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INFORMATION

228th Session of the Governing Body of the International Labour Office

(Geneva, 12–16 November 1984)

The 228th Session of the Governing Body of the International Labour Office was held from Monday 12 to Friday 16 November 1984, under the chairmanship of Mr. B. G. Deshmukh (Government representative, India).

The agenda was as follows:

1. Approval of the Minutes of the 226th and 227th Sessions.¹
2. Date, place and agenda of the 72nd (1986) Session of the Conference.
4. Follow-up of Conference discussion on international labour standards.
5. Election of Government members of the Governing Body.²
6. Report of the Commission instituted under article 26 of the Constitution of the ILO to examine the complaint on the observance by Poland of 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), presented by delegates at the 68th Session of the International Labour Conference.³
8. Report of the Committee set up to examine the representation presented by the National Trade Union Co-ordinating Council (CNS) of Chile under article 24 of the Constitution alleging non-observance of international labour Conventions Nos. 1, 2, 29, 30 and 122 by Chile.

¹ The Governing Body approved the minutes.
² The Governing Body postponed consideration of this item to its 229th Session.
³ Carried over from the 227th Session.
9. Report of the Committee set up to examine the representation made by the Confederation of Private Employers of Bolivia under article 24 of the Constitution alleging non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and of the Minimum Wage Fixing Convention, 1970 (No. 131).

10. Report of the Committee set up to examine the representation made by the General Confederation of Portuguese Workers under article 24 of the Constitution alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Holidays with Pay Convention (Revised), 1970 (No. 132).


12. Reports of the Programme, Financial and Administrative Committee.


17. Report of the Committee on Operational Programmes.¹


20. International Institute for Labour Studies: Report on the 26th Session of the Board of the Institute.¹


22. Composition and agenda of standing bodies and meetings.

23. Symposia, seminars and similar meetings.²

24. Report of the Director-General:

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— Compatibility of the United Nations Convention on the Elimination of All Forms of Discrimination against Women and certain ILO Conventions on the protection of women.¹

— Functions and procedures of the Committee on Freedom of Association.¹

25. Programme of meetings.


* * *

The following is an account of the action taken by the Governing Body on this agenda.³

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¹ The Governing Body took note of this report.
² The Governing Body took note of this paper.
³ The texts of the papers and reports examined by the Governing Body and the approved minutes of the sittings, together with a detailed account of how decisions were taken, are to be found in the set of documents constituting the record of each session.
DATE, PLACE AND AGENDA OF THE 72ND (1986) SESSION OF THE CONFERENCE


As for the place of the 72nd (1986) Session, the Governing Body decided that it should be held in Geneva.

Having regard to the items which would necessarily be before the Conference, the Governing Body decided that the agenda of the session should be 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. Safety in the use of asbestos (second discussion).
V. Youth (general discussion).
VI. The promotion of small and medium-sized undertakings (general discussion).

The Conference will also have before it a special report on the application of the Declaration concerning the Policy of Apartheid in South Africa, as updated by the Conference at its 67th (1981) Session.

ACTION TAKEN ON THE RESOLUTIONS ADOPTED BY THE CONFERENCE AT ITS 70TH (1984) SESSION

Resolution concerning Employment Policy

The Governing Body:
(a) took note of the information contained in paragraphs 4–13 of the Office paper;
(b) requested the Director-General, when communicating this resolution to the other international organisations concerned, to draw their special attention to operative paragraph 2(a) and (b);
(c) requested the Director-General to take account of the requests contained in operative paragraphs 1 and 2(b) of the resolution when preparing his Programme and Budget proposals for 1986–87; and
(d) referred to the Programme, Financial and Administrative Committee for more detailed examination the question of whether any rearrangements of its working methods were necessary to enable it to give effect to operative paragraph 1 of the resolution.

Resolution concerning Standards on Labour Statistics

The Governing Body:
(a) took note of the information contained in paragraphs 17 and 18 of the Office paper; and
(b) requested the Director-General to take account of the wishes expressed by the Conference in the resolution with respect to the need for more frequent convening of future International Conferences of Labour Statisticians when drawing up future programme and budget proposals.

1 For the texts of these resolutions see Official Bulletin, 1984, Series A, No. 2.
Resolution concerning the Improvement of Working Conditions and Environment

The Director-General was requested, when communicating the resolution to governments and, through them, to employers’ and workers’ organisations, to draw their special attention to:

(a) operative paragraph 1 of the resolution and the corresponding section (paragraphs 7–30) of the appended conclusions;

(b) the importance which the Conference and the Governing Body attached:

- to the measures taken by member States with a view to the improvement of working conditions and environment, which constituted an essential element of social justice;
- to the need for such measures to take due account of the fundamental principles laid down in Part I of the conclusions (paragraphs 1–6), particularly as regards the reinforcement of tripartite participation, based on full respect of the principle of freedom of association, in action for the improvement of working conditions and environment;
- to the need for national legislation to take into account the applicable provisions of international labour standards.

