) of Resolution No. 74.

Carcinogenic substances

The Director-General was requested to transmit an appeal to member States in accordance with Resolution No. 76.

Trade union rights

The Director-General was requested to draw the attention of governments of all member States to subparagraphs (1) and (2) of Resolution No. 77; and, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in subparagraphs (3) and (4) of Resolution No. 77.
Multinational enterprises

The Director-General was invited, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in subparagraphs (1), (2) and (3) of Resolution No. 78.

Statistical data and industrial home work

The Director-General was invited, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in Resolutions No. 79 and No. 80.

Working mothers

The Director-General was requested to draw the attention of member States to the views expressed by the Textiles Committee in subparagraph (1) of Resolution No. 81; and, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in subparagraphs (2) and (3) of Resolution No. 81.

Meeting of Experts on Problems concerning Air Traffic Controllers: Composition, Agenda and Invitation of International Organisations

Composition

The Director-General was authorised to invite the following persons to attend the Meeting of Experts on Problems concerning Air Traffic Controllers: 1

Experts nominated on the proposal of governments after appropriate consultations

Mr. Hans Candrian (Switzerland). Dr. P. G. Castle (United Kingdom). Mr. P. V. Dawson (Canada). Mr. Henrich Eckhardt (Federal Republic of Germany).

Mr. Jean-Marie Giraud (France). Mr. Devine E. Y. Klaye (Ghana). Mr. J. J. B. McIvor (Australia). Mr. Yovan Mrkonjić (Yugoslavia). Mr. P. K. Ramachadran (India).

The Governing Body authorised its Officers to approve on its behalf the nominations which the Director-General was not yet able to submit.

Agenda

The Governing Body approved the following agenda for the Meeting: “Problems concerning air traffic controllers: identification and possible solutions”.

Invitation of non-governmental international organisations

The Director-General was authorised to invite the following organisations to be represented by observers at the Meeting: International Federation of Air Traffic Controllers’ Associations (IFATCA), International Federation of Air Traffic Safety Electronic Associations (IFATSEA), International Federation of Trade Unions of Transport Workers, International Transport Workers’ Federation, Public Services International, Trade Unions International of Transport Workers (WFTU).

1 The titles and functions of the experts are given in full in the report submitted by the Committee to the Governing Body (see above, p. 2, note 2). The Governing Body appointed other experts in the context of another item on its agenda (see below, p. 14).
The Director-General was authorised to invite the following non-governmental international organisations to be represented by observers at the Tenth Session of the Inland Transport Committee: International Confederation of Executive Staffs, International Federation of Trade Unions of Transport Workers (WCL), International Road Transport Union, International Transport Workers’ Federation, International Union of Railways, Trade Unions International of Transport Workers (WFTU).

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries

Composition

The Governing Body authorised the Director-General to invite the following persons to attend the Meeting:¹

Experts nominated on the proposal of governments after appropriate consultations:

Mr. Tore Øliviind Aarnes (Norway). Mr. Vojislav Ilic (Yugoslavia).
Mr. José Ignacio Cases Mendez (Spain). Mr. François Peyrot (Switzerland).
Mr. Jacques Courbin (France). Mr. Tullio Russo (Italy).
Mrs. Doris Cramer (Federal Republic of Germany). Mr. H. K. Vos (Netherlands).
Mr. Çavit Demir (Turkey). Mr. Sadok Zehri (Tunisia).

Second Tripartite Technical Meeting for the Leather and Footwear Industry: Composition and Invitation of Non-Governmental International Organisations

Composition

The Director-General was authorised to invite the following countries to be represented at the Second Tripartite Technical Meeting for the Leather and Footwear Industry: Australia, Austria, Brazil, Canada, Colombia, Czechoslovakia, Egypt, France, German Democratic Republic, Federal Republic of Germany, India, Indonesia, Italy, Japan, Mexico, Morocco, Nigeria, Poland, Senegal, Singapore, Spain, Tunisia, USSR, United Kingdom, Venezuela and Yugoslavia.

It was understood that the Industrial Activities Committee would give consideration in February 1979 to certain questions relating to the selection of countries to be invited to tripartite technical meetings.

Invitation of non-governmental international organisations

The Director-General was authorised to invite the following organisations to be represented by observers at the Meeting: International Textile, Garment and Leather Workers’ Federation, Trade Unions International of Textile, Clothing, Leather and Fur Workers, World Federation of Energy, Chemical and Allied Industry Trade Unions.

Committee on Conditions of Work in the Fishing Industry: Invitation of an Additional Non-governmental International Organisation

The Director-General was authorised to invite the International Federation of Trade Unions of Transport Workers to be represented at the meeting of the Committee on Conditions of Work in the Fishing Industry.

¹ The titles and functions of the experts are given in full in the report submitted by the Committee to the Governing Body (see above p. 2, note 2). The Governing Body appointed other experts in the context of another item on its agenda (see below, pp. 14-15).
REPORT OF THE COMMITTEE ON OPERATIONAL PROGRAMMES

Reports of Tripartite Evaluation Teams on the Technical Co-operation Programme of the ILO

The Governing Body—

(a) decided in principle to continue, for the remainder of the ILO Medium-Term Plan, 1976-81, the practice of evaluating ILO activities in individual member countries in different regions through tripartite teams established in connection with the sessions of the regional advisory committee;

(b) decided to request future tripartite evaluation teams, in discharging their terms of reference, to place greater emphasis on the evaluation of the over-all country programme, with special reference to tripartite involvement and participation, supported by prior individual evaluations of all project components, including the role of experts, prepared by the Office in consultation with the national authorities concerned.

It requested the Director-General to ensure that: negotiations with host countries were initiated well in advance of the sessions of the regional advisory committees to allow for adequate lead time; the evaluation missions were completed within a reasonable time before the sessions of the regional advisory committees; and the duration of the missions was in the range of at least one working week but not normally exceeding ten days.

Agenda of the Committee's Next Meeting (November 1979)

The Governing Body noted that the Committee had decided that the agenda for its next session should be similar to that of the present session.¹

REPORT OF THE COMMITTEE ON DISCRIMINATION

Establishment or Strengthening of the Procedures for Supervision of the Constitutional Obligation of Non-Discrimination

The Director-General was authorised to take measures to promote specially by means of direct contacts the ratification and application of the ILO’s standards on non-discrimination in employment and to report to it regularly on the subject through its Committee on Discrimination.

Governments of countries which have not ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), are invited to submit reports in terms of article 19 of the Constitution at regular intervals to be determined by the Committee on Standing Orders and the Application of Conventions and Recommendations.

Further Tripartite Action to Eliminate Apartheid in the Labour Field

The Governing Body decided to provide, on an experimental basis, for an extra meeting of the Committee on Discrimination at the May 1979 session of the Govern-

¹ The agenda of the meeting was the following:
1. ILO technical co-operation activities in 1977-78, including tripartite participation.
2. Further developments relating to the capacity of the United Nations development system.
3. Other questions.
ing Body to consider further tripartite action to eliminate apartheid in labour matters in the light of the Director-General’s next special report on apartheid.

It invited the Director-General to place before the Selection Committee of the International Labour Conference at its 65th Session a recommendation that adequate time be allocated during a plenary sitting of the Conference for the discussion of the special report on apartheid.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Standing Bodies

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body reappointed the following members of the Committee of Experts on the Application of Conventions and Recommendations for a period of three years:

Mr. Antonio Ferreira Cesarino Jr. (Brazil).
Mr. Senjin Tsuruoka (Japan).
Mr. Joseph J. M. van der Ven (Netherlands).

Committee of Social Security Experts

The Governing Body decided that the Committee of Social Security Experts should lapse on the expiry of the members’ present mandate, on 31 December 1978.

It also decided to establish a small tripartite advisory panel of experts on actuarial social security questions to replace the present Actuarial Subcommittee of the Committee, this panel of experts to consist of nine members—three selected from government circles, three from employers’ circles, and three from workers’ circles.

Meetings

Meeting of Consultants on Workers’ Education

The following agenda was approved for the meeting:

1. The Workers’ Education Programme—review of its development:
   (a) major areas of action;
   (b) means of action.

2. Future priority needs in the field of workers’ education:
   (a) new subject-matter of workers’ education;
   (b) problems of structure of national workers’ education services;
   (c) financing of workers’ education.

Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers

Composition

The Governing Body approved the nomination of a number of members of the Joint Committee for a period expiring on 31 December 1982.

Mrs. E. W. Gachukia (Kenya). Mr. F. Meyers (United States).
Mr. P. González Casanova (Mexico). The Hon. Rex Nettleford (Jamaica).
Mr. P. Laroque (France). Mr. J. de Segadas Vianna (Brazil).

† To replace Mrs. U. Lindström.
**Agenda**

The Governing Body approved the following agenda for the special session of the Joint Committee to be held in 1979:

1. Review of the studies by the ILO on remuneration and social security of teachers and by UNESCO on the professional freedoms of teachers.

2. Review of the need for revision of the Recommendation concerning the Status of Teachers.

3. Formulation of the final text of the questionnaire prepared by the secretariats on the application of the Recommendation.

**Ninth Session of the Advisory Committee on Rural Development**

**Composition**

The Governing Body appointed the following persons as members of the Advisory Committee for a period of five years beginning on 1 January 1979 and authorised the Director-General to invite them to attend the Committee's Ninth Session.¹

*Members nominated after appropriate consultations with governments:*

- Mr. Ismail Sabry Abdulla (Egypt).
- Mr. Ismail Ajami (Iran).
- Mr. Vasili Boyev (USSR).
- Ms. Gelia Castillo (Philippines).
- Mr. Carl Eicher (United States).
- Mr. H. Kötter (Federal Republic of Germany).
- Mr. Kigoma Malima (Tanzania).
- Mr. Valdiki Moura (Brazil).
- Mr. S. Pellback (Sweden).
- Ms. M. A. Savane (Senegal).

*Members nominated after consultation with Employers' group of the Governing Body:*

- Sir Samuel Burston (Australia).
- Mr. Valale I. Chacko (India).
- Mr. Carlos Frick Davie (Uruguay).
- Mr. Martin Haushofer (Federal Republic of Germany).
- Mr. Giuseppe Misserville (Italy).
- Mr. Tom D. Owuor (Kenya).
- Mr. Sergio Romero Pizarro (Chile).
- Mr. Roy Watson (United Kingdom).

*Substitutes:*

- Mr. Djamtani Bekti (Indonesia).
- Mr. Chung Shin Che (Malaysia).
- Mr. Jean Desjardins (Mauritius).
- Mr. S. U. Ikomi (Nigeria).
- Mr. Rudolf Schuberth (Austria).
- Mr. O. Soetomo (Indonesia).
- Mr. N. A. Vaandrager (Netherlands).

*Members nominated after consultation with the Workers' group of the Governing Body:*

- Mr. A. González Paez (Venezuela).
- Mr. Kwahu Haligah (Ghana).
- Mr. W. Lojewski (Federal Republic of Germany).
- Mr. A. Ramos (Portugal).
- Mr. J. R. Rangel Pará (Venezuela).
- Mr. C. Seno (Philippines).
- Mr. B. M. Udokporo (Nigeria).

¹ The titles and functions of the members are given in full in the paper submitted by the Office to the Governing Body on the eighteenth item on the agenda (see above, p. 2, note 2).
Substitutes:
Mr. B. Bhagwati (India).  
Mr. M. Zannou (Benin).
Mr. I. Schelde (Denmark).

Meeting of Experts on Problems concerning Air Traffic Controllers

Composition

The Governing Body approved the following nominations:

Expert nominated on the proposal of governments after appropriate consultations:
Mrs. Tatiana Nikolayevna Tyomkina (USSR).

Experts nominated after consultation with the Workers’ group of the Governing Body:
Mr. S. Brincau (Malta).  
Mr. L. M. Domínguez (Argentina).  
Mr. J. Föh (Federal Republic of Germany).  
Mr. H. Henschler (President, IFATCA).  
Mr. I. V. Kabakov (USSR).  
Mr. J. Kalvik (Norway).

Substitutes:
Mr. A. Avgoustis (Cyprus).  
Mr. D. R. Burton (Australia).  
Mr. R. G. Evans (Secretariat, Eurocontrol).  
Mr. J. L. Fontaine (France).

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries

Composition

The Governing Body approved the following nominations:

Experts nominated after consultation with the Employers’ group of the Governing Body:
Mr. Arne Berg (Sweden).  
Mr. Fred Ehrstrom (Finland).  
Mr. Antonio Carlos Ferraira Duarte (Portugal).  
Mr. J. A. P. Grevers (Netherlands).  
Mr. Jacques Labar (Belgium).

Experts nominated after consultation with the Workers’ group of the Governing Body:
Mr. Ulf Asp (Sweden).  
Mr. Hans Driemer (Austria).  
Mr. Paolo Gacetta (Italy).  
Mr. Erwin Kastleiner (Federal Republic of Germany).  
Mr. Miloš Tepavčević (Yugoslavia).

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1 See also p. 9 above.
2 See also p. 10 above.
Substitutes:
Mr. André van den Broucke (Belgium).
Mr. Marcel Hupel (France).
Mr. Félix Sánchez (Spain).
Mr. Rasmus Solend (Norway).
Mr. P. Zimmerman (Switzerland).

REPORT OF THE DIRECTOR-GENERAL

Fact-Finding and Conciliation Commission on Freedom of Association:
Case of the United States/Puerto Rico

The Governing Body named the following persons as members of the Fact-Finding and Conciliation Commission and decided that the Panel to consider the case of the United States/Puerto Rico should be composed as follows:
Sir William Douglas (Barbados), Chief Justice of Barbados, member of the Committee of Experts on the Application of Conventions and Recommendations (Chairman).
Prof. Otto Kahn-Freund (United Kingdom), former Professor of Law at the University of Oxford, member of the Institute of International Law.
Prof. Antonio Malintoppi (Italy), Professor of Law at Rome University.

Report of the Officers of the Governing Body: Appointment of
Professor Roberto Ago as Chairman of the Committee on Freedom of Association

The Governing Body extended its sincere congratulations to Professor Ago on his appointment to the International Court of Justice. It decided to appoint an independent chairman to the Committee on Freedom of Association and invited Professor Ago to accept office as independent Chairman of the Committee until the expiry of the office of the present Governing Body.

Appointment of an Assistant Director-General

The Governing Body noted that, after consulting the Officers of the Governing Body, the Director-General had decided to appoint Mr. Julio Galer (Argentina) as Assistant Director-General for a period of five years from 17 November 1978.

PROGRAMME OF MEETINGS

The Governing Body approved the following programme of meetings for the remainder of 1978 and for 1979:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>1978</td>
<td></td>
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<tr>
<td>21-30 November</td>
<td>Committee on Conditions of Work in the Fishing Industry</td>
<td>Geneva</td>
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<tr>
<td>1979</td>
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<tr>
<td>29 January-2 February</td>
<td>Meeting of Experts on Occupational Accident Prevention and Compensation</td>
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<tr>
<td>12 February-2 March</td>
<td>209th Session of the Governing Body and Its Committees</td>
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1 See also p. 2 above.
<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>15-28 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>Geneva</td>
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<tr>
<td>26-30 March</td>
<td>Working Party on Structure</td>
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<tr>
<td>8-16 May</td>
<td>Meeting of Experts on Problems concerning Air Traffic Controllers</td>
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<tr>
<td>28 May-2 June and</td>
<td>210th Session of the Governing Body and Its Committees</td>
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<td>immediately after the</td>
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<tr>
<td>conference</td>
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<td>Geneva</td>
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<tr>
<td>6-27 June</td>
<td>65th Session of the International Labour Conference</td>
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<tr>
<td>18-27 September</td>
<td>Inland Transport Committee (Tenth Session)</td>
<td>Paris</td>
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<tr>
<td>September-October</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers</td>
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<td>Second Joint ILO/Council of Europe Meeting to Draft a European Agreement concerning Medical Care for Persons on Short Stays Abroad</td>
<td>Geneva</td>
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<td>16-25 October</td>
<td>Third European Regional Conference</td>
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<tr>
<td>16-25 October</td>
<td>Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries</td>
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<tr>
<td>5-16 November</td>
<td>211th Session of the Governing Body and Its Committees</td>
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<tr>
<td>19-29 November</td>
<td>Meeting of Members of the Panel of Consultants on Workers' Education</td>
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<tr>
<td>20-29 November</td>
<td>Advisory Committee on Rural Development (Ninth Session)</td>
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<tr>
<td>4-13 December</td>
<td>Second Tripartite Technical Meeting for the Leather and Footwear Industry</td>
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<tr>
<td>Second half</td>
<td>Meeting of Experts on Statistics of Industrial Injuries</td>
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<tr>
<td>Second half</td>
<td>Meeting of Experts on Industrial Relations and Development in Asia</td>
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<tr>
<td>5-16 November</td>
<td>Eleventh Conference of American States Members of the International Labour Organisation</td>
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The Governing Body took note of the list of forthcoming symposia, seminars and similar meetings.

**Changes in the Composition of Governing Body Committees and of the Working Party on Structure**

The Governing Body approved the following nominations:

*Programme, Financial and Administrative Committee*: the United Republic of Cameroon as a regular Government member to replace Tunisia, and Tunisia as a substitute Government member.

*Committee on Standing Orders and the Application of Conventions and Recommendations*: Kenya as a regular Government member to replace the United Republic of Cameroon, and the United Republic of Cameroon as a substitute Government member.

*International Organisations Committee*: Gabon as a substitute Government member.

*Committee on Operational Programmes*: Gabon to replace Romania as a regular Government member; Kenya and Romania as substitute Government members.

*Working Party on Structure*: Mozambique to replace Mauritania as a substitute Government member.

\(^1\) To be decided later.
Major Advisory and Other Meetings Held

The following meetings took place during the period covered by the present issue of the *Official Bulletin*. In addition to the sources of fuller information indicated by footnote, limited quantities of reports and preparatory documents relating to meetings may be purchased from ILO Publications, International Labour Office, CH-1211 Geneva 22.

Committee on Conditions of Work in the Fishing Industry (*Geneva, 21-30 November 1978*).

*Agenda*:

1. Working hours and manning.
2. Stabilisation of employment and earnings.
3. Medical care on board.
4. Pensions and sickness insurance.
5. Holidays with pay.
6. Repatriation.

*Texts adopted*: ¹

Conclusions concerning fishermen's hours of work and manning.
Conclusions on social security protection of fishermen in the case of sickness, invalidity, old age and death.
Resolution on stabilisation of employment and earnings.
Resolution on medical care for fishermen while at sea.
Resolution on holidays with pay for fishermen.
Resolution on the repatriation of fishermen.
Resolution on ILO technical co-operation in the field of vocational training within the fishing industry.
Resolution on the programme of future work.
Resolution concerning the establishment of a national tripartite labour board for the fishing industry.


*Agenda*:

1. The contribution of social security to accident prevention.

¹ The texts will be published in a subsequent number of the *Official Bulletin.*
2. Desirable improvements in social security legislation regarding occupational accidents.


The meeting had 16 working papers before it. After examining each of the items on the agenda, the experts drew up conclusions thereon.
Official Measures Taken regarding Decisions of the International Labour Conference * 1

Ratifications of International Labour Conventions and Declarations concerning the Application of
Conventions to Non-Metropolitan Territories

Notice is hereby given that the Director-General of the International Labour Office has registered the undermentioned ratifications of international labour Conventions and declarations concerning the application of Conventions to non-metropolitan territories. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications and declarations have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification/declaration</th>
<th>Date on which ratification/declaration will take effect</th>
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<tbody>
<tr>
<td>Austria</td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>2 March 1979</td>
<td>2 March 1980</td>
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<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
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<td>Barbados</td>
<td>Minimum Age (Agriculture) Convention, 1921 (No. 10)</td>
<td>2 October 1978</td>
<td>2 October 1978</td>
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<tr>
<td>Comoros</td>
<td>Hours of Work (Industry) Convention, 1919 (No. 1)</td>
<td>23 October 1978</td>
<td>23 October 1978</td>
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<td>Minimum Age (Industry) Convention, 1919 (No. 5)</td>
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<td>Night Work of Young Persons (Industry) Convention, 1919 (No. 6)</td>
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<td>Minimum Age (Agriculture) Convention, 1921 (No. 10)</td>
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<td>Right of Association (Agriculture) Convention, 1921 (No. 11)</td>
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<td>Workmen’s Compensation (Agriculture) Convention, 1921 (No. 12)</td>
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* Notes are given at the end of the table.
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<tr>
<th>State</th>
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<th>Date on which ratification/declaration will take effect</th>
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<td>Comoros (cont.)</td>
<td>White Lead (Painting) Convention, 1921 (No. 13)</td>
<td>23 October 1978</td>
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<td>Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
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<td>Workmen's Compensation (Accidents) Convention, 1925 (No. 17)</td>
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<td>Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)</td>
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<td>Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</td>
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<td>Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</td>
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<td>Forced Labour Convention, 1930 (No. 29)</td>
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<td>Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)</td>
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<td>Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)</td>
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<td>Holidays with Pay Convention, 1936 (No. 52)</td>
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<td>Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</td>
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<td>Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)</td>
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<td>Labour Inspection Convention, 1947 (No. 81)</td>
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<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
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<td>Night Work (Women) Convention (Revised), 1948 (No. 89)</td>
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<td>Protection of Wages Convention, 1949 (No. 95)</td>
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<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
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<td>Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)</td>
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<td>Equal Remuneration Convention, 1951 (No. 100)</td>
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<td>Holidays with Pay (Agriculture) Convention, 1952 (No. 101)</td>
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<td>Country</td>
<td>Conventions</td>
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<tr>
<td>Comoros (cont.)</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>23 October 1978</td>
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<td></td>
<td>Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</td>
<td>23 October 1978</td>
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<td></td>
<td>The Convention will also apply to persons employed in the establishments enumerated in paragraph 1 (a), (b), (c) and (d) of Article 3 of the Convention.</td>
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<td></td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>23 October 1978</td>
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<td></td>
<td>When the Comoros became a Member of the International Labour Organisation on 23 October 1978, the Government recognised that it continued to be bound by the obligations of the above-mentioned Conventions which France had previously declared applicable to the Territory of the Comoros.</td>
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<tr>
<td>Cuba</td>
<td>Continuity of Employment (Seafarers) Convention, 1976 (No. 145)</td>
<td>9 February 1979</td>
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<td></td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>6 March 1979</td>
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<tr>
<td>Czechoslovakia</td>
<td>Radiation Protection Convention, 1960 (No. 115)</td>
<td>16 October 1978</td>
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<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>2 October 1978</td>
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<td>Continuity of Employment (Seafarers) Convention, 1976 (No. 145)</td>
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<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>Twelve months after the date on which there have been registered ratifications by at least ten Members with a total share in world shipping gross tonnage of 25 per cent.</td>
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<tr>
<td>Finland</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>9 January 1979</td>
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<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>4 December 1978</td>
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<tr>
<td>Germany, Federal Republic of</td>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td>5 December 1978</td>
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<td>The Government has declared that this Convention is also applicable in West Berlin.</td>
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<td>Niger</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>9 January 1979</td>
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<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>4 December 1978</td>
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<td>The minimum age of 14 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</td>
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<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/declaration</td>
<td>Date on which ratification/declaration will take effect</td>
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<tr>
<td>Netherlands</td>
<td>Continuity of Employment (Seafarers) Convention, 1976 (No. 145)</td>
<td>10 January 1979</td>
<td>10 January 1980</td>
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<td></td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>25 January 1979</td>
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<td><strong>Continuity of Employment (Seafarers) Convention, 1976 (No. 145)</strong></td>
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<td><strong>Twelve months after the date on which there have been registered ratifications by at least ten Members with a total share in world shipping gross tonnage of 25 per cent.</strong></td>
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<td><strong>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</strong></td>
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<td>Norway</td>
<td>Forty-Hour Week Convention, 1935 (No. 47)</td>
<td>13 March 1979</td>
<td>13 March 1980</td>
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<td></td>
<td>Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)</td>
<td>24 January 1979</td>
<td>24 January 1980</td>
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<td></td>
<td><strong>In accordance with Article 16 of the Convention, Part I has been excluded from the acceptance of the Convention.</strong></td>
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<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
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<tr>
<td>Poland</td>
<td>Dock Work Convention, 1973 (No. 137)</td>
<td>22 February 1979</td>
<td>22 February 1980</td>
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<tr>
<td>Portugal</td>
<td>Migration for Employment Convention (Revised), 1949 (No. 97)</td>
<td>12 December 1978</td>
<td>12 December 1979</td>
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<td></td>
<td>Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)</td>
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<td>Spain</td>
<td>Seafarers’ Annual Leave with Pay Convention, 1976 (No. 146)</td>
<td>9 March 1979</td>
<td>9 March 1980</td>
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<tr>
<td>Country</td>
<td>Convention</td>
<td>Date</td>
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<tr>
<td>Spain</td>
<td>Pursuant to Article 3, paragraph 2, of the Convention, the Government has declared that under the general seafarers' leave scheme, the length of annual leave is 37, 40 or 60 days, according to the different types of navigation. Special leave under the same scheme is 44, 60 or 64 days, according to the cargoes carried by the different types of ships.</td>
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<td>Swaziland</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>28 February 1979</td>
<td>28 February 1980</td>
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<tr>
<td>Sweden</td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>20 December 1978</td>
<td>Twelve months after the date on which there have been registered ratifications by at least ten Members with a total share in world shipping gross tonnage of 25 per cent.</td>
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<tr>
<td>Syrian Arab Republic</td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
<td>1 February 1979</td>
<td>1 February 1980</td>
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<td></td>
<td>In virtue of Article 2, paragraph 1, of the Convention, the Government has accepted the obligations of the Convention in respect of air pollution only.</td>
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<tr>
<td>Zambia</td>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td>4 December 1978</td>
<td>4 December 1979</td>
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<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
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II. Declarations

| United Kingdom           | Workmen's Compensation (Accidents) Convention, 1925 (No. 17)                | 24 November 1978 | 24 November 1978 |
| Article 9                | Applicable with modifications : Hong Kong                                     |            |            |
| (a) The employer is not liable to pay for medical, surgical or pharmaceutical aid in respect of an injury which does not incapacitate the workman for at least three consecutive days from earning his full wages; |            |            |
The employer's liability to pay for medical, surgical and pharmaceutical aid ceases when the workman becomes entitled to receive compensation for permanent incapacity, whether partial or total, or on the expiration of 24 months from the date of the accident giving rise to the injury, whichever is the earlier.

**Article 10**

There is at present no legislative provision requiring the employer to be responsible for the normal renewal of artificial limbs or surgical appliances for workmen injured in accidents arising from and in the course of their employment.

*This declaration supersedes a declaration of application with modifications registered on 12 November 1974.*

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)

*Applicable without modification: Hong Kong*  
2 February 1979  | 2 February 1979

*This declaration supersedes a declaration of decision reserved registered on 4 February 1963.*

Minimum Age (Sea) Convention (Revised), 1936 (No. 58)  
Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

*Applicable without modification: Gilbert Islands*  
15 December 1978  | 15 December 1978

*These declarations supersede a declaration of application with modifications registered on 27 March 1950.*

Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

*Applicable without modification: Gibraltar*  
21 February 1979  | 21 February 1979

*This declaration supersedes a declaration of application with modifications registered on 27 March 1950.*

Certification of Able Seamen Convention, 1946 (No. 74)

*Applicable without modification: Hong Kong*  
2 February 1979  | 2 February 1979
United Kingdom (cont.) This declaration supersedes a declaration of decision reserved registered on 8 March 1961.

Labour Clauses (Public Contracts) Convention, 1949 (No. 94)

Applicable without modification: Hong Kong 17 January 1979 17 January 1979

This declaration supersedes a declaration of application with modifications registered on 25 July 1977.

Protection of Wages Convention, 1949 (No. 95)

Applicable with modifications: Hong Kong 6 November 1978 6 November 1978

Article 4, paragraph 2 (b). There is no statutory requirement that the competent authority must ensure that the value attributed to allowances in kind is fair and reasonable;

Article 15 (d). There is no mandatory provision in the law which requires the maintenance, in all appropriate cases, of adequate records in an approved manner.

This declaration supersedes a declaration of application with modifications registered on 8 October 1975.

Equal Remuneration Convention, 1951 (No. 100)
Fishermen's Articles of Agreement Convention, 1959 (No. 114)
Workers' Representatives Convention, 1971 (No. 135)
Rural Workers' Organisations Convention, 1975 (No. 141)

Decision reserved: Antigua 16 January 1979 —

Rural Workers' Organisations Convention, 1975 (No. 141)

Applicable without modification: Guernsey 20 February 1979 20 February 1979

Falkland Islands (Malvinas) 26 March 1979 26 March 1979

Human Resources Development Convention, 1975 (No. 142)

Applicable without modification: Guernsey 20 February 1979 20 February 1979

Applicable with modifications: Hong Kong 5 March 1979 5 March 1979

Article 3. Vocational guidance is in general not available to adults.

This declaration supersedes a declaration of application with modifications registered on 25 July 1978.
**United Kingdom (cont.)**

<table>
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<tr>
<th>Decision reserved:</th>
<th>Antigua</th>
<th>16 January 1979</th>
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<tr>
<td></td>
<td>Isle of Man</td>
<td>23 January 1979</td>
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<tr>
<td></td>
<td>Falkland Islands (Malvinas)</td>
<td>26 March 1979</td>
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</tbody>
</table>

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

**Applicable with modifications:** Hong Kong

**Article 3.** While employers and workers are represented by six members each on the Labour Advisory Board, four of the employers' representatives are freely nominated by their respective associations and three workers' representatives are elected annually by workers' trade unions in a secret ballot. The remaining members are direct appointees of the Governor.

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<th>Decision reserved:</th>
<th>Antigua</th>
<th>16 January 1979</th>
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<td>Guernsey</td>
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The text of the statement communicated by the Government of Finland in accordance with Article 3, paragraph 3 (c), of the Convention reads as follows:

"... In Finland, the same provisions and instructions are applied to all workers who in the course of their work are exposed to ionising radiations and the harmful effects they involve. All workers are instructed before and during their employment in the precautions to be taken as regards their health and safety. All workers engaged in radiation work shall undergo an appropriate medical examination prior to taking up such work and shall subsequently undergo further medical examinations at appropriate intervals. No worker is employed or continues to be employed in such work contrary to qualified medical advice. At the beginning of 1978, the number of such workers was 6,700, of which 3,700 were employed in the medical field and 3,000 in other jobs. The employers numbered 920 in all.

"In Finland, each radiation institute is registered and allowed to operate only with a special licence. A responsible person is appointed for each apparatus. The Institute of Radiation Protection bears the responsibility for matters relating to safety, while the National Board of Health is responsible for workers' health. The highest administrative responsibility belongs to the Ministry of Social Affairs and Health and the Ministry of Commerce and Industry.

"Among the most important laws and regulations concerning workers' protection are the Radiation Protection Act (174/1957) and the relevant Decree (328/1957) and the Amendment to the Radiation Protection Act (1/1965). In addition mention may be made of the Resolution of the Ministry of Social Affairs and Health concerning Radiation Protection (594/1968). The supervision of the application of the Convention and the inspection services are based on the Act and the relevant Decree concerning the Institute of Radiation Protection (536/1974; 103/1975)."
Textiles Committee

(Tenth Session, Geneva, 4-13 April 1978)

CONCLUSIONS AND RESOLUTIONS ADOPTED

Conclusions (No. 71) concerning Training Requirements in the Textiles Industry in the Light of Changes in the Occupational Structure

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Having examined the report presented to it by the International Labour Office on training requirements in the textiles industry in the light of changes in the occupational structure;
Adopts this thirteenth day of April 1978 the following conclusions:

1. Training requirements in the textile industry have been changing rapidly in recent years and are likely to be changing at an accelerating rate in years to come.

2. The reasons for this acceleration in the rate of change are many and varied—increasing volume in world trade and, in particular, expanding exports by some developing countries to the industrialised countries; use of new fibres, fibre blends and filaments, dyes and chemicals; rapid technological developments in the design of machines, other production equipment and processing plants; the introduction of new types of product and new procedures in manufacturing; increasing social demands for the protection of external environment and, in particular, for a reduction of polluting wastes and other effluents; improved knowledge of safety and health hazards in the handling of raw materials and chemicals in industrial production, and of means for protecting the safety and health of workers; and changes in the patterns of industrial relations. These are among the most important factors which are contributing to change in the training requirements in the industry.

3. Training requirements are changing in all parts of the industry, in most countries and at all levels of responsibility. The changes are in many respects so great that it has been or will be necessary in all countries to review the existing patterns of training and the corresponding institutional arrangements with a view to adapting them to meeting new demands for skill and knowledge in the industry.

4. The patterns of change and the action required to cope with it differ naturally between the various parts and sectors of the textile industry, and between countries. Development action in training must in all cases be directed towards meeting the specific needs and requirements of each particular situation and conform with the training patterns and practices, and laws and regulations of each individual country. Because of the special conditions of the textile industry it is of particular importance to assess carefully, for each country, the current status and future prospects of each sector of the industry and to plan the training system and design training action in the light of that assessment. Quantitative assessments should include provision for turnover and for occupational and geographical mobility of trained personnel. Changes introduced in the patterns of training should be

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1 All these texts (Conclusions, Resolutions and Classification) were adopted unanimously
carefully evaluated and programmes periodically reviewed to ascertain that they are meeting the needs properly.

5. Training is an activity of joint interest to the public authorities and to the employers and workers in the industry. The setting of objectives in training, planning and programming as well as in evaluation and other assessment of results should be carried out by the public authorities concerned in co-operation with employers' and workers' organisations in accordance with national law and practice.

6. Many training actions have a bearing not only on the textile industry but also on other fields of economic activity. This is particularly the case in countries in which many workers are leaving the textile industry and in countries which have a co-ordinated national system of training. Co-operation between the parties concerned may in such cases need to include liaison with other industries which have capacity for receiving retrained textile workers or in which the same or similar training requirements exist. Co-operation with other industries is also likely to be particularly valuable in developing countries and in smaller agglomerations where inter-industry co-operation may help holding training costs down by common use of existing training facilities.

**Training Objectives**

7. Training should, at all levels, aim at developing the capacity of the individual as a whole, not just at imparting a minimum of skills and knowledge needed for doing the job properly. It may be necessary, however, in countries in which job training is still given with primitive methods or giving unsatisfactory results to begin by developing adequate standards and methods of skill training. This will make it possible to expand and improve training systems and programmes to include such elements of training as are necessary for providing adequate technological understanding, initiation of new workers into the industrial environment and the social patterns of life in industry and such general and technical education as will be required for promotion and personal development.

8. It is particularly important for undertakings in the textile industry employing women to arrange the recruitment and training of girls and women in such a manner that they have equal opportunities with boys and men as regards qualifications acquired, earnings and promotion.

9. Training plans and programmes should be developed on the basis of principles of continuing education and training and with a view to offering the broadest possible opportunities for employment and career.

10. The above general principles apply to all groups and levels of workers in the industry. Some guidelines for determining the organisation and content of training relating to individual levels of employment and occupations are given below.

**Patterns of Training**

11. Training on the job is likely to remain the principal mode of training for many occupations held by production workers in the textile industry. This applies not only to the wide range of occupations in the industry which are comparatively easy to learn, but also to many jobs which involve the handling of complex machines and equipment which cannot be duplicated or simulated in schools and training centres. It is therefore particularly important for managements in textile undertakings to ensure that newcomers to the industry and workers who are transferred from other jobs are guided and instructed by competent instructors and overseers and that their training is properly monitored and supervised.

12. Training exclusively on the job will, because of the increasing complexity of operations and the high value of raw materials and equipment handled by each operator, seldom satisfactorily meet all the training needs of new workers. Arrangements should therefore in most cases be made for complementary training to be given off the job and relating to such general and technical subjects as are required for complete training.

13. Standards and patterns of initial training for skilled production workers should be established on a national or industry-wide basis to ensure an evenly high quality in training.
in different units. Their training should, as a rule, include both practical and related instruction and combine training in a school or other specialised training institution (training centre) with advanced practical training on the job. Their instruction should include, in addition to broadly conceived practical training in their specialisation, comprehensive courses in textile technology (properties of raw materials, machines and equipment, production processes and procedures, etc.) and elementary knowledge of the organisation and cost factors in production and other related instruction relevant to their specialisation.

14. Programmes of training for young persons before entry into employment in the textile industry and persons undergoing further training should include learning about the social organisation of the industry, the pattern of industrial relations including the rights and duties of workers under the labour laws and relevant collective agreements, and the activities of the relevant trade unions.

15. Arrangements for initial training of production workers should, as required, be supplemented by further training, organised, as appropriate, on or off the job. The aims of such further training may vary. Special attention should be given to providing adequate training when new machines, equipment or methods of production are introduced, when changes are made in the organisation of work, and when new raw materials are introduced, especially when these imply new hazards for the workers and special precautions must be taken in handling them. Arrangements should be made for providing, on a continuing or recurrent basis, for training in safety and health aspects of the work in the plants and for giving workers opportunities to gain promotion to higher levels of responsibility.

16. All necessary steps should be taken, as required by technical and structural changes, with a view to facilitating job changes and retraining of workers. This should include providing facilities and means appropriate for such reconversion which, in the first instance, relate to another job in the textile industry and, as a last resort, a job in another field of economic activity. The public authorities should take the necessary measures for achieving such redeployment. This should include measures to overcome obstacles to the mobility of workers.

17. Special attention should be given in the industry to the initial training of craftsmen for repair and maintenance and other highly skilled occupations. Standards and norms for such occupations should, as a rule, be established on a national basis to ensure compatibility with training for related occupations in other industries and to facilitate training of such workers by joint arrangements.

18. Trainees for these skilled worker levels should acquire comprehensive, practical and theoretical instruction and, as required, complementary general education. The aim should be to develop familiarity with and skill in a broad range of applications within their particular field of work (such as mechanics, electrical fitting, applied chemistry) and, in addition, specialised knowledge in their particular field of textile technology.

19. Adequate provision should be made for the further training of repair and maintenance and other highly skilled workers. Such training should in particular be given in advance of the introduction of new equipment and processes (for instance in co-operation with the manufacture of the new machines) and when new raw materials are to be used.

20. Overseers, foremen and other first-line supervisors should, in addition to adequate technical training and practical experience, be given adequate opportunities for learning the essentials of their administrative, controlling and management functions. Newly appointed supervisors and candidates to such posts should be required to study the patterns of industrial relations including the respective roles of management and unions in the industry, to learn the elements of planning and laying out of work, cost and production control techniques and other functions which they will have to assume or on which they will depend in their work. They should be made aware of special responsibilities of a supervisor for the safety, health and welfare of the members of his unit and of his role in coping with industrial relations problems.

21. Supervisory personnel should, in addition, be given adequate opportunities for keeping up to date on technical developments within their particular field of activities and to receive proper training in preparation for technical, administrative or organisational changes which relate to their units.
22. Technical staff, technicians and engineers entering the textile industry for the first time should be given thorough initial practical training in the various technical and administrative functions normally handled by such staff. Special attention should be given to inculcating in them an understanding for the constructive and dynamic aspects of the work of responsible technical staff in an industry—the continuing search for improvements in production methods and techniques, for opportunities of cutting costs by reducing waste and raising operational efficiency, for means of improving working conditions of workers in production and protecting them against accident hazards and health risks, and for protecting the external environment of the factory. They should be familiarised with the rules and regulations determining the rights and duties of workers including the relevant collective agreements and, as applicable, essentials of supervision and management.

23. Adequate provision should be made for technicians and engineers to keep up to date in their particular field of specialisation and for other further training required by them to cope adequately with technical and organisational change that may affect their work.

24. The new dynamism in textile production and the increasingly fierce competition are among the reasons why textile producers must give special attention to the recruitment and training of personnel for management positions. Not only should they have adequate technical, economic or commercial education and thorough experience in a wide range of management functions including, for instance, the conduct and evaluation of technical and economic feasibility studies, but they must also be able to cope with the special social problems of an industry in which there are frequent changes in production, often involving a change in the number of workers employed, in the structure of employment or in the assignments of workers and with the commercial problems of a market in which competition is stiffening.

25. The textile industry includes not only factories but also a vast number of self-employed workers and smaller enterprises working at an artisanal level, particularly in the sector of hand-made goods. Included in this group is a wide range of qualified craftsmen in the artistic lines of work, workers producing goods for current consumption, contract and homeworkers and many others working under widely differing conditions. No detailed recommendations can therefore be formulated with regard to them. Some general guidelines are set out below.

26. Craftsmen and other skilled workers who later become self-employed mostly receive their initial training under some kind of apprenticeship. Such apprenticeships are, in most developing countries, unregulated by law and unassisted by the public authorities. When such is the case steps should be taken to provide for adequate related and, as required, supplementary general, technical and practical instruction to ensure that apprentices receive adequate knowledge of material and processes and other instruction relevant to the occupation concerned, and, in general, to provide for modernisation of the instruction process.

27. Parallel to improving the process of initial training in the occupation, measures should be taken for providing additional instruction to the master craftsmen with whom the apprentices are employed with a view to ensuring the proper application of the new knowledge taught to their trainees outside the workplace.