The Director-General was requested to bear in mind the request contained in operative paragraph 2 of the resolution and the guide-lines set forth in paragraphs 31–68 of the conclusions when preparing his future programme and budget proposals, particularly for 1986–87, as well as proposals for the agendas of regional conferences and advisory committees and Industrial and analogous Committees and for the next medium-term plan.

Resolution concerning the Contribution of the ILO to Production and Productivity Improvement, with Special Reference to Developing Countries, Oriented towards Greater Social and Economic Development

The Governing Body took note of the information provided in the Office paper concerning the contribution of the ILO to production and productivity improvement, and requested the Director-General:

(a) when communicating the resolution to governments and, through them, to employers’ and workers’ organisations, to draw their special attention to operative subparagraph 1; and

(b) to bear in mind the requests made in operative subparagraphs 2–4 when drawing up his future programme and budget proposals.

Resolution concerning the Strengthening of Action for the Least Developed Countries

The Governing Body took note of the information given in the Office paper on ILO activities in support of the implementation of the Substantial New Programme of Action for the 1980s for the Least Developed Countries (SNPA) and requested the Director-General:

(a) when communicating the text of the resolution to governments and, through them, to employers’ and workers’ organisations, to draw their special attention to the appeals addressed to member States in operative paragraphs 1, 2 and 4 of the resolution;

(b) to take full account of the wishes expressed in operative paragraph 3(a)–(f) of the resolution in drawing up future programme and budget proposals commencing with the 1986–87 biennium, as well as in negotiating proposals for extra-budgetary funding;
(c) to ensure that the ILO played its full part in the mid-term global review of progress towards the implementation of the SNPA scheduled for 1985, in compliance with operative paragraph 3(g) of the resolution; and

(d) to ensure that ILO activities concerning the least developed countries were fully reflected in a separate section of the Director-General's annual Report, in compliance with operative paragraph 3(h) of the resolution.

FOLLOW-UP OF CONFERENCE DISCUSSION ON INTERNATIONAL LABOUR STANDARDS

The Governing Body decided to refer the question of the financing of Conference delegations to the Programme, Financial and Administrative Committee, to review the earlier discussions on the subject and to consider further action.

It decided to establish a working party to carry out a review of the 1979 classification of standards and to consider issues concerning the future orientation of standard setting, on the understanding that the working party's precise terms of reference and its composition and membership would be determined at its 229th Session (February–March 1985), taking into account the suggestions contained in the Office paper and those made during the discussion.

The Governing Body decided to refer to the Committee on Standing Orders and the Application of Conventions and Recommendations a number of questions of a procedural nature concerning the selection of items for inclusion in the Conference agenda and the process of drawing up Conventions and Recommendations.

It further decided to refer to the Committee on Standing Orders and the Application of Conventions and Recommendations the question of the discontinuance of detailed reporting on certain Conventions which had lost their relevance, for examination and recommendations as to the nature of the decisions to be taken and the Conventions to which they should apply.

The Governing Body requested the Office to explore the possibility of simplifying the report forms used as a basis for the preparation of reports on ratified Conventions, when next preparing report forms for its approval.


On a vote by show of hands, the Governing Body decided, by 18 votes in favour, 30 against, with 5 abstentions, not to postpone this item until the 229th Session.

On a vote by show of hands, the Governing Body decided, by 31 votes in favour, 10 against, with 12 abstentions, to take note of the report of the Commission.

1 For the text of the report see Official Bulletin, 1984, Series B (Special Supplement).
Resolution on convening a Preparatory Technical Maritime Conference and a Maritime Session of the International Labour Conference

The Governing Body agreed, when considering the 1986–87 Programme and Budget proposals, to take note of the request of the Joint Maritime Commission that a Preparatory Technical Maritime Conference to be held in 1986 be followed by a Maritime Session of the International Labour Conference in 1987, as well as of the Commission's request concerning the agendas of these conferences and the composition of the Preparatory Technical Maritime Conference.\(^1\)

Resolution concerning the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)

The Governing Body authorised the Director-General to communicate the text of the resolution concerning the minimum wage of able seamen to governments of member States, drawing their attention to the operative paragraph of the resolution concerning the wage figures which should be applied in substitution of those contained in Recommendation No. 109, and to authorise the Director-General to communicate the text of the resolution to the international employers' and workers' organisations having consultative status; and requested governments to transmit the text of the resolution to the employers' and workers' organisations concerned.