28. Training arrangements for self-employed craftsmen and managers and workers of small business undertakings often need to be combined with other action such as the provision of assistance relating to the design of their products; the selection of fibres, yarn, dyes and other raw materials used in their production; the selection of tools and equipment; the provision of loans and marketing services and help in the organisation of co-operatives. Homeworkers and others working under similar conditions should be encouraged to form or join a union.

Institutional Arrangements

29. The proper development of a training system requires a co-ordinated effort by all concerned and, in particular, close co-operation between government authorities and employers' and workers' organisations, and between the relevant educational and training institutions and undertakings.
30. The roles and responsibilities of each in such a co-operative endeavour will in all cases have to be determined in accordance with national laws and practices. It may, however, be suggested that, as a general rule, public authorities and other national agencies should take the lead in the determination of over-all objectives in training at all levels and should take full responsibility for the provision of such general and technical education as is required for the proper provision of training. Government authorities should also set general standards for training in the major occupations of the textile industry and provide recognition for training in these occupations. Moreover, public authorities should provide help and assistance in cases of layoff of workers or predicted reductions in the levels of employment in the industry.

31. Textile undertakings and their organisations should take responsibility, in co-operation with the relevant workers' organisations and, as appropriate, with the public authorities concerned, for the planning, organisation and management of training on the job or otherwise within the undertakings.

32. The public authorities should consider means by which the cost of training may be properly shared between employers and adequate incentives be given to undertakings for arranging and conducting training for their workers. Remuneration or training allowances for workers employed in the industry and undergoing training should be regulated by collective agreements or, as appropriate and in accordance with national law and practice, by other means. Training allowances for persons not covered by collective agreements should be established by legislation or other appropriate procedures.

33. The public authorities and employers' and workers' organisations should, as appropriate, provide guidance and assistance to undertakings, in particular the smaller ones, in the determination of training needs, the organisation and control of training and the organisation of co-operative training schemes for groups of undertakings. Special measures should be taken for the provision of training for training staff, including instructors who are responsible for training on the job.

34. Responsibility for planning and control of training should, as a rule, be assigned to a member of the management team within each undertaking. He should, in addition, be responsible for keeping liaison with workers' representatives and with the relevant educational authorities and training institutions, which may supplement training provided within the undertaking or are providing initial training or technical education for work in the textile industry.

International Co-operation

35. The proper development of training systems for the textile industry will require continuing and expanding co-operation between both industrialised and developing countries. Such co-operation should envisage joint exploration of trends of change in training requirements—quantitatively as well as qualitatively—and the elaboration of standards of training in major occupations to ensure compatibility and mutual recognition of diplomas and certificates of technical education and training, joint elaboration of syllabuses and of training aids, and the development of new methods of training and their evaluation. Special efforts should be made for enlisting the assistance of machine manufacturers in training workers in new or modernised factories.

36. With particular reference to the developing countries, technical co-operation—with funds drawn from both multilateral and bilateral sources—should include supply of equipment and provision of expertise in the planning and development of national and sectoral training systems and in the organisation of in-plant training. Special emphasis should be placed on the provision of adequate training for training staff at all levels such as managers of sectoral training systems, training managers for undertakings, instructors in training centres and in in-plant training, and training needs analysts and training aids personnel. Provisions should be made for training abroad of such staff, when adequate training arrangements cannot be set up in the country concerned.

37. International organisations and agencies responsible for bilateral technical co-operation should give special attention to the needs and opportunities for regional co-operation
in the development of training practices and programmes. The ILO initiative to organise regional co-operation in the development of vocational training under the CINTERFOR (Latin American Centre for Information and Research on Vocational Training) programme in Latin America, the ARSDEP (Asian Regional Skill Development Programme) project in Asia and the CIADFOR (Inter-African Centre for Research and Documentation on Vocational Training) in Africa is welcomed in this connection as a step towards closer co-operation between developing countries.

38. Co-operation at international and regional levels should include the provision of documentation on new developments and innovation in the patterns and methods of training, the organisation of seminars and study tours relating to specific aspects in the development of training at the various levels, and the provision of fellowships for training staff, in particular, for technical teachers and instructors. The ILO, and especially the Turin Centre, should explore the possibilities for providing training of training officers and instructors specifically for the textile industry with a view to helping governments, employers and workers develop competent staff at all levels in the training system.

Conclusions (No. 72) concerning Conditions of Work in the Textiles Industry, including Problems Related to Organisation of Work

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Having examined the report presented to it by the International Labour Office on conditions of work in the textile industry, including problems related to the organisation of work,
Taking account of the characteristics presented by the conditions and the organisation of work in the different sectors of this industry, as well as the variety of technical, economic and social conditions prevailing in different countries,
Considering that the continuing improvement in working conditions and workers’ welfare constitutes a common concern of governments, employers and workers, and that their co-operation is therefore necessary with a view to adopting adequate measures taking into account the necessary improvement of the productivity and viability of textile undertakings;
Adopts this thirteenth day of April 1978 the following conclusions:

General Principles

1. Conditions of work in the textile industry should be established having regard to the contribution made by workers to production, the need to raise their standard of living, the situation in undertakings and the development of their productivity while also taking account of general factors of a technical, economic, commercial and social nature prevailing in the industry. The special conditions and requirements of the textile industry in each country and, where applicable, different situations in this industry in each country should, at all times, be kept in mind.

2. The continuous improvement and humanisation of these conditions including, amongst others, working time, remuneration and work organisation, should be the object of a close and permanent co-operation at all appropriate levels between governments, employers and workers.

3. The competent authorities should formulate, in consultation with employers’ and workers’ representatives, appropriate legislation assuring the protection of minimum working conditions for all workers, including textile workers. This legislation should include provisions protecting working conditions for women and young workers.

4. Where other appropriate arrangements have not been made, the competent authorities must organise adequate inspection services to control systematically the application of legislation on working conditions and appropriate sanctions should be applied in the case of non-observation of this legislation.
Organisation of Working Time

Shift work

5. In the textile industry, for reasons of technology, revenue and promotion of employment opportunities, it is necessary to resort regularly to shift work. In that case it is recognised that certain forms of shift work may cause some inconveniences to workers and their families. Within the framework of national policies of humanisation of working conditions, appropriate measures should be taken to prevent, limit and, if possible, eliminate such inconveniences. Where serious inconvenience for the health and the family and social life of shift workers, in particular night workers, becomes apparent, and it is not possible to cope with them, measures should be taken to reduce, to the greatest extent possible, the number of workers involved; these measures should be consistent with maintaining the viability of the enterprise.

6. Every appropriate matter concerning shift work should be the subject, within enterprises, of wide consultation between the workers, their representatives and the employers.

7. Work by young workers at night or according to working schedules which can be harmful for their health or likely to bring about lasting and serious inconveniences in their social and family life, should be forbidden, subject to the exceptions authorised by existing ILO standards.

8. Night work by women in the textile industry should be adequately regulated, taking into account their role in the family and in society. In so doing, it should be possible to take into account the relevant ILO standards on this subject, whose revision is being envisaged.

9. The improvement of the organisation of shift work systems could, inter alia, cover the number of shifts and their rhythm of rotation, the frequency and the length of pauses during a shift, the fixing of the start and end of work, and, as far as possible, reducing the number of night workers without affecting continuity of production; this should be done in accordance with agreements reached between employers and trade unions, and be consistent with national practice.

10. As regards the work of shift workers, the different parties concerned and governments could consider, with a view to humanisation, and take action to study, among others, the following aspects:

— length of the working day for the various shifts and, in particular, the night shifts;
— length of the working week;
— granting of compensatory leave;
— length of working life spent on shift work in relation to retirement.

All this should be established in conformity with national practice in each country.

11. To compensate for any inconveniences which may arise from certain forms of shift work, and in order to encourage the willingness of the workers to accept this type of work, financial or other benefits ought to be provided, in particular for workers on night shifts. These matters should be provided for by collective bargaining.

12. Workers on shifts, especially on night shifts, should have access to adequate social services (hot food, rest-rooms, crèches, kindergartens, medical services) organised either inside or outside the undertaking.

13. Public authorities and employers should, as appropriate, take action with a view to organising the conversion of workers who are recognised as medically unfit for shift work, and to promote, as far as possible, their transfer to other work.

Overtime

14. The effective length of working time should not exceed limits compatible with the health and welfare of workers, especially women and young workers. Where the maximum daily working time has not been determined by collective agreements, it should be fixed
by the legislation of each country. Every hour worked over and above the normal time fixed by legislation or collective agreements should be considered as overtime and remunerated at a suitably higher rate, that is to say taking into account the fatigue caused and the importance of the sacrifice imposed on the worker through reduction of his free time.

Remuneration

Systems of remuneration

Review of systems of remuneration

15. It is advisable to review, as required, systems of remuneration in the textile industry where rapid technological change has taken place.

16. Where systems of payment are related to a worker's performance, measures are necessary:
   (a) to ensure that workers' incomes are not adversely affected by fluctuations in the level of production due to factors beyond their responsibility; and
   (b) to ensure that the remuneration system continues to encourage high capacity utilisation and high quality production.

17. Where the performance of the worker is largely governed by the productivity of machinery ("restricted work"), the solution to operational problems of systems of remuneration should be sought through collective bargaining or by other appropriate means. In this context, the qualifications normally required, the difficulties of work and its physical and environmental factors should be taken into consideration when determining levels of remuneration. Payment systems based on group or enterprise performance can also be applied.

18. Where performance remains largely under the responsibility of the worker ("unrestricted work"), the scope for the introduction of systems of payment by result should be considered, in the light of, inter alia, the possibility of outside factors causing interruptions to work flow because of problems in the supply of raw materials or power, and the possible impact of the introduction or continuance of such systems on the safety and health of workers. The availability of work study expertise to employers and workers can assist in the design of efficient and equitable systems.

19. In planning revisions to systems of payment, consideration should be given to the possibility of guaranteeing, for a period of time, normal levels of pay and output.

Consultation procedures

20. When changes are necessary in systems of remuneration, consultation between management, the workers affected and their representatives would facilitate a smoother transition. The development of work study expertise among employers' and workers' organisations would encourage more effective consultations on modifications to systems of payment.

Security of income

Short-time work

21. The development of measures, such as provisions in collective agreements dealing with minimum periods of notice of short-time working and the formulation by management, in consultation with workers' organisations, of non-production work programmes to be implemented in the event of short-time working, should be encouraged as far as possible, in order to reduce instability in workers' incomes. Such programmes should be introduced without affecting the continuing viability of the enterprise.

Redundancy

22. The effectiveness and equity of policies dealing with redundancy can be enhanced by the development, extension and adoption of advance consultation procedures whereby
all relevant information concerning the reasons for and impact—on the understanding that any such impact is equitably distributed—of redundancies is made available by management to workers' representatives and the competent public authorities.

23. When redundancy problems outside the control of employers and workers arise and particularly when jobs are lost as a direct result of changing trade patterns brought about by internationally negotiated trade arrangements, the development of retraining, relocation and financial assistance programmes for workers affected should, as appropriate under national circumstances, be encouraged on a tripartite basis.

**Organisation of Work**

24. The content of jobs in the textile industry should take the maximum possible account of workers' needs for the full productive use of their present skills and for the development of new skills; for an appropriate social climate on the job; for meaningful, worthwhile tasks; and for a desirable career. Conversely, the need to avoid monotonous, isolated or excessively demanding tasks should be recognised. Organisation of work must also take into consideration the need for the enterprise to utilise its equipment and productive capacity effectively in order to be viable.

25. When machinery or other technology is transferred between countries, special care should be taken to assure that its characteristics conform to the anthropometric, climatic, social and cultural conditions prevailing in the importing country.

26. Particular attention should be paid at the time of designing or introducing new technologies or equipment to the possibilities for improving the organisation of work, the content of jobs and the ergonomic characteristics of machinery. These matters and the needs of the workers should be taken into account through adequate consultation of the latter.

27. When new jobs are created or new systems of work organisation introduced, training should be provided with a view to enabling workers and supervisors to replace obsolete skills with more appropriate new ones.

28. The need for better organisation of work and job content in the textile industry requires action by governments, employers and their organisations, workers and their trade union representatives and at the international level:

(a) Governments should encourage, by research and other methods, the development of machines and technologies which simultaneously improve productivity and humanise jobs. They should also, where appropriate and in accordance with national practice, provide financial incentives and support information and training activities to the same ends.

(b) Employers and their organisations should take human needs into consideration in their efforts to introduce systems of work organisation and technologies which raise productivity of both management and labour. In so doing, they should pool their efforts whenever practicable, especially with regard to information and training programmes concerning new forms of work organisation and the impact of machinery and technology on workers.

(c) Trade unions and workers' representatives should seek to co-operate closely with management concerning the joint improvement of work and productivity, utilising, as appropriate, suitable systems of consultation. They should also exchange information among themselves, especially through contacts among trade unions in industrialised and developing countries.

(d) At the international level, contract specifications, trade agreements and other instruments should systematically include standards or social clauses promoting more human work situations.

**Home work**

29. In the absence of special legislation, the relevant legislation on working conditions should apply to homeworkers especially as regards child labour and the remuneration of
other persons. This legislation should be effectively applied through mechanisms which take into consideration the difficulties of enforcement in relation to home work.

Resolution (No. 73) concerning the Future Work of the ILO in the Field of the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Regretting the extremely long intervals between sessions of the Committee and considering that this harms considerably the continuity and effectiveness of its work;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office—
1. to convene future sessions of the Textiles Committee at sufficiently short and regular intervals;
2. to consider the possibility of including the following subjects as technical items on the agenda of the Eleventh Session of the Committee:
   — security of employment and income in the light of structural changes in the textiles industry;
   — occupational safety and health in the textiles industry;
3. to include in its programme of activities in the field of the textiles industry, as a contribution to the International Programme for the Improvement of Working Conditions and Environment (PIACT) launched by the ILO:
   (a) the consideration of the following questions by meetings of experts, where appropriate in co-operation with other organisations including WHO, and bearing in mind the technological exigencies of production:
      — the problem of noise and its consequences for the health of workers;
      — consequences of shift work, and particularly night work, for the health of workers;
      — questions relating to the introduction of ergonomics and the working environment, in particular the problems of humidity, heat, nervous fatigue and monotony;
      — compilation of an international classification of dust-associated diseases;
      — methods of ensuring that all containers of chemical substances indicate their contents, particularly those of a toxic nature;
      — ways of ensuring that workers are adequately informed of the nature of the chemical substances used in their work;
   (b) studies on the following subjects, in co-operation with other organisations as appropriate:
      — methods of ensuring that toxic chemical substances be listed in a code with a view to their possible replacement by non-toxic substances;
      — byssinosis;
      — the development of chemical fibres leading to the general processing of such fibres and their possible harmful effects on the health of workers;
      — the problem of static electricity;
      — the problem of asbestos;
      — the employment of children;
4. to call upon governments and employers’ and workers’ organisations to support actively the work of the ILO and WHO and to take note of the results of the Meeting of Experts on Limits of Exposure to Dangerous Airborne Substances; to study their implications for the textile industry bearing in mind the provisions of the Code of Practice on Occu-
pational Exposure to Airborne Substances Harmful to Health adopted by the Meeting of Experts; and to contribute to the development of the International Occupational Safety and Health Hazard Alert System that the ILO is establishing;

5. to allocate the necessary resources for carrying out the above programme.

Resolution (No. 74) concerning Employment and Working Conditions in the Textiles Industry

The Textiles Committee of the International Labour Organisation,

Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,

Recalling the Declaration of Principles and Programme of Action adopted by the ILO World Employment Conference,

Recalling the Resolution (No. 33) concerning international trade and social standards in the textiles industry and the Conclusions (No. 65) concerning the role of the textiles industry in the expansion of employment in developing countries, adopted by the Textiles Committee,

Noting that the impact of recession, rapidly changing patterns of world trade and technological change are particularly marked in the textiles industry,

Noting that the textiles industry produces goods which are essential to meet the basic needs of the people;

Adopts this thirteenth day of April 1978 the following resolution:

The Textiles Committee invites the Governing Body of the International Labour Office—

1. to urge all States Members of the ILO to implement the recommendations of the World Employment Conference which call for active and positive policies for full employment, the satisfaction of basic needs and optimum growth and trade expansion;

2. to request the Director-General—

(a) to take urgent action both with governments and the international organisations concerned with development (for example, the World Bank, UNDP and UNIDO) to ensure that the purchasing power of the people is rapidly increased so that the textiles industry can fulfil its role in employment promotion and the satisfaction of basic needs;

(b) to take urgent action with a view to securing co-operation at both the international and national levels to ensure that the expansion of world trade and industrialisation are accompanied by real, commensurate progress in the standards of living of the workers producing textiles.

Resolution (No. 75) concerning Implementation of the Conclusions and Resolutions Adopted at the Previous Sessions of the Textiles Committee

The Textiles Committee of the International Labour Organisation,

Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,

Noting, that while several countries in different stages of development recognise that much remains to be done to implement the conclusions and resolutions adopted at the previous sessions of the Textiles Committee, others fail to provide the requested information and that certain replies refer to legislation which is not easily accessible to the Committee;

Adopts this thirteenth day of April 1978 the following resolution:

The Textiles Committee invites the Governing Body of the International Labour Office—

1. to stress the need for governments—

(a) to transmit the conclusions and resolutions adopted by the Committee to the employers' and workers' organisations in the textiles industry, emphasising the
importance of giving detailed consideration to the practical implementation of these
texts, which provide guidance for the solution of some of the most important
problems arising in this industry;

(b) to consult the employers' and workers' organisations in the textiles industry in
connection with the preparation of the information which, in accordance with the
procedure established by the Governing Body at its 154th Session (March 1963),
the governments will be asked to forward to the Office concerning the action taken
in their respective countries to implement the conclusions and resolutions of the
Committee;

2. to request the Director-General to draw up the parts of the General Report dealing
with effect given in a way that will allow the Committee to evaluate the extent to which
the conclusions and resolutions adopted by the Textiles Committee have been effectively
applied.

Resolution (No. 76) concerning Carcinogenic Substances in
the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Noting that the use of benzedine and beta-naphthylamine may cause cancer to the
workers who utilise these products;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office
to appeal to States Members to ratify the Occupational Cancer Convention, 1974 (No. 139),
and to apply the provisions of the Occupational Cancer Recommendation, 1974 (No. 147),
with a view to the elimination of these two substances as early as possible in the textiles
industry.

Resolution (No. 77) concerning Trade Union Rights and the Right
to Organise and to Bargain Collectively in the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Considering that the principle of freedom of association is one of the affirmed objectives
of the Organisation and is an essential element of human rights,
Considering that in order to assure maximum effectiveness in advancing the welfare of
working people, trade unions in every country must remain free of governmental domination
and interference with their activities by employers and/or governments,
Noting the proclamation of 1978 as International Anti-Apartheid Year by the General
Assembly of the United Nations,
Recalling that the right to organise has been recognised by Conventions Nos. 87 and 98
adopted by the International Labour Conference,
Noting that not every country has ratified them, and some continue to violate them
even after ratification, and that in some areas unions are not free and independent and,
therefore, cannot fulfil their tasks,
Emphasising once again the outstanding role which the International Labour Organ­
isation has played and must continue to play for the protection and extension of trade
union rights;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office—
1. to reaffirm the universal validity of the principles of civil liberties and trade union
rights enshrined in the international labour Conventions dealing with freedom of
association;
2. to appeal to States Members to ratify and apply the Freedom of Association and Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Workers' Representatives Convention, 1971 (No. 135) and, pending ratification, to ensure the strict observance of the principles embodied in those Conventions;

3. to instruct the Director-General to report to the next session of the Textiles Committee on the implementation of the international labour Conventions dealing with freedom of association as far as the textiles industry is concerned and of the resolutions adopted by the Textiles Committee on the subject;

4. to invite the Director-General to make every effort to use his good offices vigorously to encourage everywhere the protection of freedom of association and the right to organise.

Resolution (No. 78) concerning Multinational Enterprises in the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Considering the Resolution (No. 70) concerning a programme of research on multinational enterprises in the textile industry, adopted by the Textiles Committee at its Ninth Session in 1973,
Noting that the ILO Programme and Budget for the 1978-79 biennium includes multinational enterprises in the textile and clothing industries among the sectors for world-wide and regional studies based on the conclusions and recommendations of the Tripartite Advisory Meeting on the Relationship of Multinational Enterprises and Social Policy,
Considering that, at its 204th Session (November 1977), the Governing Body adopted the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,
Noting that certain multinational enterprises sometimes redeploy their textile activities among countries;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office—
1. to make every effort to ensure the full implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body at its 204th Session, November 1977;
2. to include in ILO studies on multinational enterprises international subcontracting of work by national, as well as multinational, textile and clothing enterprises;
3. to request the Director-General to report to the next session of the Textiles Committee on the progress made concerning studies on multinational enterprises in the textiles industry.

Resolution (No. 79) concerning Statistical Data for the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Considering that textile and garment industries play a significant role in the economies of many developed and less developed countries,
Noting that, although vital, the most elementary information on these industries in certain countries is often meagre or non-existent,
Recognising that much greater effort must be made to induce the various governments to develop the necessary statistical data;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office to request the Director-General—
(a) to increase ILO efforts to induce the governments of different countries to collect comprehensive statistics on the operations of the various sectors of the textile and, where appropriate, garment industries, including a regular enumeration of the number of establishments or companies operating in the different countries, number of factory and home workers, payrolls, man-hours of employment and value of exports, as well as collection of monthly statistics of employment, average hourly and weekly earnings and hours of work;
(b) to promote the standardisation and improvement of such statistics, in co-operation with a tripartite group of experts.

Resolution (No. 80) concerning Industrial Home Work

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Noting that in many countries industrial homeworkers continue to be considered as self-employed and are thus deprived of the protection of labour law,
Noting that this situation is particularly prevalent in the textile and clothing industries,
Considering that all workers should be covered by the labour and social legislation of their respective countries, with full entitlement to social benefits;
Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office—
1. to request the Director-General to prepare, in co-operation with the employers' and workers' organisations concerned, a study on the situation existing with regard to home work and related laws and developments, indicating steps that have been taken with a view to regulating home work in order to ensure that the remuneration, labour conditions and social security standards of the workers concerned are comparable to those of factory workers;
2. to provide for a tripartite discussion of this study with a view to adopting appropriate recommendations, by placing the question on the agenda of a forthcoming meeting concerned with the textile or clothing industries.

Resolution (No. 81) concerning Working Mothers Employed in the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Tenth Session, from 4 to 13 April 1978,
Considering that the protection of the rights of women, children and young persons is one of the statutory objectives of the ILO and that, in accordance with the Declaration of Philadelphia, the International Labour Organisation must contribute to the adoption by all countries of the world of programmes aimed in particular at safeguarding the welfare of children and mothers,
Recalling that the International Labour Conference at its 60th Session in 1975 adopted the Resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers and the Resolution concerning equal status and equal opportunity for women and men in occupation and employment, point 2 (b) of which invites the Governing Body to "place on the agenda of the earliest possible session of the International Labour Conference the question of workers with family responsibilities, with a view to the adoption of a new instrument",
Referring to the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), which stresses that the competent authorities should, in co-operation with
workers' and employers' organisations, encourage, facilitate and undertake the development of services to enable women to fulfil their various responsibilities at home and at work harmoniously,

Bearing in mind that the employment of women, including married women, is increasing in many countries and that their role in the economy is becoming more and more important,

Emphasising that in most countries women constitute the greater part of the labour force in the textile industry,

Noting that many women employed in the textile industry face special problems arising from the combination of their family and work responsibilities,

Recognising the need to improve the situation of working mothers in textile undertakings and to adopt extensive social measures to this end;

Adopts this thirteenth day of April 1978 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office—

1. to draw the attention of the governments of the States Members of the ILO and, through them, that of the organisations of workers and employers to the need to take measures aimed at improving the situation of working mothers in the textiles industry, creating and developing a network of home-aid services, increasing the number of pre-school establishments required to assist women workers to meet their family and occupational responsibilities, and to apply measures for the purpose of facilitating and improving the work of women;

2. to consider the possibility of including the question of working mothers in the agenda of a session of the International Labour Conference, with a view to the adoption of an instrument on this question;

3. to request the Director-General to bear in mind, when drawing up the future programme of work of the ILO in the field of the textile industries, the need for the ILO to contribute to the solution of the problems facing women workers with family responsibilities employed in this branch of activity, who, parallel to their family and occupational obligations, have to fulfil the social function of maternity.

Classification of the Conclusions and Resolutions Adopted by the Textiles Committee at Its Nine Previous Sessions

Section I: Conclusions and resolutions, or parts thereof, calling for action in the different countries

Group A: Conclusions and resolutions, or parts thereof, which are no longer of current concern
None.

Group B: Conclusions and resolutions, or parts thereof, which, for the time being, would not appear to call for further information
None.

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable
No. 31. Memorandum concerning women's employment in the textile industry (Fourth Session).
No. 33. Resolution concerning international trade and social standards in the textile industry (paragraph 2) (Fourth Session).
No. 35. Memorandum concerning productivity in the textile industry (Fifth Session).
No. 36. Memorandum concerning labour-management relations in textile factories (Fifth Session).

The following conclusions and resolutions are outdated or have been superseded or implemented and are therefore eliminated from the classification: Nos. 1-30, 32, 34, 37-46, 51, 54, 60 and 62.
No. 48. Conclusions concerning problems of apprenticeship, vocational training and retraining in the textile industry (Seventh Session).

No. 49. Conclusions concerning conditions of employment and related problems in the textile industry in countries in the course of industrialisation (Seventh Session).

No. 55. Conclusions concerning labour problems in the textile industry in developing countries (Eighth Session).

No. 56. Conclusions concerning structural and technological changes in the textile industry (Eighth Session).

No. 59. Resolution concerning freedom of association in the textile industry (subparagraph (b)) (Eighth Session).

No. 61. Resolution concerning the elimination of child labour in the textile industry (Eighth Session).

No. 63. Resolution concerning the wages of women employed in the textile industry (Eighth Session).

No. 64. Resolution concerning paid educational leave to enable workers in the textile industry to raise their standard of education and to facilitate their retraining and vocational readjustment (subparagraph (a)) (Eighth Session).

No. 65. Conclusions concerning the role of the textile industry in the expansion of employment in developing countries (Ninth Session).

No. 66. Conclusions concerning safety and health in the textile industry (Ninth Session).

No. 69. Resolution concerning the obtaining, by the International Labour Organisation, of information on the conditions of life and work of textile workers (paragraphs (a) and (c)) (Ninth Session).

Section II: Conclusions and resolutions, or parts thereof, to which effect is to be given mainly by the Office

Group A: Conclusions and resolutions, or parts thereof, which are no longer of current concern to the Office

None.

Group B: Conclusions and resolutions, or parts thereof, which should continue to receive the attention of the Office

No. 33. Resolution concerning international trade and social standards in the textile industry (paragraph 2) (Fourth Session).

No. 47. Resolution concerning the use of the German and Spanish languages in the Textiles Committee (Sixth Session).

No. 48. Conclusions concerning problems of apprenticeship, vocational training and retraining in the textile industry (Seventh Session).

No. 49. Conclusions concerning conditions of employment and related problems in the textile industry in countries in the course of industrialisation (Seventh Session).

No. 50. Resolution concerning tripartite action concerning technical assistance in the textile industry (Seventh Session).

No. 52. Resolution concerning expanding trade and the social effects of technological developments (Seventh Session).

No. 53. Resolution concerning the social consequences of the instability of textile raw material prices (Seventh Session).

No. 55. Conclusions concerning labour problems in the textile industry in developing countries (paragraph 43) (Eighth Session).

No. 56. Conclusions concerning structural and technological changes in the textile industry (paragraphs 14 and 42) (Eighth Session).

No. 57. Resolution concerning the use of the Spanish language in sessions of the Textiles Committee (Eighth Session).

No. 58. Resolution concerning the increase in the incidence of byssinosis (Eighth Session).

No. 59. Resolution concerning freedom of association in the textile industry (subparagraph (a)) (Eighth Session).

No. 64. Resolution concerning paid educational leave to enable workers in the textile industry to raise their standard of education and to facilitate their retraining and vocational readjustment (subparagraph (b)) (Eighth Session).

No. 67. Resolution concerning the future programme of the International Labour Organisation in the field of the textile industry (Ninth Session).
No. 68. Resolution concerning child labour and night work for women (Ninth Session).

No. 69. Resolution concerning the obtaining, by the International Labour Organisation, of information on the conditions of life and work of textile workers (subparagraph (d)) (Ninth Session).

No. 70. Resolution concerning a programme of research on multinational enterprises in the textile industry (Ninth Session).
Agreement between the International Labour Organisation and the International Fund for Agricultural Development

PREAMBLE

Whereas the International Labour Organisation (hereinafter called the "ILO") and the International Fund for Agricultural Development (hereinafter called the "Fund") are both concerned with raising the employment levels and conditions of life in developing countries and particularly those of the poorest populations and desire to co-operate with each other in order to attain their common objectives, and

Whereas:

(i) article 12, paragraph 1, of the Constitution of the ILO provides that the ILO shall co-operate within the terms of that Constitution with public international organisations having specialised responsibilities in related fields; and

(ii) article 8, section 2, of the Agreement establishing the International Fund for Agricultural Development provides that the Fund shall co-operate closely with the organisations of the United Nations system;

Now therefore the ILO and the Fund have agreed as follows:

ARTICLE I

Co-operation and Consultation

Section 1.1 The ILO and the Fund agree that, with a view to facilitating the achievement of their common objectives and to promoting a harmonious approach to rural development, rural employment promotion, skill development and institutional support, they shall act in close co-operation and shall consult each other regularly on matters of mutual concern.

Section 1.2 The ILO and the Fund shall co-operate fully on terms and conditions satisfactory to each other. The Fund, in carrying out its functions, will make use, as it deems appropriate, of the services and expertise of the ILO.

Section 1.3 Any activity carried out by the ILO or the Fund pursuant to this Agreement shall be consistent with the policies, criteria and regulations laid down by the respective governing organs of each organisation.

ARTICLE II

Areas of Co-operation

Section 2.1 For the purpose of identifying, preparing and appraising projects suitable for financing by the Fund, the ILO shall provide to the Fund such advice and assistance as may be agreed between the Parties.

Section 2.2 In addition, the ILO may bring to the notice of the Fund any situation encountered in the normal course of ILO operations in which the Fund's assistance is likely to foster the common purposes of the Parties.

Section 2.3 The ILO and the Fund shall also co-operate in the provision of technical assistance to developing countries to further their common aims, in accordance with arrangements to be agreed upon from time to time.

Section 2.4 Subject to such arrangements as may be necessary to safeguard the confidentiality of any information or document, the ILO and the Fund shall provide each other
with all such data, documents and information as may be necessary for any activity to be carried out under this Agreement.

Section 2.5 To the extent determined from time to time by mutual agreement, the ILO and the Fund shall provide maximum assistance to each other in the preparation of studies in areas of mutual concern.

Section 2.6 The ILO and the Fund shall co-operate in the collection, analysis, publication and dissemination of statistical information with a view to avoiding undesirable duplication, enhancing the effectiveness of their statistical activities and minimising the burden on governments and organisations from which such information is collected.

ARTICLE III

Administrative Arrangements

Section 3.1 The ILO and the Fund shall co-operate to facilitate the interchange, loan or secondment of staff and to promote administrative efficiency and effective co-ordination of their respective activities.

ARTICLE IV

Reciprocal Representation

Section 4.1 The Fund shall invite the ILO to be represented at meetings of the Governing Council and such other meetings held under the auspices of the Fund which are not restricted to statutory membership and are of interest to the ILO, and to participate without the right to vote in their deliberations on items on their agenda in which the ILO has an interest.

Section 4.2 The ILO shall invite the Fund to be represented at the meetings of the International Labour Conference, the Governing Body of the International Labour Office and such other meetings held under the auspices of the ILO as are of interest to the Fund, and to participate without the right to vote in their deliberations on items on their agenda in which the Fund has an interest.

ARTICLE V

Financial Arrangements

Section 5.1 The Fund shall bear all direct and additional indirect costs of the services performed by the ILO at the request of the Fund in pursuance of this Agreement, in accordance with the detailed arrangements to be agreed upon between the Parties.

ARTICLE VI

Final Provisions

Section 6.1 This Agreement shall enter into force on the date on which it is signed by the duly authorised representatives of the ILO and the Fund.

Section 6.2 This Agreement may be modified with the consent of the two Parties in accordance with their respective constitutional procedures.

Section 6.3 This Agreement may be terminated by mutual agreement or may be denounced by either Party giving the other Party six months' written notice. Notwithstanding the expiry of a notice of termination, the Parties agree that the provisions of this Agreement shall remain in full force to the extent necessary to permit the orderly conclusion of any activity undertaken pursuant to this Agreement.

Section 6.4 The Director-General of the ILO and the President of the Fund may enter into such supplementary arrangements within the scope of this Agreement as may be desir-
able in the light of the operating experience of the two organisations to implement this Agreement.

In faith whereof the President of the Fund, duly authorised by the Executive Board of the Fund, and the Director-General of the International Labour Office, duly authorised by the Governing Body of the International Labour Office, have signed the present Agreement in two copies, in French and English, both texts being equally authentic.

For the International Labour Organisation

(Signed)

Francis Blanchard,
Director-General of the International Labour Office.

For the International Fund for Agricultural Development

(Signed)

Abdelmuhsin M. Al-Sudeary,
President of the International Fund for Agricultural Development.

Done at Rome, Italy, on 6 December 1978.
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INFORMATION

65th Session of the International Labour Conference ¹

(Geneva, 6-27 June 1979)

The 65th Session of the International Labour Conference was held from Wednesday 6 to Wednesday 27 June 1979 under the presidency of Mr. Ravindra Varma (Minister of Labour and Parliamentary Affairs of India).

The agenda was as follows:

I. Reports of the Governing Body and the Director-General.
II. Programme and budget proposals and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.
IV. Revision of the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) (second discussion).
V. Hours of work and rest periods in road transport (second discussion).
VI. Older workers: work and retirement (first discussion).
VII. Follow-up of the World Employment Conference: basic needs (general discussion).

The Conference also had before it the Fifteenth Special Report of the Director-General on the application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa adopted by the Conference at its 48th (1964) Session.²

¹ The texts of the Conventions, Recommendations, resolutions and other decisions adopted by the Conference appear on pp. 57-116 below. More detailed information on the proceedings of the Conference, including names of the participants, the verbatim record of plenary sittings, committee reports, etc., is to be found in the Record of Proceedings of the 65th Session which consists of the 44 issues of the Provisional Record and the list of delegations published in the course of the session, and a complementary issue published after its close and containing, inter alia, the table of contents, a list of corrigenda and an index to speakers in plenary sitting.

² See pp. 112-115 below.
Action taken by the Conference included the adoption of the programme of the International Labour Organisation for 1980-81 together with the budget for the 57th financial period, as well as the adoption of two Conventions and two Recommendations, a number of resolutions and two amendments to its Standing Orders.
Composition of the Governing Body
of the International Labour Office

The Government Electoral College met on 13 June 1979 and, in accordance with article 54, paragraph 2, of the Standing Orders of the Conference, confirmed the appointment of Peru to occupy one of the elective seats on the Governing Body.

The Employers' Electoral College met on 14 June 1979, in accordance with paragraphs 4 and 5 of the same article, and confirmed the following two appointments made by the Governing Body Employers' group resulting from the death of Mr. Ghayour (Iran) and the resignation of Mr. Polese (Italy): Mr. Yoshino (Japan) to replace Mr. Ghayour as regular member; Mrs. Sasso-Mazzufferi (Italy) to replace Mr. Polese as a deputy member. The Electoral College had also to fill the post vacated by Mr. Ahmed (Sudan), who had resigned from the Governing Body as regular member. It appointed Mr. Habib (Egypt) to fill the post vacated by Mr. Ahmed as a regular member and Mr. Hafez (Libyan Arab Jamahiriya) to replace Mr. Habib as deputy member.

The Workers' Electoral College met on 12 June 1979 and, in accordance with article 54, paragraph 5, of the Standing Orders of the Conference, confirmed the following appointment made by the Workers' group of the Governing Body: as a deputy member, Mr. David (Malaysia) to replace Mr. Yahaya (Malaysia).

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Membership of the International Labour Organisation

**REPUBLIC OF CAPE VERDE**

On 3 April 1979 the Director-General of the International Labour Office received a communication dated 22 March 1979 from the Minister of Foreign Affairs of the Republic of Cape Verde informing him that the Government of the Republic of Cape Verde formally accepts the obligations of the Constitution of the International Labour Organisation in accordance with paragraph 3 of article 1 of the Constitution and undertakes to fulfil them.

As appears from the foregoing, the Republic of Cape Verde, which is a Member of the United Nations, became a Member of the International Labour Organisation on 3 April 1979 by virtue of article 1, paragraph 3, of the Constitution of the Organisation.

**GRENADA**

On 9 July 1979 the Director-General of the International Labour Office received a communication dated 8 June 1979 from the Prime Minister of Grenada informing him that the Government of Grenada formally accepts the obligations of the Constitution of the International Labour Organisation in accordance with paragraph 3 of article 1 of the Constitution and undertakes to fulfil them.

As appears from the foregoing, Grenada, which is a Member of the United Nations, became a Member of the International Labour Organisation on 9 July 1979 by virtue of article 1, paragraph 3, of the Constitution of the Organisation.
Ratifications and Denunciations of International Labour Conventions and Declarations concerning the Application of Conventions to Non-Metropolitan Territories

Notice is hereby given that the Director-General of the International Labour Office has registered the undermentioned ratifications and denunciations of international labour conventions and declarations concerning the application of conventions to non-metropolitan territories. In pursuance of Article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications, denunciations and declarations have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour conventions and recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification/denunciation/declaration</th>
<th>Date on which ratification/denunciation/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afghanistan</td>
<td>Dock Work Convention, 1973 (No. 137)</td>
<td>16 May 1979</td>
<td>16 May 1980</td>
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<tr>
<td>Afghanistan</td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
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<td>Afghanistan</td>
<td>Paid Educational Leave Convention, 1974 (No. 140)</td>
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<td>Afghanistan</td>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
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<tr>
<td>Afghanistan</td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
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<tr>
<td>Australia</td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>11 June 1979</td>
<td>11 June 1980</td>
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<tr>
<td>Bangladesh</td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>17 April 1979</td>
<td>17 April 1980</td>
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<tr>
<td>Bangladesh</td>
<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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* Notes are given at the end of the table.
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<thead>
<tr>
<th>State</th>
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<th>Date of registration of ratification/denunciation/declaration</th>
<th>Date on which ratification/denunciation/declaration will take effect</th>
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<tbody>
<tr>
<td>Belgium</td>
<td>Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</td>
<td>10 April 1979</td>
<td>10 April 1980</td>
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<tr>
<td>Byelorussian SSR</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>3 May 1979</td>
<td>3 May 1980</td>
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<td></td>
<td>The minimum age of 16 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</td>
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<td></td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>3 May 1979</td>
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<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<tr>
<td>Cape Verde</td>
<td>Workmen’s Compensation (Accidents) Convention, 1925 (No. 17)</td>
<td>3 April 1979</td>
<td>3 April 1979</td>
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<td>Forced Labour Convention, 1930 (No. 29)</td>
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<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
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<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
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<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
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<td></td>
<td>On becoming a Member of the International Labour Organisation on 3 April 1979, the Government of Cape Verde recognised that it continued to be bound by the obligations of the above-mentioned Conventions which had been made applicable to its territory.</td>
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<td>Costa Rica</td>
<td>Minimum Wage Fixing Convention, 1970 (No. 131)</td>
<td>8 June 1979</td>
<td>8 June 1980</td>
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<td></td>
<td>Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)</td>
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<td>Finland</td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
<td>8 June 1979</td>
<td>8 June 1980</td>
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<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<td>German Democratic Republic</td>
<td>Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</td>
<td>19 June 1979</td>
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<td></td>
<td>Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)</td>
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<td>Maternity Protection Convention (Revised), 1952 (No. 103)</td>
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<td>Country</td>
<td>Convention</td>
<td>Ratification Dates</td>
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<tr>
<td>Haiti</td>
<td>Freedom of Association and Protection of the Right to Organise</td>
<td>5 June 1979 5 June 1980</td>
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<td>Convention, 1948 (No. 87)</td>
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<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>22 June 1979 22 June 1980</td>
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<td>Tripartite Consultation (International Labour Standards) Convention, 1976</td>
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<td>(No. 144)</td>
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<td>Israel</td>
<td>Benzene Convention, 1971 (No. 136)</td>
<td>21 June 1979 21 June 1980</td>
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<td>Minimum Age Convention, 1973 (No. 138)</td>
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<td>The minimum age of 15 years has been specified pursuant to Article 2,</td>
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<td>paragraph 1, of the Convention.</td>
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<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td>21 June 1979 21 June 1980</td>
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<td>Human Resources Development Convention, 1975 (No. 142)</td>
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<td>Minimum Wage Fixing Convention, 1970 (No. 131)</td>
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<td>Holidays with Pay Convention (Revised), 1970 (No. 132)</td>
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<td>Pursuant to Article 3, paragraph 2, of the Convention, the minimum length</td>
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<td>of the holiday specified is 21 working days.</td>
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<td>In accordance with Article 15, paragraph 2, of the Convention, the</td>
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<td>obligations of the Convention have been accepted both in respect of</td>
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<td>employed persons in economic sectors other than agriculture and in</td>
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<td>respect of employed persons in agriculture.</td>
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<td></td>
<td>Workers' Representatives Convention, 1971 (No. 135)</td>
<td>9 April 1979 9 April 1980</td>
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<td>Dock Work Convention, 1973 (No. 137)</td>
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<td>The minimum age of 16 years has been specified pursuant to Article 2,</td>
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<td>paragraph 1, of the Convention.</td>
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<td></td>
<td>Paid Educational Leave Convention, 1974 (No. 140)</td>
<td>9 April 1979 9 April 1980</td>
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<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
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<td>Human Resources Development Convention, 1975 (No. 142)</td>
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<tr>
<td></td>
<td>Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)</td>
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<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/denunciation/declaration</td>
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<td>Morocco</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>11 May 1979</td>
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<td>Employment Policy Convention, 1964 (No. 122)</td>
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<td>Labour Inspection (Agriculture) Convention, 1969 (No. 129)</td>
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<td>Netherlands</td>
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<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<td>Poland</td>
<td>Paid Educational Leave Convention, 1974 (No. 140)</td>
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<td>23 April 1980</td>
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<td>Sweden</td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td>11 June 1979</td>
<td>Twelve months after the date of registration of a second ratification</td>
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<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
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<td>Twelve months after the date of registration of a second ratification</td>
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<tr>
<td>Ukrainian SSR</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>3 May 1979</td>
<td>3 May 1980</td>
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<td></td>
<td><em>The minimum age of 16 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</em></td>
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<tr>
<td>USSR</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>3 May 1979</td>
<td>3 May 1980</td>
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<td><em>The minimum age of 16 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</em></td>
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<td>Human Resources Development Convention, 1975 (No. 142)</td>
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<td></td>
<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<tr>
<td>II. Denunciation</td>
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<tr>
<td>Singapore</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105) ^3</td>
<td>19 April 1979</td>
<td>19 April 1980</td>
</tr>
</tbody>
</table>
Article 3

1. All officers of a trade union are required to be or have been engaged or employed in the trade, industry or occupation with which the trade union is directly concerned but this requirement may be modified at the discretion of the public authority.