Resolution concerning the Carrying of Radioactive Nuclear Cargoes

The Director-General was authorised to communicate the text of the resolution concerning the carrying of radioactive nuclear cargoes to governments of member States, to the Secretary-General of the International Maritime Organisation and to the executive heads of the relevant specialised agencies of the United Nations, drawing their particular attention to the operative paragraphs of the resolution.

Resolution on the Unlawful Detention of Seafarers Abroad

The Director-General was requested to explore with the United Nations and other organisations concerned the means of adopting an instrument of the kind envisaged in the resolution adopted by the Commission on the unlawful detention of seafarers abroad and to report back to the Governing Body.

Resolution concerning Occupational Safety and Working Conditions on Board Maritime Mobile Offshore Units

The Governing Body requested the Director-General to undertake a study in cooperation with the Secretary-General of the International Maritime Organisation, as appropriate, with a view to determining which mobile units of the offshore petroleum

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\(^1\) For the texts of its resolutions see below pp. 31–37.

\(^2\) For details of these proposals see below, pp. 17–18.
industry should be classified as ships; and took note of the request that, following the study, a tripartite meeting of experts on occupational safety and health and working conditions on board maritime mobile offshore units be organised.

Resolution on War Risk Areas and the Safety of Life of Seafarers

The Director-General was authorised to communicate the text of the resolution on war risk areas and the safety of life of seafarers to governments of member States, drawing their attention to the operative paragraph of the resolution.

Resolution on Spanish Translation Services for the Joint Maritime Commission

In the light of the resolution on Spanish translation services for the Joint Maritime Commission, the Director-General was requested to bear in mind when drawing up the future work programme of the Office the wish expressed in that resolution.

Report of the Committee Set up to Examine the Representation Presented by the National Trade Union Co-ordinating Council (CNS) of Chile under Article 24 of the Constitution Alleging Non-observance of International Labour Conventions Nos. 1, 2, 29, 30 and 122 by Chile

The Governing Body approved the report of the Committee, and in particular the conclusions contained in paragraph 64(a) thereof, and declared the procedure closed.

Report of the Committee Set up to Examine the Representation Made by the Confederation of Private Employers of Bolivia Under Article 24 of the Constitution Alleging Non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and of the Minimum Wage Fixing Convention, 1970 (No. 131)1

The Governing Body approved the report of the Committee, and in particular the conclusions contained in paragraph 23(a) thereof, and declared the procedure closed.

Report of the Committee Set up to Examine the Representation Made by the General Confederation of Portuguese Workers Under Article 24 of the Constitution Alleging Non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Holidays with Pay Convention (Revised), 1970 (No. 132)1

The Governing Body noted that, as the Portuguese Government had requested a further extension of the deadline for communicating its observations on the representation, it would not be able to examine the case at its 228th Session.

1 For the text of this report, see Official Bulletin, 1985, Series B.
The Governing Body examined and adopted the 236th and 237th reports of its Committee on Freedom of Association.\(^1\)

**REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE**

On the basis of the reports of this Committee, the Governing Body took note of the information submitted to it concerning financial and administrative matters and also personnel questions.

It endorsed in particular the programme and approved the budget for the *International Institute for Labour Studies* for 1985.

Following the adoption by the United Nations General Assembly of a series of amendments to the *Additional Terms of Reference Governing External Audit*, a standard text appended to the Financial Regulations of the majority of the specialised agencies, including the ILO, the Governing Body approved the proposed amendments to the *Financial Regulations* of the Organisation in respect of audit certificates. A draft resolution containing the proposed amendments will be submitted to the International Labour Conference at its 71st (1985) Session.

The Governing Body also decided that the cost of holding meetings of the *Conference Committee on Apartheid* during the 70th (1984) and 71st (1985) Sessions of the Conference, estimated at US $227,000, should be financed, in the first instance, by savings in Part I of the budget for 1984–85, or, failing that, be charged to Part II (Unforeseen expenditure).

As for the preparatory work for the organisation in 1985 of a meeting of experts on safety and health in the building and construction industries, the Governing Body authorised the Director-General to undertake the collection of information needed for the preparation of a report for consideration by the meeting of experts. The additional cost of the preparatory work in 1984–85, estimated at US $245,000, will be financed in the first instance by savings in Part I of the budget for 1984–85, or, failing that, be charged to Part II (Unforeseen expenditure).

The Governing Body took note of a report of the *United Nations Joint Inspection Unit on recruitment policy and its application in the ILO* and requested the Director-General to take the necessary measures to ensure a fair geographical distribution of staff, bearing in mind the views expressed in the Committee; to prepare a comprehensive document on personnel policy questions; and to report regularly to the Governing Body on the progress achieved.

With regard to the tenth annual report of the *International Civil Service Commission* (ICSC), the Governing Body endorsed the recommendations of the Commission, subject to their approval by the United Nations General Assembly; authorised the Director-General to give effect in the ILO, through appropriate amendments to the *Staff Regulations*, to the measures decided on by the General Assembly in respect of the Commission's recommendations from the date decided by the General Assembly; and decided that the cost of the decisions and recommendations, estimated at US $30,000 in 1984–85, should be financed from savings in Part I of the budget.

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\(^1\) The texts of these reports are reproduced in the *Official Bulletin*, Series B.
Lastly, the Governing Body noted that, in accordance with the view expressed by the ICSC and the recommendation by the United Nations Joint Staff Pension Board, the adjustment in the pensionable remuneration of the Professional and higher categories, due from 1 October 1984, had been implemented; and should the General Assembly decide to adopt the new definition and scale of pensionable remuneration proposed by the Commission, authorised the Director-General to give effect in the ILO, through appropriate amendments to the Staff Regulations, to that definition and scale from the date or dates decided upon by the General Assembly and to such related transitional measures as the General Assembly might adopt.

REPORT OF THE ALLOCATIONS COMMITTEE

The Governing Body had no paper before it under this item, since the Committee did not have any items of substance to consider at the present session. It noted that the Committee had held a brief meeting for the purpose of electing its Chairman, and had elected Mr. Haase to that Office.

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

The Governing Body approved the Standing Orders for the Advisory Committee on Technology.

REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

Report on the International Conference on Population

The Governing Body took note of the Mexico City Declaration on Population and Development adopted by the International Conference on Population and its recommendations for the further implementation of the World Population Plan of Action and instructed the Director-General to continue to give special attention to the further development of population activities within the framework of these instruments, including appropriate steps towards the implementation of those provisions of the Mexico City Declaration which fell within the competence of the Organisation.

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Programme of Industrial Meetings, 1986–87

Agendas of major meetings

The Governing Body determined the agendas of the Third Tripartite Technical Meeting for the Clothing Industry, the Iron and Steel Committee (Eleventh Session), the Coal Mines Committee (Twelfth Session), the Building, Civil Engineering and Public Works Committee (Eleventh Session) and the Chemical Industries Committee (Tenth Session) as follows:

Third Tripartite Technical Meeting for the Clothing Industry
2. Manpower development, training and retraining in the clothing industry.
3. The impact on employment and income of structural and technological change in the clothing industry.

_Iron and Steel Committee (Eleventh Session)_

2. Policies for maintaining social development through collective bargaining, legislation and adequate social security protection to cope with structural change in the iron and steel industry.
3. Productivity improvement and its effects on the level of employment and working conditions in the iron and steel industry.

_Coal Mines Committee (Twelfth Session)_

2. Manpower planning, training and retraining for coalmining in the light of technological changes.
3. Occupational health services, and social services, including housing, in the coalmining industry.

_Building, Civil Engineering and Public Works Committee (Eleventh Session)_

2. Employment creation and job creation in and through the construction industry.
3. Measures to overcome obstacles to the observance in the construction industry of ILO standards.

_Chemical Industries Committee (Tenth Session)_

2. Shift work in the chemical industries.
3. The impact of new technology on safety and health protection in the chemical industries.

_Smaller industrial meetings_

The Governing Body decided to include the Committee on Conditions of Work in the Fishing Industry as a smaller meeting within the Programme of Industrial Meetings for the 1986–87 biennium with the following agenda:

(a) systems of remuneration and earnings;
(b) occupational adaptation to technical changes in the fishing industry; and
(c) social and economic needs of small-scale fishermen and of rural fishing communities.

_Strengthening the Effectiveness of Industrial Committee-Type Meetings_

The Governing Body took note of this section of the report, including the indication that a new paper containing more concrete suggestions would be submitted to the Committee at its next meeting in May 1985.

_Ninth Session of the Advisory Committee on Salaried Employees and Professional Workers: Invitation of Non-Governmental International Organisations_

The Director-General was authorised to invite the following non-governmental international organisations to be represented at the Ninth Session of the Advisory Committee on Salaried Employees and Professional Workers: International Confederation of Executive Staffs; International Council of Women; International Federation of Business and Professional Women; International Federation of
Chemical, Energy and General Workers' Unions; International Federation of Commercial, Clerical, Professional and Technical Employees; International Federation of University Women; Liaison Committee of Engineers, Supervisory and Managerial Staffs and Technicians; Nordic Confederation of Supervisors, Technicians and Other Managers; Trade Unions International of Public and Allied Employees; Trade Unions International of Workers in Commerce; World Federation of Scientific Workers; World Federation of Trade Unions of Non-Manual Workers.