2. The funds of a trade union may be expended only for objects specified in national laws or approved by the public authority.

3. Amalgamation of registered trade unions is subject to the consent of the public authority where either of the trade unions is a member of an organisation established outside the territory.

4. The public authority may in certain circumstances intervene for the purpose of supervising the accounts of trade unions and ensuring the application of their rules.

Article 5

1. The consent of the public authority is required for affiliation of trade unions with international organisations.

2. Federations of trade unions may be established only by registered trade unions engaged in the same trade, occupation or industry, and membership of federations of trade unions is restricted to registered trade unions engaged in the same trade, occupation or industry as the component trade unions comprising such trade union federations.

Article 6

The modifications on Article 3 relating to primary trade unions apply also to federations of trade unions, except that no person who is not or has not been engaged in a trade, industry or occupation with which the primary union is directly concerned may be an officer of a federation of trade unions.
<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification/denunciation/declaration</th>
<th>Date on which ratification/denunciation/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom (cont.)</td>
<td>This declaration supersedes a declaration of application with modifications registered on 15 October 1963.</td>
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<tr>
<td></td>
<td>Night Work (Women) Convention (Revised), 1948 (No. 89)</td>
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<tr>
<td></td>
<td><strong>Applicable without modification</strong>: Belize.</td>
<td>17 May 1979</td>
<td>17 May 1979</td>
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<tr>
<td></td>
<td><em>This declaration supersedes a declaration of decision reserved registered on 27 March 1950.</em></td>
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<tr>
<td></td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
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<tr>
<td></td>
<td><strong>Applicable without modification</strong>: Guernsey.</td>
<td>4 June 1979</td>
<td>8 March 1980</td>
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<td><em>Decision reserved</em>: Jersey.</td>
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<td><em>Not applicable</em>: Isle of Man.</td>
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*Period covered: 1 April 1979 to 30 June 1979.*  *See p. 50.*  *This denunciation has been communicated by a letter from the Government dated 4 April 1979 in which it states that the representative employers' and workers' organisations support the Government's decision in the matter. It should be recalled that the application of this Convention by Singapore had given rise to problems which had been the subject of observations by the Committee of Experts on the Application of Conventions and Recommendations.*
Conventions and Recommendations, Resolutions and Additional Texts and Decisions Adopted by the International Labour Conference at Its 65th Session
(Geneva, 1979)

Conventions and Recommendations

Convention 152

Convention concerning Occupational Safety and Health in Dock Work

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-fifth Session on 6 June 1979, and
Noting the terms of existing international labour Conventions and Recommendations which are relevant and, in particular, the Marking of Weight (Packages Transported by Vessels) Convention, 1929, the Guarding of Machinery Convention, 1963, and the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977, and
Having decided upon the adoption of certain proposals with regard to the revision of the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), which is the fourth item on the agenda of the session, and
Considering that these proposals must take the form of an international Convention,
adopts this twenty-fifth day of June of the year one thousand nine hundred and seventy-nine the following Convention, which may be cited as the Occupational Safety and Health (Dock Work) Convention, 1979:

PART I. SCOPE AND DEFINITIONS

Article 1

For the purpose of this Convention, the term "dock work" covers all and any part of the work of loading or unloading any ship as well as any work incidental
thereto; the definition of such work shall be established by national law or practice. The organisations of employers and workers concerned shall be consulted on or otherwise participate in the establishment and revision of this definition.

**Article 2**

1. A Member may grant exemptions from or permit exceptions to the provisions of this Convention in respect of dock work at any place where the traffic is irregular and confined to small ships, as well as in respect of dock work in relation to fishing vessels or specified categories thereof, on condition that—
   (a) safe working conditions are maintained; and
   (b) the competent authority, after consultation with the organisations of employers and workers concerned, is satisfied that it is reasonable in all the circumstances that there be such exemptions or exceptions.

2. Particular requirements of Part III of this Convention may be varied if the competent authority is satisfied, after consultation with the organisations of employers and workers concerned, that the variations provide corresponding advantages and that the over-all protection afforded is not inferior to that which would result from the full application of the provisions of this Convention.

3. Any exemptions or exceptions made under paragraph 1 of this Article and any significant variations made under paragraph 2 of this Article, as well as the reasons therefor, shall be indicated in the reports on the application of the Convention submitted in pursuance of article 22 of the Constitution of the International Labour Organisation.

**Article 3**

For the purpose of this Convention—

(a) the term “worker” means any person engaged in dock work;

(b) the term “competent person” means a person possessing the knowledge and experience required for the performance of a specific duty or duties and acceptable as such to the competent authority;

(c) the term “responsible person” means a person appointed by the employer, the master of the ship or the owner of the gear, as the case may be, to be responsible for the performance of a specific duty or duties and who has sufficient knowledge and experience and the requisite authority for the proper performance of the duty or duties;

(d) the term “authorised person” means a person authorised by the employer, the master of the ship or a responsible person to undertake a specific task or tasks and possessing the necessary technical knowledge and experience;

(e) the term “lifting appliance” covers all stationary or mobile cargo-handling appliances, including shore-based power-operated ramps, used on shore or on board ship for suspending, raising or lowering loads or moving them from one position to another while suspended or supported;

(f) the term “loose gear” covers any gear by means of which a load can be attached to a lifting appliance but which does not form an integral part of the appliance or load;

(g) the term “access” includes egress;

(h) the term “ship” covers any kind of ship, vessel, barge, lighter or hovercraft, excluding ships of war.
PART II. GENERAL PROVISIONS

Article 4

1. National laws or regulations shall prescribe that measures complying with Part III of this Convention be taken as regards dock work with a view to—

(a) providing and maintaining workplaces, equipment and methods of work that are safe and without risk of injury to health;
(b) providing and maintaining safe means of access to any workplace;
(c) providing the information, training and supervision necessary to ensure the protection of workers against risks of accident or injury to health arising out of or in the course of their employment;
(d) providing workers with any personal protective equipment and protective clothing and any life-saving appliances reasonably required where adequate protection against risks of accident or injury to health cannot be provided by other means;
(e) providing and maintaining suitable and adequate first-aid and rescue facilities;
(f) developing and establishing proper procedures to deal with any emergency situations which may arise.

2. The measures to be taken in pursuance of this Convention shall cover—

(a) general requirements relating to the construction, equipping and maintenance of dock structures and other places at which dock work is carried out;
(b) fire and explosion prevention and protection;
(c) safe means of access to ships, holds, staging, equipment and lifting appliances;
(d) transport of workers;
(e) opening and closing of hatches, protection of hatchways and work in holds;
(f) construction, maintenance and use of lifting and other cargo-handling appliances;
(g) construction, maintenance and use of staging;
(h) rigging and use of ship's derricks;
(i) testing, examination, inspection and certification, as appropriate, of lifting appliances, of loose gear, including chains and ropes, and of slings and other lifting devices which form an integral part of the load;
(j) handling of different types of cargo;
(k) stacking and storage of goods;
(l) dangerous substances and other hazards in the working environment;
(m) personal protective equipment and protective clothing;
(n) sanitary and washing facilities and welfare amenities;
(o) medical supervision;
(p) first-aid and rescue facilities;
(q) safety and health organisation;
(r) training of workers;
(s) notification and investigation of occupational accidents and diseases.

3. The practical implementation of the requirements prescribed in pursuance of paragraph 1 of this Article shall be ensured or assisted by technical standards or
codes of practice approved by the competent authority, or by other appropriate methods consistent with national practice and conditions.

Article 5

1. National laws or regulations shall make appropriate persons, whether employers, owners, masters or other persons, as the case may be, responsible for compliance with the measures referred to in Article 4, paragraph 1, of this Convention.

2. Whenever two or more employers undertake activities simultaneously at one workplace, they shall have the duty to collaborate in order to comply with the prescribed measures, without prejudice to the responsibility of each employer for the health and safety of his employees. In appropriate circumstances, the competent authority shall prescribe general procedures for this collaboration.

Article 6

1. There shall be arrangements under which workers—
   (a) are required neither to interfere without due cause with the operation of, nor to misuse, any safety device or appliance provided for their own protection or the protection of others;
   (b) take reasonable care for their own safety and that of other persons who may be affected by their acts or omissions at work;
   (c) report forthwith to their immediate supervisor any situation which they have reason to believe could present a risk and which they cannot correct themselves, so that corrective measures can be taken.

2. Workers shall have a right at any workplace to participate in ensuring safe working to the extent of their control over the equipment and methods of work and to express views on the working procedures adopted as they affect safety. In so far as appropriate under national law and practice, where safety and health committees have been formed in accordance with Article 37 of this Convention, this right shall be exercised through these committees.

Article 7

1. In giving effect to the provisions of this Convention by national laws or regulations or other appropriate methods consistent with national practice and conditions, the competent authority shall act in consultation with the organisations of employers and workers concerned.

2. Provision shall be made for close collaboration between employers and workers or their representatives in the application of the measures referred to in Article 4, paragraph 1, of this Convention.

PART III. TECHNICAL MEASURES

Article 8

Any time that a workplace has become unsafe or there is a risk of injury to health, effective measures shall be taken (by fencing, flagging or other suitable
means including, where necessary, cessation of work) to protect the workers until the place has been made safe again.

**Article 9**

1. All places where dock work is being carried out and any approaches thereto shall be suitably and adequately lighted.

2. Any obstacle liable to be dangerous to the movement of a lifting appliance, vehicle or person shall, if it cannot be removed for practical reasons, be suitably and conspicuously marked and, where necessary, adequately lighted.

**Article 10**

1. All surfaces used for vehicle traffic or for the stacking of goods or materials shall be suitable for the purpose and properly maintained.

2. Where goods or materials are stacked, stowed, unstacked or unstowed, the work shall be done in a safe and orderly manner having regard to the nature of the goods or materials and their packing.

**Article 11**

1. Passageways of adequate width shall be left to permit the safe use of vehicles and cargo-handling appliances.

2. Separate passageways for pedestrian use shall be provided where necessary and practicable; such passageways shall be of adequate width and, as far as is practicable, separated from passageways used by vehicles.

**Article 12**

Suitable and adequate means for fighting fire shall be provided and kept available for use where dock work is carried out.

**Article 13**

1. All dangerous parts of machinery shall be effectively guarded, unless they are in such a position or of such a construction as to be as safe as they would be if effectively guarded.

2. Effective measures shall be provided for promptly cutting off the power to any machinery in respect of which this is necessary, in an emergency.

3. When any cleaning, maintenance or repair work that would expose any person to danger has to be undertaken on machinery, the machinery shall be stopped before this work is begun and adequate measures shall be taken to ensure that the machinery cannot be restarted until the work has been completed: Provided that a responsible person may restart the machinery for the purpose of any testing or adjustment which cannot be carried out while the machinery is at rest.

4. Only an authorised person shall be permitted to—
   (a) remove any guard where this is necessary for the purpose of the work being carried out;
   (b) remove a safety device or make it inoperative for the purpose of cleaning, adjustment or repair.
5. If any guard is removed, adequate precautions shall be taken, and the guard shall be replaced as soon as practicable.

6. If any safety device is removed or made inoperative, the device shall be replaced or its operation restored as soon as practicable and measures shall be taken to ensure that the relevant equipment cannot be used or inadvertently started until the safety device has been replaced or its operation restored.

7. For the purpose of this Article, the term “machinery” includes any lifting appliance, mechanised hatch cover or power-driven equipment.

Article 14

All electrical equipment and installations shall be so constructed, installed, operated and maintained as to prevent danger and shall conform to such standards as have been recognised by the competent authority.

Article 15

When a ship is being loaded or unloaded alongside a quay or another ship, adequate and safe means of access to the ship, properly installed and secured, shall be provided and kept available.

Article 16

1. When workers have to be transported to or from a ship or other place by water, adequate measures shall be taken to ensure their safe embarking, transport and disembarking; the conditions to be complied with by the vessels used for this purpose shall be specified.

2. When workers have to be transported to or from a workplace on land, means of transport provided by the employer shall be safe.

Article 17

1. Access to a ship’s hold or cargo deck shall be by means of—
   (a) a fixed stairway or, where this is not practicable, a fixed ladder or cleats or cups of suitable dimensions, of adequate strength and proper construction; or
   (b) by other means acceptable to the competent authority.

2. So far as is reasonably practicable, the means of access specified in this Article shall be separate from the hatchway opening.

3. Workers shall not use, or be required to use, any other means of access to a ship’s hold or cargo deck than those specified in this Article.

Article 18

1. No hatch cover or beam shall be used unless it is of sound construction, of adequate strength for the use to which it is to be put and properly maintained.

2. Hatch covers handled with the aid of a lifting appliance shall be fitted with readily accessible and suitable attachments for securing the slings or other lifting gear.
3. Where hatch covers and beams are not interchangeable, they shall be kept plainly marked to indicate the hatch to which they belong and their position therein.

4. Only an authorised person (whenever practicable a member of the ship’s crew) shall be permitted to open or close power-operated hatch covers; the hatch covers shall not be opened or closed while any person is liable to be injured by the operation of the covers.

5. The provisions of paragraph 4 of this Article shall apply, mutatis mutandis, to power-operated ship's equipment such as a door in the hull of a ship, a ramp, a retractable car deck or similar equipment.

Article 19

1. Adequate measures shall be taken to protect any opening in or on a deck where workers are required to work, through which opening workers or vehicles are liable to fall.

2. Every hatchway not fitted with a coaming of adequate height and strength shall be closed or its guard replaced when the hatchway is no longer in use, except during short interruptions of work, and a responsible person shall be charged with ensuring that these measures are carried out.

Article 20

1. All necessary measures shall be taken to ensure the safety of workers required to be in the hold or on a cargo deck of a ship when power vehicles operate in that hold or loading or unloading operations are taking place with the aid of power-operated appliances.

2. Hatch covers and beams shall not be removed or replaced while work is in progress in the hold under the hatchway. Before loading or unloading takes place, any hatch cover or beam that is not adequately secured against displacement shall be removed.

3. Adequate ventilation shall be provided in the hold or on a cargo deck by the circulation of fresh air to prevent risks of injury to health arising from the fumes emitted by internal combustion engines or from other sources.

4. Adequate arrangements, including safe means of escape, shall be made for the safety of persons when dry bulk cargo is being loaded or unloaded in any hold or 'tween deck or when a worker is required to work in a bin or hopper on board ship.

Article 21

Every lifting appliance, every item of loose gear and every sling or lifting device forming an integral part of a load shall be—

(a) of good design and construction, of adequate strength for the purpose for which it is used, maintained in good repair and working order and, in the case of a lifting appliance in respect of which this is necessary, properly installed;

(b) used in a safe and proper manner and, in particular, shall not be loaded beyond its safe working load or loads, except for testing purposes as specified and under the direction of a competent person.
Article 22

1. Every lifting appliance and every item of loose gear shall be tested in accordance with national laws or regulations by a competent person before being put into use for the first time and after any substantial alteration or repair to any part liable to affect its safety.

2. Lifting appliances forming part of a ship's equipment shall be retested at least once in every five years.

3. Shore-based lifting appliances shall be retested at such times as prescribed by the competent authority.

4. Upon the completion of every test of a lifting appliance or item of loose gear carried out in accordance with this Article, the appliance or gear shall be thoroughly examined and certified by the person carrying out the test.

Article 23

1. In addition to the requirements of Article 22, every lifting appliance and every item of loose gear shall be periodically thoroughly examined and certified by a competent person. Such examinations shall take place at least once in every 12 months.

2. For the purpose of paragraph 4 of Article 22 and of paragraph 1 of this Article, a thorough examination means a detailed visual examination by a competent person, supplemented if necessary by other suitable means or measures in order to arrive at a reliable conclusion as to the safety of the appliance or item of loose gear examined.

Article 24

1. Every item of loose gear shall be inspected regularly before use. Expendable or disposable slings shall not be reused. In the case of pre-slung cargoes, the slings shall be inspected as frequently as is reasonably practicable.

2. For the purpose of paragraph 1 of this Article, an inspection means a visual inspection by a responsible person carried out to decide whether, so far as can be ascertained in such manner, the gear or sling is safe for continued use.

Article 25

1. Such duly authenticated records as will provide prima facie evidence of the safe condition of the lifting appliances and items of loose gear concerned shall be kept, on shore or on the ship as the case may be; they shall specify the safe working load and the dates and results of the tests, thorough examinations and inspections referred to in Articles 22, 23 and 24 of this Convention: Provided that in the case of inspections referred to in paragraph 1 of Article 24 of this Convention, a record need only be made where the inspection discloses a defect.

2. A register of the lifting appliances and items of loose gear shall be kept in a form prescribed by the competent authority, account being taken of the model recommended by the International Labour Office.
3. The register shall comprise certificates granted or recognised as valid by the competent authority, or certified true copies of the said certificates, in a form prescribed by the competent authority, account being taken of the models recommended by the International Labour Office in respect of the testing, thorough examination and inspection, as the case may be, of lifting appliances and items of loose gear.

Article 26

1. With a view to ensuring the mutual recognition of arrangements made by Members which have ratified this Convention for the testing, thorough examination, inspection and certification of lifting appliances and items of loose gear forming part of a ship's equipment and of the records relating thereto—

(a) the competent authority of each Member which has ratified the Convention shall appoint or otherwise recognise competent persons or national or international organisations to carry out tests and/or thorough examinations and related functions, under conditions that ensure that the continuance of appointment or recognition depends upon satisfactory performance;

(b) Members which have ratified the Convention shall accept or recognise those appointed or otherwise recognised pursuant to subparagraph (a) of this paragraph, or shall enter into reciprocal arrangements with regard to such acceptance or recognition; in either case, acceptance or recognition shall be under conditions that make their continuance dependent upon satisfactory performance.

2. No lifting appliance, loose gear or other cargo-handling appliance shall be used if—

(a) the competent authority is not satisfied by reference to a certificate of test or examination or to an authenticated record, as the case may be, that the necessary test, examination or inspection has been carried out in accordance with the provisions of this Convention; or

(b) in the view of the competent authority, the appliance or gear is not safe for use.

3. Paragraph 2 of this Article shall not be so applied as to cause delay in loading or unloading a ship where equipment satisfactory to the competent authority in used.

Article 27

1. Every lifting appliance (other than a ship's derrick) having a single safe working load and every item of loose gear shall be clearly marked with its safe working load by stamping or, where this is impracticable, by other suitable means.

2. Every lifting appliance (other than a ship's derrick) having more than one safe working load shall be fitted with effective means of enabling the driver to determine the safe working load under each condition of use.

3. Every ship's derrick (other than a derrick crane) shall be clearly marked with the safe working loads applying when the derrick is used—

(a) in single purchase;

(b) with a lower cargo block;

(c) in union purchase in all possible block positions.
Article 28

Every ship shall carry rigging plans and any other relevant information necessary to permit the safe rigging of its derricks and accessory gear.

Article 29

Pallets and similar devices for containing or supporting loads shall be of sound construction, of adequate strength and free from visible defects liable to affect their safe use.

Article 30

Loads shall not be raised or lowered unless slung or otherwise attached to the lifting appliance in a safe manner.

Article 31

1. Every freight container terminal shall be so laid out and operated as to ensure so far as is reasonably practicable the safety of the workers.

2. In the case of ships carrying containers, means shall be provided for ensuring the safety of workers lashing or unlashing the containers.

Article 32

1. Any dangerous cargo shall be packed, marked and labelled, handled, stored and stowed in accordance with the relevant requirements of international regulations applying to the transport of dangerous goods by water and those dealing specifically with the handling of dangerous goods in ports.

2. Dangerous substances shall not be handled, stored or stowed unless they are packed and marked and labelled in compliance with international regulations for the transport of such substances.

3. If receptacles or containers of dangerous substances are broken or damaged to a dangerous extent, dock work, other than that necessary to eliminate danger, shall be stopped in the area concerned and the workers removed to a safe place until the danger has been eliminated.

4. Adequate measures shall be taken to prevent the exposure of workers to toxic or harmful substances or agents, or oxygen-deficient or flammable atmospheres.

5. Where workers are required to enter any confined space in which toxic or harmful substances are liable to be present or in which there is liable to be an oxygen deficiency, adequate measures shall be taken to prevent accidents or injury to health.

Article 33

Suitable precautions shall be taken to protect workers against the harmful effects of excessive noise at the workplace.

Article 34

1. Where adequate protection against risks of accident or injury to health cannot be ensured by other means, workers shall be provided with and shall be
required to make proper use of such personal protective equipment and protective clothing as is reasonably required for the performance of their work.

2. Workers shall be required to take care of that personal protective equipment and protective clothing.

3. Personal protective equipment and protective clothing shall be properly maintained by the employer.

Article 35
In case of accident, adequate facilities, including trained personnel, shall be readily available for the rescue of any person in danger, for the provision of first aid and for the removal of injured persons in so far as is reasonably practicable without further endangering them.

Article 36
1. Each Member shall determine, by national laws or regulations or other appropriate methods consistent with national practice and conditions, and after consultation with the organisations of employers and workers concerned—
   (a) for which risks inherent in the work there is to be an initial medical examination or a periodical medical examination, or both;
   (b) with due regard to the nature and degree of the risks and the particular circumstances, the maximum intervals at which periodical medical examinations are to be carried out;
   (c) in the case of workers exposed to special occupational health hazards, the range of special investigations deemed necessary;
   (d) appropriate measures for the provision of occupational health services for workers.

2. All medical examinations and investigations carried out in pursuance of paragraph 1 of this Article shall be free of cost to the worker.

3. The records of the medical examinations and the investigations shall be confidential.

Article 37
1. Safety and health committees including employers' and workers' representatives shall be formed at every port where there is a significant number of workers. Such committees shall also be formed at other ports as necessary.

2. The establishment, composition and functions of such committees shall be determined by national laws or regulations or other appropriate methods consistent with national practice and conditions, after consultation with the organisations of employers and workers concerned, and in the light of local circumstances.

Article 38
1. No worker shall be employed in dock work unless he has been given adequate instruction or training as to the potential risks attaching to his work and the main precautions to be taken.

2. A lifting appliance or other cargo-handling appliance shall be operated only by a person who is at least 18 years of age and who possesses the necessary aptitudes and experience or a person under training who is properly supervised.
**Article 39**

To assist in the prevention of occupational accidents and diseases, measures shall be taken to ensure that they are reported to the competent authority and, where necessary, investigated.

**Article 40**

In accordance with national laws or regulations or national practice, a sufficient number of adequate and suitable sanitary and washing facilities shall be provided and properly maintained at each dock, wherever practicable within a reasonable distance of the workplace.

**PART IV. IMPLEMENTATION**

**Article 41**

Each Member which ratifies this Convention shall—

(a) specify the duties in respect of occupational safety and health of persons and bodies concerned with dock work;

(b) take necessary measures, including the provision of appropriate penalties, to enforce the provisions of the Convention;

(c) provide appropriate inspection services to supervise the application of the measures to be taken in pursuance of the Convention, or satisfy itself that appropriate inspection is carried out.

**Article 42**

1. National laws or regulations shall prescribe the time-limits within which the provisions of this Convention shall apply in respect of—

(a) the construction or equipping of a ship;

(b) the construction or equipping of any shore-based lifting appliance or other cargo-handling appliance;

(c) the construction of any item of loose gear.

2. The time-limits prescribed pursuant to paragraph 1 of this Article shall not exceed four years from the date of ratification of the Convention.

**PART V. FINAL PROVISIONS**

**Article 43**

This Convention revises the Protection against Accidents (Dockers) Convention, 1929, and the Protection against Accidents (Dockers) Convention (Revised), 1932.

**Article 44**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.
Article 45

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 46

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 47

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 48

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 49

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 50

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—
(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 46 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

*Article 51*

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organisation during its Sixty-fifth Session which was held at Geneva and declared closed the twenty-seventh day of June 1979.

IN FAITH WHEREOF we have appended our signatures this twenty-seventh day of June 1979.

*The President of the Conference,*

*RAVINDRA VARMA*

*The Director-General of the International Labour Office,*

*FRANCIS BLANCHARD*

*Convention 153*

*Convention concerning Hours of Work and Rest Periods in Road Transport*\(^1\)

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Sixty-fifth Session on 6 June 1979, and
Having decided upon the adoption of certain proposals with regard to hours of work and rest periods in road transport, which is the fifth item on the agenda of the session, and
Having determined that these proposals shall take the form of an international Convention,
adopts this twenty-seventh day of June of the year one thousand nine hundred and seventy-nine the following Convention, which may be cited as the Hours of Work and Rest Periods (Road Transport) Convention, 1979:

\(^1\) Adopted on 27 June 1979 by 276 votes to 59, with 43 abstentions.
Article 1

1. This Convention applies to wage-earning drivers working, whether for undertakings engaged in transport for third parties or for undertakings transporting goods or passengers for own account, on motor vehicles engaged professionally in the internal or international transport by road of goods or passengers.

2. Except as otherwise provided herein, this Convention further applies to owners of motor vehicles engaged professionally in road transport and non-wage-earning members of their families, when they are working as drivers.

Article 2

1. The competent authority or body in each country may exclude from the application of the provisions of this Convention, or of certain of them, persons who drive vehicles engaged in—
   (a) urban transport or certain types of urban transport, by reference to the particular technical operating conditions involved and to local conditions;
   (b) transport by agricultural or forestry undertakings in so far as such transport is carried out by means of tractors or other vehicles assigned to local agricultural or forestry activities and is used exclusively for the work of such undertakings;
   (c) transport of sick and injured persons, transport for rescue or salvage work and transport for fire-fighting services;
   (d) transport for the purpose of national defence and police services and, in so far as it is not in competition with that effected by undertakings engaged in transport for third parties, transport for the purpose of other public authority essential services;
   (e) transport by taxi; or
   (f) transport which, by reason of the type of vehicle used, the passenger or goods capacity of the vehicles, their limited routes or their maximum authorised speed, can be considered as not requiring special regulations concerning driving time and rest periods.

2. The competent authority or body in each country shall lay down adequate standards concerning driving time and rest periods of drivers excluded from the application of the provisions of this Convention, or of certain of them, pursuant to the provisions of paragraph 1 of this Article.

Article 3

The representative organisations of employers and workers concerned shall be consulted by the competent authority or body in each country before decisions are taken on any matters covered by the provisions of this Convention.

Article 4

1. For the purpose of this Convention the term “hours of work” means the time spent by wage-earning drivers on—
   (a) driving and other work during the running time of the vehicle; and
   (b) subsidiary work in connection with the vehicle, its passengers or its load.

2. Periods of mere attendance or stand-by, either on the vehicle or at the workplace and during which the drivers are not free to dispose of their time as they
please, may be regarded as hours of work to an extent to be prescribed in each
country by the competent authority or body, by collective agreements or by any
other means consistent with national practice.

Article 5

1. No driver shall be allowed to drive continuously for more than four hours
without a break.

2. The competent authority or body in each country, taking into account
particular national conditions, may authorise the period referred to in paragraph 1
of this Article to be exceeded by not more than one hour.

3. The length of the break referred to in this Article and, as appropriate, the
way in which the break may be split shall be determined by the competent
authority or body in each country.

4. The competent authority or body in each country may specify cases in which
the provisions of this Article are inapplicable because drivers have sufficient breaks
as a result of stops provided for in the timetable or as a result of the intermittent
nature of the work.

Article 6

1. The maximum total driving time, including overtime, shall exceed neither
nine hours per day nor 48 hours per week.

2. The total driving times referred to in paragraph 1 of this Article may be
calculated as an average over a number of days or weeks to be determined by the
competent authority or body in each country.

3. The total driving times referred to in paragraph 1 of this Article shall be
reduced in the case of transport activities carried out in particularly difficult
conditions. The competent authority or body in each country shall define these
activities and determine the total driving times to be applied in respect of the
drivers concerned.

Article 7

1. Every wage-earning driver shall be entitled to a break after a continuous
period of five hours of work as defined in Article 4, paragraph 1, of this
Convention.

2. The length of the break referred to in paragraph 1 of this Article and, as
appropriate, the way in which the break may be split shall be determined by the
competent authority or body in each country.

Article 8

1. The daily rest of drivers shall be at least ten consecutive hours during any
24-hour period starting from the beginning of the working day.

2. The daily rest may be calculated as an average over periods to be
determined by the competent authority or body in each country: Provided that the
daily rest shall in no case be less than eight hours and shall not be reduced to eight
hours more than twice a week.
3. The competent authority or body in each country may provide for daily rest periods of different duration according to whether passenger or goods transport is involved and to whether the rest is taken at home or elsewhere, on condition that the provisions of paragraphs 1 and 2 of this Article concerning the minimum number of hours are observed.

4. The competent authority or body in each country may provide for exceptions to the provisions of paragraphs 1 and 2 of this Article as regards the duration of the daily rest periods and the manner of taking such rest periods in the cases of vehicles having a crew of two drivers and of vehicles using a ferry-boat or a train.

5. During the daily rest the driver shall not be required to remain in or near the vehicle if he has taken the necessary precautions to ensure the safety of the vehicle and its load.

Article 9

1. The competent authority or body in each country may permit as temporary exceptions, but only in so far as may be necessary for the performance of indispensable work, extensions of the driving time, extensions of the continuous working time, and reductions in the duration of the daily rest periods provided for in Articles 5, 6, 7 and 8 of this Convention—
(a) in case of accident, breakdown, unforeseen delay, dislocation of service or interruption of traffic;
(b) in case of force majeure; and
(c) in case of urgent and exceptional necessity for ensuring the work of services of public utility.

2. When national or local conditions in which road transport operates do not lend themselves to the strict observance of Articles 5, 6, 7 or 8 of this Convention, the competent authority or body in each country may also authorise extensions of the driving time, extensions of the continuous working time and reductions in the duration of the daily rest periods provided for therein and authorise exceptions as regards the application of Articles 5, 6 or 8 to the drivers covered by Article 1, paragraph 2, of this Convention. In such case, the Member concerned shall, by a declaration appended to its ratification, describe these national or local conditions as well as the extensions, reductions or exceptions permitted pursuant to this paragraph. Any such Member shall indicate in its reports under article 22 of the Constitution of the International Labour Organisation any progress which may have been made with a view towards stricter or wider application of Articles 5, 6, 7 and 8 of this Convention, and may at any time cancel the declaration by a subsequent declaration.

Article 10

1. The competent authority or body in each country shall—
(a) provide for an individual control book and prescribe the conditions of its issue, its contents and the manner in which it shall be kept by the drivers; and
(b) lay down a procedure for notification of the hours worked in accordance with Article 9, paragraph 1, of this Convention and the circumstances justifying them.

2. Each employer shall—
(a) keep a record, in a form approved by the competent authority or body in each country, indicating the hours of work and of rest of every driver employed by him; and
(b) place this record at the disposal of the supervisory authorities in a manner determined by the competent authority or body in each country.

3. The traditional means of supervision referred to in paragraphs 1 and 2 of this Article shall, if this proves to be necessary for certain categories of transport, be replaced or supplemented as far as possible by recourse to modern methods, as for instance tachographs, according to rules to be established by the competent authority or body in each country.

Article 11

The competent authority or body in each country shall make provision for—
(a) an adequate inspection system, with verification carried out in the undertaking and on the roads; and
(b) appropriate penalties in the event of breaches of the requirements of this Convention.

Article 12

The provisions of this Convention shall, except in so far as they are otherwise made effective by means of collective agreements or arbitration awards or in such other manner as may be consistent with national practice, be given effect by laws or regulations.

Article 13

This Convention revises the Hours of Work and Rest Periods (Road Transport) Convention, 1939.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour
Office for registration. Such denunciation shall not take effect until one year after
the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within
the year following the expiration of the period of ten years mentioned in the
preceding paragraph, exercise the right of denunciation provided for in this Article,
will be bound for another period of ten years and, thereafter, may denounce this
Convention at the expiration of each period of ten years under the terms provided
for in this Article.

Article 17

1. The Director-General of the International Labour Office shall notify all
Members of the International Labour Organisation of the registration of all
ratifications and denunciations communicated to him by the Members of the
Organisation.

2. When notifying the Members of the Organisation of the registration of the
second ratification communicated to him, the Director-General shall draw the
attention of the Members of the Organisation to the date upon which the
Convention will come into force.

Article 18

The Director-General of the International Labour Office shall communicate to
the Secretary-General of the United Nations for registration in accordance with
Article 102 of the Charter of the United Nations full particulars of all ratifications
and acts of denunciation registered by him in accordance with the provisions of the
preceding Articles.

Article 19

At such times as it may consider necessary the Governing Body of the
International Labour Office shall present to the General Conference a report on
the working of this Convention and shall examine the desirability of placing on the
agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in
whole or in part, then, unless the new Convention otherwise provides—
(a) the ratification by a Member of the new revising Convention shall ipso jure
involve the immediate denunciation of this Convention, notwithstanding the
provisions of Article 16 above, if and when the new revising Convention shall
have come into force;
(b) as from the date when the new revising Convention comes into force this
Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and
content for those Members which have ratified it but have not ratified the revising
Convention.

Article 21

The English and French versions of the text of this Convention are equally
authoritative.
The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organisation during its Sixty-fifth Session which was held at Geneva and declared closed the twenty-seventh day of June 1979.

IN FAITH WHEREOF we have appended our signatures this twenty-seventh day of June 1979.

The President of the Conference,
RAVINDRA VARMA

The Director-General of the International Labour Office,
FRANCIS BLANCHARD

Recommendation 160
Recommendation concerning Occupational Safety and Health in Dock Work

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-fifth Session on 6 June 1979, and
Having decided upon the adoption of certain proposals with regard to the revision of the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), which is the fourth item on the agenda of the session, and
Having determined that these proposals shall take the form of a Recommendation supplementing the Occupational Safety and Health (Dock Work) Convention, 1979.

adopts this twenty-fifth day of June of the year one thousand nine hundred and seventy-nine the following Recommendation, which may be cited as the Occupational Safety and Health (Dock Work) Recommendation, 1979:

I. SCOPE AND DEFINITIONS

1. For the purpose of this Recommendation, the term "dock work" covers all and any part of the work of loading or unloading any ship as well as any work incidental thereto; the definition of such work should be established by national law or practice. The organisations of employers and workers concerned should be consulted on or otherwise participate in the establishment and revision of this definition.

2. For the purpose of this Recommendation—
   (a) the term "worker" means any person engaged in dock work;

   1 Adopted on 25 June 1979 by 378 votes in favour, 0 against, with 4 abstentions.
(b) the term "competent person" means a person possessing the knowledge and experience required for the performance of a specific duty or duties and acceptable as such to the competent authority;

(c) the term "responsible person" means a person appointed by the employer, the master of the ship or the owner of the gear, as the case may be, to be responsible for the performance of a specific duty or duties and who has sufficient knowledge and experience and the requisite authority for the proper performance of the duty or duties;

(d) the term "authorised person" means a person authorised by the employer, the master of the ship or a responsible person to undertake a specific task or tasks and possessing the necessary technical knowledge and experience;

(e) the term "lifting appliance" covers all stationary or mobile cargo-handling appliances, including shore-based power-operated ramps, used on shore or on board ship for suspending, raising or lowering loads or moving them from one position to another while suspended or supported;

(f) the term "loose gear" covers any gear by means of which a load can be attached to a lifting appliance but which does not form an integral part of the appliance or load;

(g) the term "access" includes egress;

(h) the term "ship" covers any kind of ship, vessel, barge, lighter or hovercraft, excluding ships of war.

II. GENERAL PROVISIONS

3. In giving effect to the Occupational Safety and Health (Dock Work) Convention, 1979, each Member should take into consideration—

(a) the provisions of the relevant conventions, regulations and recommendations adopted under the auspices of the Inter-Governmental Maritime Consultative Organisation and, in particular, those of the International Convention for Safe Containers, 1972, as at any time revised;

(b) the relevant standards adopted by recognised international organisations dealing with matters of standardisation;

(c) the relevant provisions of conventions, regulations and recommendations concerning inland navigation adopted under the auspices of international organisations.

4. In developing measures under Article 4, paragraph 1, of the Occupational Safety and Health (Dock Work) Convention, 1979, each Member should take into consideration the technical suggestions in the latest edition of the Code of Practice on safety and health in dock work published by the International Labour Office in so far as they appear to be appropriate and relevant in the light of national circumstances and conditions.

5. In taking the measures referred to in Article 4, paragraph 1, of the Occupational Safety and Health (Dock Work) Convention, 1979, each Member should take account of the provisions of Part III of this Recommendation, which are supplementary to those set out in Part III of that Convention.

6. With a view to preventing occupational accidents and diseases, workers should be given adequate instruction or training in safe working procedures, occupational hygiene and, where necessary, first-aid procedures and the safe operation of cargo-handling appliances.
III. TECHNICAL MEASURES

7. (1) All passageways should be—
   (a) plainly marked;
   (b) so far as is reasonably practicable, kept free of any obstruction not related to
       the work in progress.

   (2) Passageways used for vehicles should, so far as is reasonably practicable, be
       one-way in operation.

8. (1) Wherever reasonably practicable, means of access should be so placed
   that no suspended loads pass over them.

   (2) Wherever necessary, the means of access to a ship should be fitted with a
       safety net properly secured so as to prevent workers from falling into the water
       between the ship’s side and the adjacent quay.

9. Junction plates used with ramps on roll-on/roll-off ships should be so
   designed and used as to be safe.

10. (1) Every hatchway on the weatherdeck not protected by means of a
    coaming of adequate height and strength should be effectively guarded or covered.

    (2) Every 'tween-deck hatchway should, when it is open, be effectively
        guarded to an adequate height.

    (3) Guards may be temporarily removed on any side of a hatchway where this
        is necessary for loading or unloading goods.

    (4) If, for technical reasons, the provisions of subparagraphs (1) and (2) of this
        Paragraph cannot be implemented, an authorised person should ensure the safety
        of the workers.

    (5) Deck cargoes should not be placed on nor vehicles pass over any hatch
        cover which is not of adequate strength for that purpose.

11. When necessary, due to the size of the hold, provision should be made for
    more than one means of escape.

12. Operators of lifting appliances should check the operation of their safety
    devices before commencing work.

13. (1) Petrol-driven vehicles or lifting appliances should not be refuelled in
    the hold of a ship and vehicles or lifting appliances driven by other fuels should
    only be refuelled in the hold of a ship under conditions which, so far as is
    reasonably practicable, ensure the safety of the workers.

    (2) If reasonably practicable, preference should be given to the use in the hold
        of engines which do not pollute the air.

14. As far as is reasonably practicable, workers should not be required to work
    in the part of a hold where a trimming machine or grab is operating.

15. No new part of a lifting appliance or item of loose gear should be
    manufactured of wrought iron.

16. No heat treatment should be applied to any item of loose gear unless the
    treatment is carried out under the supervision of a competent person and in
    accordance with his instructions.