Proposals of the Employers' and Workers' Groups concerning the Composition of the First Session of the Joint Committee for Postal and Telecommunications Services (27 November – 5 December 1984)

The Governing Body had before it a proposal from the Employers' and Workers' groups for a change in the composition of the First Session of the Joint Committee for Postal and Telecommunications Services seeking to raise the number of Workers' members from 20 to 24 and to provide for four additional members to be appointed as representatives of private employers.

On a vote by show of hands, the Governing Body decided, by 28 votes in favour, 11 against, with 5 abstentions, to refer back this question of principle to the Industrial Activities Committee for examination within the framework of the general re-examination of all joint committees to be undertaken by the Committee in the near future.

Composition and Standing Orders of the Joint Meeting on Employment and Working Conditions in Health and Medical Services (Geneva, 8–15 October 1985)

The Governing Body had before it a proposal from the Employers' and Workers' groups seeking to raise the number of Workers' members of the Joint Meeting on Employment and Working Conditions in Health and Medical Services from 10 to 13 and to include three additional members as representatives of employers in the private sector. Considering that the decision it had taken in respect of the composition of the First Session of the Joint Committee for Postal and Telecommunications Services also applied to that of the Joint Meeting, the Governing Body likewise referred the question back to the Industrial Activities Committee.

Furthermore, the Governing Body authorised the Director-General to invite the Governments of the following ten countries to send representatives to the Joint Meeting on Employment and Working Conditions in Health and Medical Services: Brazil, China, Egypt, France, the Federal Republic of Germany, India, Mexico, Nigeria, USSR and the United States; decided that the closing date for the acceptance of invitations should be 31 March 1985; and, in the event that the government of one of the countries listed above declined the invitation or failed to reply by the deadline, authorised the Director-General to invite from the following reserve list another country belonging to the same region as the country to be replaced: Algeria, Ghana (Africa); Canada, Cuba (Americas); Australia, Japan (Asia); Czechoslovakia, United Kingdom (Europe).

Other Questions

First Session of the Food and Drink Industries Committee: invitation of an additional non-governmental international organisation

The Director-General was authorised to invite the Nordic Confederation of Supervisors, Technicians and Other Managers to be represented by an observer at the First Session of the Food and Drink Industries Committee.
Eleventh Session of the Inland Transport Committee: invitation of an additional non-governmental organisation

The Director-General was authorised to invite the International Confederation of Executive Staffs to be represented by an observer at the Eleventh Session of the Inland Transport Committee.

Report of the Committee on Discrimination

Application of the Declaration concerning the Policy of Apartheid in South Africa

The Governing Body requested the Director-General:

(a) to submit to the Committee on Discrimination at its November 1985 meeting a detailed report to serve as a basis for the in-depth evaluation of the ILO's practical programme against apartheid;
(b) to make provision for a tripartite evaluation mission to take place in early 1986;
(c) to take all appropriate steps, including the sending of successive reminders and the intervention of local ILO offices, to improve the level of replies from governments and employers' and workers' organisations concerning action against apartheid;
(d) to schedule the next meeting of the Committee for the May 1985 Session of the Governing Body for the purpose of examining the analysis of those replies included in the next Special Report on Apartheid;
(e) to submit to the Committee, in the light of its discussions, any other proposals for the improvement of the procedures for requesting and examining information on action against apartheid for consideration at the May 1985 and November 1985 Sessions of the Governing Body; and
(f) to take steps to act upon the requests addressed to him in the Conclusions of the Conference Committee on Apartheid.

Report of the Committee on Multinational Enterprises

Follow-up of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Report form (questionnaire)

The Governing Body approved the report form (questionnaire) on the effect given to the Declaration, as amended by the Committee.

Reporting period for next survey

The Governing Body decided that the next (third) government reports on the effect given to the Declaration should cover the years 1983, 1984 and 1985; that the ILO report form (questionnaire) for this survey should be dispatched by the first quarter of 1985; and that the deadline for the receipt of replies should be the end of February 1986 to allow their proper processing and examination by the Committee in November 1986.

Interim reports

The Governing Body decided that there should be a (fourth) full-scale report on the Declaration covering the years 1986, 1987 and 1988 and a specific report on particular
areas, in between this period, without excluding other options, if recommended by the Committee on an ad hoc basis.