17. Suitable and adequate dunnage should be used if necessary to protect
    slings of pre-slung cargoes.
18. Slings which have not been approved or inspected should not under any circumstances be used for pre-slinging.

19. Every lifting beam, lifting frame, vacuum lifting or magnetic lifting device which does not form an integral part of a lifting appliance and every other item of loose gear weighing more than 100 kg should be clearly marked with its own weight.

20. Disposable pallets and similar disposable devices should—
(a) be clearly marked or labelled to indicate that they are disposable;
(b) not be used unless they are free from defects liable to affect their safe use; and
(c) not be re-used.

21. Loads secured together by means of bailing wires or straps should not be raised or lowered by means of hooks or other devices inserted in the wires or straps unless the wires or straps are of adequate strength.

22. Every reasonable measure should be taken to minimise risks of accident when work has to be carried out on top of freight containers.

23. (1) Dangerous substances should only be handled, stored or stowed under the supervision of a responsible person.

(2) When dangerous substances are to be handled, stored or stowed, the workers concerned should be given adequate information as to the special precautions to be observed, including action to be taken in the event of a spillage or accidental escape from containment.

24. First-aid personnel should be proficient in the use of appropriate resuscitation techniques and rescue work.

25. Lifting appliances, where necessary and reasonably practicable, should be fitted with a means of emergency escape from the driver's cabin. There should be arrangements for the removal of an injured or ill driver without further endangering him.

26. (1) The results of the medical examinations and investigations referred to in Article 36 of the Occupational Safety and Health (Dock Work) Convention, 1979, should be communicated to the worker concerned.

(2) The employer should be informed whether the worker is fit for the work to be carried out and whether he may constitute a risk to other persons, on the condition that, subject to Article 39 of the Convention, the confidential character of the information is respected.

27. The facilities provided in pursuance of Article 40 of the Occupational Safety and Health (Dock Work) Convention, 1979, should, so far as is reasonably practicable, include changing rooms.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organisation during its Sixty-fifth Session which was held at Geneva and declared closed the twenty-seventh day of June 1979.

IN FAITH WHEREOF we have appended our signatures this twenty-seventh day of June 1979.

The President of the Conference,
RAVINDRA VARMA

The Director-General of the International Labour Office,
FRANCIS BLANCHARD
Recommendation 161

Recommendation concerning Hours of Work and Rest Periods in Road Transport

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-fifth Session on 6 June 1979, and
Having decided upon the adoption of certain proposals with regard to hours of work and rest periods in road transport, which is the fifth item on the agenda of the session, and
Having determined that these proposals shall take the form of a Recommendation,
adopts this twenty-seventh day of June of the year one thousand nine hundred and seventy-nine the following Recommendation, which may be cited as the Hours of Work and Rest Periods (Road Transport) Recommendation, 1979:

I. Scope

1. This Recommendation applies to wage earners working, whether for undertakings engaged in transport for third parties or for undertakings transporting goods or passengers for own account, on motor vehicles engaged professionally in the internal or international transport by road of goods or passengers, namely as—
   (a) drivers; or
   (b) drivers' mates, attendants, conductors and other persons who travel with a road transport vehicle in a capacity connected with the vehicle, its passengers or its load.

2. Parts II and VII to IX of this Recommendation, as well as the provisions of Parts X to XII relevant thereto, further apply to owners of motor vehicles engaged professionally in road transport and non-wage-earning members of their families, when they are working in a capacity referred to in clause (a) or (b) of Paragraph 1 of this Recommendation.

3. (1) The competent authority or body in each country may exclude from the application of the provisions of this Recommendation, or of certain of them, persons covered by Paragraphs 1 and 2 of this Recommendation who work in—
   (a) urban transport or certain types of urban transport, by reference to the particular technical operating conditions involved and to local conditions;
   (b) transport by agricultural or forestry undertakings in so far as such transport is carried out by means of tractors or other vehicles assigned to local agricultural or forestry activities and is used exclusively for the work of such undertakings;
   (c) transport of sick and injured persons, transport for rescue or salvage work and transport for fire-fighting services;
   (d) transport for the purpose of national defence and police services and, in so far as it is not in competition with that effected by undertakings engaged in transport for third parties, transport for the purpose of other public authority essential services;
   (e) transport by taxi; and

1 Adopted on 27 June 1979 by 282 votes to 57, with 26 abstentions.
transport which, by reason of the type of vehicle used, the passenger or goods capacity of the vehicles, their limited routes or their maximum authorised speed, can be considered as not requiring special regulations concerning hours of work and rest periods.

(2) The competent authority or body in each country should lay down suitable standards concerning hours of work and rest periods of persons excluded from the application of the provisions of this Recommendation, or of certain of them, pursuant to the provisions of subparagraph (1) of this Paragraph.

II. CONSULTATION OF EMPLOYERS AND WORKERS

4. The representative organisations of employers and workers concerned should be consulted by the competent authority or body in each country before decisions are taken on any matters covered by the provisions of this Recommendation.

III. DEFINITION OF HOURS OF WORK

5. For the purpose of this Recommendation the term "hours of work" means the time spent by the persons covered by Paragraph 1 of the Recommendation on—
   (a) driving and other work during the running time of the vehicle; and
   (b) subsidiary work in connection with the vehicle, its passengers or its load.

6. Periods of mere attendance or stand-by, either on the vehicle or at the workplace and during which the workers are not free to dispose of their time as they please, as well as time spent by them on training and advanced training when agreed upon between the organisations of employers and workers concerned, may be regarded as hours of work to an extent to be prescribed in each country by the competent authority or body, by collective agreements or by any other means consistent with national practice.

IV. NORMAL HOURS OF WORK

A. Normal Weekly Hours of Work

7. Normal hours of work, namely those in respect of which national provisions concerning overtime do not apply, should not exceed 40 per week.

8. The normal weekly hours of work referred to in Paragraph 7 of this Recommendation may be introduced gradually and by stages.

9. (1) In the case of long-distance transport and in other transport activities where the standard covered by Paragraph 7 of this Recommendation would be impracticable if applied to one week, this standard may be applied as an average over a maximum period of four weeks.

   (2) The competent authority or body in each country should determine the maximum number of hours of work in a single week when, pursuant to subparagraph (1) of this Paragraph, the standard covered by Paragraph 7 is applied as an average.
B. Normal Daily Hours of Work

10. Normal hours of work, as defined in Paragraph 7 of this Recommendation, should not exceed eight per day as an average.

11. (1) When normal weekly hours of work are unevenly distributed over the various days of the week, the normal hours of work should not exceed ten per day.

(2) When the normal daily hours of work include substantial periods of mere attendance or stand-by or interruptions of work or when it is necessary to enable the crew of the vehicle to reach a suitable place of rest, the maximum limit referred to in subparagraph (1) of this Paragraph may be more than ten hours but not more than 12 hours per day.

V. Maximum Period of Continuous Work

12. (1) Every wage-earning worker should be entitled to a break after a continuous period of five hours of work as defined in Paragraph 5 of this Recommendation.

(2) The length of the break referred to in subparagraph (1) of this Paragraph and, as appropriate, the way in which the break may be split should be determined by the competent authority or body in each country.

VI. Daily Spreadover

13. (1) The competent authority or body in each country should prescribe for the various branches of the road transport industry the maximum number of hours which may separate two successive daily rest periods.

(2) The spreadover should not be so long as to reduce the period of daily rest to which the workers are entitled.

VII. Driving Time

14. (1) No driver should be allowed to drive continuously for more than four hours without a break.

(2) The competent authority or body in each country, taking into account particular national conditions, may authorise the period referred to in subparagraph (1) of this Paragraph to be exceeded by not more than one hour.

(3) The length of the break referred to in this Paragraph and, as appropriate, the way in which the break may be split should be determined by the competent authority or body in each country.

(4) The competent authority or body in each country may specify cases in which the provisions of this Paragraph are inapplicable because drivers have sufficient breaks as a result of stops provided for in the time-table or as a result of the intermittent nature of the work.

15. The maximum total driving time, including overtime, should exceed neither nine hours per day nor 48 hours per week.
16. The total driving times referred to in Paragraph 15 of this Recommendation may be calculated as an average over a maximum period of four weeks.

17. The total driving times referred to in Paragraph 15 of this Recommendation may be reduced in the case of transport activities carried out in particularly difficult conditions. The competent authority or body in each country may define these activities and determine the total driving times to be applied in respect of the drivers concerned.

VIII. DAILY REST

18. The daily rest of persons covered by Paragraphs 1 and 2 of this Recommendation should be at least 11 consecutive hours during any 24-hour period starting from the beginning of the working day.

19. The daily rest may be calculated as an average over periods to be determined by the competent authority or body in each country: Provided that the daily rest should in no case be less than eight hours.

20. The competent authority or body in each country may provide for daily rest periods of different duration according to whether passenger or goods transport is involved and to whether the rest is taken at home or elsewhere, on condition that the provisions of Paragraphs 18 and 19 of this Recommendation concerning the minimum number of hours are observed.

21. The competent authority or body in each country may provide for exceptions to the provisions of Paragraphs 18 and 19 of this Recommendation as regards the duration of the daily rest periods and the manner of taking such rest periods in the cases of vehicles having a crew of two drivers and of vehicles using a ferry-boat or a train.

22. During the daily rest the crew should not be required to remain in or near the vehicle if they have taken the necessary precautions to ensure the safety of the vehicle and its load.

IX. WEEKLY REST

23. The minimum duration of the weekly rest should be 24 consecutive hours, preceded or followed by the daily rest.

24. The weekly rest should, as far as possible, coincide with a Sunday or with traditional and customary days of rest, and it should during a given period be possible for this rest to be spent at home a certain number of times, to be determined by the competent authority or body in each country.

25. In long-distance transport, it should be possible to cumulate weekly rest over two consecutive weeks. In appropriate cases, the competent authority or body in each country may approve the cumulation of this rest over a longer time.

X. EXCEPTIONS AND OVERTIME

26. (1) The competent authority or body in each country may permit as temporary exceptions, but only in so far as may be necessary for the performance
of indispensable work, extensions of the hours of work, extensions of the driving time and reductions in the duration of the rest periods provided for in the preceding Paragraphs of this Recommendation—

(a) in case of accident, breakdown, unforeseen delay, dislocation of service or interruption of traffic;

(b) in case of force majeure; or

(c) in case of urgent and exceptional necessity for ensuring the work of services of public utility.

(2) The competent authority or body in each country may also permit extensions of the hours of work, extensions of the driving time and reductions in the duration of the rest periods provided for in the preceding Paragraphs of this Recommendation where these are necessary to enable the crew to reach a suitable stopping place or the end of their journey, as the case may be, provided that road safety is not thereby jeopardised.

27. The competent authority or body in each country may grant authorisations for an extension of the normal hours of work, as a temporary exception, in case of abnormal pressure of work.

28. All hours worked in excess of normal hours should be considered as overtime and, as such, remunerated at a higher rate or, as prescribed by national laws or regulations, collective agreements or in any other manner consistent with national practice, otherwise compensated.

XI. Supervisory Measures

29. The competent authority or body in each country should—

(a) provide for an individual control book and prescribe the conditions of its issue, its contents and the manner in which it shall be kept by the drivers;

(b) lay down a procedure for notification of the hours worked in accordance with Paragraph 26 of this Recommendation and the circumstances justifying them; and

(c) lay down a procedure for authorising the hours that may be worked in accordance with Paragraph 27 of this Recommendation as well as the number of hours for which the authorisation may be granted, according to the nature of the transport operations and the method of calculating the hours of work.

30. Each employer should—

(a) keep a record, in a form approved by the competent authority or body in each country, indicating the hours of work and of rest of every person covered by this Recommendation and employed by him; and

(b) place this record at the disposal of the supervisory authorities in a manner to be determined by the competent authority or body in each country.

31. The traditional means of supervision referred to in Paragraphs 29 and 30 of this Recommendation should, if this proves to be necessary for certain categories of transport, be replaced or supplemented as far as possible by recourse to modern methods, as for instance tachographs, according to rules to be established by the competent authority or body in each country.

32. The competent authority or body in each country should make provision for—
(a) an adequate inspection system, with verification carried out in the undertaking and on the roads; and

(b) appropriate penalties in the event of breaches of the provisions giving effect to this Recommendation.

XII. MEANS AND METHODS OF APPLICATION

33. (1) The provisions of this Recommendation may be applied by laws or regulations, collective agreements, arbitration awards or a combination of these methods, or in any other manner consistent with national practice which may be appropriate, account being taken of national conditions and the needs of each category of transport.

(2) The provisions of this Recommendation which have a direct bearing on road safety, namely those relating to the maximum period of continuous work, driving time, daily rest and supervisory measures, should preferably be applied by laws or regulations.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organisation during its Sixty-fifth Session which was held at Geneva and declared closed the twenty-seventh day of June 1979.

IN FAITH WHEREOF we have appended our signatures this twenty-seventh day of June 1979.

The President of the Conference,
RAVINDRA VARMA

The Director-General of the International Labour Office,
FRANCIS BLANCHARD

RESOLUTIONS

I

Resolution concerning the Use of the Arabic Language in the ILO¹

The General Conference of the International Labour Organisation,
Considering the supreme role of the International Labour Conference in the establishment of international labour instruments and in supervising and orienting the activities of the International Labour Organisation,
Considering that the basic work of the Conference is carried out in its committees,

¹ Adopted on 26 June 1979.
Considering that the technical regional conferences, regional advisory commit­
tees and industrial committees also play an important role in the general efforts of
the International Labour Organisation to carry out successfully its objectives,

Considering that the principle of the universality of the Organisation would be
best ensured if as large a number as possible of the members of any of the meetings
mentioned above were at equally full advantage vis-à-vis the reading of documents,
participation in the discussions and presentation of documents,

Considering that the Arabic language is used by more than 20 of the member
States as the official language and is currently used in other member States also,

Considering that the Arab delegates to various ILO meetings will be able to
participate in a much fuller way and contribute more to the success of the meetings
they attend if they are able to read the documents, to speak in the meetings and to
present their statements in their own mother tongue;

Invites the Governing Body and the Director-General of the International
Labour Office to take, as soon as possible and at the latest in 1982, the measures
necessary for—

(a) issuing in Arabic all the documents for the annual session of the International
Labour Conference and any preparatory technical conferences;

(b) issuing in Arabic documents for any regional conference or any regional
advisory committee in which more than two Arab-speaking States participate
as full members;

(c) issuing in Arabic all other general documents which are regularly issued in
either the German or Russian language;

(d) providing full facilities for the use of the Arabic language at—

(i) the annual General Conference (plenary, committees, and group meet­
ings);

(ii) the Governing Body meetings;

(iii) the regional conferences and regional advisory committee meetings in
which more than two Arab-speaking States participate as full members;

(iv) the meetings of the industrial committees in which more than two Arab­
speaking States participate as full members.

II

Resolution concerning the International Year of the Child and the Progressive
Elimination of Child Labour and Transitional Measures

The General Conference of the International Labour Organisation,

Recalling resolution 31/169 adopted by the United Nations General Assembly,
proclaiming 1979 as the International Year of the Child, with the general
objectives of promoting the well-being of children, drawing attention to their
special needs and encouraging national action on behalf of children, particularly for
the least privileged and those who are at work,

Noting the activities that were undertaken at the national, regional and
international levels in preparation for the International Year of the Child and the
progress made since,

1 Adopted on 26 June 1979.
Convinced that the International Year of the Child provides for all member States an opportunity to review their economic and social policies concerning child welfare and to formulate guidelines in this sphere,

Considering that a new and fair international economic order would greatly contribute towards genuine economic and social development, primarily of benefit to children,

Recalling the endorsement by the ILO of the aims of the International Year of the Child and its pledge to make every effort and lend all support to member States for their earliest possible fulfilment,

Recalling the United Nations Declaration of the Rights of the Child, 1959, and particularly Principle 9, which stipulates that the child should be protected against all forms of neglect, cruelty and exploitation; that he should not be admitted to employment before an appropriate minimum age; and that he should in no case be caused or permitted to engage in any occupation or employment which would prejudice his health or education, or interfere with his physical, mental or moral development,

Considering that since its foundation the International Labour Organisation has sought to eliminate child labour and to provide protection for children,

Noting with approval the Director-General's declaration on the International Year of the Child,

Deeply concerned that child labour still remains widespread in many parts of the world and that working children frequently work under conditions including those of exploitation detrimental to their health and welfare,

Recognising the need to ensure that the health and strength and the tender age of children are not abused and that children are not permitted to enter avocations unsuited to their age or strength,

Considering that the International Year of the Child should be an occasion to reaffirm with practical measures and deeds that the well-being of today's children is the concern of all people everywhere,

Recalling the decision of the Governing Body of the International Labour Office, taken at its 208th Session (November 1978), to request the member States to supply a report in 1980 under article 19 of the Constitution on the extent to which effect has been given or is proposed to be given to the Minimum Age Convention (No. 138) and Recommendation (No. 146) of 1973;

1. Calls upon member States to strengthen their efforts for the elimination of child labour and for the protection of children, and in this context—

(a) to implement the provisions of the Minimum Age Convention, 1973 (No. 138), and, where they have not already done so, to ratify this Convention as early as practicable;

(b) to ensure in particular full recognition of the principle that any work undertaken by children who have not completed their compulsory education shall not be such as would prejudice their education or development;

(c) to apply the Minimum Age Recommendation, 1973 (No. 146), and the Minimum Age (Underground Work) Recommendation, 1965 (No. 124);

(d) to report in detail in 1980 under the procedure of article 19 of the Constitution on the progress reached in the implementation of the Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973;

(e) pending the elimination of child labour, to take all necessary social and legislative action for the progressive elimination of child labour and, during
the transitional period until the elimination of child labour, to regulate and humanise it and to give particular attention to the implementation of special standards for children relating to medical examination, night work, underground work, working hours, weekly rest, paid annual leave and certain types of hazardous and dangerous work embodied in a number of ILO instruments;

(f) to make every effort to extend the provision of appropriate educational facilities, in order fully to apply compulsory education and to introduce it where it does not exist;

(g) to ensure that appropriate protective labour legislation applies to all children at work in the sectors of activity in which they are employed;

(h) to ensure that special attention is given to the provision of fair remuneration and to its protection for the benefit of the child;

(i) to strengthen, where appropriate, labour inspection and to undertake all other measures conducive to the elimination of child labour;

(j) (i) to identify the special needs of children, to strengthen efforts to improve the general economic and social well-being of the family, and to launch a national campaign aimed at creating awareness among the general public of the adverse effects of child labour on his/her development;

(ii) to develop international solidarity and co-operation with the developing countries and to activate efforts to establish a new and fair international economic order so as to respond more effectively to the basic measures undertaken by each State for better child protection.

2. Calls upon governments and employers’ and workers’ organisations to assess the situation of child work and to assist the competent bodies and the ILO to strengthen their action programme for children.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General to continue and reinforce the ILO’s action through such means as factual surveys of national situations and practices for the elimination of child labour and for the protection of children at work, and to make the necessary preparations for a global revision of the relevant ILO instruments.

III

Resolution concerning the Development of the ILO’s Programme for the Improvement of Industrial Relations

The General Conference of the International Labour Organisation,

Reaffirming the solemn obligation of the ILO, as contained in the Declaration of Philadelphia, to “further among nations of the world programmes which will achieve: (a) full employment and the raising of standards of living; … (e) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency and the collaboration of workers and employers in the preparation and application of social and economic measures”;

Considering that the World Employment Programme (WEP) and its central objectives of implementing the Declaration of Principles and Programme of Action of the World Employment Conference provide well-defined objectives for ILO action in the future,

1 Adopted on 26 June 1979 by 241 votes in favour, 50 against, with 16 abstentions.
Considering that the International Programme for the Improvement of Working Conditions and Environment (PIACT), with its essential task of improving conditions of work and life and promoting occupational health and safety, likewise provides clear guidelines for future ILO activity,

Considering further that the existence of an effective system of industrial relations in each country is an indispensable instrument for reconciling different and often divergent interests, thereby creating conditions for increased productivity and improvement of working conditions and for full employment and economic and social justice,

Recognising that the aim of establishing and maintaining sound industrial relations is clearly within the competence of and is a long-standing mandate of the ILO,

Asserting that the participation of the three constituent groups of the ILO—viz. governments and employers' and workers' organisations—is an essential factor in drawing up effective programmes relating to the development and utilisation of human resources whose ultimate objective is human fulfilment,

Recognising that the existence of fully effective organisations representing employers and workers is a prerequisite of tripartism in each country and recognising also that this should be an important objective in major programmes of industrial relations of the ILO,

Noting, therefore, that there is a need for the ILO to develop its programme for the improvement of industrial relations,

Noting, with approval, that the Governing Body of the International Labour Office has placed on the agenda of the 66th (1980) Session of the International Labour Conference an item on the promotion of collective bargaining;

1. Invites the Governing Body of the International Labour Office to instruct the Director-General to develop its programme for the improvement of industrial relations the principal aims of which will be—

(a) to ensure the growth of representative, free and independent national workers' and employers' organisations in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Rural Workers' Organisations Convention, 1975 (No. 141), and the Labour Relations (Public Service) Convention, 1978 (No. 151);

(b) to promote institutional structures which will enable employers' and workers' organisations to play an effective role in the establishment and implementation of development plans, for instance through tripartite committees specifically constituted for such purposes;

(c) to promote sound industrial relations systems, taking into account conditions prevailing in each country and in which the protection provided in the Workers' Representatives Convention, 1971 (No. 135), is fully assured;

(d) to strengthen ILO operational activities through training courses, seminars, workshops and study tours to improve labour management relations, and meetings with a view to an exchange of views and experience on the role of employers' and workers' organisations in the development process;

(e) to assist member States and employers' and workers' organisations according to their needs in the development of tripartite institutions and procedures in line with the Tripartite Consultation (International Labour Standards)
Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152);

(f) to implement fully the International Programme for the Improvement of Working Conditions and Environment (PIACT) and the World Employment Programme (WEP) as set out in the Declaration of Principles and Programme of Action of the World Employment Conference.

2. Calls upon governments and employers’ and workers’ organisations to cooperate fully in the development and implementation of such a comprehensive programme.

IV

Resolution concerning Disabled Persons

The General Conference of the International Labour Organisation,

Bearing in mind that the United Nations General Assembly has declared the year 1981 as the International Year for Disabled Persons, with its theme “full participation”,

Bearing in mind also the two resolutions of the World Health Organisation at its 28th and 29th World Health Assemblies in 1975 and 1976, one concerning mental retardation and the other concerning disability prevention and rehabilitation,

Noting also the ECOSOC resolution concerning the prevention of disability and rehabilitation of disabled persons and the report on the implementation of this resolution adopted in the Commission for Social Development at its 26th Session in 1979,

Noting also certain particular recommendations adopted by the United Nations Conference on Human Settlements in 1976 and the follow-up of these recommendations in the ECOSOC meeting in 1978,

Noting further the UNESCO agreement on importation of educational, scientific and cultural materials, adopted by its General Conference in 1950,

Recalling the resolution concerning vocational rehabilitation and social reintegration of disabled or handicapped persons adopted by the 60th Session of the International Labour Conference in 1975, which urged member States to recognise that all persons should have the right to benefit from vocational rehabilitation and training in order to be able to perform suitable work, if they so wish, and called on all public authorities and employers’ and workers’ organisations to promote maximum opportunities for disabled or handicapped persons to perform, secure and retain suitable employment,

Recognising that the ILO adopted in 1955 the Vocational Rehabilitation (Disabled) Recommendation (No. 99), in which have been further promoted the ideas existing also in the two earlier Recommendations, the Vocational Guidance Recommendation, 1949 (No. 87), and the Vocational Training (Adults) Recommendation, 1950 (No. 88),

Noting the view of the Director-General expressed at the 210th Session of the Governing Body that the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99), although reasonably in line with what was currently required, needed to be followed up in practical ways,

Noting that since 1955: (i) Recommendations Nos. 87 and 88 have been superseded by the Human Resources Development Recommendation, 1975

Adopted on 26 June 1979.
(No. 150); (ii) the vocational rehabilitation and social integration of an ever growing number of physically and mentally disabled and handicapped persons have been of the utmost importance for every member State, on both social and economic grounds; (iii) technical innovations have made it possible to improve the physical and mental conditions of the disabled and the handicapped and to give them new prospects of employment;

Invites the Governing Body of the International Labour Office—

(a) to instruct the Director-General to mark the International Year for Disabled Persons by laying stress on activities designed to contribute to the Year, for example—

(i) by publicising relevant ILO standards and by assisting member States, on their request, to implement them;

(ii) by gathering, as far as possible for 1981, documentation on legislation, experience and research in the area of social integration and vocational rehabilitation of the physically and mentally disabled and handicapped in member countries;

(iii) by making an appropriate contribution to the related activities of the United Nations, the World Health Organisation and other members of the United Nations family;

(b) to consider placing on the agenda of an early session of the International Labour Conference the question of revising the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99).

V

Resolution concerning ILO Technical Co-operation Programmes

The General Conference of the International Labour Organisation,

Recalling the Declaration of Philadelphia, which stated that "poverty anywhere constitutes a danger to prosperity everywhere", and called for international and national action "to promote the economic and social advancement of the less developed regions of the world”,

Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference, which set down national and international policies for the eradication of poverty,

Noting the decisions of the United Nations Conference on Technical Co-operation among Developing Countries and also bearing in mind the successful experience in technical co-operation by the advanced countries, both between themselves and with developing countries,


Recognising that it is a basic objective of technical co-operation to accelerate the economic development of all countries through the transfer and exchange of appropriate superior technical know-how and the training of experts,

Considering that technical co-operation should create opportunities for employment, improve training facilities, working conditions and industrial rela-

1 Adopted on 26 June 1979.
tions and make it possible to extend social security coverage, thus contributing to
the elimination of poverty,

Stressing that the capacity of the ILO to involve workers' and employers' organisations as well as governments in technical co-operation is one of its major strengths,

Reaffirming that the standard-setting and technical co-operation activities of the ILO are complementary and mutually reinforcing activities, which are strengthened by tripartite discussion and the dissemination of information and research;

1. Recommends that member States consider—

(a) increasing the investments and total resources flows for development assistance in accordance with United Nations targets, using, whenever feasible, multilateral or multi-bilateral channels;

(b) seeking, in both bilateral and multilateral technical co-operation, to place greater emphasis on areas which reflect a concern for social progress, while introducing social elements in all projects, and to this end—

(i) to channel an important portion of their technical co-operation so that, with the technical assistance of the ILO, those countries which lack the means of adopting ILO standards are placed in a better position to do so;

(ii) to earmark a larger portion of their UNDP Indicative Planning Figures, both national and regional, for social projects and, with this in view, to associate the ILO in the formulation of their country programmes, thus also facilitating the integration of other ILO projects into country programmes;

(c) strengthening tripartism in technical co-operation and to this end—

(i) to ratify, where they have not already done so, and apply the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and to include, in both donor and receiving countries, technical co-operation in the procedures for consultation in accordance with the relevant provision in the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152);

(ii) to encourage the application of the agreement of 4 December 1974 between the ILO and the UNDP on tripartite participation in technical co-operation activities by informing national workers' and employers' organisations of its contents, and by taking the initiative of convening workers' and employers' representatives and the ILO to discuss and take decisions on UNDP-financed projects executed by the ILO;

(iii) to consult workers' and employers' organisations on the submission of all government projects which are likely to be carried out by the ILO, and to remove obstacles to requests submitted by workers' and employers' organisations, thus encouraging full use of the possibility of channelling resources directly to such organisations;

(iv) to remove all obstacles to technical co-operation between workers' organisations of different countries and employers' organisations of different countries at the regional and international levels.

2. Invites the Governing Body of the International Labour Office to request the Director-General—

(a) to promote by all the means at his disposal technical co-operation, both within and outside the United Nations system, towards the eradication of poverty and towards social progress, and in this context—
(i) to allocate in the regular budget adequate resources to technical co-operation to ensure that the ILO is able to carry out essential projects which, while deriving from its mandate and tripartite structure, because of their nature are not likely to attract financing from the United Nations Development Programme or other sources;

(ii) to ensure that there is a proper balance between the different means of action at the disposal of the ILO in each major programme, programme and subprogramme and, in particular, to ensure that research and publications are linked to specific technical co-operation, standard-setting and tripartite decision-making activities;

(iii) to ensure a proper balance between project components, by making expert knowledge available in the form of advisory services and short-term missions and by encouraging States to make more use of fellowships, including those for the Turin Centre, and by furthering the exchange of information and experience through tripartite meetings;

(iv) to play a catalytic role in other multilateral and bilateral agencies by, for example, maintaining regular contacts with them, providing specific ILO resources for joint projects and preparing a pool of basic-needs projects for funding by other agencies;

(v) to continue his efforts to influence and to increase the consistency of the over-all United Nations development system through active ILO participation in the Administrative Committee on Co-ordination (ACC), the policy-making organs of the UNDP, other inter-agency bodies, and also by maintaining the ILO's technical capacity and by improving its statistical information in the employment and labour fields;

(b) to promote tripartite participation, especially in projects involving the ILO, and in particular—

(i) to give special priority in ILO technical co-operation to projects that strengthen labour administration and workers' and employers' organisations;

(ii) to instruct ILO field representatives to maintain regular contacts with workers' and employers' organisations and to keep them informed of all ILO projects;

(iii) to encourage workers' and employers' organisations to make full use of the opportunity to submit projects to the ILO by instructing ILO field representatives actively to identify possible projects;

(iv) to encourage tripartite influence in United Nations funding agencies;

(v) to strengthen tripartite programme evaluation by continuing the practice of country evaluation through tripartite Governing Body missions, by reporting to the Governing Body and regional advisory committees on general policy problems of technical co-operation provided at the national level and by considering the desirability of establishing periodic country visits on a tripartite basis;

(c) to encourage, in those areas which fall within the competence of the ILO, technical co-operation among developing countries (TCDC) and to this end—

(i) to complete urgently the decentralisation process by, in particular, strengthening the technical capacity of the field structure and placing an adequate proportion of regular budget technical co-operation credits at the disposal of ILO Regional Directors;

(ii) to encourage organisations for regional and sub-regional economic integration to establish joint programmes and projects in the social and
labour fields concerning, for instance, migration for employment and joint manpower data-banks, and multilateral social security schemes;

(iii) to strengthen the major regional projects in labour administration, vocational training and employment promotion, encouraging them to include more tripartite representation and to promote co-operation between the national research and training institutions of developing countries;

(iv) to increase the ILO's reliance on the human and material resources available in developing countries by increasing the share of experts recruited, fellowships placed, research carried out and equipment ordered in developing countries;

(v) to encourage in developing and advanced countries co-operation between workers' organisations, on the one hand, and employers' organisations, on the other, so that those organisations may study projects carried out in other countries.

VI

Resolution concerning Training of Dockers in Occupational Safety and Health

The General Conference of the International Labour Organisation,

Convinced that observance of the Convention concerning occupational safety and health in dock work and the Recommendation on the same subject would improve the safety of those engaged in dock work,

Noting that in order to benefit fully from the provisions of these instruments, it is essential that dockworkers be informed of their contents and trained in the use of safe working methods,

Considering that, in order to achieve this aim, it is highly desirable that vocational training, including training in safety and health, be provided for dockworkers,

Noting the work already done by the International Labour Office in promoting dockworkers' training centres throughout the world and providing technical assistance in this field to those countries which have so requested;

Asks the Governing Body of the International Labour Office to examine the question of making arrangements for further assistance to be given to those countries wishing to establish appropriate dockworkers' training centres, with a view, inter alia, to providing the dockworkers with the necessary information and training to facilitate the practical application in the countries of the Convention and Recommendation concerning occupational safety and health in dock work.

VII

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled "Older Workers: Work and Retirement"

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the sixth item on the agenda,

1 Adopted on 22 June 1979.
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation concerning older workers: work and retirement;

Decides that an item entitled "Older workers: work and retirement" shall be included in the agenda of its next Ordinary Session for a second discussion according to the usual procedure established by the International Labour Organisation.

VIII

Resolution concerning Follow-up to the World Employment Conference¹

PREAMBLE

Whereas the International Labour Organisation has affirmed in the Declaration of Philadelphia 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", and that "the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy", and has further affirmed that it is the Organisation's responsibility "to examine and consider all international economic and financial policies and measures in the light of this fundamental objective",

Recalling that the Declaration of Principles and Programme of Action adopted by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, which were subsequently noted by the General Assembly of the United Nations, implied the adoption of a new approach to growth more oriented towards the satisfaction of basic needs and full employment as the first phase of a redistributive global growth process,

Considering the generally low economic growth rates achieved in recent years and the continuing and growing gap between developed and developing countries and between rich and poor people within countries,

Conscious of the fact that poverty has reached such intolerable levels in various regions of the world that it is appropriate to reiterate the decision taken by the World Employment Conference in 1976 to make the satisfaction of basic needs one of the highest priorities of development, it being understood that basic needs constitute an additional variable in the general equation of development with a reordering of priorities, and not an alternative strategy to that of growth,

Noting the deterioration of employment opportunities in various regions of the world and the worsening unemployment and underemployment in developing as well as in some developed countries,

Considering that poverty, unemployment and unequal opportunities are unacceptable in terms of humanity and social justice and constitute a danger for peace,

Considering that the insufficient progress achieved in building a new international economic order is an important factor limiting the satisfaction of basic needs;²

Considering the difficulties encountered in the implementation of the 1976 Programme of Action during the period 1977-79, including the generally low level

¹ Adopted on 27 June 1979.
² The Workers' members considered that this paragraph should have referred to the (not a) new international economic order.
of awareness about all its implications and about the precise role of each country as regards its implementation, insufficiency of political will in some cases and the lack of concrete and up-to-date knowledge of the nature and extent of the problems of poverty, unemployment and inequalities wherever they exist,

Considering that speedy employment growth taken within the framework of accelerated economic development of individual countries and regions is the decisive element for the satisfaction of basic needs and must be given the highest priority, and noting the need to mobilise all human and material means and resources at the national and international levels, specifically for the growth of employment,

Convinced that the successful implementation of a full employment policy, while country-specific, largely depends upon factors influenced in part by other countries, including foreign trade, energy, international migration, capital movements, investment, technological transfers and the balance of payments,

Concerned by the outcome of UNCTAD V, the interruption of the Lomé II negotiations and the difficulty in realising progress in international co-operation, which is one of the primordial conditions for the implementation of the new strategy,

Noting that the International Development Strategy for the Second United Nations Development Decade has introduced the notion of social objectives into the development process,

Noting the resolution of the United Nations General Assembly at its XXXIIIrd Session concerning preparations for an international development strategy for the Third United Nations Development Decade which defines the final aim of development as “the constant increase of the well-being of the entire population on the basis of its full participation in the process of development and a fair distribution of the benefits therefrom”, and noting that it appeals to the specialised agencies to contribute to the formulation of the strategy,

Considering that technical co-operation among developing countries is a factor in the new international economic order as stated by Resolution 3202 (S-VI) of the United Nations General Assembly, which reflects the aspirations of developing
countries towards a more harmonious pattern of economic and social development, through better balance in international economic relations; that the Action Programme on Employment and Human Resources adopted by the Vth Summit Conference of the Non-Aligned Countries at Colombo recommends "joint approaches to implementing the decisions and recommendations of the World Employment Conference and the proposals made by the developing countries at the Conference"; and that the objectives and Programme of Action adopted by the First Conference of Labour Ministers of Non-Aligned and Other Developing Countries (Tunis, 1978) called for such co-operation in the fields of employment, training and education, and appropriate technology,

Recalling that the Fifth Conference of Heads of State or Government of Non-Aligned Countries declared the armaments race incompatible with the establishment of a new economic order, and that the resolution adopted at the XXVIth Session of the United Nations General Assembly stated that a halt in the arms race and the significant reduction of military expenditure would promote the economic and social development of all countries and would increase the possibilities of providing additional resources to developing countries,

Recalling the statement of the Declaration of Principles and Programme of Action of the World Employment Conference that the achievement of established objectives in the field of employment and the satisfaction of basic needs "depends crucially upon strengthening world peace and disarmament and the establishment of a new international economic order",1

Condemning the waste of enormous material, intellectual and labour resources on the arms race which is endangering consistent economic and social development and being aware of the advantages of reconverting military production for the growth of employment and to ensure the satisfaction of basic needs and determined to participate actively, by all available means, and in co-operation with other specialised agencies and bodies of the United Nations, in the proposed Disarmament Decade to be considered by the United Nations General Assembly at its XXXIVth Session,1,2

Recognising the need to ensure respect for the freedoms and rights of association and collective bargaining laid down in Conventions Nos. 87, 98, 135 and 141,

Recognising the responsibility of governments in matters of development policy, and considering that decisions concerning development plans and programmes ought to involve consultation with and active participation of employers' and workers' representatives, the proper functioning of tripartism being the best guarantee of success and the effectiveness of these plans and programmes,

Recording satisfaction that the Governing Body in February-March 1979 agreed on follow-up procedures for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,

Considering that in both rural and urban areas the promotion of self-employment, small enterprises and co-operatives in the close surroundings of the family play an important role in the implementation of an employment-oriented development strategy,

Noting that at more advanced stages the implementation of such a strategy involves not only small farms, handicrafts and simple services but also more complex enterprises,

1 The Employers' members strongly opposed the inclusion of these paragraphs, stating their conviction that disarmament matters fell clearly outside the competence of the ILO, and that discussion of them in the ILO was therefore inappropriate.

2 See the footnotes on disarmament (Part III).
Considering that apart from the lack of policies for utilising available labour in productive employment, the lack of educational and of vocational skills and qualifications constitute obstacles to the exercise of the right to work,

Recalling Resolution 33/135 of the United Nations General Assembly on the role of qualified national personnel in social and economic development of developing countries with a view to contributing to the implementation of the objectives to the resolution,

Conscious of the efforts undertaken by the ILO in order to contribute to the development of coherent means of training at the national, regional and international levels,

Noting in particular the need to create conditions which will allow governments, employers and workers of all member States to benefit from the services and experience which are available at the International Centre for Advanced Technical and Vocational Training in Turin;

The General Conference of the International Labour Organisation adopts the following resolution:

I. RENEWAL OF THE ENDORSEMENT OF THE WEC DECLARATION OF PRINCIPLES AND PROGRAMME OF ACTION

The Conference recognises that the promotion of employment and the satisfactory of basic needs are a primary responsibility of the government and people of each country.

The Conference reaffirms the urgency of the implementation of the 1976 Declaration of Principles and Programme of Action, in particular the fundamental criteria for development: full employment, accelerated and balanced growth, satisfaction of basic needs, and more socially just patterns of income distribution.

The Conference notes that, without important improvements in economic growth, the problems relating to unemployment, poverty and satisfaction of basic needs cannot be solved, and, therefore, a basic-needs approach requires energetic action to achieve rapid growth and the generation of productive employment. In the trilogy of growth, employment and needs satisfaction—that are not contradictory but complementary—employment provides an essential link: as stressed by the World Employment Conference, employment yields an output, it provides an income to the employed and it gives an individual a feeling of self-respect, of dignity and of being a working member of society.

In particular, a basic-needs approach emphasises the need to expand productive and remunerative employment, it being understood that such an approach needs to be integrated with but is no substitute for a comprehensive economic and social development strategy.

The achievement of this objective through the expansion of modern industry alone would require far greater resources than are likely to be available. As millions of people whose output and incomes need to be raised are, and will remain for many years, in the urban informal sector and in rural areas, their direct participation in the growth process is the key factor. Policies must, therefore, seek to provide the organisation, technology and access to know-how, credit, training facilities, land and other productive inputs necessary for this participation.

While the approach places stress on the employment and higher productivity of a mass of small producers and others at work in rural and urban informal activities, it also recognises the importance of industrialisation that must accompany any process of growth and is required to produce a number of basic goods, inputs for
the development of agriculture and infrastructure, producer goods and goods manufactured for export in particular. The approach therefore calls for balance in development and the creation of linkages between industry and agriculture, large- and small-scale industry, and capital-intensive and labour-intensive technology in such a way as to pull forward the backward sectors and bring to an end economic and social dualism.

An employment-oriented basic-needs approach further emphasises the importance of the correct choice of technology, so as to contribute both to increased output and to fuller employment and higher living standards. Developing countries should arrive at a reasonable balance between labour-intensive and capital-intensive techniques. The exclusive use of labour-intensive techniques will neither solve their problems nor reduce their dependence on industrialised countries. Likewise, the exclusive use of capital-intensive techniques will present them with serious problems: financial difficulties, lack of managerial staff and supervisory personnel and delays in the solution to employment problems. The strategy of equilibrium between various types of technologies should also take account of the desire to adopt advanced techniques, with a view to reducing the existing technological gap between countries. This means that decisions on technological choice should be made on the basis of each specific situation. But it also underlines the need to correct distortions due to fiscal and pricing policies which promote the indiscriminate choice of capital-intensive techniques, or a shift away from the production of labour-intensive goods, even when abundant surplus labour is available.

Next to the participation of people in production through employment, the emphasis is placed on their participation in decisions that affect them. There are two ways in which such participation is of crucial concern. One is to enable people to influence the course of development in a way that will truly benefit them. Secondly, people, if given the opportunity to identify their own priorities, will be willing to volunteer their own labour and to raise their own funds. Self-help schemes and co-operatives, inter alia, have proved their worth for tapping resources that would otherwise remain unutilised despite their potential for contributing to growth and welfare.

Another major element concerns the provision, for the mass of the population, of basic education, health, housing, pure drinking water, i.e. those services and facilities usually provided by and for the community. In traditional approaches to growth, these have tended to be considered as "welfare" and some at least as a luxury that poor countries could afford only on a limited scale. Yet these are all elements of a decent life to which every human being should be entitled and which an employment and basic-needs-oriented development strategy is meant to help achieve. Beyond this there is an increasing realisation of the contribution which the satisfaction of basic needs can make to growth through the enhanced productivity of people who are literate and in good health. It is important, therefore, that policies for the provision of such services be fully integrated with other elements of development planning to form part of the core of development strategy.

Measures to accelerate the growth of productive employment, to develop the necessary physical and institutional infrastructure, to expand training at all levels and in all sectors of activity and to step up the delivery of essential services raise problems of resource mobilisation. Careful design of the necessary facilities and services can help to keep costs down, while popular participation at the local level may make it possible to tap resources that would otherwise remain underutilised.¹

¹ The Employers' members opposed the inclusion of the remainder of this paragraph, reiterating the view they had expressed during the World Employment Conference that specific economic matters clearly fell outside the competence of the ILO and were therefore inappropriate for discussion and elaboration in the ILO.
Nevertheless, resource mobilisation problems will remain and need to be tackled vigorously through national policies. Yet at the same time, development countries will only enjoy the necessary flexibility for coping with such problems if they can count on increased transfers of resources, know-how and relevant technology from the developed world and on secure markets for their exports so as to earn the foreign exchange they need. This underlines the close relationship that exists between the achievement of the objective of basic-needs satisfaction and the reforms to be introduced in the present world economic system.

II. RECOMMENDATIONS ADDRESSED TO THE ILO’S MEMBER STATES

A. Formulation of Employment and Basic-Needs Strategies

The Conference calls on member States—

(1) to express formally as a priority objective of economic and social policy the full satisfaction of the basic needs of the population in order to ensure a steady rise in material and cultural living standards, and to ensure both income security and growing equality in the distribution of income;

(2) to formulate, as appropriate and in close co-operation with employers’ and workers’ organisations, both quantitative and qualitative targets in order to implement an employment-generating basic-needs strategy. Such targets could have different time perspectives and could for instance specify the number of new entrants to the labour market which should be absorbed into employment, the rate at which existing unemployment and underemployment should be reduced and the rate at which the incomes of the poorest groups should be increased in order to improve their relative position;

(3) to intensify their efforts, at the national and international levels, in order to assure the implementation of the Programme of Action, in particular by the adoption of macro-economic policies, employment policies, vocational training policies, measures for the rural sector, social policies, participation of organised groups and demographic policies, and taking account of the need for balanced exploitation of natural resources, with due regard to environmental aspects, mobilisation of investments, diversified industrialisation, price and incomes policies, and fair fiscal policies. In doing so, they should—

(a) pay particular attention, in formulating development strategies, to ensuring a better use of available human resources, inter alia through the channelling of investment towards sectors that are both productive and labour-intensive, without prejudice to technological development, and keeping in mind the need to arrive at a reasonable balance between labour-intensive and capital-intensive techniques, so as to achieve the fundamental aim of maximising growth and employment and satisfying basic needs;

(b) pursue and intensify efforts towards developing coherent training policies and systems which meet not only the needs of industrial development but also those of the large number of people in rural and urban areas who have dropped out from the school system or who have had no access to training; such efforts should aim at bringing training to people by using broad-spectrum training methods and technologies properly adapted to their needs, with a view to improving both their employment or self-employment opportunities and their quality of life;

(c) raise the industrial potential of developing countries and considerably increase the scope of local productive forces and employment through increased production to meet needs of their own populations and for exports;
(d) adopt a policy for the promotion of economic activities based on national development criteria and in accordance with national policies concerning public, private, co-operative and other forms of enterprise; these measures might include:

(i) credit and fiscal policies in favour of productive employment and socially useful production;
(ii) appropriate safeguards for investments;
(iii) the elimination of obstacles to voluntary internal mobility, while simultaneously avoiding all abuses prejudicial to workers and their organisations;
(iv) the development of labour-absorptive enterprises in the formal and small-scale agricultural, industrial and services sectors, by providing legal opportunities, credit, technical support and marketing advice;
(v) the development, when appropriate, of co-operation between States with regard to scientific and technical research, giving special attention in developing countries to rural development and to the informal urban sector, promoting initiative and the growth of productive employment in small- and medium-sized enterprises.

(e) with a view to eradicating hunger and malnutrition and ensuring world food security, implement, in conjunction with rural workers' and employers' organisations, national policies for agrarian reform to be pursued in accordance with specific national situations and including the establishment of appropriate supporting services;

(f) take their decisions concerning development plans and programmes in consultation with employers' and workers' representatives;

(g) make a systematic effort to examine and describe the situation of all parts of the population in terms of a basic-needs approach and, for this purpose, in collaboration with employers' and workers' organisations, direct appropriate national programmes of research and statistics; information and data essential to this effect should be collected, in particular through the organisation of household surveys, and should be processed, made public and, as needed, published.

B. International Action/NIEO

1. The Conference recognises that underemployment, unemployment, and poverty in the world are caused by international as well as national factors.

2. The Conference therefore invites member States—

1 The Employers' members strongly opposed the inclusion of paragraphs 2 and 3, reiterating their view stated in the WEC that specific economic matters fell clearly outside the competence of the ILO, and therefore discussion of them in the ILO was inappropriate.

2 The Government members of the Group of 77 reaffirmed that it was imperative to obtain a more equitable world order that would take into account to a greater extent the legitimate needs of developing countries and regulate in a more rational and equitable way economic relations between all countries; barriers against the establishment of the new international economic order should be eliminated. Bearing this in mind, they stated their conviction that, in view of the provisions of Part II, and particularly clauses (c), (d) and (e) of the Declaration of Philadelphia, which formed part of the ILO Constitution, the examination and consideration of all international economic and financial policies were within the competence of the ILO and the contrary view held by the Employers' members was untenable. They also wished it to be recorded that in their view the World Employment Conference's Declaration of Principles and Programme of Action must be seen in the broad context of economic and social development; that employment and basic-needs satisfaction should be considered as one among numerous priority objectives of national policy and not a substitute for comprehensive development; and that at the international level this approach required fundamental changes in the world economic order.
(a) to assume their responsibilities with a view to eliminating these factors through action to expand the world economy and to rectify existing imbalances; and, to this end,

(b) to strive together to remove the obstacles to the establishment of the new international economic order and to establish a new system of relations which will permit, inter alia, the implementation of the Declaration of Principles and Programme of Action adopted by the WEC.

3. For this purpose, governments should endeavour in particular to—\(^1\)\(^2\)

(a) promote long-term development of world trade based upon equitable terms of trade and trade liberalisation that would assure developing countries a fair share of international trade;

(b) see that the trade agreements concluded within the framework of appropriate institutions promote both the expansion of world trade and the local utilisation of the labour force available in various countries and make it possible to achieve a real improvement of the standard of living of the populations in accordance with the objectives of international labour standards in so far as they have been ratified;

(c) increase substantially resource transfers, in particular through an increase in untied official development assistance, with due regard to the resolutions adopted within the framework of the United Nations system;\(^3\)

(d) re-orient the policies of international financial institutions, so that they provide appropriate support and do not impose measures which are incompatible with national policies for sustained growth and social progress;\(^4\)

(e) increase mutual economic co-operation between countries at different levels of economic development and with different social and economic systems.

4. The Conference calls upon member States to ensure that measures and policies which they apply in fields falling within the competence of the ILO contribute fully to the implementation of resolutions of the United Nations General Assembly concerning development and international economic cooperation. This entails, in particular, that—

(a) developed countries pursue active manpower and employment policies to facilitate adaptation to structural change including those which result from expanding international trade, thereby supporting growth and increased employment in all countries;

(b) developing countries should develop human resources for industrialisation, primarily through training at all levels of industrial skills; promote a fuller utilisation of labour in industries; promote improved working and living conditions in industry (not only as an end in itself, but as a factor contributing to improved productivity); and develop sound industrial relations and good practices of personnel management in industry;

(c) each State concerned should promote, in accordance with its sovereign judgement, development plans and policies conducive to economic growth, employment and rural development and initiate necessary socio-economic reforms for achieving those ends;

\(^1\) See notes on previous page.

\(^2\) The Government members of a number of the IMEC countries reserved their position, noting that the relevant conclusions of UNCTAD V as agreed without dissent, and particularly UNCTAD Resolution 129 (V), represented the present basis for future action on resource transfer.

\(^3\) The Government members of the majority of the IMEC countries reserved their position on this clause on the grounds that its content was outside the competence of the ILO.
(d) developed countries should increase substantially the proportion of their research and development devoted to specific problems of primary interest to developing countries, and seek to strengthen the capacity of the latter countries to carry out research for the creation of suitable indigenous technology;

(e) member States should promote the transfer of technology while stimulating the use of technologies which are adapted to development needs, employment targets and objectives of social justice; this strategy of equilibrium between the various types of technologies should also take account of the desire to adopt advanced techniques, with a view to reducing the existing technological gap between countries;

(f) member States should apply fully the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and submit according to the procedure adopted by the ILO Governing Body reports prepared by governments in consultation with employers' and workers' organisations;

(g) member States should promote the full participation of employers' and workers' organisations in national development planning where such planning takes place;

(h) in a general manner, member States, taking account of the close relationship that exists between the achievement of the objectives of full employment and basic-needs satisfaction and the reforms to be introduced in the present world economic system, should design measures implementing the Declaration of Principles and Programme of Action adopted by the WEC, after proper consultation with employers' and workers' organisations, and make the views of these organisations known to the appropriate international agencies;

(i) member States should promote self-reliance in developing countries and technical co-operation among them particularly through the exchange of experiences and the development of complementary capacities, in accordance with the Plan of Action adopted by the Buenos Aires Conference on Technical Co-operation among Developing Countries.

C. Population and Migration Policies

The Conference calls on member States–

(a) to adopt, where appropriate, national population policies and family welfare measures, which can be an important means for the largest possible attainment of basic needs for the mass of the population in as short a period as possible;

(b) to provide more attractive alternatives to migration in the country of origin, in particular through the creation of productive and remunerative employment opportunities to absorb would-be migrants;

(c) to ensure that migrant workers enjoy equality of opportunity and treatment, while avoiding abusive migration and, simultaneously, discouraging the brain drain.

1 The Workers' members wished it to be recorded that in their view this clause should have appeared in paragraph 3 above, reading as follows: "to monitor the activities of multinational enterprises in conformity with national economic and social development policies, and to that end to apply fully the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, to submit according to the procedure adopted by the Governing Body of the ILO reports prepared by governments in consultation with employers' and workers' organisations and to adopt before the end of 1980 a United Nations code of conduct for multinational enterprises accompanied by effective national and international implementation machinery, procedures for reporting and consultation on a global level between multinational enterprises, governments and workers' and employers' organisations."
drain that deprives countries of skills that have a crucial importance for their own development;

(d) to conclude multilateral and bilateral agreements for solving the problems of migrant workers in host and home countries; these could provide, where appropriate, for: adopting legislation and improving housing policies and social services with a view to eliminating discrimination against migrant workers in the host countries; bringing families together; safeguarding the acquired rights of the returning migrants, especially with regard to social security; instituting employment-creating schemes for returning migrants, involving also collective savings (accumulated within the social security system) and personal savings for productive and employment-creating investments; creating schemes for adult education and for the education of children of migrant workers and primary education in the mother tongue; strengthening the position of migrant workers in social and working life; and possible schemes to assist developing countries especially in the area of training, welfare services, taxation and re-employment.

D. Application of ILO Standards

The Conference invites member States to ratify and apply the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Workers' Representatives Convention, 1971 (No. 135), the Discrimination (Employment and Occupation Convention), 1958 (No. 111), the Rural Workers' Organisations Convention, 1975 (No. 141), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Labour Administration Convention, 1978 (No. 150), and the Labour Relations (Public Service) Convention, 1978 (No. 151), and, pending ratification, to promote in practice to the extent possible the observance of the principles set forth in these Conventions.

III. ACTION BY THE ILO

General

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) to encourage member States to increase the volume and productivity of employment and to take the necessary economic and social policy measures at the national and international level; to this effect, to provide advice on ways of meeting employment and basic-needs objectives;

(b) to monitor on a continuing basic progress made and problems in member States in promoting the growth of productive employment opportunities, more equitable income distribution and the satisfaction of basic needs, review the experience acquired with the implementation of policies to those ends and disseminate his findings with a view to promoting awareness of the situation, problems and relevant policy experience; and to present a report on these questions for an annual conference before the end of the 1980s;

(c) to study by geographical areas and in co-operation with other United Nations specialised agencies, all international economic and financial policies and measures that influence the realisation of full employment, particularly in developing countries, and to submit a report containing specific recommendations and observations to the Conference at an early date;
(d) to update the World Employment Programme, taking into account the results of the World Employment Conference and the current session of the International Labour Conference, and to place a draft of the updated Programme on the agenda of an early session of the Conference with the aim of adopting it as an ILO contribution to the Third United Nations Development Decade and to the proposed Disarmament Decade to be considered by the United Nations General Assembly at its XXXIVth Session

Action regarding Specific Sectors and Groups

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) to continue the ILO’s co-operation with other international organisations concerned with a view to promoting rural development policies and programmes designed to improve the conditions of the rural poor by giving them access to land, employment, training and basic services and by raising their productivity, so as to enable them to earn higher incomes while enhancing their contribution to national development; in this respect, the ILO should give particular attention to—

(i) the formulation of policy packages designed to increase labour absorption in rural areas while enhancing rural capital accumulation;

(ii) the preparation and implementation of large-scale public works programmes for the development of rural infrastructure and the mobilisation of concessional resource transfers from the bilateral or multilateral agencies concerned to provide financial support for such programmes;

(iii) studying and evaluating country-specific manpower needs with a view to expanding considerably its training and management development programmes for a wide range of activities, particularly in the rural areas;

(iv) improving working conditions and environment in rural areas, including plantations, and in particular developing housing and appropriate safety and health programmes to keep in check occupational risks resulting from the organisation and execution of work in rural pursuits and from the use of new tools and products;

(v) furthering the developing of rural workers’ organisations in accordance with the Rural Workers’ Organisations Convention (No. 141) and Recommendation (No. 149) of 1975 and of employers’ organisations and their participation in the formulation and implementation of rural development policies and programmes;

(b) to address its attention also to the problems of poverty and low-productivity employment in urban areas, with particular reference to the policies and programmes required to further a healthy development of the urban informal sector and to promote the growth of viable small- and medium-scale enterprises;

(c) to study the possibilities for improving employment conditions of small- and medium-sized enterprises in developed and developing countries;

(d) to promote attention and stimulate action with a view to raising the status and improving the possibilities for women workers to be fully integrated, on the basis of equality of opportunity and treatment, in the development process along the lines of the resolution and plan of action adopted by the Conference in 1975; such efforts should be directed in particular to improving the condition and enhancing the contribution of rural women;
(e) to study, evaluate and disseminate information on special programmes and measures adopted with a view to furthering the absorption of young people in productive employment, including innovative training designed to facilitate the orientation of young people towards employment and self-employment.

Technology

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) in co-operation with other organisations concerned, especially UNIDO and UNCTAD, to continue the ILO's activities in the field of technology within its mandate, concentrating on:

(i) the identification, for products and processes offering scope for different technological options, of the most appropriate choices in terms of enhancing both productivity and labour absorption in priority areas of concern such as energy development, construction, food production and small- and medium-scale industries;¹

(ii) promoting, through its training programmes and by other appropriate means, the use of appropriate technologies and the effective transfer of technical know-how;

(iii) strengthening the capacity of developing countries to carry out technological research and development.

(b) to bring the contribution of the ILO to the next United Nations Conference on Science and Technology for Development and to emphasise in the final stage of the preparation of that Conference the social implications of scientific and technological policies.

Income Distribution

The Conference invites the Governing Body of the ILO to instruct the Director-General, with a view to promoting an equitable distribution of incomes and contributing to employment policy, to continue and strengthen the ILO's work on income, fiscal and other distributional policies, including the provision of basic government services, as they affect the satisfaction of the basic needs of the poorest groups in the population and the expansion of productive employment.

Vocational Training

The Conference invites the Governing Body of the International Labour Office—

(a) to do everything possible to provide the necessary financial means for the ILO's training programmes and to take necessary measures to strengthen regional training centres and to enlarge workers' education programmes;

(b) to instruct the Director-General to continue and strengthen these activities, in particular those of the Turin Centre and those undertaken at the regional level, and to ensure greater balance in these activities, which are crucial to the workers of developing countries.¹³

¹ The Employers' members opposed the inclusion of this subclause, believing that detailed technological matters of this kind were outside the scope of the ILO and therefore discussion of them in the ILO was inappropriate.

³ In the view of the Government members of the socialist countries, the Turin Centre and other regional centres should be financed through voluntary contributions from member States and from other international funds.

¹ The Workers' member of Italy considered that this section was not logical since it requested the Turin Centre to improve its services without providing the necessary financial means, when it was well known that the Centre's budget was in deficit; instead, such funds were solicited for the creation of other centres.

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Collection and Dissemination of Information

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) to co-operate with other United Nations bodies and with interested national governments in efforts to strengthen the capacity of developing countries to carry out household surveys to map the nature, extent and causes of poverty and to measure progress towards the achievement of higher levels of productive and remunerative employment and the satisfaction of basic needs, and to assist in the execution of such surveys;

(b) to give full and balanced information on the inter-action between population size, growth and distribution, on the one hand, and employment and economic development, on the other, as well as examples of results achieved by countries which implement population and labour policies and programmes.

Adjustment Policy

The Conference invites the Governing Body of the ILO to instruct the Director-General, with the aim of facilitating adjustment policies which create alternative employment opportunities and in co-operation with UNIDO, UNCTAD and other interested inter-regional organisations—

(a) to monitor progress on policies which facilitate progressive adjustment;

(b) to promote the use of national or regional readjustment funds for the purpose of assisting in the adjustment of industries and workers affected by changes in the international economic situation;

(c) to keep under continuing review the current and likely impact on employment, in general as well as for particular sectors and categories of workers, of such factors as structural, technological and socio-economic changes, including changes resulting from the restructuring of the world economy;

(d) to promote, in particular through the ILO's Industrial Committees, the examination of appropriate and effective policies to be adopted by industrialised countries with a view to furthering adjustment to such changes while avoiding hardships for workers and sectors of industry concerned, in particular small- and medium-sized businesses; and the integration of these measures into forward-looking programmes of economic restructuring designed to ensure high and rising levels of productive employment.

Migration

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) to promote and, on request, to assist in consultations or negotiations between emigration and immigration countries with a view to—

(i) furthering the development of more attractive alternatives to migrations in countries of origin by investment, trade and other policies that make it possible to take work to the workers rather than the reverse;

(ii) protecting the workers against migration in abusive conditions and against possible discriminatory measures in matters of employment, welfare, wages and social security in the countries of immigration;

(iii) ensuring that the interests of both sending and receiving countries are safeguarded and, in particular, that migration does not deprive countries
of origin of scarce labour required for their development and, whenever appropriate, undertaking assistance and co-operation schemes in such areas as training, re-employment, taxation and welfare services;

(b) to co-operate with UNCTAD in dealing with development aspects of the reverse transfer of technology, in accordance with Resolution 102(V) adopted at UNCTAD V, which invites the Secretary-General of the United Nations to take the necessary decisions on appropriate areas of competence with respect to co-ordination of treatment of this issue within the United Nations system and, in particular, invites the international community to consider examining, in the light of an in-depth study by the Secretary-General, possible arrangements whereby developing countries experiencing large-scale outflows of their skilled professionals which cause economic disruptions could secure assistance in dealing with adjustment problems arising therefrom.

**Multinational Enterprises**

The Conference invites the Governing Body of the ILO—

(a) to instruct the Director-General to urge the full utilisation of the follow-up procedures for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy agreed on by the Governing Body in February-March 1979; to continue the ILO's programme of research on the implications for employment of multinational enterprises; and to follow closely the work of the United Nations concerning the adoption of a code of conduct;

(b) to place on the agenda of an early session of the Conference the question of multinational enterprises.¹

**Disarmament**

The Conference invites the Governing Body of the ILO to instruct the Director-General to examine the possibility of undertaking research activities and holding special consultations and seminars, in co-operation with the United Nations and other competent organisations and in the light of prospective disarmament measures, on:

(a) ways and means of reconverting armaments production to peaceful purposes, while maintaining and increasing the level of employment in the industries concerned through appropriate measures such as retraining and placement;

(b) social and economic aspects of disarmament;

(c) effective utilisation of resources released by disarmament measures;

with a view to promoting productive employment and raising the standards of living of workers, and to report thereon to the Governing Body at an early date.²,³,⁴

¹ The Employers' members opposed clause (b) on the grounds that it anticipated current ILO action and was therefore inappropriate.

² The Employers' members strongly opposed the inclusion of the section on disarmament on the grounds that it was a matter which clearly fell outside the competence of the ILO, and therefore discussion of disarmament matters in the ILO was inappropriate.

³ The Government members of the majority of the IMEC countries considered that other fora within the United Nations system had been given the main responsibility for preparing studies on disarmament but that, on request, the ILO could co-operate and contribute to such work within the proper realms of its competence.

⁴ The Workers' members wanted to record that, considering that the ILO had adopted in 1944 the Employment (Transition from War to Peace) Recommendation (No. 71), they regarded the ILO as an appropriate body for dealing with disarmament, the satisfaction of basic needs and employment.
Co-operation with Other Organisations

The Conference invites the Governing Body of the ILO to instruct the Director-General, in pursuit of solutions to the problems of providing for employment and basic needs, to co-operate fully with other organisations, such co-operation being directed toward the exchange of information arising from research, analysis and experiences pertaining to employment and basic needs and towards enabling the ILO, while concentrating on its areas of competence, to keep itself informed of progress in resolving these issues.

IV. REVISION OF THE EMPLOYMENT POLICY CONVENTION, 1964 (No. 122)

Taking into consideration the structural problems which have been aggravated in several industrialised as well as developing countries since the adoption of the Employment Policy Convention (No. 122) and Recommendation (No. 122) of 1964, and in the light of the serious imbalances which have been experienced in the world economy during the 1970s and the necessity to ensure that the conclusions of the World Employment Conference of 1976, as well as of this Conference, are implemented, the Conference requests the Governing Body of the ILO—

(a) to place the question of the revision of the instruments concerning employment policy on the agenda of the earliest possible session of the International Labour Conference; and

(b) to instruct the Director-General—

(i) to institute studies on the implications for employment policy of changing conditions such as trade flows and technological innovations, with a view to taking into account their findings in the revision of the employment policy instruments;

(ii) while preparing the revision of the instruments, to bear in mind the United Nations Universal Declaration of Human Rights, in particular article 23, the United Nations International Covenant on Economic, Social and Cultural Rights, in particular article 6, and the United Nations Declaration on Social Progress and Development, in particular article 6, to the extent that they have been ratified, taking account of reservations if any.

V. SUGGESTIONS FOR THE NEXT INTERNATIONAL DEVELOPMENT STRATEGY

Noting that the ILO has an important role to play in the social aspects of the new International Development Strategy (IDS) with particular reference to employment and basic-needs objectives and the relief of poverty throughout the world, that the tripartite nature of the ILO's approach has a sound record of achievement and gives it a unique capacity to contribute to the social content of the IDS, the Conference invites the Governing Body of the ILO to instruct the Director-General to bring the 1976 Declaration of Principles and Programme of Action and the essence of this resolution to the attention of the Preparatory Committee of the United Nations General Assembly, with a view to assigning them a prominent position in and making them a priority component of the new IDS. These should also be brought to the attention of the World Conference on Agrarian Reform and Rural Development.
IX

Resolution concerning Migrant Workers

The General Conference of the International Labour Organisation,
Considering the principles set forth in the Constitution of the ILO and the
Declaration of Philadelphia,
Considering the contents of Conventions Nos. 97 and 143, relating to migration
problems, and that of Convention No. 111, relating to discrimination in respect of
employment,
Considering the Declaration of Principles and Programme of Action adopted
by the World Employment Conference, and in particular Part II thereof, on the
subject of international manpower movements and employment,
Considering certain practices introduced in some countries, which prejudice
fundamental human rights while at the same time adding to the insecurity of the
condition of migrants, without offering any solution to employment problems
either in the host countries or in the countries of origin;
1. Requests the Governing Body of the ILO to instruct the Director-General
to carry out a comparative study of the laws and regulations and the practices
brought into effect in countries employing immigrant labour.
2. Urges governments to give full effect to the Declaration of Principles and
Programme of Action adopted by the World Employment Conference, in the field
of migration as well as in other fields.
3. Invites governments to consider ratifying and applying Conventions Nos. 97
and 143 and, pending their ratification, ensuring that the principles laid down in
those Conventions are observed.

X

Resolution concerning the Adoption of the Budget for the 57th Financial Period
(1980-81) and for the Allocation of Expenses among Member States for 1980-81

The General Conference of the International Labour Organisation,
In virtue of the Financial Regulations;
Passes for the 57th financial period, ending 31 December 1981, the budget of
expenditure for the International Labour Organisation amounting to
US$203,779,154 and the budget of income amounting to US$203,779,154 and
resolves that the budget of income from member States shall be allocated among
them in accordance with the scales of assessment of contributions recommended
for 1980 and to be recommended for 1981 by the Finance Committee of
Government Representatives.

XI

Resolution concerning the Composition of the Administrative Tribunal of the
International Labour Organisation

The General Conference of the International Labour Organisation,
In accordance with article III of the Statute of the Administrative Tribunal;

1 Adopted on 27 June 1979.
2 Adopted on 19 June 1979 by 348 votes in favour, 31 against, with 14 abstentions.
3 Adopted on 18 June 1979.

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Appoints Mr. Mohammed Bedjaoui (Algeria) as a deputy judge of the Administrative Tribunal of the International Labour Organisation, for a period of three years, until 20 June 1982;

Extends the term of office of Lord Devlin (United Kingdom) as judge and Mr. Hubert Armbrüster (Federal Republic of Germany) as deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years, until 20 June 1982.

XII

Resolution concerning an Appointment to the Administrative Board of the ILO Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)¹

The General Conference of the International Labour Organisation;

Appoints Mr. R. M. Schibli (Switzerland) as a substitute member of the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) until 8 October 1980.

XIII

Resolution concerning the Payment of Additional Annuities into the ILO Staff Pensions Fund¹

The General Conference of the International Labour Organisation;

Decides that the deficit of the ILO Staff Pensions Fund as at 30 June 1978 shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of US$270,000 a year for ten years commencing on 1 January 1980;

Further decides that the amount required to cover the additional liabilities of the ILO Staff Pensions Fund arising out of the adoption with effect from 1 January 1979 of pension adjustment measures parallel to those adopted in December 1978 by the United Nations General Assembly for the United Nations Joint Staff Pension Fund shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of US$200,000 a year for ten years commencing on 1 January 1980.

XIV

Resolution concerning the Granting of Permission to Vote to the Dominican Republic²

The General Conference of the International Labour Organisation, 

Having regard to the terms of the financial arrangement adopted by the Conference at its 63rd (1977) Session for the settlement of the arrears of contributions of the Dominican Republic and to the extent that the Dominican

¹ Adopted on 18 June 1979.
² Adopted on 20 June 1979 by 360 votes in favour, 0 against, with 1 abstention.
Republic has made payments called for under this arrangement in spite of its continuing economic difficulties;

Decides that the Dominican Republic be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XV

Resolution concerning the Contribution of Haiti

The General Conference of the International Labour Organisation,

Having regard to paragraph 6 of article 10 of the Financial Regulations,

Noting that the Government of Haiti wishes to replace the arrangement approved by the Conference in 1970 for the settlement of Haiti's arrears of contributions then due by a new arrangement;

Accepts the arrangement now proposed by the Government of Haiti for the settlement of the arrears of contributions remaining due to the effect that:

(i) in 1979 Haiti will pay its contribution due for the year 1979 in full, amounting to US$12,062;

(ii) in subsequent years, Haiti will pay its current contribution in full during the year for which it is due;

(iii) Haiti will settle the arrears of contributions which have accumulated up to 31 December 1978 inclusive, and which amount to a total of US$304,215, in ten equal annuities of US$27,656 beginning in 1979, plus a final annuity of US$27,655.

XVI

Resolution concerning the Granting of Permission to Vote to Haiti

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement proposed for the settlement of the arrears of contributions of Haiti and to the extent that Haiti has made payments called for under this arrangement in spite of its continuing economic difficulties;

Decides that Haiti be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

Additional Texts and Decisions

Statement by the President of the Conference at the End of the Discussion on Apartheid

The Conference devoted its 17th and 18th plenary sittings (15 and 16 June 1979) to a discussion on apartheid on the basis of the Fifteenth Special Report of the Director-General on the application of the Declaration concerning the policy

1 Adopted on 18 June 1979.
2 Adopted on 20 June 1979 by 284 votes in favour, 8 against, with 41 abstentions.
of apartheid of the Republic of South Africa submitted by the Director-General in accordance with the Declaration. At the end of the debate, the President of the Conference made the following statement:

We now come to the end of this discussion on the Fifteenth Special Report of the Director-General on apartheid in South Africa.

In the course of the discussion, which has lasted for quite a few hours, all the delegates who spoke gave evidence of the deep and universal concern of this Conference over the continued denial of human rights in South Africa, Zimbabwe and Namibia. Every delegate who came to the podium gave expression to the indignation that has become universal, and also reiterated the continuing commitment of the Conference, and the International Labour Organisation, to the struggle against apartheid and the struggle for human rights.

Many of the delegates who took part in the debate referred to a great citizen of my country, Mahatma Gandhi, whose contribution to the cause of human rights is something that can never be forgotten. You will therefore forgive me if I refer with some pardonable pride to this great saint, seer and revolutionary, whom we hail as the father of our nation, who undoubtedly was the first person to unfurl and hold aloft the banner of revolt, a man of uncompromising and dedicated opposition to racial discrimination and the denial of human rights: Gandhi, who repeatedly demonstrated his total commitment to the cause of human rights through his willingness to pay the price of his faith in suffering and eventual martyrdom.

The commitment of the ILO to the cause of human rights and the consistent opposition that has characterised the policies, programmes and attitudes of the ILO in this field are very evident, and many distinguished delegates cited the various instances that go to prove the record that the ILO has maintained in this field: the Declaration of Philadelphia, the Constitution of the International Labour Organisation, the Discrimination (Employment and Occupation) Convention, 1958, the endorsement of the Universal Declaration of Human Rights, and above all the Declaration that was adopted by the International Labour Conference in 1964 which reaffirmed the Declaration of Philadelphia, condemned "degrading, criminal and inhuman policies", protested against the violation of fundamental human rights that is incompatible with the aims and purposes of the International Labour Organisation, and called upon the Government of South Africa to renounce without any further delay its policy of apartheid, to repeal all legislative, administrative and other measures that violated the equality and dignity of man, to establish a policy of equal opportunity, to repeal the statutory provisions which provide for compulsory job reservation or institute discrimination as regards access to vocational training and employment, and to repeal all statutory discrimination in respect of the right to organise and bargain collectively, so that all workers may enjoy the right to organise and participate in collective bargaining.

I wish to remind the distinguished delegates to this Conference that this Declaration was adopted 15 years ago by the International Labour Conference. In the 15 years since then, every year we have been receiving and discussing a special report of the Director-General on conditions in South Africa and on the action that we have taken, and that we have to continue to take, against apartheid.

The Fifteenth Special Report unfortunately reveals the continued existence of the same evils against which the 1964 Declaration inveighed. It makes astounding reading—that after 15 years the report should still talk of the continued existence of racial discrimination sanctified by callous statutes and practices: discrimination in opportunities for employment, in access to employment, in job reservation, in access to vocational training and education, in wages in all sectors of the economy, in freedom of association, in the access to human rights, in the right to organise and enjoy free and equal trade union rights.

If, after reading through this report, some delegate wanted to ask what progress has been achieved, I think that no one would deny that it would be a permissible, legitimate, understandable question.

Something has undoubtedly been achieved over the years. There is no need to take an entirely pessimistic view in this regard. Many delegates who spoke pointed to the fact that something has been achieved during these 15 years. World opinion has taken on an unmistakable form and asserted itself in an unmistakable form. It has condemned the policy

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of apartheid as a most deliberate, continued, careless and cynical denial of human rights and a cynical flouting of international public opinion. It has condemned apartheid as a crime against humanity and an undeniable threat to peace. No one has been left in any doubt today about the universal indignation of nations, the universal belief that apartheid and discrimination are repugnant to the rudiments of social ethics and the rights of man that have become the common heritage of mankind. The fact that so many men and women and children have been subjected to so much persecution, indignity, torture and discrimination for so long, in spite of such a clear and universal condemnation of the international community, is a challenge to international opinion and international institutions to look for means that can match the intensity of feeling with efficacy in action.

This, therefore, naturally raises the question which many distinguished delegates posed to this Conference: the question of sanctions. Are we to content ourselves with condemnation, exhortation and pious expressions of hope that exhortations will work? Or is there something more that we have to do? Is a greater duty incumbent on us by virtue of the fact that we continue to declare our faith in human rights and our dedication to the cause of human rights?

It was therefore natural that many delegates delivered an invitation to introspection, that many delegates delivered, from the podium, an invitation to governments, to employers' organisations, to workers' organisations to search their hearts and to see whether they have taken every action that they said they would take; whether the action that they have taken is adequate and commensurate with their declarations—or whether any acts of omission or commission (or both) on their part have helped to maintain the morale of the Government of South Africa and to bolster its economy.

Everyone knows that the history of humanity bears witness to the fact that force has never succeeded in suppressing the human spirit, in extinguishing the aspiration for freedom and dignity and equality that every generation, every human being has always nursed and entertained. It would therefore be a great pity if, year after year, our discussion on the question of apartheid should leave anyone with the feeling that these discussions are showing a tendency to turn into an annual ritual. Certainly, an organisation like the International Labour Organisation, and the members of the governments, employers' organisations and workers' organisations making up the ILO, do not want to feel helpless in the face of such a continued violation of human rights.

The views and feelings expressed by the delegates who took part in the discussion are an eloquent testimony to the conviction of the Conference that the International Labour Organisation is deeply and irrevocably committed to the fight against apartheid and racial discrimination in every form.

The Universal Declaration of Human Rights and the ILO Declaration of Philadelphia constitute a heritage of which we are proud, a heritage to which we will continue to be dedicated. The governments, employers' organisations and workers' organisations that are members of the ILO family will continue to use the instrument of international opinion and accepted forms of international action to compel the Government of South Africa to end its policy of apartheid, racial discrimination and the denial and violation of human rights.

The delegates who took part in the discussion were proud of the ILO's record in the struggle against apartheid, but were equally clear that the action of the ILO should not end with condemnation and exhortation. They expressed their anxiety for more effective action and the need to identify the specific action that governments, employers and workers can take by themselves and jointly as part of the ILO's struggle against apartheid; as part of the ILO's struggle against double standards; as part of the ILO's global endeavour to ensure human dignity and a universal prevalence of equality and human rights.

The Governing Body itself had considered two specific recommendations, one for the setting up of a tripartite Conference Committee that would continuously examine the special report and action on apartheid, and the other concerning the possibility of convening a special meeting in conformity with the suggestion made by the Labour Commission of the Organisation of African Unity and in co-operation with the United Nations Special Committee against Apartheid.

In the course of the discussion that has concluded, there has been strong endorsement of the suggestion that a tripartite Conference committee should be set up annually to continue to examine the Special Report of the Director-General on apartheid and to formulate proposals on further action that the ILO can take on apartheid, and of another suggestion

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that a special meeting should be convened by the ILO, in co-operation with the OAU and
the United Nations Special Committee on Apartheid.

There has also been a suggestion that the OAU, the United Nations Special Committee
and the ILO may work out some means for continued co-operation on the identification of a
global strategy of action. It was pointed out that additional resources will be needed for an
expanded programme in this field, as well as for assistance to the victims of apartheid.

One group of governments also made a suggestion that voluntary contributions might be
made to provide the additional resources that may be necessary. There was yet another
suggestion: that a close study should be made of the report and the future reports of the
Wiehahn Commission and a close watch maintained on the proposals of the Wiehahn
Commission and on the action that the Government of South Africa may take on these
proposals, as well as other developments in this field.

Many other suggestions, too, came up in the course of the discussion. I am sure that the
Governing Body and the Director-General will give the utmost consideration to these
suggestions that were made by the distinguished delegates.

Excerpts from the Report of the Standing Orders Committee

The Conference had before it the report of its Standing Orders Committee, which contained the following paragraphs:

Right to Vote of States Having Arrears of Contributions

5. The Committee unanimously agreed to recommend to the Conference the addition, to article 32 of the Standing Orders of the Conference, of the following new paragraph 2 (the existing text becoming paragraph 1):

2. Notwithstanding the provisions of paragraph 1 of this article, after the Conference has approved an arrangement under which the arrears of a Member are consolidated and are payable in annual instalments over a period of years, any decision by the Conference permitting that Member to vote shall be valid as long as the Member concerned pays both its current contributions and the instalments on its consolidated arrears during the year in respect of which they are due.

Once that amendment comes into force, it would still be necessary for the Conference to take one decision in accordance with article 31 of its Standing Orders in respect of any Member having more than two years' arrears, having an arrangement for the payment of these arrears by instalments and requesting the right to vote, irrespective of whether the arrangement preceded or followed the amendment of the Standing Orders, but a decision to give such a Member the right to vote would not have to be repeated for as long as the Member adhered to the conditions set in the proposed amended text. If, at any time, the current contribution and the instalment on arrears due in respect of a particular year were not paid by 31 December of that year, the decision would lapse and a new decision would have to be requested from the Conference.

Votes at the International Labour Conference

28. The Committee [...] submits to the Conference for adoption the following text of article 19 of the Standing Orders of the International Labour Conference (additions in italics):

**ARTICLE 19**

**Methods of Voting**

1. The Conference shall vote by a show of hands, by a record vote or by secret ballot.
2. Voting shall be by a show of hands except as hereinafter provided.

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1 Adopted by the Conference at its 24th plenary sitting, on 20 June 1979.
2 This section of the report was adopted by the Conference at its 23rd plenary sitting without a vote.
3 This section of the report was adopted by the Conference at its 24th plenary sitting by 252 votes in favour, 1 against, with 141 abstentions.
3. Votes by a show of hands shall be counted by the Secretariat and the result announced by the President.

4. In case of doubt as to the result, the President may cause a record vote to be taken.

5. A record vote shall be taken in all cases in which a majority of two-thirds of the votes is required by the Constitution of the Organisation, except when the Conference is voting on the inclusion in the agenda of the following session of an item already on the agenda of the session at which the decision is taken.

6. A record vote shall be taken on any question if the request is made by show of hands of not less than 90 delegates present at the sitting, or by the Chairman of a group, or by his representative duly appointed by notice in writing addressed to the President, whether such a request be made before or immediately after the vote by show of hands.

7. Record votes shall be taken by calling upon each delegation voting in turn in the French alphabetical order of the names of the Members of the International Labour Organisation.

8. The vote shall be recorded by the Secretariat and announced by the President.

9. The names of the delegates voting in a record vote shall be inserted in the verbatim report of the sitting.

10. Any vote on the election of the President shall be by secret ballot.

11. A vote by secret ballot shall also be taken on any question not covered by paragraph 5, if the request is made by show of hands of not less than 90 delegates present at the sitting or by the Chairman of a group acting on behalf of his group.

12. Votes by secret ballot shall be counted by the Secretariat under the direction of three returning officers nominated respectively by the Government, Employers' and Workers' groups.

13. If, on the same question, requests are made both for a record vote in pursuance of paragraph 6 of this article and for a vote by secret ballot in pursuance of paragraph 11 of this article, the vote shall be taken by secret ballot if the Conference so decides by a simple majority vote by secret ballot.

**Excerpt from the Report of the Committee on Structure**

The Conference had before it the report of its Committee on Structure,¹ which contained the following paragraphs:

**CONCLUSIONS**

82. The Committee, having taken note of the reports of the Working Party on Structure and the unanimous conclusion adopted at its Tenth Meeting that more time was needed to complete its work, and that the Conference should renew its mandate for another year, agreed unanimously to recommend the Conference to renew the mandate of the Working Party for one more year. The present composition of the Working Party should be maintained, subject to any adjustments that might be necessary.

83. The Working Party should meet as often as possible and if necessary hold longer meetings. The Conference should request the Governing Body and the Director-General to make the necessary arrangements for this purpose.

84. The Working Party should take into account the views and opinions expressed during the proceedings of the Committee and any proposals that might be submitted to it on the questions on which no agreement had yet been reached, with a view to arriving at a final agreement.