Other questions

The Office was requested to draft a decision paragraph for consideration at the next meeting of the Committee (February 1985) regarding a working group selected by the Officers from among the members of the Committee to analyse government reports prior to their examination by the Committee.

The Office was also requested to prepare a draft updated list of the Conventions and Recommendations to be referred to in the Declaration for consideration, on a forthcoming occasion, by the Committee and subsequent approval by the Governing Body.

REPORT OF THE WORKING PARTY ON EUROPEAN TRADE UNION STUDIES

The Governing Body authorised the Director-General to invite Spain and Yugoslavia to be represented, at its 229th Session, during the discussion on the Working Party’s report—in the same way as they were represented at the meeting of the Working Party itself—by one person each from government, employer and worker circles.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Committee of Experts on the Application of Conventions and Recommendations

The following committee members were reappointed for a period of three years: Mr. Roberto Ago (Italy); Mr. Semion A. Ivanov (USSR); Mr. Arnaldo Lopes Sussekind (Brazil); Mr. Akira Shigemitsu (Japan); Mr. Boon Chiang Tan (Singapore).

The Director-General was asked to convey to Professor Joseph J. M. van der Ven its deep gratitude for his invaluable services to the ILO over the past 15 years.

Mr. Antti Johannes Suviranta (Finland), former Professor of Labour Law at Helsinki University; President of the Supreme Administrative Court of Finland; member of the International Society for Labour Law and Social Security; member of the Finnish Academy of Sciences, was appointed as a member of the Committee for a period of three years.

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

The Governing Body noted that, as a result of the decisions taken at its 226th Session (May–June 1984) and at the 120th Session (September–October 1984) of the Executive Board of UNESCO, the composition of the Joint Committee was now as follows, all members having been appointed for a period expiring on 31 December 1988:

Members appointed by the Governing Body of the ILO
Mrs. E. W. Gachukia (Kenya); Mrs. C. Même (France); Mr. F. Mayers (United States); Mr. R. Nettleford (Jamaica); Mr. L. T. Olsson (Australia); Mrs. M. Silva (Portugal).

1 The titles and functions of the experts appointed by the Governing Body are given in full in the documents submitted to the Governing Body under this item of the agenda.
Members appointed by the Executive Board of UNESCO
Mr. S. B. Adaval (India); Mr. S. S. Fall (Senegal); Mr. T. Imamura (Japan); Mr. Y. S. El-Din Kotb (Egypt); Mr. A. D. Mendes (Brazil); Mr. E. G. Sapogov (USSR).

Advisory Committee on Rural Development

The following persons were appointed as members of the Committee for a period of five years beginning on 1 January 1985:

Nominations made after consulting the Employers' group
Dr. Edmundo Castillo Ramírez (Nicaragua); Mr. V. I. Chacko (India); Mr. Rolf Dahlberg (Sweden); Mr. Jean Desjardins (Mauritius); Mr. S. U. Ikomi (Nigeria); Mr. David Inger (Botswana); Mr. Suhaimi Bin Abdul Jalil (Malaysia); Mr. Pedro Leyva (Spain); Mr. Juan Rafael Lizano Saenz (Costa Rica); Mr. Sergio Romero Pizarro (Chile); Mr. Samuel Yao Safo (Ghana); Mr. Oentoeng Soetomo (Indonesia).

Substitutes
Mr. Luis Artagaveytia (Uruguay); Mr. Martin Haushofer (Federal Republic of Germany); Mr. Giuseppe Misserville (Italy); Mr. Manap Nasution (Indonesia); Mr. Rudolph Schuberth (Austria); Mr. M. F. L. Shirima (United Republic of Tanzania); Mr. Mucio Teixeira (Brazil); Citizen Yafari bin Zakuani (Zaire).

Nominations made after consulting the Workers' group
Mr. Miladin Chaterov (Bulgaria); Mr. V. Dravid (India); Mr. Luis Gerardo González (Colombia); Mr. A. González Páez (Venezuela); Mr. Kwaku Haligah (Ghana); Mr. Jorge Lasso (Panama); Mr. W. Lojewski (Federal Republic of Germany); Mr. Philip Mwangi (Kenya); Dr. P. P. Narayanan (Malaysia); Mr. I. Schelde (Denmark); Mr. C. Seno (Philippines); Mr. N. Vewessee (Cameroon).

Substitutes
Mr. Mohammed Al Ayed (Syrian Arab Republic); Mr. Börje Svensson (Sweden); Mr. H. Thompson (Jamaica); Mr. M. Zannou (Benin).