85. The Committee expressed the hope that the Working Party would endeavour to fulfil its mandate, taking into account the close interconnection of the different problems within that mandate, in concluding its work and submit its final report to the 66th Session of the Conference in June 1980.

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¹ Adopted by the Conference on 25 June 1979.
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Office Publications and Documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the quarterly ILO Publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.

The General Index for 1979 will be printed separately and distributed with the first issue for 1980 of the Official Bulletin (Series A).
The 209th Session of the Governing Body of the International Labour Office was held from Tuesday 27 February to Friday 2 March 1979, under the chairmanship of Mr. H. Charry Samper.

The agenda was as follows:

1. Approval of the minutes of the 208th Session.¹

2. Procedure for the consideration of first reports on the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

3. Complaints concerning the observance by Panama of the Officers’ Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships’ Crews) Convention, 1946 (No. 68), made by the Government of France under article 26 of the ILO Constitution.

4. Codes of practice on occupational safety and health.²

5. International Centre for Advanced Technical and Vocational Training.


7. Reports of the Programme, Financial and Administrative Committee.


¹ The Governing Body approved these minutes.

² Document postponed from the 208th Session.

12. Activities of the International Occupational Safety and Health Information Centre (CIS) in 1978. ¹

13. Composition and agenda of standing bodies and meetings.


15. Programme of meetings.

***

The following is an account of the action taken by the Governing Body on this agenda. ²

Obituary

The Governing Body paid tribute to the memory of Massoud Ghayour, successively substitute, deputy and regular Employer member of the Governing Body since 1945. During the intervening period, Mr. Ghayour attended almost all the sessions of the International Labour Conference, of which he was twice Employers' Vice-President. At the time of his death he was also Vice-Chairman of the Board of the International Centre for Advanced Technical and Vocational Training, Turin.

The Director-General was requested to convey the sympathy of the Governing Body to Mr. Ghayour’s family and to the Chamber of Commerce, Industry and Mines of Iran.

Procedure for the Consideration of First Reports on the Effect Given to the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy

The Governing Body decided that the first reports on the Tripartite Declaration of Principles should be considered by a tripartite committee composed of five persons from each group to be appointed by the Governing Body from among its members; and to appoint the members and the substitute members of the committee at its 210th Session (May 1979) on the basis of nominations to be made by the three groups.

It adopted the following terms of reference for the committee to consider the first reports to be obtained from governments by December 1979:

(a) to make a factual survey of the degree of acceptance of the terms of the Declaration and of patterns of action to give effect to it;

(b) to consider difficulties or inadequacies which may be exposed by the survey and to suggest ways of dealing with them;

(c) to advise on further follow-up procedures, including the frequency of further reports, the manner of considering them and procedures for the examination of disputes concerning the application of the Declaration.

It further decided that the meeting of the committee to consider first reports should be held in Geneva in the second half of April or in September 1980 for a duration of five days.

¹ The Governing Body took note of the report.
² The texts of the documents and reports examined by the Governing Body and the approved summary of the discussions, together with a detailed account of how decisions were taken, are to be found in the set of documents constituting the minutes of each session.
The Governing Body also approved a draft questionnaire (report form) to be used by governments for their first reports on the effect given to the Declaration and the degree of acceptance which it had found, on the understanding that the Office might make adjustments in the questionnaire in the light of the Governing Body discussion and of such further comments as Governing Body members might send in.

**COMPLAINTS CONCERNING THE OBSERVANCE BY PANAMA OF THE OFFICERS’ COMPETENCY CERTIFICATES CONVENTION, 1936 (No. 53), THE REPATRIATION OF SEAMEN CONVENTION, 1926 (No. 23), AND THE FOOD AND CATERING (SHIPS’ CREWS) CONVENTION, 1946 (No. 68), MADE BY THE GOVERNMENT OF FRANCE UNDER ARTICLE 26 OF THE ILO CONSTITUTION**

Report of the Officers of the Governing Body

The Governing Body decided to refer the two complaints to a Commission of Inquiry to be appointed in accordance with article 26 of the Constitution, and requested the Director-General to submit to the Governing Body, at its session in May-June 1979, more detailed proposals concerning the referral of the matter to the Commission of Inquiry, in particular regarding the composition of that Commission.

**CODES OF PRACTICE ON OCCUPATIONAL SAFETY AND HEALTH**

The Governing Body had before it the Third Supplementary Report submitted by the Director-General at the 208th Session for the adoption of ILO codes of practice on occupational safety and health, of which paragraph 18 outlined the following procedure: “... first, to ensure the widest possible consultation at the drafting stage; secondly, to send the draft texts consolidated in the light of this preliminary consultation sufficiently in advance (say three months) to experts appointed by the Governing Body to enable them to carry out the necessary consultations among their own circles; and, thirdly, as was suggested for instance by the Worker members in connection with the in-depth review of international labour standards, to revert to the former practice under which the Governing Body itself authorised publication of the codes, subject, of course, to normal editing of the approved code before publication. Should the Governing Body wish to obtain the benefit of further views before authorising publication, it could always do so, for example by postponing its decision until a later session. Should the views thus obtained express substantial reservations concerning any provisions of a code, it would be the responsibility of the Governing Body to decide on how best to proceed.”

The Governing Body requested the Director-General to apply the procedure outlined above.

**INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING**

The Governing Body took note of the report on the Twenty-eighth Session of the Board of the Centre.

It amended article III, paragraph 2, of the Statute of the Centre to read as follows:

2. The Board shall consist of—

...
(b) a member appointed by the Italian Government, a member appointed by the City of Turin, the Chairman of the Regional Council of Piedmont (or his substitute) and the Chairman of the Unione Industriale di Torino (or his substitute);

The Governing Body appointed as members of the Board of the Centre, for a period to expire at the end of the 67th Session (1981) of the International Labour Conference, the Government of Tunisia and, among its Employer members, Mr. Ola and Mrs. Sasso-Mazzufleri to fill the vacancies left by the late Massoud Ghayour and by Mr. Polese.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

(190th to 193rd Reports) ¹

The Governing Body examined and adopted the 190th, 191st and 192nd Reports. It postponed until its 210th Session its decision on the recommendations on procedure contained in its 193rd Report.

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

The Governing Body, which had before it the Programme and Budget proposals for 1980-81 submitted by the Director-General, decided to propose to the International Labour Conference a resolution for the adoption of the Programme and Budget for the 57th financial period (1980-81) and for the allocation of expenses among Members in that period.²

It further decided to recommend to the Conference that the final US dollar figure of the budget should be based on the sum of $203,779,154 costed at an exchange rate of 1.73 Swiss francs to the US dollar, but adjusted to the figure corresponding to the operational rate of exchange applied by the United Nations and specialised agencies for the month of June 1979.

As regards voluntary contributions by member States to the budget of the Organisation, the Governing Body, in accordance with paragraph 2 of article 12 of the Financial Regulations, decided to accept the voluntary contributions paid and offered since its 208th Session, equivalent to some $350,000, together with the contributions in local currency received from one government.

It was informed that, on 26 February 1979, the total of voluntary contributions received amounted to more than $6,350,000 and the total of voluntary contributions still to be received to more than $620,000, giving a total of almost $7,000,000 paid or promised.

With regard to the financing of the costs incurred locally by the ILO in respect of major regional meetings held in developing countries, the Director-General was authorised to examine with the host government whether and to what extent it would be able to contribute to the direct costs of the meeting incurred locally by the ILO; and, to the extent that the host government was unable to meet those costs, up to a maximum of 20 per cent of the total direct costs of the meeting, as required hitherto, authorised the Director-General to make good any shortfall through savings in Part I of the budget, or, failing this, to request the approval of the Governing Body for a charge to Part II (Unforeseen Expenditure) or, if necessary, for a supplementary credit.

As concerns the rationalisation of the work of the Conference and of the Governing Body, the Director-General was requested to keep under review the possibility

¹ The texts of these Reports are published in Series B of the Official Bulletin.
of longer-term rationalisation measures and to report back to the Governing Body in due course.

As regards the in-depth review of international labour standards, the Working Party of the Committee submitted its final report. On the basis of the recommendations contained in the report submitted by the Committee, the Governing Body—

(a) requested member States, in giving effect to the provisions of Article 5, paragraph 1 (c), of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and of Paragraph 5 (d) of the supplementary Recommendation (No. 152), to concentrate on the category 1 instruments in undertaking "the re-examination, at appropriate intervals, of unratified Conventions and of Recommendations to which effect had not yet been given, to consider what measures might be taken to promote their implementation and ratification as appropriate";

(b) decided that, where a State had ratified both a more recent Convention and an earlier Convention on the same subject which was not automatically denounced, it should be asked to report only on the more recent Convention, and requested the Office to identify the cases in which this procedure should be followed, it being understood that this simplification of the reporting obligation would apply only where the more recent Convention provided a higher level of protection than the earlier Convention so that a single report would indicate whether both Conventions were being applied;

(c) approved the classification of existing standards and proposals for new standards set out in the appendices to the Working Party's report;

(d) decided that a new compilation should be issued which would in principle include the substantive provisions of all the Conventions and Recommendations, but gave the Office discretion to omit certain Recommendations classified in category 3 where they had been replaced or superseded by a more recent Convention or Recommendation or were purely transitional in nature, and to approve the indications concerning the form of this compilation contained in paragraphs 33 and 35 of the Working Party's report;

(e) decided that the chart of ratifications should in future omit the Conventions which had not entered into force and were closed to further ratifications and the Final Articles Revision Conventions (Nos. 80 and 116), which created no substantive obligations, and instructed the Office to publish occasionally a chart of ratifications covering only the category 1 instruments and statistics of ratifications of these Conventions in addition to the over-all statistics;

(f) instructed the Office to study the possibility of publishing in the International Labour Review or elsewhere studies describing the situation in the countries of the world with respect to individual instruments or groups of instruments, based on the reports requested from governments under article 19 of the Constitution and on the general surveys which the Committee of Experts on the Application of Conventions and Recommendations made on the basis of those reports, with the sole object of bringing certain important results of this procedure to the attention of a wider public in an easily accessible form; and

(g) instructed the Office to study further with a view to possible future action the proposal for the addition of protocols to Conventions, to adapt them to changed situations or deal with practical difficulties of application which emerged after an instrument had been adopted.

It was understood that the Office would take the necessary action to bring to the attention of member States the classification of existing standards and proposals for new standards set out in the appendices to the Working Party's report.
Concerning personnel questions, the Governing Body took note of the information provided, particularly with regard to the implementation of the measures it had adopted for the reduction of staff, and decided to submit resolutions to the Conference at its next session relating to the composition of the Administrative Tribunal of the ILO on the one hand and certain nominations to the staff pensions bodies of the ILO on the other. On the subject of the ILO Staff Pensions Fund, it was decided to recommend that the Conference should authorise the payment to the latter of an additional annuity of $270,000 a year for ten years for the purpose of amortising the deficit of the Fund, and an additional annuity of $200,000 a year for ten years commencing on 1 January 1980 to allow measures parallel to those adopted for the United Nations Joint Staff Pension Fund to be applied to pensioners of the ILO Staff Pensions Fund.

REPORT OF THE ALLOCATIONS COMMITTEE

Scale of Contributions to the Budget for 1980-81

The Governing Body decided to propose to the Conference the adoption of the draft scale of assessments for 1980 as set out in the Appendix to the report, subject to such adjustments as might be necessary following the assessment of new member States.

Principles governing the Cancellation of Arrears of Contributions

As regards the duration of the validity of a decision by the Conference to permit a member State to vote even though it is two years or more in arrears in the payment of its contributions, the Governing Body asked its Committee on Standing Orders and the Application of Conventions and Recommendations to prepare an amendment to article 32 of the Standing Orders of the Conference to be submitted to the Conference at its 65th Session. Under the terms of this amendment, such a decision would remain valid as long as the State in question, if it benefited from an arrangement for settlement of its contributions in arrears by annual payments, paid punctually both its current contributions and the annual payments of contributions in arrears. The Committee was also asked to prepare amendments to the Standing Orders of other ILO bodies containing parallel provisions.

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

Application of Conventions and Recommendations

The Governing Body took note of the information provided on the revision of the memorandum concerning the obligation to submit Conventions and Recommendations to the competent authorities; it decided to set at four years the periodicity of the special reports to be submitted under article 19 of the Constitution by governments of countries which have not ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the first reports to be requested for the autumn of 1979.

1 This resolution was adopted without modification by the Conference at its 65th (1979) Session. See Official Bulletin, Vol. LXII, 1979, Series A, No. 2, p. 111.

2 This resolution was adopted without modification by the Conference at its 65th (1979) Session. See ibid., p. 111.

3 Comprising various proposals relating to voting procedure at the International Labour Conference published in the reports submitted by the Committee to the 205th and 206th Sessions of the Governing Body and whose examination was postponed to the 209th Session.

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It also adopted the report form for the Labour Relations (Public Service) Convention, 1978 (No. 151).

**Standing Orders Questions**

The Governing Body took note of the information provided on the credentials procedure at the International Labour Conference (article 26 of the Standing Orders of the Conference).

Concerning voting procedure at the Conference, it decided to submit for consideration by the Conference at its next session a series of amendments to article 19 of the Conference Standing Orders with a view to the introduction of a secret ballot.¹

**REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE**

The Governing Body took note of the Director-General’s declaration on the occasion of the International Year of the Child, reproduced in the Appendix to the report, with some changes to be made in the text of the declaration.

The Director-General was authorised to invite the following intergovernmental organisations to be represented at sessions of the International Labour Conference: World Tourism Organisation (WTO); General Secretariat of the Organisation of the Islamic Conference; West African Economic Community (CEAO); Economic Community of the Countries of the Great Lakes (CEPGL); Andean Group (Cartagena Agreement); Simón Rodríguez Convention; Secretariat of the Caribbean Community (CARICOM); Latin American Economic System (SELA); Economic Community of West African States (ECOWAS).

**REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE**

*Second Tripartite Technical Meeting for the Food Products and Drink Industries (1978) : Effect to Be Given to the Conclusions and Resolutions of the Meeting*²

The Director-General was authorised to communicate the texts adopted by the Second Tripartite Technical Meeting for the Food Products and Drink Industries to governments, informing them that the Governing Body had taken note of those documents and requesting them to communicate the texts to the employers’ and workers’ organisations concerned, and to the international organisations of employers and workers having consultative status.

The Director-General will draw the special attention of the governments and, through them, that of the employers’ and workers’ organisations concerned, as well as the special attention of the international employers’ and workers’ organisations having consultative status, to the Reports and Conclusions No. 11 and No. 12.

*Effect Given to the Conclusions and Resolutions Adopted by the First Tripartite Technical Meeting for the Food Products and Drink Industries*

The Director-General was requested to draw the attention of governments and, through them, that of the employers’ and workers’ organisations concerned, as well as the attention of the international employers’ and workers’ organisations having


² For the texts of these Conclusions and Resolutions, see below, pp. 160-171.
consultative status, to the Conclusions and Resolutions mentioned in section I, group C, of the Classification adopted by the Working Party on the Effect Given to the Conclusions and Resolutions Adopted by the First Tripartite Technical Meeting for the Food Products and Drink Industries. The Director-General will, when planning the future programme of work of the Office, continue to bear in mind the wishes expressed by the Meeting in the Conclusions and Resolutions mentioned in section II, group B, of the Classification, with a view to giving effect to the requests addressed to the Office which they contain.

Labour and Social Problems arising out of Seasonal Fluctuations

The Director-General was requested to draw the attention of member States to the wishes expressed by the Meeting in paragraphs 11, 28 and 29 of Conclusions No. 11; and, when planning the future programme of work of the Office, he will bear in mind the wishes expressed by the Meeting in paragraphs 11 and 30 of Conclusions No. 11.

Appropriate Technology for Employment Creation

The Director-General was requested to bring to the attention of the United Nations the wish expressed in paragraph 19 of Conclusions No. 12; and, when planning the future programme of work of the Office, he will bear in mind the wishes expressed by the Meeting in paragraphs 6, 12, 16 and 19 of Conclusions No. 12.

Ratification and Application of ILO Conventions Nos. 87, 98 and 135

The Director-General was invited, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Meeting in the operative part of Resolution No. 14.

Employment of Women

The Director-General was invited, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Meeting in subparagraphs (b) and (c) of Resolution No. 15.

Multinational Enterprises

The Director-General was requested, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Meeting in subparagraphs (a) and (c) of Resolution No. 16; and, in submitting future proposals for the agenda of the Conference, to bear in mind the wishes expressed in subparagraph (b) of the resolution.

Future ILO Action in the Food Products and Drink Industries

The Governing Body decided to bear in mind the wishes expressed by the Meeting in the operative part of Resolution No. 13 when considering future proposals for activities in the field of the food products and drink industries; and it requested the Director-General, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Meeting in subparagraphs (c) and (d) of Resolution No. 13.
Composition of the Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries

The Governing Body approved the following nominations:

Nominations Submitted after Consulting the Workers’ Group

Mr. Abderrazak Daoui (Algeria),
Mr. Blaise Diame (Senegal),
Substitute: Mr. Soru Macalou (Mali).

Nomination Submitted after Appropriate Consultations with Governments

Mr. Georges Livanios (Greece).

Other Questions

Meeting of Experts on Problems concerning Air Traffic Controllers: Invitation of an Additional Non-governmental International Organisation

The Director-General was authorised to invite the International Federation of Air Line Pilots’ Associations to be represented as an observer at the Meeting of Experts on Problems concerning Air Traffic Controllers.

Composition and Agenda of Standing Bodies and Meetings

Standing Bodies

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body appointed the following persons as members of the Committee for a period of three years:

Mr. Roberto Ago (Italy), Judge of the International Court of Justice; former Professor of International Law, Faculty of Law, University of Rome; former member and President of the United Nations International Law Commission; President of the Vienna Conference for the Codification of the Law on Treaties (1968-69); former Chairman of the ILO Governing Body; member of the Permanent Court of Arbitration; and chairman or member of various international commissions of arbitration or conciliation.

Mrs. Hanna Bokor-Szegö (Hungary), head of the International Law Department, Institute for Legal and Administrative Sciences, Hungarian Academy of Sciences; Professor of International Law, University of Economics, Budapest; former member and Chairman of the United Nations Commission on the Status of Women; Secretary of the Hungarian Branch of the International Law Association; former member of the delegation of Hungary at the International Labour Conference; and author of publications on international law.

1 The titles and functions of the experts are given in full in the report submitted by the Committee to the Governing Body in the context of this item on its agenda. The Governing Body also appointed another expert in the context of the thirteenth item on its agenda (see below, p. 126).

2 The Governing Body also took note of the nominations approved by its Officers in the context of the thirteenth item on its agenda (see below, pp. 126-127).
Meetings

Second Joint ILO/Council of Europe Meeting to Draft a European Agreement concerning Medical Care for Persons on Short Stays Abroad

The composition of the meeting should be the same as that of the first meeting, and accordingly one expert should be nominated by the Government of each of the following 31 countries: Austria, Belgium, Bulgaria, Byelorussian SSR, Cyprus, Czechoslovakia, Denmark, Finland, France, German Democratic Republic, Federal Republic of Germany, Greece, Hungary, Iceland, Ireland, Italy, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland Turkey, Ukrainian SSR, United Kingdom, USSR, Yugoslavia.

The following terms of reference were approved for the meeting: “to carry out, on the basis of a revised text prepared by the ILO, a second reading of the draft agreement.”

Ninth Session of the Advisory Committee on Rural Development

Mr. J. L. Zaragoza Palencia, Director of the Centre for Agrarian Research (Mexico), was appointed as a member of the Advisory Committee for a period of five years from 1 January 1979; the Director-General was authorised to invite him to attend the Committee’s Ninth Session.

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries

The Governing Body approved the following further nomination submitted after consulting the Employers’ group:

Mr. Werner Hutschinski (Austria).

Meeting of Experts on Labour Relations and Development in Asia

The following terms of reference for the meeting were approved: “to review the linkages between labour relations and development in Asia, to guide the ILO in determining the orientation of its work in labour relations in Asia and to advise the ILO on preparations for the discussions which the next Asian Regional Conference will hold on the subject.”

Governmental Conference for the Final Adoption of a Second Revised Agreement concerning the Social Security of Rhine Boatmen

The Governing Body decided that the Governments of the following countries should be invited to send one representative each to the Conference: Austria, Belgium, France, Federal Republic of Germany, Luxembourg, Netherlands, Switzerland; and approved the following terms of reference for the Conference: “the final adoption of a second revised Agreement concerning the social security of Rhine boatmen.”

Meeting of Experts on Problems concerning Air Traffic Controllers

The Governing Body noted that since its 208th Session its Officers had approved the following further nominations:

1 Also see above, p. 125, the nominations approved by the Governing Body in the context of the thirteenth item on its agenda.
Nominations submitted after appropriate consultations with governments:

Mr. J. P. Ayuga (Kenya),
Dr. H. Cherry (United Kingdom),
Mr. Roberto Kobeh González (Mexico),
Mr. Akira Suenaga (Japan).

The Governing Body approved the following further nominations:

Nominations submitted after consulting the Workers' group:

Mr. Jacob Chisela (Zambia),
Mr. Katendi (Zaire),
Mr. Ahmed Moussa (Niger),
Substitute: Mr. Bathily Samba (Mauritania).

Meeting of Experts to Draw up a Code of Practice on Safety and Health in the Construction of Fixed Offshore Installations in the Petroleum Industry

The following terms of reference for the meeting were approved: “to draw up a code of practice on safety and health in the construction of fixed offshore installations in the petroleum industry”.

Meeting of Experts on the Revision of the List of Occupational Diseases

Subject to the adoption of the 1980-81 Programme and Budget by the Conference, the Governing Body approved the following agenda for the meeting: “to set criteria for determining the list of occupational diseases and, in the light of the most up-to-date medical and technical knowledge, to draft a new list of diseases, which would be submitted to the Conference for consideration at its 66th (1980) Session under the agenda item entitled ‘(a) Safety and health and the working environment; (b) Amendment of the list of occupational diseases appended to the Employment Injury Benefits Convention, 1964 (No. 121)’”.

Information on Symposia and on Seminars and Similar Meetings Provided for under the Regular Budget

The Governing Body took note of the information supplied concerning these meetings.

REPORT OF THE DIRECTOR-GENERAL

Composition of the Governing Body

The Governing Body noted that, in accordance with article 5 (2) of its Standing Orders, the Government group had appointed the Government of Peru to replace the Government of Brazil in one of the seats in the Governing Body reserved for the States selected by the Government electoral college.

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1 The titles and functions of the experts are given in full in the document submitted by the Office in the context of this item on the agenda.

2 In place of Dr. P. G. Castle (United Kingdom), who had been appointed by the Governing Body at its 208th Session.

3 See above, p. 118, for the obituary.

4 The Governing Body also approved modifications in the composition of its Committees (see below, p. 130).
The Governing Body further noted that, in accordance with article 5 (5) of its Standing Orders, the Employers’ group had appointed Mr. Koh Yoshino (Japan) to replace the late Massoud Ghayour and Mrs. Lucia Sasso-Mazzufferi (Italy) to replace Mr. Polese, who had resigned.

Progress of International Labour Legislation

Internal Administration

Publications and Documents

The Governing Body took note of these sections of the report.

First Report of the Panel of the Fact-Finding and Conciliation Commission on Freedom of Association Appointed by the Governing Body of the International Labour Office to Examine the Complaint of Alleged Infringements of Trade Union Rights in the United States/Puerto Rico

The Governing Body took note of the report.

Participation of Non-governmental International Organisations in the 65th (1979) Session of the Conference

The Director-General was authorised to invite the following organisations to be represented at the 65th Session of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they had expressed an interest: Arab Federation of PTT; Brotherhood of Asian Trade Unionists; Caribbean Employers’ Confederation; Confederation of International Contractors’ Associations; European Organisation of Military Associations; European Trade Union Confederation; International Alliance of Women; International Association for Social Progress; International Association of Crafts and Small- and Medium-Sized Enterprises; International Cargo Handling Co-ordination Association; International Confederation of Executive Staffs; International Confederation of Temporary Work Organisations; International Council of Nurses; International Council of Voluntary Agencies; International Council of Women; International Federation of Building and Woodworkers; International Federation of Business and Professional Women; International Federation of Chemical, Energy and General Workers’ Unions; International Federation of Commercial, Clerical and Technical Employees; International Federation of Employees in Public Service; International Federation of Free Teachers’ Unions; International Federation of Plantation, Agricultural and Allied Workers; International Federation of University Women; International Federation of Women Lawyers; International Metalworkers’ Federation; International Organisation for Standardisation; International Textile, Garment and Leather Workers’ Federation; International Transport Workers’ Federation; International Union of Food and Allied Workers’ Association; International Union of Drivers of Long-Distance Lorries and Similar Vehicles; International Young Christian Workers; Liaison Committee of Engineers, Supervisory and Managerial Staffs and Technicians; Organisation of African Trade Union Unity; Permanent Congress of Trade Union Unity of the Workers of Latin America; Postal, Telegraph and Telephone International; Public Services International; Soroptmist International; Standing Committee of the Trade Unions of the Graphic Industries; Trade Unions International of Agricultural, Forestry and Plantation
Workers; Trade Unions International of Chemical, Oil and Allied Workers; Trade Unions International of Public and Allied Workers; Trade Unions International of Textile, Clothing, Leather and Fur Workers; Trade Unions International of Transport Workers; Union of European Associations of Bank Employees; World Confederation of Organisations of the Teaching Profession; World Jewish Congress; World ORT Union; World Veterans’ Federation; World Young Women’s Christian Association.

Report of the Officers of the Governing Body

Requests by Non-governmental International Organisations to Be Represented at the 65th (1979) Session of the Conference

The Director-General was authorised to invite the following organisations to be represented at the 65th (1979) Session of the International Labour Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they had expressed an interest: International Graphical Federation; International Movement ATD Fourth World; International Senior Citizens’ Association.

Participation of Non-metropolitan Territories as Observers in the 65th (1979) Session of the International Labour Conference

The Director-General was authorised to invite Antigua, Belize, Bermuda and St. Vincent, through the Government of the United Kingdom, to send a tripartite observer delegation to the 65th Session of the International Labour Conference.

Programme of Meetings

The Governing Body requested the Director-General to convey its gratitude to the Government of Singapore for its invitation to hold the Meeting of Experts on Labour Relations and Development in Asia in Singapore from 1 to 6 October 1979. It approved the following programme of meetings for the remainder of 1979: 1

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tr>
<td>15-28 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>Geneva</td>
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<tr>
<td>26-30 March</td>
<td>Working Party on Structure</td>
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<tr>
<td>8-16 May</td>
<td>Meeting of Experts on Problems concerning Air Traffic Controllers</td>
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<tr>
<td>28 May-2 June</td>
<td>210th Session of the Governing Body and its Committees</td>
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<td>and immediately</td>
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<tr>
<td>after the</td>
<td>65th Session of the International Labour Conference</td>
<td>„</td>
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<tr>
<td>Conference</td>
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</tbody>
</table>

1 See below, p. 145, for the decisions taken by the Governing Body at its 210th Session concerning the second semester of 1979.
The Governing Body took note of the list of forthcoming symposia, seminars and similar meetings.

* * *

Changes in the Composition of Governing Body Committees

The Governing Body approved the following nominations:

- **Programme, Financial and Administrative Committee**: Peru as a substitute Government member;
- **Committee on Freedom of Association**: Mr. Polites as a regular Employer member, in place of the late Massoud Ghayour; Mrs. Sasso-Mazzufferi and Mr. Végh Garzón as substitute Employer members;
- **Committee on Standing Orders and the Application of Conventions and Recommendations**: Peru as a substitute Government member; Mrs. Sasso-Mazzufferi as regular Employer member, in place of Mr. Polese.

Situation with Regard to Freedom of Association in Ethiopia

The Governing Body took note of the Director-General's intention of pursuing his efforts to enable a direct-contacts mission to proceed to Ethiopia as soon as possible, and in any event before the 65th Session of the Conference.
210th Session of the Governing Body of the International Labour Office

(Geneva, 31 May-1 June and 28 June 1979)

The 210th Session of the Governing Body of the International Labour Office was held from Thursday 31 May to Friday 1 June and on Thursday 28 June 1979, under the chairmanship of Mr. H. Charry Samper and subsequently of Mr. P. Dontsop, elected Chairman for 1979-80.

The agenda was as follows:

1. Approval of the minutes of the 209th Session. ¹
3. Annual report of the Governing Body to the Conference.¹
6. The ILO and progress towards the establishment of a new international economic order.
7. Complaints concerning the observance by Panama of the Officers’ Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships’ Crews) Convention, 1946 (No. 68), made by the Government of France under article 26 of the ILO Constitution.³
8. International Centre for Advanced Technical and Vocational Training.²
10. Reports of the Programme, Financial and Administrative Committee.
14. Report of the Committee on Discrimination.²
15. Composition and agenda of standing bodies and meetings.
17. Programme of meetings.
18. Appointment of Governing Body representatives on various bodies.

¹ The Governing Body approved this document.
² The Governing Body took note of this report.
³ The Governing Body postponed consideration of this item to its 211th Session.
19. Questions arising out of the 65th Session of the Conference.

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The following is an account of the action taken by the Governing Body on the other items of its agenda.\(^1\)

**Obituary**

The Governing Body paid tribute to three prominent personalities closely associated with the work of ILO, who had died.

At the opening of the Session, the Governing Body honoured the memory of one of its former Chairmen, Mr. Alexandre Parodi, a former Vice-President of the Council of State and Minister of Labour and Social Security of France, and who had been for almost 15 years representative of the French Government on the Governing Body and head of the French delegation to the International Labour Conference. The Governing Body requested the Director-General to convey its sympathy to the French Government and to Mr. Parodi's family.

The Governing Body was informed of the death of Mr. Yukitaka Haraguchi, Worker deputy member and subsequently regular member of the Governing Body and member of the Japanese delegation to the International Labour Conference since 1957. The Director-General was requested to convey its sympathy to his family, to the General Council of Trade Unions of Japan and to the International Confederation of Free Trade Unions.

The Governing Body was also informed of the death of Mr. Eduardo Ribeiro de Carvalho, Director of the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) and official of the Office since 1961. It requested the Director-General to convey its sympathy to his widow.


With a view to determining the agenda of the 67th (1981) Session of the Conference the Governing Body decided that it should at its 211th Session (November 1979) receive law and practice reports or more detailed proposals on the following questions:

- Social security and employment (general discussion);
- Termination of employment;
- Maintenance of migrant workers' rights in social security (revision of Convention No. 48); and
- Part-time employment.

**REPORT OF THE MEETING OF EXPERTS ON OCCUPATIONAL ACCIDENT PREVENTION AND COMPENSATION**

*(Geneva, 29 January-2 February 1979)*

The Governing Body took note of the report and authorised the Director-General to distribute it to the governments of member States and through them to the employers' and workers' organisations, to the intergovernmental organisations con-
cerned and to the non-governmental organisations having consultative status with the ILO. The Director-General will take account of the views of the Meeting in considering further development of the social security activities of the ILO and the International Programme for the Improvement of Working Conditions and Environment (PIACT).

**THE ILO AND PROGRESS TOWARDS THE ESTABLISHMENT OF A NEW INTERNATIONAL ECONOMIC ORDER**

The Governing Body decided that the Office, in consultation with the Officers of the Governing Body, should revise the report prepared by the Office to give effect to Resolution XXXIII/198 of the United Nations General Assembly concerning matters and problems within the ILO's competence in relation to the establishment of a new international economic order so as to take into account the discussions that had taken place in the Governing Body. It was further agreed that the Director-General would transmit the report, thus revised, to the United Nations and that the Governing Body would approve at its 211th Session (November 1979), for transmission to the General Assembly, a final report taking account in particular of the discussion at the 65th (1979) Session of the Conference on the follow-up of the World Employment Conference.

**REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION**

(193rd to 196th reports)

The Governing Body examined and adopted the 193rd, 194th, 195th and 196th reports. It approved, in particular, the recommendations of its Committee concerning the questions of procedure contained in the first of these reports, consideration of which was postponed to its next session.

**REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE**

On the basis of the reports of its Committee, the Governing Body took note of the information provided concerning, in particular, the regular budget account, the position of the Working Capital Fund and personnel questions.

Concerning the draft budget of the ILO for 1980-81 to be submitted for the approval of the International Labour Conference, the Governing Body had, at its 209th Session, recommended that the budget, amounting to US $203,779,154 costed at an exchange rate of 1.73 Swiss francs to the US dollar, be adjusted to the operational rate of exchange applied by United Nations and specialised agencies for the month of June 1979. As the rate of exchange of the dollar on 30 May 1979 was between 1.73 and 1.74 Swiss francs the Governing Body decided not to change the rate originally employed for the evaluation and to propose to the Conference a resolution submitting a budget of US $203,779,154 for its approval.

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1 The texts of these reports are issued in the *Official Bulletin*, Series B.
2 See above, p. 120.
REPORT OF THE ALLOCATIONS COMMITTEE

The Governing Body took note of the information provided on the assessment of the contributions of new member States and the resulting adjustments to the draft scale of contributions for 1980.

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

The Governing Body decided to submit to the Conference for consideration, as an addition to article 32 of the Standing Orders of the Conference, a new paragraph 2 concerning the duration of the validity of a decision permitting a member State in arrears in the payment of its contribution to vote.¹

It further decided that the same addition, reproduced below, should be carried over into its own Standing Orders as paragraph 5 of article 17, this amendment to take effect at such time as a corresponding change in the Standing Orders came into force.

5. Notwithstanding the provisions of paragraph 1 of this article, after the Conference has approved an arrangement under which the arrears of a Member are consolidated and are payable in annual instalments over a period of years, any decision by the Conference permitting that Member to vote shall be valid as long as the Member concerned pays both its current contributions and the instalments on its consolidated arrears during the year in respect of which they are due.

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Report of the Committee on Conditions of Work in the Fishing Industry

The Director-General was authorised to communicate the report, Conclusions and Resolutions adopted by the committee to governments of member States, informing them that the Governing Body had taken note of those documents and requesting them to communicate the texts to the employers' and workers' organisations concerned, and also to the governmental and non-governmental international organisations concerned, in particular the organisations of employers and workers having consultative status.

Working Hours and Manning

The Director-General was invited, in forwarding the Conclusions on fishermen’s hours of work and manning, to draw special attention to operative paragraph (2) of those Conclusions. When planning the future programme of work of the Office and making his proposals for the agenda of future sessions of the Conference, he will bear in mind the wishes expressed by the committee in operative paragraph (1) of the same Conclusions.

Stabilisation of Employment and Earnings

The Director-General was invited to carry out the study called for in the operative part of the resolution concerning stabilisation of employment and earnings. He will, in making future proposals for the Conference agenda, consider including, in the light of the results of the study mentioned above, an item on stabilisation of employment and earnings of fishermen, for consideration by the Governing Body.

Medical Care on Board

The Director-General was invited—

(a) in making future proposals for the Conference agenda, to consider including an item on medical care for fishermen at sea and, in so doing, to have regard to operative paragraphs 2 and 3 of this resolution;

(b) in forwarding the text of this resolution to governments, to draw their special attention to operative paragraph 4; and

(c) to arrange for continuing co-operation with the WHO and IMCO, in accordance with operative paragraph 5 of the resolution.

Pensions and Sickness Insurance

The Director-General was invited, in forwarding the Conclusions on social security protection of fishermen in the case of sickness, invalidity, old age and death to the governments and organisations referred to above, to draw special attention to the principles set out in those Conclusions.

Holidays with Pay

The Director-General was invited, in forwarding this resolution to governments, to draw their attention to the appeal addressed to them therein.

Repatriation

The Director-General was invited, in forwarding this resolution to governments, to draw their attention to operative paragraphs (1) and (5) and to convey to them the Governing Body’s endorsement of operative paragraphs (2) and (4).

Technical Co-operation in Vocational Training for the Fishing Industry

The Director-General was invited to give effect to the wishes expressed by the Committee on Conditions of Work in the Fishing Industry in operative paragraph 1 of this resolution. He will, in forwarding the resolution to the governments and organisations referred to above, draw attention to operative paragraph 2.

Future Work Programme

The Director-General was invited, when making proposals for the future programme of work of the Office, to bear in mind the wish expressed in this resolution that the Governing Body should consider convening a further session of the Committee at an early date to study the systems of remuneration and welfare facilities in the fishing industry with a view to the adoption of international instruments.

National Tripartite Labour Board for the Fishing Industry

The Director-General, in forwarding this resolution, will draw special attention to the recommendations which it contains.

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries: Composition and Invitation of an Additional Non-governmental International Organisation

Composition

The Governing Body authorised its Officers to approve on its behalf any nominations which the Director-General might not be able to submit at its 210th Session.

1 The Governing Body appointed an expert in the context of another item on its agenda (see below, p. 141).
Invitation of an Additional Non-governmental International Organisation

The Director-General was authorised to invite the European Federation of Building and Woodworkers in the EEC to be represented at the meeting.

Composition of the Second Tripartite Technical Meeting for the Clothing Industry

The Governing Body—

(a) authorised the Director-General to invite the following countries to be represented at the Second Tripartite Technical Meeting for the Clothing Industry: Algeria, Australia, Brazil, Canada, Colombia, Egypt, France, Federal Republic of Germany, India, Israel, Italy, Japan, Mauritius, Mexico, Nigeria, Philippines, Poland, Singapore, USSR, United Kingdom, Venezuela and Yugoslavia;

(b) decided that the closing date for the acceptance of invitations would be 31 December 1979;

(c) in the event that the government of any of the countries listed in subparagraph (a) above declined the invitation or if its reply failed to meet the deadline, authorised the Director-General, after consulting the Officers of the Governing Body, to invite one of the following countries placed on a reserve list and belonging to the same region as the defaulting country: Tanzania, Tunisia (Africa); Jamaica, Peru (America); New Zealand, Thailand (Asia); Romania, Spain (Europe).

Composition and Agenda of Standing Bodies and Meetings

1

Standing Bodies

Panel of Consultants on Safety in Mines

The Governing Body appointed the following persons as members of the Panel of Consultants on Safety in Mines for a period expiring on 31 March 1982:

Nominations Made after Consulting the Employers’ Group of the Governing Body:

Mr. Siu-Wu Chen.
Mr. Duvernoy (France).
Mr. George Y. L. Lee (Malaysia).
Mr. Jaime F. Martinez P. (Colombia).
Mr. Karl Rösgen (Federal Republic of Germany).
Mr. Harri Vartiainen (Finland).

Substitutes:

Mr. Razzak Bengali (Pakistan).
Mr. Sven-Gunnar Bergdahl (Sweden).
Mr. Donald Frederick Fairweather (Australia).
Mr. Fulvio Ferrari (Italy).
Mr. Sadruddin I. Saleh (Pakistan).

Nominations Made after Consulting the Workers’ Group of the Governing Body:

Mr. A. Bacher (Austria).
Mr. A. Bulmer (United Kingdom).

1 The titles and functions of the experts and consultants are given in full in the report submitted by the Officers to the Governing Body in the context of this item on its agenda.
Mr. S. Cantarelli (Belgium).
Mr. A. Dufresne (France).
Mr. E. Stebel (Federal Republic of Germany).
Mr. F. Tamzoh (Turkey).

Substitutes:
Mr. N. Kabanets (USSR).
Mr. R. Mertz (France).
Mr. A. Ponce (Philippines).
Mr. A. Renders (Belgium).

Panel of Consultants on Workers' Education

Composition

The Governing Body appointed the following persons to the Panel of Consultants on Workers' Education for the remainder of the term of office of the Panel's present membership, i.e. until 31 May 1980:

- Mrs. Mariama Aribot (Guinea).
- Mr. M. A. Chansarkar (India).
- Mr. H. S. Kipacha (Tanzania).
- Mr. P. Matthews (Australia).
- Mr. W. Nessnau (World Federation of Trade Unions).
- Mr. Bahi Nizie (Ivory Coast).
- Mr. A. Ramirez Pinilla (Colombia).
- Mr. Herbert Silungwe (Zambia).

Meetings

Eleventh Conference of American States Members of the International Labour Organisation

Invitations to Intergovernmental Organisations

The Director-General was authorised to invite the organisations listed below to be represented at the Conference: Andean Group (Cartagena Agreement); Simón Rodriguez Convention; Secretariat of the Caribbean Community (CARICOM); Latin American Economic System (SELA).

The Director-General will consider the possibility of issuing invitations to any other intergovernmental organisation that might make a useful contribution to the work of the Conference.

Third European Regional Conference

Invitations to Intergovernmental Organisations

The Director-General was authorised to invite the organisations listed below to be represented at the Conference: Council for Mutual Economic Assistance; Nordic Council; and Nordic Council of Ministers.

Invitation to the Holy See

The Governing Body, in accordance with article 1 (7) of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the Inter-

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1 To replace the following members: Mr. Max Bailor (Sierra Leone), Mr. J. Delaby (France), Mr. Jean Diallo (Senegal), Mr. El-Sayed M. A.-L. El-Zeftawy (Egypt), Mr. Pierre Galoni (France), Mr. A. de Gioia (Italy), Mr. H. C. Gupta (India), Mr. H. Sinno (World Federation of Trade Unions).
national Labour Organisation, authorised the Director-General to invite the Holy See to be represented at the Conference by an observer.

**Twenty-third Session of the Joint Maritime Commission**

*Agenda*

The following agenda for the 23rd Session of the Joint Maritime Commission was approved:

1. Social security and employment conditions of seafarers serving in flag-of-convenience vessels.
2. Employment conditions of seafarers serving in ships flying flags other than those of their own country.
3. Consideration of an international seafarers' code and of model legislation concerning seafarers.
4. Recommendation No. 109 concerning wages, hours of work on board ship and Manning, 1958, Paragraph 2—the minimum basic wage for able seamen.

**Fourth Session of the Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission**

*Agenda*

The following agenda for the Fourth Session of the Tripartite Subcommittee on Seafarers' Welfare was approved:

1. Examination of the Seamen's Welfare in Ports Recommendation, 1936 (No. 48), and the Seafarers' Welfare Recommendation, 1970 (No. 138), with a view to determining what further action may be required.
2. The treatment of seafarers in transit, and with respect to customs formalities in port.

**Ninth Session of the Advisory Committee on Rural Development**

*Composition*

The Governing Body appointed Mr. Asoka Mehta, former Minister of Planning, Government of India, as a member of the Advisory Committee for a period of five years from 1 January 1979, and authorised the Director-General to invite him to attend the Committee's Ninth Session.

*Invitations to International Intergovernmental and Non-governmental Organisations*

The Director-General was authorised to invite the following international intergovernmental and non-governmental organisations to be represented at the session: General Secretariat of the Arab Agriculture Ministers for the Gulf and the Arabian Peninsula; European Confederation of Agriculture; International Federation of Plantation, Agricultural and Allied Workers; Trade Unions International of Agricultural, Forestry and Plantation Workers; World Federation of Agricultural Workers.
Second Joint ILO/Council of Europe Meeting to Draft a European Agreement concerning Medical Care for Persons on Short Stays Abroad

Liechtenstein was added to the list of participating countries and accordingly the Director-General was authorised to invite the Government of Liechtenstein to nominate one expert to attend the Meeting.

Meeting of Members of the Panel of Consultants on Workers' Education

The Governing Body approved the nomination of the following 30 consultants to attend the meeting of the Panel of Consultants to be held from 26 November to 5 December 1979, it being understood that the remaining ten members of the Panel should be considered to be substitutes:

- Mr. Khelifa Abid (Tunisia);
- Mrs. Mariama Aribot (Guinea);
- Mr. Tom Bavin, International Federation of Plantation, Agricultural and Allied Workers;
- Mr. André Bracconier (International Federation of Free Teachers' Unions);
- Mr. Peer Carlsen (Denmark);
- Mr. Bernardo Cobos (Mexico);
- Mr. J. C. Dikshit (India);
- Mr. René Duhamel (France);
- Mr. Heinz Eckert (Federal Republic of Germany);
- Mr. Akiva Eger (Israel);
- Mr. Dimitri Grigorian (USSR);
- Mr. S. Halin (Sweden);
- Mr. Roy Jackson (United Kingdom);
- Mr. J. D. Kidd (Canada);
- Mr. H. S. Kipacha (Tanzania);
- Mr. R. R. Martin (Brotherhood of Asian Trade Unionists);
- Mr. P. Matthews (Australia);
- Mr. J. U. Montemayor (Philippines);
- Mr. W. Nessnau (World Federation of Trade Unions);
- Mr. B. Nizie (Ivory Coast);
- Mr. J. J. Plana (Venezuela);
- Mr. K. Prokop (Austria);
- Mr. A. Ramirez Pinilla (Colombia);
- Mr. S. Silleman (International Confederation of Free Trade Unions);
- Mr. H. Silungwe (Zambia);
- Mr. B. Tampungu (Zaire);
- Mr. Werner Thönnessen (International Metalworkers' Federation);
- Mr. N. Van Tanh (World Confederation of Labour);
- Mr. Larry Wagg (Canada);
- Mr. A. Zeinaty (Lebanon).

Meeting of Experts on Labour Relations and Development in Asia

Composition

The Governing Body approved the following nominations for participation in the Meeting of Experts on Labour Relations and Development in Asia:

Experts Nominated after Appropriate Consultations with Governments:

- Mr. Amado G. Inciong (Philippines).
- Mr. A. M. Mesbahuddin (Bangladesh).
- Mr. Oetojo Oesman (Indonesia).
Substitute:
Mr. Rukmono (Indonesia).
Mr. K. S. Raghupathi (India).
Mr. A. T. Rajah (Malaysia).
Mr. Vijit Sangtong (Thailand).
Mr. G. Weerakoon (Sri Lanka).

Experts Nominated after Consulting the Employers’ Group of the Governing Body:
Mr. Kon Huang (Republic of Korea).
Mr. José F. Lumban (Philippines).
Mr. B. M. Noakes (Australia).
Mr. William A. Poole (New Zealand).
Mr. Mohamed Afzalur Rahman (Bangladesh).
Mr. Toshio Suzuki (Japan).
Mr. Naval H. Tata (India).
Mr. Maurice William Wells (Papua New Guinea).

Substitutes:
Mr. S. R. de Silva (Sri Lanka).
Mr. P. C. Lu.
Mr. K. A. Menon (Malaysia).
Mr. M. A. Mohsen (Pakistan).

Experts Nominated after Consulting the Workers’ Group of the Governing Body:
Mr. Bindeshwari Dubey (India).
Mr. Allana Hangoora (Pakistan).
Mr. P. P. Narayanan (Malaysia).
Mr. P. Nolan (Australia).
Mr. L. W. Pandidha (Sri Lanka).
Mr. Geronimo Quadra (Philippines).
Mr. D. P. Sjaeful (Indonesia).
Mr. Y. Tanaka (Japan).

Substitutes:
Mr. Francisco Cristobal (Philippines).
Mr. Laurence Kwek (Singapore).
Mr. Saifudim Manik (Bangladesh).
Mr. C. Puspanathan (Sri Lanka).
Mr. James Raman (Fiji).
Mr. Snan Wongsuthee (Thailand).

Meeting of Experts to Draw up a Code of Practice on Safety and Health in the Construction of Fixed Offshore Installations in the Petroleum Industry

The Governing Body approved the following nominations for participation in the Meeting:

Experts Nominated after Consulting the Workers’ Group:
Mr. V. Fedorenko (USSR).
Mr. T. McCalmont, J.P. (United Kingdom).
Mr. Lars Anders Myhre (Norway).
Substitutes:
Mr. Arturo Marroquín Rojas (Mexico).
Mr. Jean Sattin (France).
Mr. A. K. Yankey (Ghana).

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries

The Governing Body authorised the Director-General to invite the following government expert to attend the Meeting: ¹ Mr. E. V. Klette (Norway).

Meeting of Experts on Revision of the List of Occupational Diseases Appended to Convention No. 121

The Governing Body appointed the following persons to attend the Meeting of Experts on Revision of the List of Occupational Diseases:

Experts Nominated after Consulting the Workers’ Group
Mr. E. Bolinder (Sweden).
Mr. R. Owen (United Kingdom).

The Officers of the Governing Body were authorised to approve any nominations which might be received before the 211th Session.

Meeting of Experts on Statistics of Employment Injuries

Agenda
The following terms of reference for the Meeting were approved: “to review questions relating to a consistent standard statistical reporting of occupational injuries, including a standardisation of incidence and severity rates of such injuries”.

Composition
The Officers of the Governing Body were authorised to approve any nominations which might be received before its 211th Session.

Information on Symposia and on Seminars and Similar Meetings Provided for under the Regular Budget or Financed from Extra-budgetary Sources

The Governing Body took note of the information provided concerning these meetings.

REPORT OF THE DIRECTOR-GENERAL ²

Composition of the Organisation
Progress of International Labour Legislation
Internal Administration
Publications and Documents
Interpretation of Conference Decisions ³

The Governing Body took note of the information provided.

¹ To replace Mr. T. Aarnes; see also p. 135, above.
² See above, for the obituary, p. 132.
³ See below, pp. 156-159.
Participation of International Organisations in the 65th (1979) Session of the Conference

Intergovernmental Organisations

The Director-General was authorised to invite the Nordic Council to be represented at sessions of the International Labour Conference.

Non-governmental Organisations

The Director-General was authorised to invite the organisations listed below to be represented at the 65th Session of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they had expressed an interest: African Committee of Trade Union Coordination and Action against Apartheid and Colonialism; Association of Former International Civil Servants; International Confederation of Arab Trade Unions; International Confederation of Public Service Officers; International Federation of Women in Legal Careers; International Planned Parenthood Federation; International Road Transport Union; Miners Trade Unions International (WFTU); Nordic Council of Trade Unions; Pan-American Confederation of Commercial Travellers; Women's International Democratic Federation; Women's International League for Peace and Freedom; World Confederation of Teachers; World Federation of Teachers' Unions.

Code of Practice on Occupational Exposure to Airborne Substances Harmful to Health

The Governing Body authorised the Director-General to convene during the second half of 1979, for a maximum duration of three days, a small technical advisory group (composed of the Chairman of the November 1977 meeting of experts, the Chairman-Reporter of the working group appointed by that meeting to examine the draft code of practice and one expert selected on the nomination of each of the respective Governing Body groups from among the Employer and Worker experts who attended the meeting) to review the draft Code of Practice on Occupational Exposure to Airborne Substances Harmful to Health in the light of the comments received from the Employers' group of the Governing Body and to submit a final draft to the Governing Body for approval of publication.

Procedure for the Appointment of Committees by the Conference

The Governing Body—

(a) appointed the following three persons to serve as the Appeals Board, should it be required to meet for the 65th (1979) Session of the Conference: Mr. J. A. Barbosa-Carneiro (Brazil); Mr. Isaac Forster (Senegal); Mr. Léon-Eli Troclet (Belgium);

(b) authorised the Director-General, if the Board were to be required to meet and any of the above-mentioned persons was unable to serve, to convene other members of the Panel so as to ensure that the Appeals Board was duly constituted.
Composition of the Committee to Consider Reports on the Effect Given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

The Governing Body appointed the Committee as follows:

**Government group**:
- Australia
- Tunisia
- United Kingdom
- USSR
- Venezuela

**Substitutes**:
- Ivory Coast
- Pakistan
- Peru
- Sweden
- Yugoslavia

**Employers' group**:
- Mr. Asfour
- Mr. Coates
- Miss Hak
- Mr. Owuor
- Mr. Richan

**Substitutes**:
- Mr. Décosterd
- Mr. Escobar Padrón
- Mr. Lindner
- Mr. Munga-wa-Nyasa
- Mr. Yoshino

**Workers' group**:
- Mr. Macha
- Mr. Maier
- Mr. Mehta
- Mr. Morris
- Mr. Sánchez Madariaga

**Substitutes**:
- Mr. Aguiriano
- Mr. Cuevas
- Mr. Hawke
- Mr. Konate
- Mr. Lloyd

First Report of the Officers of the Governing Body

Request for Regional Consultative Status

Regional consultative status in respect of the American region was granted to the Caribbean Congress of Labour.
Requests for Representation at the Conference Submitted by Liberation Movements Recognised by the Organisation of African Unity

The Director-General was authorised to invite the liberation movements listed below to be represented at sessions of the International Labour Conference and to approve the payment of economy-class airfares and subsistence allowances in respect of one representative of each movement attending the Conference sessions: African National Congress (ANC) (South Africa); Pan Africanist Congress of Azania (South Africa); Patriotic Front of Zimbabwe (with its two branches, the Zimbabwe African National Union (ZANU) and the Zimbabwe African Peoples Union (ZAPU)).

Report of the Committee Set up to Consider the Representation Presented by the World Federation of Trade Unions under article 24 of the Constitution Alleging Non-observance of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), by the Federal Republic of Germany

The Governing Body postponed consideration of this report until its next session, on the understanding that it would be considered at a private sitting to be held on the second day of the session.

Second Report of the Officers of the Governing Body

Requests by Non-governmental International Organisations to Be Represented at the Third European Regional Conference of the ILO

The Director-General was authorised to invite the organisations listed below to be represented at the Third European Regional Conference:

European Trade Union Confederation; International Alliance of Women; International Association for Social Progress; International Christian Union of Business Executives; International Confederation of Executive Staffs; International Confederation of Temporary Work Organisations; International Council of Nurses; International Council of Women; International European Construction Federation; International Federation of Building and Woodworkers; International Federation of Business and Professional Women; International Federation of Chemical, Energy and General Workers’ Unions; International Federation of Commercial, Clerical and Technical Employees; International Federation of Employees in Public Service; International Federation of Free Teachers’ Unions; International Federation of Plantation, Agricultural and Allied Workers; International Federation of University Women; International Federation of Women Lawyers; International Graphical Federation; International Movement A.T.D. Fourth World; International Metalworkers’ Federation; International Organisation for Standardisation; International Round Table for the Advancement of Counselling; International Secretariat of Catholic Technologists, Agriculturalists and Economists; International Social Security Association; International Textile, Garment and Leather Workers’ Federation; International Union of Drivers of Long-Distance Lorries and Similar Vehicles; International Young Christian Workers; Liaison Committee of Engineers, Supervisory and Managerial Staffs and Technicians; Postal, Telegraph and Telephone International; Public Services International; Standing Committee of the Trade Unions of the Graphic Industries; Trade Unions International of Agricultural, Forestry and Plantation Workers; Trade Unions International of Chemical, Oil and Allied Workers; Trade Unions International of Public and Allied Employees; Trade Unions International of Textile, Clothing, Leather and Fur Workers; Trade Unions

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International of Transport Workers; Union of European Associations of Bank Employees; World ORT Union; World Union of Catholic Women’s Organisations; World Veterans Federation; World Young Women’s Christian Association.

Requests by Non-governmental Organisations to Be Represented at the Eleventh Conference of American States Members of the ILO

The Governing Body authorised its Officers to decide on its behalf upon requests for invitations from non-governmental organisations which might be received prior to the opening of the Eleventh Conference of American States Members of the ILO.

PROGRAMME OF MEETINGS

Date and Place of the Eleventh Conference of American States Members of the International Labour Organisation

The Governing Body expressed its warmest appreciation to the Government of Colombia for its gracious invitation and decided that the Eleventh Conference of American States Members of the International Labour Organisation should be held at Medellín from 26 September to 5 October 1979.

Programme of Meetings for the Rest of 1979 and for 1980

The Governing Body approved the following programme of meetings for the remainder of 1979 and for 1980:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>1979</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-27 September</td>
<td>Inland Transport Committee (Tenth Session)</td>
<td>Geneva</td>
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<tr>
<td>26-September-</td>
<td>Eleventh Conference of American States Members of the International Labour</td>
<td>Medellin</td>
</tr>
<tr>
<td>5 October</td>
<td>Organisation</td>
<td>(Colombia)</td>
</tr>
<tr>
<td>1-5 October</td>
<td>Second Joint ILO/Council of Europe Meeting to Draft a European Agreement</td>
<td>Geneva</td>
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<tr>
<td></td>
<td>concerning Medical Care for Persons on Short Stays Abroad</td>
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<tr>
<td>1-6 October</td>
<td>Meeting of Experts on Labour Relations and Development in Asia</td>
<td>Singapore</td>
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<tr>
<td>16-25 October</td>
<td>Third European Regional Conference</td>
<td>Geneva</td>
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<tr>
<td>16-25 October</td>
<td>Meeting of Experts on Problems of Foreign Construction</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>Workers Employed in European Countries</td>
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<tr>
<td>5-16 November</td>
<td>211th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>19-24 November</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation</td>
<td>Paris</td>
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<tr>
<td></td>
<td>concerning the Status of Teachers</td>
<td></td>
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<tr>
<td>26-29 November</td>
<td>Working Party on Structure</td>
<td>Geneva</td>
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<tr>
<td>26 November-</td>
<td>Meeting of Members of the Panel of Consultants on Workers’ Education</td>
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<tr>
<td>5 December</td>
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<tr>
<td>27-30 November</td>
<td>Governmental Conference for the Final Adoption of a Second Revised Agreement</td>
<td>&quot;</td>
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<td></td>
<td>concerning the Social Security of Rhine Boatmen</td>
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<tr>
<td>27 November-</td>
<td>Advisory Committee on Rural Development (Ninth Session)</td>
<td>&quot;</td>
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<tr>
<td>6 December</td>
<td></td>
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<tr>
<td>4-13 December</td>
<td>Second Tripartite Technical Meeting for the Leather and Footwear Industry</td>
<td>&quot;</td>
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<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
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<tr>
<td>14-22 January</td>
<td>Meeting of Experts on Revision of the List of Occupational Diseases Appended to Convention No. 121</td>
<td>Geneva</td>
</tr>
<tr>
<td>21-25 January</td>
<td>Meeting of Experts on Statistics of Employment Injuries</td>
<td>&quot;</td>
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<tr>
<td>18 February-7 March</td>
<td>212th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>13-26 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
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<tr>
<td>15-24 April</td>
<td>Petroleum Committee (Ninth Session)</td>
<td>&quot;</td>
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<tr>
<td>26-31 May and</td>
<td>213th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>immediately after the Conference</td>
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<tr>
<td>4-25 June</td>
<td>66th Session of the International Labour Conference</td>
<td>&quot;</td>
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<tr>
<td>First half</td>
<td>Meeting of Experts to Draw up a Code of Practice on Safety and Health in the Construction of Fixed Offshore Installations in the Petroleum Industry</td>
<td>&quot;</td>
</tr>
<tr>
<td>22-27 September</td>
<td>Governing Body Committee to Consider Reports on the Effect Given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy</td>
<td>&quot;</td>
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<tr>
<td>23 September-2 October</td>
<td>Second Tripartite Technical Meeting for the Clothing Industry</td>
<td>&quot;</td>
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<tr>
<td>October</td>
<td>Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission (Fourth Session)</td>
<td>&quot;</td>
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<tr>
<td>October</td>
<td>Joint Maritime Commission (23rd Session)</td>
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<tr>
<td>October</td>
<td>Meeting of Government Experts on a Draft Agreement and Administrative Arrangement on Reciprocity (Medical Care) in Europe</td>
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<tr>
<td>10-21 November</td>
<td>214th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>2-11 December</td>
<td>Advisory Committee on Salaried Employees and Professional Workers (Eighth Session)</td>
<td>&quot;</td>
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<tr>
<td>Fourth quarter</td>
<td>Working Group on Appropriate Technology</td>
<td>&quot;</td>
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<tr>
<td>Second half</td>
<td>Joint ILO/WHO Committee on Occupational Health</td>
<td>&quot;</td>
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<td>—2</td>
<td>Ninth Asian Regional Conference</td>
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<tr>
<td>—3</td>
<td>African Advisory Committee (Seventh Session)</td>
<td>—3</td>
</tr>
<tr>
<td>—3</td>
<td>Meeting of Experts on Household Surveys</td>
<td>Geneva</td>
</tr>
</tbody>
</table>

1 Preceded by a meeting of the Government members of the Working Party (19-23 November).
2 To be proposed later.

The Governing Body took note of the list of forthcoming symposia, seminars and similar meetings.

**Appointment of Governing Body Representatives on Various Bodies**

The Governing Body appointed the following tripartite delegations to represent it at the meetings concerned:
Inland Transport Committee (Tenth Session; Geneva, 18-27 September 1979)

Government group:
Mr. Fogarty (Australia).

Employers' group:
Mr. Gonzales Blanco.
Substitute: Mr. Lee.

Workers' group:
Mr. Ahmed.

it being understood that the Government member of the delegation would be Chairman of the meeting.

Eleventh Conference of American States Members of the International Labour Organisaton (Medellin, 26 September-5 October 1979)

Mr. Donsop, Chairman of the Governing Body.

Government group:
Mr. Jiménez de Parga (Spain).

Employers' group:
Mr. Bektì.
Substitute: Mr. Oechslin.

Workers' group:
Mr. Mehta.
Substitute: Mr. Mendoza.

Third European Regional Conference (Geneva, 16-25 October 1979)

Government group:
The Chairman of the Governing Body.

Employers' group:
Mr. Yllanes Ramos.
Substitute: Mr. Asfour.

Workers' group:
Mr. Morris.
Substitute: Mr. Sow.

Governmental Conference for the Final Adoption of a Second Revised Agreement concerning the Social Security of Rhine Boatmen (Geneva, 27-30 November 1979)

Government group:
Mr. Zenger (Switzerland).
Employers' group:
Mr. Verschueren.

Substitutes:
Mr. Arbesser-Rastburg.
Miss Hak.

Workers' group:
Mr. Clivaz.

Advisory Committee on Rural Development
(Ninth Session, Geneva, 27 November-6 December 1979)

Government group:
Mr. Bajwa (Pakistan).

Employers' group:
Mr. Végh Garzón.
Substitute: Mr. Appadurai.

Workers' group:
Mr. Issifu.
Substitute: Mr. Ben-Israel.

Second Tripartite Technical Meeting for the Leather and Footwear Industry (Geneva, 4-13 December 1979)

Government group:
Mr. Mainwaring (Canada).

Employers' group:
Mr. Richan.
Substitute: Mr. Bekti.

Workers' group:
Mr. Fassina.

It being understood that the Government member of the delegation would be Chairman of the meeting.

World Conference on Agrarian Reform and Rural Development
(FAO, Rome, 12-22 July 1979)

Government group:
Mr. Nyirenda (Zambia).

Employers' group:
Miss Hak.
Substitute: Mr. Lindner.

Workers' group:
Mr. Konate.
Questions Arising Out of the 65th Session of the Conference

Procedure for the Further Examination of Questions of Structure

The Governing Body, subject to the replacement of Mr. Lee by Mr. Bekti as a substitute Employer member, renewed for a further period of one year the mandate of the members appointed to the Working Party on Structure.¹

Election of the Officers of the Governing Body for 1979-80

Election of the Chairman

The Governing Body elected Mr. Paul Dontsop, Minister of Labour and Social Welfare, representative of the Government of the United Republic of Cameroon on the Governing Body, as its Chairman for the year 1979-80.

Election of the Vice-Chairmen

The Governing Body re-elected Mr. Bergenström as Employer Vice-Chairman and Mr. Morris as Worker Vice-Chairman for the year 1979-80.

* * *

Portrait of David A. Morse, Former Director-General, Offered by Mr. Morse to the ILO

The Governing Body accepted with appreciation the portrait of Mr. David A. Morse, Director-General of the International Labour Office from 1948 to 1970.

Composition of the Board of the International Institute for Labour Studies

The Governing Body appointed Mr. V. David as a Worker member of the Board of the International Institute for Labour Studies.²

² To replace Mr. A. Sudono.
Major Advisory and Other Meetings Held

The following meetings took place during the period covered by the present issue of the Official Bulletin. In addition to the sources of fuller information indicated by footnote, limited quantities of reports and preparatory documents relating to meetings may be purchased from ILO Publications, International Labour Office, CH-1211 Geneva 22.

Committee of Experts on the Application of Conventions and Recommendations
(48th Session, Geneva, 9-22 March 1978)

Under its terms of reference the Committee examined the reports and information supplied by States Members of the International Labour Organisation in accordance with articles 19, 22 and 35 of the Constitution. The Committee then adopted a report in two volumes for submission to the 65th (1979) Session of the International Labour Conference.1

Meeting of Experts concerning the Problems of Air Traffic Controllers
(Geneva, 8-16 May 1979)

Agenda: Problems concerning air traffic controllers: identification and possible solutions.

After discussing a wide range of problems concerning air traffic controllers, the Meeting adopted Conclusions putting forward recommendations on: industrial relations; social and labour aspects of the ATC system; hours of work; remuneration; age of retirement and pensions; occupational safety, health and welfare; legal liabilities; manpower and career planning; training and retraining; and employment security.

Eleventh Conference of American States Members of the ILO
(Medellín, 26 September-5 October 1979)

Agenda:
I. Report of the Director-General
II. Public labour administration and its role in economic and social development
III. Conditions of work, vocational training and employment of women.

Second Joint ILO/Council of Europe Meeting to Draft a European Agreement concerning Medical Care for Persons on Short Stays Abroad
(Geneva, 1-5 October 1979)

Agenda: see p. 126.

The Meeting agreed that the Office should prepare the final texts of the draft Agreement and the Administrative Arrangement for submission to a further meeting for formal adoption.

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Meeting of Experts on Labour Relations and Development in Asia  
(Singapore, 1-6 October 1979)

Agenda: see p. 126.

Third European Regional Conference  
(Geneva, 16-25 October 1979)

Agenda:

I. Report of the Director-General
II. Young people and work
III. Policies and practices for the improvement of working conditions and working environment in Europe.

Meeting of Experts on Problems of Foreign Construction Workers Employed in European Countries  
(Geneva, 16-25 October 1979)

Agenda: Foreign construction workers employed in European countries: problems and possibilities.
Official Measures Taken regarding Decisions of the International Labour Conference * 1

Ratifications of International Labour Conventions and Declarations concerning the Application of Conventions to Non-Metropolitan Territories

Notice is hereby given that the Director-General of the International Labour Office has registered the undermentioned ratifications of international labour Conventions and declarations concerning the application of Conventions to non-metropolitan territories. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications and declarations have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification/declaration</th>
<th>Date on which ratification/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bahamas</td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>16 August 1979</td>
<td>16 August 1980</td>
</tr>
<tr>
<td>Republic of Greece</td>
<td>The Government has declared that this Convention is also applicable in West Berlin.</td>
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<tr>
<td>Greece</td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>18 September 1979</td>
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I. Ratifications

Twelve months after the date on which there have been registered ratifications by at least ten Members with a total share in world shipping gross tonnage of 25 per cent.
Grenada

<table>
<thead>
<tr>
<th>Convention</th>
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<tr>
<td>Minimum Age (Industry) Convention, 1919 (No. 5)</td>
<td>9 July</td>
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<tr>
<td>Minimum Age (Sea) Convention, 1920 (No. 7)</td>
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<td>Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)</td>
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<td>Minimum Age (Agriculture) Convention, 1921 (No. 10)</td>
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<td>Right of Association (Agriculture) Convention, 1921 (No. 11)</td>
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<td>Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)</td>
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<td>Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
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<td>Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)</td>
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<tr>
<td>Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)</td>
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<tr>
<td>Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</td>
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<td>Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</td>
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<td>Forced Labour Convention, 1930 (No. 29)</td>
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<td>Recruiting of Indigenous Workers Convention, 1936 (No. 50)</td>
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<tr>
<td>Minimum Age (Sea) Convention (Revised), 1936 (No. 58)</td>
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<td>Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)</td>
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<td>Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)</td>
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<tr>
<td>Labour Inspection Convention 1947 (No. 81)</td>
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<tr>
<td>In accordance with Article 25 of the Convention, Part II has been excluded from the acceptance of the Convention.</td>
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<tr>
<td>Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)</td>
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<td>Labour Clauses (Public Contracts) Convention, 1949 (No. 94)</td>
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<td>Protection of Wages Convention, 1949 (No. 95)</td>
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<tr>
<td>Migration for Employment Convention (Revised), 1949 (No. 97)</td>
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* Notes are given at the end of the table.
II. Declarations

United Kingdom

Paid Educational Leave Convention, 1974 (No. 140)

Decision reserved: Montserrat

Rural Workers’ Organisations Convention, 1975 (No. 141)

Applicable with modifications: Hong Kong

Date of registration of ratification/declaration: 3 August 1979

Date on which ratification/declaration will take effect: —
4. The public authority may in certain circumstances intervene for the purpose of supervising the accounts of trade unions and ensuring the application of their rules.

5. The consent of the public authority is required for affiliation of trade unions with international organisations.

6. Federations of trade unions may be established only by registered trade unions engaged in the same trade, occupation or industry, and membership of federations of trade unions is restricted to registered trade unions engaged in the same trade, occupation or industry as the component trade unions comprising such trade union federations.

7. The modifications relating to primary trade unions apply also to federations of trade unions, except that no person who is not or has not been engaged in a trade, industry or occupation with which the primary union is directly concerned may be an officer of a federation of trade unions.

This declaration supersedes a declaration of application with modifications registered on 3 January 1978.

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Decision reserved: Brunei.

29 August 1979

Interpretation of Decisions of the International Labour Conference

In accordance with the usual practice, the Director-General has submitted to the Governing Body, for information, the texts of a number of memoranda in which he has replied to requests made by governments concerning the interpretation of decisions of the International Labour Conference. In communicating these replies, the Director-General made the usual reservation that the Constitution of the ILO does not contain any provision authorising him to interpret the decisions of the Conference.

MIGRANT WORKERS (SUPPLEMENTARY PROVISIONS) CONVENTION, 1975 (No. 143)  
(Article 8, paragraph 2; Article 10; Article 14 (a) and (c))

MEMORANDUM BY THE INTERNATIONAL LABOUR OFFICE

1. The Federal Ministry of Labour and Social Affairs of the Federal Republic of Germany has asked for the opinion of the International Labour Office on the meaning of the above-mentioned provisions of the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), so that it may be determined whether certain provisions of that country's legislation are consistent with the requirements of the said Convention.

2. In general, it is not for the International Labour Office to express an opinion as to whether the legislation of a State is compatible with the terms of a Convention. With the usual reservation that the Constitution of the International Labour Organisation does not confer upon it any special competence to interpret the Conventions, the Office must restrict itself to providing governments which so request with indications which may clarify the meaning of particular provisions of a Convention, taking account, as appropriate, of any elements emerging from the preparatory work or from the conclusions reached by ILO supervisory bodies. It is for the government directly concerned to assess the conformity of national law and practice with the standards laid down in a particular international labour Convention—subject, in the case of ratification of the Convention, to the procedures established by the International Labour Organisation for the international examination of reports on the application of ratified Conventions.

3. The questions raised by the Federal Ministry of Labour and Social Affairs relate to Article 8, paragraph 2, Article 10 and Article 14 (a) and (c) of the Convention.

Article 8, paragraph 2, of the Convention

4. Article 8 of the Convention reads as follows:

1. On condition that he has resided legally in the territory for the purpose of employment, the migrant worker shall not be regarded as in an illegal or irregular situation by the mere fact of the loss of his employment, which shall not in itself imply the withdrawal of his authorisation of residence or, as the case may be, work permit.

2. Accordingly, he shall enjoy equality of treatment with nationals in respect in particular of guarantees of security of employment, the provision of alternative employment, relief work and retraining.

5. The Federal Ministry of Labour and Social Affairs states that under current legislation, in order to be employed, a foreign worker must obtain a work permit, which is issued
in the light of the situation and trends on the employment market. This restriction lapses only when the foreign worker has been lawfully employed on federal territory without interruption throughout the five years preceding the date on which the requested permit will come into effect. If during that period a foreign worker loses the job for which a work permit has been issued to him, a further permit to take other employment may be issued only after the situation and trends on the employment market have been considered, account being taken of the circumstances of each particular case. National workers and those foreign workers who are placed on the same footing with them enjoy a statutory right of priority in regard to employment. The Ministry adds that the above policy cannot be dropped, particularly because of the employment market situation.

6. Article 8, paragraph 2, of the Convention cannot be properly examined in isolation from paragraph 1 of the same Article. Under paragraph 1, "the mere fact of the loss of his employment " shall not put a worker in an "illegal or irregular situation ". This is the reason for the further provision that loss of employment " shall not in itself imply the withdrawal of his authorisation of residence or, as the case may be, work permit ". This Article was first discussed by the competent committee at the 60th (1975) Session of the Conference on the proposal of the Finnish and Swedish Workers' members, whose principal objective was "to protect the migrant worker, who had entered the country of employment legally, against measures, in particular emergency measures, which might cause him to become an illicit migrant from one day to the next ".¹

7. Article 8, paragraph 2, gives a migrant worker who is in the situation provided for in paragraph 1, the right to equal treatment " in respect in particular of guarantees of security of employment, the provision of alternative employment, relief work and retraining ". The scope of this paragraph needs to be clarified, but the preparatory work is of no assistance, the paragraph having been adopted almost without discussion. Nevertheless it may be appropriate to make some deductions from the general context. It should first be noted that this provision is contained in Part I of the Convention, which deals with migration in abusive conditions, and not in Part II, which deals with national policies to be adopted and applied as regards equality of opportunity and treatment. This distinction is important because under Article 16 of the Convention, ratification may be restricted to either of the two Parts. Moreover, the use of the term "accordingly" seems to indicate that Article 8, paragraph 2, is conceived, not as an end in itself, but as a means of reaching the objective sought in paragraph 1. In other words, the safeguards provided by paragraph 2 are to facilitate restoration of the previous position of the migrant worker who has lost his employment, and should not result either in giving him more rights than he had at the outset or in placing him in a more favourable position than that of other migrant workers who have not lost their employment and remain subject to the conditions laid down in their permits. It would also seem unreasonable that a provision included in the Part of the Convention which purports to protect migrant workers against abuse should provide for greater access to employment than the Part dealing with equality of opportunity and treatment—which permits the free choice of employment to be restricted for a period, as will be seen below. It is within that framework that the effect of national regulations regarding residence and work permits has to be considered. There are two main observations which should be made.

8. First, the right to equal treatment which the migrant worker should enjoy in case of loss of employment remains subject to the duration of his residence or work permit. This means, in practice, that a migrant worker who has lost his employment and seeks to change his occupation is not entitled to training for new employment if this would continue beyond the duration of his residence or work permit. The same would apply to alternative employment in a case where the loss of the original employment occurs at a time when the residence permit expires.

9. Second, the safeguards which a migrant worker should enjoy in case of loss of employment may be subject to such conditions and limitations as are specified in his work permit, but these should not prevent attainment of the objective stated in Article 8, paragraph 1.

Thus, if the work permit was originally issued to a migrant worker for a particular category of employment only, the equality of treatment as regards alternative employment which such a worker must enjoy under paragraph 2 of this Article will relate only to the same type of employment.

10. The arguments set out in the preceding paragraph presuppose that the worker retains his work permit after losing his employment. If on the other hand only his residence permit remains valid, it would seem that the equality of treatment required under paragraph 2 of Article 8 of the Convention cannot be subject to limitations other than those mentioned in paragraph 8 of the present paper. Accordingly, legislation under which the issue of work permits to migrant workers who have lost their jobs may be refused on the basis of the employment market situation would not be in conformity with the Convention.

**Article 10 of the Convention**

11. Article 10 of the Convention reads as follows:

   Each Member for which the Convention is in force undertakes to declare and pursue a national policy designed to promote and to guarantee, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, of social security, of trade union and cultural rights and of individual and collective freedoms for persons who as migrant workers or as members of their families are lawfully within its territory.

12. In its request, the Federal Ministry of Labour and Social Affairs raises two questions in relation to the application of Article 10 of the Convention: the first, which is closely linked to Article 14 (a), deals with free choice of employment; the other, which has to be examined in the light of Article 14 (c), concerns equality of opportunity and treatment as regards trade union and cultural rights and individual and collective freedoms.

**Article 14 (a) and (c) of the Convention**

1. *Free choice of employment (Article 10 in conjunction with Article 14 (a)).*

   13. As stated above, in the Federal Republic work permits are issued to foreign workers in the light of the situation and trends on the employment market; this restriction ceases only when the foreign worker has been lawfully employed on federal territory without interruption throughout the five years preceding the date on which the requested permit is to become effective. Furthermore, even when issued to a foreign worker after five years of uninterrupted employment, a work permit may be subject to geographical restrictions.

   14. Although Article 10 of the Convention, unlike Article 1 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), does not expressly say so, it seems evident that the principle of equality of opportunity and treatment in respect of employment and occupation applies, inter alia, to access to employment. However, Convention No. 143 authorises certain restrictions on this principle. In particular, Article 14 (a) provides that any Member may make the free choice of employment, while assuring migrant workers the right to geographical mobility, subject to the conditions that the migrant worker has resided lawfully in its territory for the purpose of employment for a prescribed period not exceeding two years or, if its laws or regulations provide for contracts for a fixed term of less than two years, that the worker has completed his first work contract.

   15. As Article 14 (a) provides that exceptions to the principle of equality of opportunity and treatment in employment and occupation are authorised only for a maximum period of two years, it must be concluded that any law or regulation requiring a longer period of residence would be contrary to the Convention.

   16. It should be noted also that Article 14 (a) expressly safeguards " the right to geographical mobility ".

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2. *Equality of treatment regarding trade union and cultural rights and individual and collective freedoms* (Article 10, in conjunction with Article 14 (c)).

17. The Federal Ministry of Labour and Social Affairs states that there are doubts also as to whether national legislation is compatible with the Convention in respect of equality of treatment regarding individual and collective freedoms and trade union rights. It is a function of trade unions, as well as of employers’ organisations, to take part in public affairs. According to Regulation No. 1612/68 of 15 October 1968 of the Council of the European Communities on freedom of movement for workers within the Community, even the citizens of a member State of the Community who are employed in another member State may be barred from participating in the administration of public bodies and in the exercise of public functions. Thus, the legislation of the Federal Republic of Germany requires citizenship for the performance of such functions.

18. Without more precise information on the character of the public functions which are reserved for nationals, it is difficult to express an opinion on this matter. However, it may be borne in mind that Paragraph 2 (g) of the Migrant Workers Recommendation, 1975 (No. 151), which gives some clarification of the relevant passage of the Convention, provides that migrant workers “should enjoy effective equality of opportunity and treatment” in respect of “membership of trade unions, exercise of trade union rights and eligibility for office in trade unions and in labour-management relations bodies, including bodies representing workers in undertakings”. In addition, under Article 14 (c) of the Convention, any Member may “restrict access to limited categories of employment or functions where this is necessary in the interests of the State”. 

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Second Tripartite Technical Meeting for the Food Products and Drink Industries
(Geneva, 17-26 October 1978)

CONCLUSIONS AND RESOLUTIONS ADOPTED

Conclusions (No. 11) concerning Labour and Social Problems Arising out of Seasonal Fluctuations of the Food Products and Drink Industries

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978, Having examined the report presented to it by the International Labour Office on the labour and social problems arising out of seasonal fluctuations of the food products and drink industries; Adopts this twenty-sixth day of October 1978 the following conclusions:

General Considerations

1. For the purposes of the present conclusions, the expression "seasonal fluctuations in production" should be understood to mean variations in the volume of production resulting exclusively from the influence of the seasons on the supply of raw materials of animal or vegetable origin to the food products and drink industries or on the demand for the products which these industries turn out for the consumer market. These seasonal fluctuations should not therefore be confused with variations in production due to other factors, unconnected with the seasons, such as population growth, changes in the economic situation, increases or decreases in purchasing power and changes—spontaneous or induced—in food habits and tastes.

2. Although varying in degree according to country, type of production, technology employed and size of the undertaking, a trend towards an even distribution of production over the year can be discerned in the food products and drink industries sector. In many countries, however, some of these industries continue to be subject to considerable seasonal oscillations in production, specially in those industries which involve processing of particularly perishable materials or which, due to climatic factors, suffer considerable variations in demand for their products in the course of the year.

3. The Meeting considered that all progress in the direction of eliminating or attenuating seasonal fluctuations in production has fundamental importance for both employers and workers in these industries as well as for the community at large. The achievement of such progress should, therefore, be a priority objective of the governments, of the employers and of the workers and their organisations in each of the countries concerned. However, the speed with which such progress can be made and the best means to achieve it may well vary from country to country, according to the diversity of their problems and their needs, and the means at their disposal to solve the former and satisfy the latter.

4. The Meeting noted that the progress achieved so far in the fight against seasonal fluctuations in production can be mainly attributed to the steps taken to ensure a steadier

1 Adopted unanimously.
supply of raw materials of animal or vegetable origin to these industries, to the use made of technological advances, particularly in the storage and preservation of raw materials and of semi-finished and finished products, to a greater diversification of production at the level of the undertaking and to the steps taken to free the demand for products from seasonal influences.

5. The Meeting considered that such progress should be consolidated and strengthened and that action to this end, in each country, should:

(a) be co-ordinated in approach, i.e. it should not be limited to the food products and drink industries but also cover the phases of the production of the raw materials used and the marketing and distribution of the finished products;

(b) taking into account needs and available resources at the national level, make optimum use of the opportunities offered by technological progress, with the objectives of better satisfying the national demand for food products and drinks and of harmonising the profitability of the manufacturing enterprises with the improvement of employment stability and of working and living conditions of the workers employed by them; to this effect, information should be sought on the efforts made in other countries to eliminate or attenuate seasonal fluctuations in production;

(c) be adapted to the variations in economic capacity which may characterise the various branches and undertakings of the food products and drink industries in the same country as well as to the needs of their workers, with the public authorities providing the necessary support to achieve the objectives set in accordance with the spirit of paragraph 3;

(d) be conceived and implemented through negotiation, at the appropriate level and taking into account the respective responsibilities of the parties, between the competent government authorities and the employers’ and workers’ organisations concerned and be based on prior evaluation of their foreseeable repercussions in the labour and social field;

(e) take into account the influence which international trade in the raw materials employed can have, at the national level, on the regularity of the operations of the food products and drink industries.

Seasonal Fluctuations in Production and Employment

6. The Meeting agreed that year-round production and employment in the food products and drink industries is in the interest of both workers and employers as well as of the community at large. Therefore, the general principle to be applied should be to seek abolition of seasonal work in these industries to the maximum extent possible.