Advisory Committee on Technology

The following persons were appointed as members of the Committee for a period of five years beginning on 1 January 1985:

Nominations made after consulting the Employers' group
Mr. José Manuel Armenteros (Dominican Republic); Mr. Alphonse J. Bates (Canada); Mr. Kjell I. Grue (Norway); Mr. Marwan Nasr (Lebanon); Mr. Michael O. Omolayole (Nigeria); Mr. R. C. Pande (India); Mr. Antonis Pierides (Cyprus); Mr. Gaston Ramenason (Madagascar).

Nominations made after consulting the Workers' group
Mr. Hubert Filipovski (German Democratic Republic); Mrs. Birgitta Frejhagen (Sweden); Mr. Piet Hazenbosch (Netherlands); Mr. Anand Gopal Mukherjee (India); Mr. Fred Pomeroy (Canada); Mr. Michael Sebastian (Malaysia).

Substitutes
Mr. J. Golodner (United States); Mr. Lew Syn Pau (Singapore); Mr. Vladimir Veretennikov (USSR).

Panel of Consultants on Safety in Mines

The following persons were appointed as members of the Panel for a period expiring on 31 December 1988:

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Nominations made after consultations with governments
Mr. H. S. Ahuja (India); Mr. Lars Corp (Sweden); Mr. Albert Oliver (Canada); Mr. Y. P. Smorckhov (USSR).

Nominations made after consulting the Workers' group
Mr. Patrick Grenier (France), to replace Mr. A. Dufresne (France).

Substitute
Mr. André Daemen (Belgium).

Panel of Consultants on Workers' Education

The following persons were appointed as members of the Panel for a period expiring on 31 May 1985:

Nominations made after consulting the Workers' group
Mr. Haroun Hassan (Somalia), to replace Mr. H. Silungwe (Zambia); Mr. Justin Kouassi (Ivory Coast), to replace Mr. Emile Bahi Niezie (Ivory Coast); Mr. Arturo Romo (Mexico), to replace Prof. Bernardo Cobos (Mexico); Mr. J. Vargas, to replace Mr. T. S. Bavin.

Meetings


The Governing Body noted that the Director-General had received the following nomination from the Employers' group which, in accordance with the authority given to them, the Officers had approved: Mr. Stan E. Frost (Canada).

World Industry Conference on Environmental Management (Versailles, 14-16 November 1984)

The Governing Body noted that the Director-General had received the following nominations which, in accordance with the authority given to them, the Officers had approved:

Nominations made after consulting the Employers' group
Mr. K. Groholt (Norway); Mr. J. Károš (Czechoslovakia).

Nominations made after consulting the Workers' group
Mr. Roger Décosterd (Switzerland); Mr. Koh Yoshino (Japan).

Joint Committee for Postal and Telecommunications Services (First Session, Geneva, 27 November - 5 December 1984)

The following nomination, made after consulting the Workers' group, was approved: Mr. Pierre Médor (Senegal).

Meeting of Experts on the Protection of Workers in the Event of the Insolvency of their Employer (Geneva, 5-8 March 1985)

The following nominations were approved:

Nominations made after consultations with governments
Mr. V. S. Ailawadi (India); Mrs. Sylvie d'Arvisenet (France); Mr. Roberto Bigatti (Argentina); Mr. Stig Jansson (Sweden); Mr. Kiyosho Sakasegawa (Japan).
Nominations made after consulting the Employers' group
Mr. Yoshiki Abe (Japan); Mr. Jørgen Ulrik Brink (Denmark); Miss C. de Meester (Netherlands); Mr. Godson Neptune (Trinidad and Tobago); Mr. Fernando Yllanes Ramos (Mexico); Mr. Boubacar Zezi (Niger).

Nominations made after consulting the Workers' group
Mr. Alan Boulton (Australia); Mr. Netzahualcóyotl De La Vega (Mexico); Mr. Larry Gold (United States); Mr. Karl Kehrmann (Federal Republic of Germany); Mr. Pedro Osorio (Colombia); Mr. Omar Sy (Senegal).

Substitutes
Mr. Dominique de Crombrugghe (Belgium); Mr. Bent Osborg (Denmark); Mr. Ricardo Emilio Parodi Buendia (Peru); Mr. Zainal Rampak (Malaysia).

The Governing Body authorised its Officers to approve on its behalf the remaining nomination to be made after consulting the Government of Nigeria.

The Governing Body noted that the Director-General intended to invite the following intergovernmental organisations to be represented at the meeting: the Council of Europe; the European Communities; the Organisation for Economic Co-operation and Development; and the Council for Mutual Economic Assistance.