7. The Meeting considered that primarily due to climatic factors, to the particularly perishable nature of the raw materials, to seasonal fluctuations in consumption patterns and to technological limitations, there were branches of these industries where complete abolition of seasonal work was impracticable at present; however, even in such cases, efforts should be continued to reduce seasonal fluctuations. It noted in this respect that due to a number of technological advances made since the First Tripartite Technical Meeting for the Food Products and Drink Industries in 1963 the general tendency in several countries had been for seasonal work to shrink substantially in the food products and drink industries as a whole, while in certain industries this contraction was less pronounced.

8. The Meeting felt that, where seasonal employment exists, measures should be taken to attenuate its harmful consequences. It agreed that institutionalisation of the status of the seasonal worker was undesirable, that seasonal work should be staggered as much as possible in order to provide subsequent employment opportunities of a more continuous nature and that conditions of employment of those engaged in seasonal employment should be progressively improved to approach those of permanent workers. However, employers’ and workers’ representatives differed on the nature, scope and timing of the necessary measures to be taken in these respects. The workers’ representatives underlined the need to humanise working and living conditions of workers in seasonal employment and considered that employers had a responsibility for providing alternative employment opportunities, training and retraining and other assistance to their seasonally employed workers. The
employers' representatives emphasised that ensuring stability of employment was also their preoccupation and that continuous progress was being made in improving the conditions of the seasonally employed worker, in ways indicated by the workers' representatives. However, such progress had to be in step with the ability of the industries to increase production capacity and derive better profit from the investments made.

9. The Meeting was aware that while the principles and measures listed above were of general validity, they should be applied differently in developed and developing countries.

10. The Meeting considered it necessary to recommend to the governments of developing countries that they should take steps to ensure increased investments in agriculture in order to reduce food shortages and encourage in the meanwhile the use of the existing industrial capacity to reduce seasonal employment and increase the number of permanent jobs whenever this is in the interests of the harmonious development of the different regions of the country and beneficial to the population as a whole.

11. The Meeting considered that available information on the exact nature and scope of seasonal patterns of employment in the food products and drink industries left much to be desired. While statistical data on the over-all employment situation and trends were largely satisfactory, information on the composition and conditions of short-term flows in seasonal labour supply and demand between survey dates was generally insufficient. The Meeting requested the Governing Body of the International Labour Office to ask member States to look into specific needs and possibilities of improving the existing information base, and also to ask the International Conference of Labour Statisticians to give attention to this problem at a forthcoming meeting. Close co-operation between main information producers and users, notably employers' and workers' organisations, in order to determine specific information needs and the means of satisfying them at low cost would be highly desirable.

12. The Meeting considered that it was essential to make a clear distinction between seasonal work and seasonal workers in order to identify real problems and remedial measures.

Seasonal Fluctuations in Production, and Working and Living Conditions

13. The Meeting considered that where recruitment of additional manpower was still necessary in seasonal peak periods of production, such workers ought to be treated on a footing of equality with permanent workers as regards conditions of work, particularly in the field of wages where the principle of "equal pay for equal work" should be strictly applied. Where such equality of treatment had not yet been achieved, the competent government or other authorities should take the necessary steps to ensure that the gap between the two categories of workers was quickly bridged.

14. Where workers are hired to perform seasonal work, they should be represented in the various consultative and negotiation bodies entrusted with the determination of wages and working conditions in the undertakings or industries employing them. Any obstacles to their full participation in trade union activities should be eliminated.

15. A written work contract should normally fix the general conditions of work, of employment and of remuneration of such workers. This contract should define the main tasks to be performed, which should also be of a seasonal character, the duration of employment, the wages and other benefits payable, as well as the other general conditions of work. Adequate training should be given to such workers, as necessary, to enable them to perform the tasks assigned to them.

16. Steps should be taken to ensure that workers hired to perform seasonal jobs enjoy the greatest possible regularity in their earnings, particularly by providing them with appropriate vocational training facilities during the off-season and giving them access to permanent jobs to the extent that such jobs are available at the end of a predetermined qualifying period of employment with the same undertaking.

17. The limits placed by legislation and/or by collective agreements on the maximum daily and weekly hours of work should be strictly applied irrespective of the extent of the
peak periods of production facing the undertakings. No exemptions from these limits should be authorised except in cases specifically provided for in the legislation or in collective agreements.

18. Where peak periods of production require recourse to shift work, the organisation of this mode of work should be the subject of negotiations at the appropriate level between employers' organisations and workers' representatives. Such negotiations should, for example, cover the compensation to be paid to the workers involved (bonuses, reduction in time worked), the composition and the cycle of rotation of teams, the fixing of the time when the various shifts should begin and end, the breaks to be allowed in the course of each shift, etc. Special attention should be paid by employers to the provision to shift workers of canteen services and of transport facilities between the place of residence and the place of work.

19. Considering that the intensive use of machinery involves great hazards for workers during peak periods of production, special attention should be paid to checking the condition of the machines before such peak production commences. In addition, the organisation of work should be such that it does not involve an excessively high rhythm of production and allows time for preventive maintenance of equipment to be carried out on a scheduled basis. Work schedules should be so organised as to allow adequate rest periods and not involve excessive fatigue for workers.

20. The organisation and implementation of training programmes in the field of occupational safety and health and working conditions, in the handling of machines and protective devices and in the application of safety measures should be given high priority. Particular attention should be paid in these programmes to finding solutions to the difficulties which migrant workers might face because of their inadequate knowledge of the language of the host country.

21. Attention should also be given to the need to set up and to ensure the proper functioning of joint occupational safety and health committees having the required authority and the technical means to evaluate hazards and whose members are sufficiently trained to understand and find appropriate solutions to the problems which arise. The safety and health of workers should be the joint concern of the employer and of his workers.

22. The competent government authorities should, particularly in peak periods of production, supervise very strictly the enforcement of laws and regulations relating to occupational safety and health. Such supervision should cover the inspection of machinery and equipment and extend, if necessary, to hours of work and living conditions of workers. The reports established as a result of these inspections should be communicated to the representatives of the employers and workers.

23. The competent government authorities, the employers' and the workers' organisations should give the greatest possible attention to the vocational training of workers hired to do seasonal work in order to help them to find permanent employment, preferably in the region where they reside. Advantage should be taken of the periods of inactivity of these workers to assist them in securing training, improving their skills or in retraining for other jobs.

24. Such workers should be entitled to annual holidays with pay in proportion to their period of service with the undertaking or undertakings which have employed them over the year without this right being subject to their having worked a minimum number of days during that year. They should have the same access as other workers to the use of existing holiday facilities and infrastructures.

25. These workers should benefit from appropriate social security protection on the same basis as other workers. Such protection should take into account the peculiar nature of their activities and be financed in a spirit of wide national solidarity.

26. Measures should be taken by the appropriate authorities to provide workers hired to do seasonal work with equitable financial assistance when they are without income between two periods of employment.
27. Such workers should have the same right as permanent workers to the best possible living conditions. Special attention should be paid by the competent government authorities and by employers to their accommodation, supply of foodstuffs and other articles of prime necessity, and health and recreational facilities, when they are recruited for work in regions not equipped with the appropriate social infrastructure.

Action at the International Level

28. The Meeting considered that Resolution (No. 7) on seasonal employment adopted by the First Tripartite Technical Meeting for the Food Products and Drink Industries remained valid in so far as the measures it recommends for ensuring greater continuity of employment and equitable working and living conditions for workers in such employment are concerned. It therefore recommends that the States Members of the ILO be urged by the competent ILO organs to strive to put those measures as well as the present conclusions into effect without delay.

29. The Meeting considered that the competent ILO organs should also strongly urge the States Members of the Organisation to ratify and apply the Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144), in view of the importance of its provisions for the solution of labour and social problems arising out of seasonal fluctuations in production in various sectors of activity and, in particular, the food products and drink industries.

30. Finally, the Meeting considered that the International Programme for the Improvement of Working Conditions and Environment (PIACT) launched by the ILO in 1976 should give particular attention to the question of seasonal employment in different branches of activity and, in particular, the food products and drink industries and to the labour and social problems associated with it.

Conclusions (No. 12) concerning Appropriate Technology for Employment Creation in the Food-processing and Drink Industries of Developing Countries

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978, Adopts this twenty-sixth day of October 1978 the following conclusions:

1. The issue of technological choice in food-processing industries in developing countries is a complex one, having much broader social implications outside these industries. On the one hand, many food plants using modern technology are being successfully and profitably operated in such countries; on the other hand, industrial development using modern technology in large-scale enterprises, both in food-processing and in other manufacturing sectors, has only partly contributed to the solution of the problem of unemployment, and has only partially alleviated the associated evils of poverty and malnutrition, which remain widespread throughout the world. Thus it has become incumbent on those directly concerned with the progress of food-processing industries, including employers, workers and governments, to consider how they can contribute more significantly to the achievement of social objectives in development, in particular by a balanced approach to the choice of technologies and products appropriate to the economic environment of developing countries.

2. The food-processing and drink industries are directly responsible for the attainment of the social objectives of economic development, including employment generation and the alleviation of poverty, precisely because food is such a basic need. However, although these industries constitute a significant proportion of the manufacturing sector as a whole in developing countries, the available evidence tends to suggest that the development of the food-processing industries may have been somewhat capital-intensive in some of them.

1 Adopted unanimously.
3. This capital intensity is in part due to the dependence of developing countries on the transfer of technologies developed in the market conditions of the industrially advanced countries. In part, this dependence arises from the shortage of both domestic research and development efforts and capital goods industries in most developing countries; in part also, policies of industrialisation favouring large-scale modern plants and private and public foreign investment rather than small enterprise development, have reinforced the tendency to rely on technologies from abroad.

4. There is reason for concern not only about the slow rate of growth of employment in the industries, but about the fact that employment may even have diminished in some countries in recent years. However, the absence of adequate statistics in many countries renders precise discussion of this point somewhat difficult. Nevertheless, government policies towards technological choice in this sector should give prime consideration to the employment promotion objective.

5. The "appropriateness" of a technology for making a specified product can only be determined in relation to a particular economic environment of market conditions, labour and capital costs, consumer needs and habits, etc. Generally, a technology is appropriate if it employs more labour—preferably with lower investment costs—per unit of output, and if it is at least reasonably competitive with more capital-intensive techniques in terms of unit costs of production in the country in which it is to be used. Furthermore, technologies may be judged to be "appropriate" which (1) are compatible with local culture and practice; (2) build upon local skills and traditional technologies; (3) lead to creative involvement on the part of the worker; (4) can easily be managed by small communities in a self-reliant way; (5) reduce the depletion of non-renewable resources; (6) reduce the pollution of the natural environment, the atmosphere, running water, and land; (7) increase the use of local raw materials rather than imported ones; (8) ensure the safety and health of workers; (9) ensure that workers are adequately remunerated; (10) ensure that manufactured food is clean, of optimal nutritional value and high quality; (11) ensure that the advantages of the latest developments in science, agriculture and technology are made available to the population concerned; (12) ensure that adequate arrangements for the training of workers and managers for technological transfer are made for the benefit of the population concerned. Implicit in this definition is the notion of economic efficiency and the need to ensure a reasonable return on capital invested. Not excluded by this definition are new technologies, especially of a biological nature and in agriculture, which can so reduce costs of production as to contribute towards an equitably distributed increase in living standards. In summary, a technology is appropriate which balances various considerations including the provision of adequately remunerated opportunities for productive employment (including indirect employment), higher living standards and better conditions for working people.

6. The operations of multinational enterprises in developing countries are important in the food-processing industries. Such enterprises should endeavour to implement the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (which, inter alia, refers to technological choice and employment). Furthermore, all enterprises in the food-processing industries in developing countries should endeavour to produce products appropriate to the needs of the people, particularly those in lower income groups, as far as possible using local raw materials. It was also suggested that the ILO might pursue its studies relating to specific subsectors of food processing, to assist all concerned in the selection of products appropriate to the needs of lower income groups and technologies compatible with employment generation. Joint ventures and co-operatives should also be encouraged towards these ends.

7. Working conditions associated with simpler, labour-intensive technologies are not necessarily better, or worse, than those found in factories using modern technology. Labour-intensive technologies may involve much hard work, whereas mechanisation and automation may involve monotony, stress and additional responsibilities. Modern technology, if it is high-cost technology, tends to imply that plants should be utilised over the whole of the 24-hour day. This may raise problems of working conditions in developing countries similar to those experienced in the developed countries. Highly mechanised processes have already been introduced which are less safe in developing countries than in the industrialised country
of origin (of the technology concerned), and this is a potential source of difficulties concerning the health and safety of the worker. These should be dealt with by better safety training. Also, the factory inspectorates in developing countries need to be strengthened and made more effective and both employers' and workers' organisations should be vigilant to ensure that, whatever technology is used, working conditions are adequate and humane.

8. A national policy of rapid industrialisation which gives strong preference to the modern sector and to the importation of technologies from the industrialised countries may conflict with the social objectives of development in so far as a high rate of growth of output in the formal sector will not necessarily lead to full employment and the elimination of poverty in the entire developing economy. It was agreed that economic development plans should therefore be balanced. Some industries would necessarily have to be capital-intensive, particularly fertilisers and petrochemicals, iron and steel, cement, etc.; but other industries such as those supplying consumer goods might be relatively labour-intensive. In view of the scarcity of investment resources in developing countries, and the high cost of transferring technology from abroad, there is a need for careful industrial planning. Agriculture and the industries associated with it, which can be operated on a decentralised basis, must not be neglected.

9. Extensive discussion centred around the case studies of technological and product choice presented in Chapter III of Report III. Subject to certain reservations expressed by delegates in respect of the importance given to various aspects, the case studies were generally accepted as providing an indication of the degree to which there is room for choice; the various choices of product and technology mentioned in the case studies have significant economic and social implications, especially with regard to employment and nutrition. However, the studies do not constitute an authoritative prescription of technologies to be selected by each and every developing country. They may be regarded as having satisfactorily demonstrated that choices do exist, although these choices must in practice be made at the level of the industrial subsector in each developing country. In making technological decisions, account should be taken of indirect employment effects, which may be particularly significant in the food-processing industries (i.e. employment generation in agriculture, and distribution and service trades).

10. There is a need to promote favourable conditions for the development of small-scale enterprise to a greater extent than hitherto. To this end, it is desirable that large-scale industries using modern, sophisticated technologies should not be unduly favoured by industrialisation policies. The social objectives of development, including employment promotion, should always be fully taken into account by government ministries in developing countries whose professional expertise may need strengthening in this respect in some cases. The capacity of some governments of developing countries in negotiations with foreign investors also requires to be strengthened.

11. Small-scale food-processing enterprises can also be assisted by specific measures, depending upon the exact conditions in each developing country. Such enterprises are in need of financial resources, technical know-how, training facilities, equipment and raw materials, and agro-industrial planning.

12. There was agreement that the ILO has a continuing and significant role to play in small-scale industry promotion, particularly taking into account the employment-generating potential of such industries, especially in the rural areas.

13. The role of advertising of processed foods in developing countries is rather different from that in the industrially advanced countries. There is a special need in the developing countries for the advertising industry to be socially responsible, inter alia, by paying more attention to the nutritional value of foods. One way in which governments could assist the attainment of minimal basic needs targets would be to promote the sales of processed foods especially relevant to the needs of lower income groups. Governments in developing countries concerned about improving levels of nutrition for all income groups could encourage consumer tastes by making known the attributes of such products in the same way as consumer tastes have been influenced by advertising in the industrialised countries. New methods of making information available on food consumption habits may be necessary in developing countries since not everyone has access to television, or can read newspapers.
14. Technological choices in food-processing projects in some developing countries may well be improved by establishing national “technology search and appraisal units”. Such units may best be established on a tripartite basis. The main functions of a unit of this kind should be to examine proposals for food-processing development and evaluate the appropriateness of the product, and the technology proposed; and to provide information on technological alternatives to all potential investors, small and large scale, domestic and foreign. Such a unit could develop its capacity to provide technological information by forging links early in its existence with international institutions such as the ILO, UNIDO, FAO and the World Bank. Its work could be carried out in consultation with national institutions, including the banking system and trade unions and employers’ associations. The terms of reference of such a unit should be determined by the national government concerned in line with its economic policy.

15. The food-processing technology typically available to developing countries through transfer arrangements may sometimes be inappropriately large scale and capital-intensive. There is a need therefore for research and development (R and D) into processing technologies suitable to the individual circumstances of these countries. Such R and D should concentrate on relatively simple technologies to produce products at a reasonably low cost from local agricultural produce and other raw materials. Certain R and D efforts should also be devoted to the issue of rendering nutritious food products more pleasing to the consumer in respect of taste and other aspects of quality. There was also agreement that there is a special need in many countries suffering from social problems such as unemployment and poverty for research and development institutions to be responsive to the needs for new technology of small- and medium-scale industries.

16. Training is of vital importance in the industrialisation process. Training is needed in both technical and managerial skills, for both managers and workers, as required by the Paid Educational Leave Convention, 1974 (No. 140), and the Human Resources Development Convention, 1975 (No. 142). Professional scientists and technologists must be trained to take social aspects into account in the application of science and technology for development. In many countries, it is also desirable to make more definite provision than there is at present for the training of technicians to design, fabricate and repair machinery locally. Such technicians are essential to the launching of a domestic capital goods industry, which in turn is vital to the application of technologies appropriate to the economic and social circumstances of each developing country. The ILO’s training programmes should be continued and strengthened, taking into account the special circumstances of developing countries and the need for new approaches in training methodology suitable for such countries.

17. The role of women in the industrialisation process is mentioned both in the Declaration adopted by the ILO’s World Employment Conference in 1976, and in the Lima Declaration adopted by the Second General Conference of UNIDO in 1975. Both declarations noted the need for women to have equal rights. Furthermore, and specifically in relation to the food industries, more training facilities should be provided for women workers, and professional scientists and technologists. Moreover, additional research and development should be carried out to upgrade traditional small-scale and village-level technologies, presently used mainly by women in many developing countries, so as to improve their working conditions, and reduce drudgery.

18. The Programme of Action adopted by the World Employment Conference called upon the Office to strengthen its activities in the field of the collection and dissemination of information on appropriate technologies (paragraph 59) and this is reflected in the Office’s current programme for 1978-79. In the context of this programme it is intended to disseminate information on alternative technologies and products for small-scale and rural industries, handicrafts and construction, by means of “technical memoranda” for each industry, to be prepared for the benefit of entrepreneurs, plant managers, administrators of small enterprise development organisations, local banks, development finance corporations, trade unions and aid donor agencies and investors at the international level. This programme will be especially useful in the food-processing industry, itself crucial to the supply of food and the generation of employment in agro-industries. There was agreement that
this programme deserves support, especially in so far as it will provide concrete facts about appropriate technology in a way that will be meaningful and useful to entrepreneurs and workers in developing countries. In preparing the technical memoranda special attention will be paid to the experiments and researches made in developing countries and appropriate arrangements will be made for the timely dissemination of information between and among these countries.

19. The ILO should endeavour to raise the issue of appropriate technology in the discussions at the United Nations Conference on Science and Technology for Development (to be held in Vienna in August 1979), bearing in mind ILO's special concern with the social objectives of development. Technology should be the servant, not the master, of balanced economic and social development.

20. The food-processing industries have an essential contribution to make to social progress. In particular this may be done by the choice of appropriate products for manufacture, more labour-intensive techniques and smaller, more dispersed plants closer to the point of harvest in those cases in which there is advantage in so doing. Such developments will lead, inter alia, to a more rapid growth rate of employment in food-processing activities. But to achieve this, close collaboration and the active participation of all the interested parties in the industries will be essential. In this the tripartite system of industrial relations, implying as it does joint consultation, has an important contribution to make at all levels of technological decision making, taking into due consideration the policy of development adopted in each developing country.

Resolution (No. 13) concerning Future ILO Action in the Food Products and Drink Industries

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978, Considering that the food products and drink industries represent important economic activities in several countries and occupy a key position in the basic-needs strategy as defined by the ILO, and that they can play a substantial role in the creation of jobs, Considering that technological developments may create special problems for semi-skilled workers, many of whom are women, Considering the need to improve the follow-up on measures required by resolutions and conclusions adopted by the First Tripartite Technical Meeting for the Food Products and Drink Industries, and to give special and continuous emphasis to those industries in the over-all Programme of Industrial Activities; Adopts, this twenty-sixth day of October 1978, the following resolution:

The Second Tripartite Technical Meeting for the Food Products and Drink Industries invites the Governing Body of the International Labour Office—

(a) to consider establishing a standing committee for the food products and drink industries, which should examine the problems arising in those industries on a more regular basis and at least every five years;

(b) to include in the agenda for the next meeting the following items:

(i) social effects of technological developments in the food products and drink industries, including those arising from new production methods and the need for training and retraining;

(ii) occupational safety and health and working environment in the food products and drink industries;

Adopted unanimously.
(c) to set aside adequate financial and manpower resources for the purpose of engaging in continuous and thorough investigations of labour problems in the food products and drink industries;

(d) to call on member States to hold regular and frequent consultations in the food products and drink industries at the national level, as provided for in the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152).

Resolution (No. 14) concerning the Ratification and Application of ILO Conventions Nos. 87, 98 and 135

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978,

Considering that, 30 years after their adoption, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), have been ratified respectively by 90 and 106 States, and that the Workers' Representatives Convention, 1971 (No. 135), has been ratified by only 32 States, out of a total of 136 member States of the ILO,

Considering further that, in some of the countries which have ratified these Conventions, they are not always respected and/or fully applied,

Considering that trade union rights are of essential importance to all workers including those in the food products and drink industries, at small as well as large workplaces,

Recalling that there are ILO provisions for complaints about instances where these Conventions are not respected,

Considering that, in spite of efforts undertaken by the ILO, failures to ratify and apply these Conventions continue;

Adopts, this twenty-sixth day of October 1978, the following resolution:

The Second Tripartite Technical Meeting for the Food Products and Drink Industries invites the Governing Body of the International Labour Office to pursue and intensify efforts seeking the ratification and implementation of Conventions Nos. 87, 98 and 135, as well as to improve and strengthen the means by which it can supervise their application.

Resolution (No. 15) concerning the Employment of Women

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978,

Mindful that discrimination against women in society can take many forms, for example, in education, in training and at the workplace,

Recalling the importance, for society as a whole, that women should fully participate in, and take responsibility at, all levels of activity,

Considering the large proportion of women employed in the food products industry, frequently in unskilled jobs,

Considering that, although the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), have been ratified by a number of countries, they are not yet fully applied in all cases,

1 Adopted without opposition.
2 Adopted unanimously.
Considering the particular problems of women workers with family responsibilities, who are obliged to reconcile their double responsibilities at home and at work,

Recalling the principles contained in the Declaration on Equality of Opportunity and Treatment for Women Workers, adopted by the International Labour Conference at its 60th (June 1975) Session,

Noting that at its June 1978 Session the Governing Body decided to give further consideration at its November 1978 Session to the subject of “equal opportunities and equal treatment for men and women workers: workers with family responsibilities” in connection with the fixing of the agenda of the 1980 Session of the Conference;

Adopts, this twenty-sixth day of October 1978, the following resolution:

The Second Tripartite Technical Meeting for the Food Products and Drink Industries invites the Governing Body of the International Labour Office:

(a) to support the aforementioned proposal for Conference action which will be before it at its November 1978 Session;

(b) to request the Director-General, in the meantime, to do everything in his power to promote a rapid extension of the implementation of Conventions Nos. 100 and 111 and of the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), and the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), by member States;

(c) to request the Director-General to use the means at his disposal to conduct investigations, and to publish and disseminate their results, on issues which are of importance to women workers, particularly in the food products and drink industries, namely:

(i) technological developments and their effect on remuneration and working conditions;

(ii) the effects of seasonal, part-time, night and shift work, particularly as regards working, health and living conditions;

(iii) training and retraining for jobs affected by technological developments.

Resolution (No. 16) concerning Multinational Enterprises

The Second Tripartite Technical Meeting for the Food Products and Drink Industries, Having been convened by the Governing Body of the International Labour Office, and Having met in Geneva from 17 to 26 October 1978, Having carefully examined developments which have taken place in the food products and drink industries since the First Tripartite Technical Meeting in 1963, Noting the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body at its 204th Session, Having witnessed, during that period, the exceptional growth of multinational enterprises in the food products and drink sectors, Considering that the important part played by multinational enterprises within the food production and distribution industries gives them an increasing influence on employment, working conditions and industrial relations, Considering that employees of some multinational enterprises can encounter special problems where they do not have access to important levels of decision making and to essential information, Considering that workers’ organisations and governments should be able to influence these developments through appropriate international instruments, Considering that the ILO can play an important role in the creation of such instruments, as far as labour-related issues raised by multinational enterprises are concerned;

1 Adopted by 64 votes in favour, none against, with 35 abstentions.
Adopts, this twenty-sixth day of October 1978, the following resolution:

The Second Tripartite Technical Meeting for the Food Products and Drink Industries invites the Governing Body of the International Labour Office:

(a) to pursue the study of social repercussions of multinational enterprises in the food products and drink industries, in particular with respect to the observance of ILO Conventions and Recommendations ratified or applied in various countries;

(b) to include in the agenda of a forthcoming session of the International Labour Conference problems related to multinational enterprises in relation to the principles contained in the Tripartite Declaration, with a view to a decision on whether further standards are necessary;

(c) to examine ways by which the ILO could develop procedures enabling it to take action with respect to the observance by multinational enterprises of ILO Conventions and Recommendations.
Committee on Conditions of Work in the Fishing Industry

(Geneva, 21-30 November 1978)

CONCLUSIONS AND RESOLUTIONS ADOPTED

Conclusions concerning Fishermen’s Hours of Work and Manning

The Committee on Conditions of Work in the Fishing Industry,

Considering that great changes have occurred in some aspects of the fishing industry over the past decades,

Noting that the establishment of hours of work for fishermen is a very complex problem in view of the great variety of fishing boats and types of fishing, the diversified nature of fishermen’s employment and the manning standards of fishing vessels,

Recognising the direct link between hours of work and manning and the safety involved,

Noting the continuous work done by the ILO generally in regard to hours of work,

Noting the increasing international attention paid to the social and technical aspects of safety manning, particularly by the ILO and IMCO,

Noting the Hours of Work (Fishing) Recommendation, 1920 (No. 7),

Noting further that several other ILO instruments relating to hours of work and manning have been adopted in relation to the shipping industry which may have a bearing on fishermen’s conditions of work, such as the: Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109); Fishermen’s Competency Certificates Convention, 1966 (No. 125); Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109); and Protection of Young Seafarers Recommendation, 1976 (No. 153);

Requests the Governing Body of the International Labour Office:

(1) to instruct the Director-General—

(a) to continue the studies relating to the hours of work and manning for the fishing industry, taking into account the existing instruments for the fishing industry and the provisions of the shipping industry’s instruments which provide a suitable framework for fishermen to the extent that the conditions in the fishing industry are comparable with those of seafarers; and

(b) to include fishermen’s hours of work and manning in the possible items for future sessions of the International Labour Conference which he submits to the Governing Body for its consideration;

(2) to urge governments and employers’ and workers’ organisations concerned—

(a) to pursue their efforts in improving the conditions of work of fishermen through legislation or other appropriate measures and collective bargaining, particularly in relation to hours of work and manning; and

(b) to establish appropriate machinery at the national level to examine these questions where such machinery does not already exist.

Adopted unanimously.
Resolution concerning Stabilisation of Employment and Earnings

The Committee on Conditions of Work in the Fishing Industry,

Noting the unstable and difficult economic situation of the fishing industry world-wide, caused by such complex factors as: the present economic recession prevailing in several countries; changes in territorial water limits and the resulting rearrangements within the national fishing fleets; seasonal fluctuations in fishing; differing types of fishing operations,

Considering also the expanding role of developing countries in this field and the development of joint ventures,

Recognising the urgent need for international action to stabilise employment and earnings in the fishing industry,

Recalling the provisions of the Continuity of Employment (Seafarers) Convention (No. 145) and Recommendation (No. 154) adopted at the 62nd (Maritime) Session of the International Labour Conference in 1976,

Fully agreeing that the principles expressed in Article 2 of Convention No. 145 and Paragraph 2 of Recommendation No. 154 should also be applied to fishermen to the extent that conditions are comparable in full consultation with representative organisations of fishing vessel owners and fishermen,

Recognising in this connection the need for the existence of strong and independent employers' and workers' organisations as provided for in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);

1. Urges the Governing Body of the International Labour Office to instruct the Director-General, in the light of the foregoing considerations, to carry out a study to determine to what extent the provisions of Convention No. 145 and Recommendation No. 154 might be applied to fishermen (as defined in Article 2 of the Fishermen’s Articles of Agreement Convention, 1959 (No. 114)).

2. Further requests the Governing Body, in the light of the results of the above-mentioned study, to include in the agenda of a session of the International Labour Conference an item on stabilisation of employment and earnings of fishermen, for such action as the Conference may deem appropriate.

Resolution concerning Medical Care for Fishermen while at Sea

The Committee on Conditions of Work in the Fishing Industry,

Considering that fishermen are prone to illness and injury of an occupational and non-occupational nature while at sea and conscious of the essential disparities in medical care arrangements for fishermen at work as compared with the medical facilities available to shore-based workers,

Noting the limited number of medical practitioners and other trained medical personnel on fishing vessels, leading to the use of non-medical crew members for the delivery of medical care,

Recalling that the question of medical care for fishermen at sea has not been covered by an international labour instrument except indirectly through some standards primarily related to the shipping industry,

Noting that medical care for fishermen at sea transcends national boundaries through the involvement of various international medical consultations and co-ordinated activities,

Convinced that medical care for fishermen at sea could be significantly improved for the health benefit of patients through measures aimed at the international harmonisation of medical training programmes of fishing personnel with close co-ordination of these programmes with international standards on related matters such as medical guides, medicine chests, medical advice by radio and, where medically necessary and feasible, the evacuation of the patient;
1. Invites the Governing Body of the International Labour Office to include the question of medical care for fishermen at sea in the agenda of a future session of the International Labour Conference with a view to the adoption of an international instrument.

2. In the course of the preparatory work for the proposed international instrument, the Committee invites the ILO to take due account of the following principles:

(a) in connection with medical care, crew members of fishing vessels require different levels of training related to the circumstances in which they will be required to operate and the functions expected of them; it is important that the question of retraining is also given detailed consideration;

(b) medical care training should be so designed as to correspond to the medical and surgical problems to which fishermen are exposed; it should be based on the medical guide; it should be related to the contents of the medicine chests and it should include instructions on the proper use of the radio medical advice system;

(c) the presence of a standard scale of medicine chests on board fishing vessels is strongly recommended; a basic minimum chest should be designed commensurate with the needs of the industry and added to in modular form according to requirements, i.e. greater distances, larger ships, larger crews and longer stays at sea; medical guides and medicine chests should be regularly revised. Medicine chests should be regularly checked;

(d) medical advice by radio could be rendered more effective through measures to harmonise the orderly assembly and transmission of medical information from the ship to the medical consultant; in turn, this will facilitate the proper assessment of the patient’s clinical condition, the making of a rapid diagnosis and the establishment of the correct treatment;

(e) prompt evacuation of the severely ill or injured patient should be arranged whenever this is medically indicated;

(f) to make optimum use of the limited number of fishing industry vessels carrying a physician, it is opportune to encourage whenever feasible further regional and international collaboration in terms of information and operating waters of such vessels so as to extend their availability to the greatest number of fishermen far out at sea.

3. In further studying this question, the Committee invites the ILO to take into account, as appropriate, the Ships’ Medicine Chests Recommendation, 1958 (No. 105); the Medical Advice at Sea Recommendation, 1958 (106); the resolutions adopted by the Fifth Session of the Joint ILO/WHO Committee on the Health of Seafarers in 1973; the International Medical Guide for Ships together with its current revision; the International Code of Signals; and Recommendation No. 8 of the IMCO International Conference on Safety of Fishing Vessels, 1977.

4. In view of the solidarity required in connection with medical care at sea, it is requested that an appeal be made to member States to provide or facilitate the delivery of the best possible level of medical care to foreign fishermen operating in waters close to the territories of these member States.

5. The Committee invites the ILO to continue to co-operate with the WHO and the IMCO on matters concerning medical care on board fishing vessels.

Conclusions on Social Security Protection of Fishermen in the Case of Sickness, Invalidity, Old Age and Death

The Committee on Conditions of Work in the Fishing Industry, Having examined the report prepared by the International Labour Office on questions concerning pensions and sickness insurance, Adopts the following conclusions:
1. In view of the fact that the existing international labour Conventions concerning social security for seafarers allow the exception of workers on board fishing vessels, it is highly advisable to examine the possibility of including them in the scope of application when the International Labour Office carries out the in-depth study on such standards in accordance with paragraph 3 of the Resolution concerning the revision of Conventions and promotion of maritime social legislation, adopted by the International Labour Conference in 1976 at its 62nd (Maritime) Session.

2. In regard to national law and practice concerning social security protection of fishermen and their dependants in the case of sickness, invalidity, old age and death—

(a) it is necessary to extend as far as possible the range of persons protected by the national social security scheme so as to cover all fishermen, including self-employed and their dependants, with a view to ensuring greater social justice which should be expressed in the form of equal conditions for all;

(b) continuous efforts should be made to improve both quantity and quality of benefits to be provided to workers in the fishing industry, which should be supported by sound financial arrangements relative to the level of development of each country;

(c) where employment of fishermen is intermittent, or seasonal, and where entitlement to social security benefits is related to the length of employment, it is advisable to adapt the qualifying conditions to the particular circumstances in which fishermen are employed;

(d) where fishermen are remunerated by a share of profit or are self-employed, due account should be taken of the fluctuation in the levels and regularity of their income in the computation of contributions and the calculation of benefits under contributory social security schemes;

(e) for self-employed fishermen operating as family unit or on an extremely small scale, efforts should be made to improve the existing benefit structures so as to ensure comprehensive medical care; to provide suitable compensation in the case of incapacity for work due to sickness, involving suspension or substantial reduction of income; to guarantee adequate levels of invalidity, old-age and survivors' pensions under conditions for entitlement which are compatible with those required for fishermen working for an employer; and to extend effective protection against invalidity through the provision of rehabilitation measures;

(f) in view of the hazardous nature of work and exceptional stress involved in the fishing industry, due consideration should be given to the possibility of lowering the age at which fishermen who have been engaged in the industry for a considerable number of years are entitled to old-age or retirement pensions.

Resolution concerning Holidays with Pay for Fishermen

The Committee on Conditions of Work in the Fishing Industry,

Noting that the Seafarers' Annual Leave with Pay Convention, 1976 (No. 146), provides for optional application to fishermen of the standards laid down therein,

Noting further that in several countries fishermen benefit from provisions governing holidays with pay under legislation relating to workers in general or under collective agreement; but that this is not the case in all countries and that where there is leave entitlement nevertheless wide variations may be found in regard to such specific provisions as length of holidays, or to the categories of fishermen enjoying such entitlement,

Considering it essential that fishermen should not be excluded from protection in respect of holidays with pay,

Strongly urges the Governing Body of the International Labour Office to appeal to governments—

(a) to ratify the Seafarers' Annual Leave with Pay Convention, 1976 (No. 146); and
(b) to extend the provisions of this Convention, in accordance with Article 2, paragraph 4, thereof to persons employed on board ships engaged in fishing or in operations directly connected therewith.

Resolution concerning the Repatriation of Fishermen

The Committee on Conditions of Work in the Fishing Industry,

Noting the substantial number of ratifications of the Repatriation of Seamen Convention, 1926 (No. 23), that have been communicated to the International Labour Office;

Noting also that national legislation governing conditions of employment of seafarers applies, to a very wide extent, to fishermen as well as to merchant seamen, and therefore that it would be inadvisable to adopt new international standards concerning the repatriation of fishermen specifically,

Recognising, however, that fishermen have no formal coverage as regards repatriation under internationally agreed standards, and where they do benefit from such standards it is by reason of national legislation,

Considering it essential that fishermen should not be excluded from provisions in regard to repatriation,

Requests the Governing Body of the International Labour Office to—

(1) call to the attention of member States the resolution adopted by the International Labour Conference at its Ninth Session in 1926, on the occasion of the adoption of Convention No. 23, which invites the governments of all maritime countries which have not already done so to take the measures required to ensure the repatriation of fishermen left in a foreign port;

(2) express its satisfaction that a large number of governments have already taken such measures, and that they either extend to fishermen the provisions of national legislation governing the repatriation of seafarers or include such provisions in fishermen’s codes;

(3) note that in certain countries the particular nature of fishing operations makes inapplicable the question of repatriation of crews, but that in others fishermen’s entitlement to repatriation is limited to certain circumstances and is not guaranteed on all occasions when a fisherman is landed in a foreign port for reasons not of his own fault;

(4) reaffirm the views expressed by the International Labour Conference in 1926 on this question; and to

(5) appeal to those governments which have not yet given effect to the resolution to now take measures to ensure that all fishermen who are landed in foreign ports for any reason other than their own fault will be repatriated to the port of engagement or other mutually agreed destination at no cost to themselves and that in this respect the ultimate responsibility of the State of registry of the fishing vessel is recognised.

Resolution concerning ILO Technical Co-operation in the Field of Vocational Training within the Fishing Industry

The Committee on Conditions of Work in the Fishing Industry,

Considering that the fishing industry has a good potential for the creation of employment,

Noting that new techniques developed among traditional industrialised maritime nations can be of great assistance to developing countries in meeting the basic needs of its population and in improving the nutritional value of their food,

Noting further that access to such techniques is not within the reach of developing nations mainly because of the lack of training facilities for fishermen,

Considering that the ILO has a clear mandate to assist developing countries in their training needs through its technical co-operation programme,
Recognising that the ILO’s efforts have so far mainly been concentrated on assistance in merchant maritime matters and that projects for the fishing industry have been somewhat marginal;

1. Requests the Governing Body of the International Labour Office to instruct the Director-General—

(a) to establish a suitable programme of training for fishermen, particularly in small-scale fisheries, which would include safety and health aspects as well as first aid on board fishing vessels;

(b) to provide on request assistance to developing countries related to their training needs through its regular budget and through funds from UNDP and other extra-budgetary sources;

(c) to co-operate fully with other United Nations agencies particularly UNIDO, the FAO, the WHO, IMCO, etc.

2. Urges governments, employers’ and workers’ organisations to co-operate fully with the ILO with a view to achieving the main goals spelled out in the World Employment Programme.

Resolution concerning Programme of Future Work

The Committee on Conditions of Work in the Fishing Industry,

Welcoming the resumption of work on fishermen’s questions within the ILO,

Expressing the hope that its present recommendations will receive favourable consideration by the Governing Body,

Noting that there are nevertheless further areas of the fishing industry which require attention at national and international level, e.g. the system of remuneration and welfare facilities,

Considering that the remuneration of fishermen is based wholly or largely on a share of catch and that fixed payments play a relatively minor role which creates difficulties in some countries in the establishment of a scheme of social security benefits,

Considering further that provision should be made for adequate recreation facilities on board vessels and for welfare arrangements ashore in accordance with the guidance given by the Seafarers’ Welfare Recommendation, 1970 (No. 138), and the Seamen’s Welfare in Ports Recommendation, 1936 (No. 48);

Invites the Governing Body of the International Labour Office to give favourable consideration to the possibility of convening, at an early date, a further session of this Committee to study systems of remuneration and welfare facilities in the fishing industry with a view to establishing international instruments on these subjects.

Resolution concerning the Establishment of a National Tripartite Labour Board for the Fishing Industry

The Committee on Conditions of Work in the Fishing Industry,

Considering that stability of employment is generally lacking in the fishing industry due to its fragmented structure,

Noting that, with the continuing trend towards the extension of national fishing limits, an increasing number of developed and developing nations are expanding their fishing industry, and that as a consequence overdevelopment of the industry may ensue which may ultimately have a detrimental effect on the fishermen concerned,

Convinced that a large measure of regularity and security of employment, and resulting therefrom greater efficiency, could be achieved in the fishing industry if the concept of a national labour board for fishing was introduced;
Recommends therefore that, bearing in mind provisions of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98), in maritime States where appropriate and in accordance with national practice, a tripartite national labour board for fishing be set up for the purpose of advising on, and where feasible, implementing advice regarding—

(1) establishing and revising as appropriate a list of registered ports;
(2) maintaining and adjusting as required in each registered port a register of trained and qualified fishermen as well as of registered employers;
(3) regulating the recruitment and training of fishermen;
(4) allocating jobs, and in this connection maintaining appropriate records;
(5) establishing criteria for the standardisation of employment conditions and fair practices of employment, including the establishment of an appropriate disciplinary and grievance procedure;
(6) reviewing and updating training methods and qualifications;
(7) introducing effective port medical services within the national medical system;
(8) introducing an appropriate redundancy payments scheme;
(9) developing a "medical severance" payments scheme;
(10) assisting registered fishermen wishing to transfer to shore-based employment with job placement;
(11) facilitating the establishment of sound industrial relations.