The following nominations were approved:

Nominations made after consultations with governments
Mr. R. G. Barrett (United Kingdom); Mr. Lars Ettarp (Sweden); Mr. Tadd Linsenmayer (United States); Mr. V. G. Makushin (USSR); Professor Manfred Rentzsch (German Democratic Republic).

Nominations made after consulting the Workers' group
Mr. David Bennett (Canada); Mr. J. P. Hamilton (United Kingdom); Mr. Valeri S. Koukharenko (USSR); Mr. Kenneth H. McLeod (Australia); Mr. Paul Silon (Belgium).

Substitutes
Mr. Ib Maltesen (Denmark); Mrs. M. Moritz (Austria).

Meeting of Members of the Panel of Consultants on Workers' Education (Geneva, 15–19 April 1985)

The following agenda was approved for the meeting:
—The development of the Workers' Education Programme, with particular reference to its major areas and means of action and the impact of new approaches at various levels since 1979.
—Trends in the future expansion of the Programme and their relevance to priority needs, new areas of learning and issues concerning the structure and financing of workers' education.
—The role of the ILO in promoting wider concepts of workers' education linked to other forms of education and education at the workplace.

The following nominations were approved:

Nominations made after consulting the Workers' group
Mr. J. Aliaga Merino (Peru); Mr. James Brechin (Canada); Mr. Youcef Briki (Algeria); Mr. A. L. Diallo (OATUU); Mr. José González (UTAL) Caracas; Mr.
Evelyn Greaves (Barbados); Mr. E. Herrera (Philippines); Mr. Roy Jackson (United Kingdom); Mr. G. Kanaiev (USSR); Mr. S. Kipacha (United Republic of Tanzania); Mr. Justin Kouassi (Ivory Coast); Mr. Rosalino R. Martin (BATU); Mr. V. S. Mathur (ICFTU-APRO); Mr. P. W. D. Matthews (Australia); Mr. Jochen Meinel (WFTU); Mr. L. A. Osunde (Nigeria); Mr. Yehuda Paz (Israel); Mr. Arturo Romo (Mexico); Ms. Dorothy Shields (United States); Mr. T. N. Siddhanta (India).

Meeting of Experts on the Model Code of Safety Regulations for Coal Mines (Geneva, 16–26 April 1985)

The following nominations were approved:

Nominations made after consultations with governments
Mr. Fu Shirong (China); Mr. E. J. H. Nicholas (United Kingdom); Mr. K. N. Todradze (USSR); Mr. V. C. Varma (India); The Hon. David A. Zeeger (United States).

Substitute
Mr. Rainer Opfermann (Federal Republic of Germany).

Nominations made after consulting the Employers' group
Mr. Ruyter Antonio Borges (Brazil); Mr. John Kay (Australia); Mr. Kamara Abdoul Khoudouss (Mauritania); Mr. Sergio G. Oyarzún Cerón (Chile); Mr. Saifullah Khan Paracha (Pakistan); Mr. Karl Roesgen (Federal Republic of Germany).

Substitutes
Mr. Abdalla Ibrahim Abdelrahim (Egypt); Mr. Marino Garrido R. Radillo (Spain); Mr. R. G. Mahendru (India); Mr. Jorge Rangel Zamorano (Mexico); Mr. John J. Saunders (Dominican Republic).

Additional nomination made after consulting the Workers' group
Mr. Hamidou Adamou (Niger).

Change in an already approved nomination:
Mr. Patrick Grenier (France), to replace Mr. A. Dufresne (France).

Substitute
Mr. André Daemen (Belgium), to replace Mr. A. Renders (Belgium).

Preparatory Technical Maritime Conference

Agenda

Subject to the adoption of the draft Programme and Budget for 1986–87 by the Governing Body and by the Conference, the Governing Body fixed the agenda of the Preparatory Technical Maritime Conference as follows:

1. Seafarers' welfare at sea and in port.
2. Social security protection for seafarers including those serving in ships flying flags other than those of their own country.
3. Health protection and medical care for seafarers.
4. The Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147); mechanism for incorporating new Conventions in the Appendix.
5. Revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27).

1 See also pp. 6–7 above.
Subject to the adoption of the draft Programme and Budget for 1986–87 by the Governing Body and by the Conference, the Governing Body decided:

(a) that the countries to be invited to attend the Conference should be the 41 member States with not less than 1 million gross tonnes of registered shipping as recorded by Lloyd’s Register of Shipping in 1983—namely, Algeria, Argentina, Australia, Belgium, Brazil, Bulgaria, Canada, China, Cyprus, Denmark, Finland, France, German Democratic Republic, Federal Republic of Germany, Greece, India, Indonesia, Islamic Republic of Iran, Iraq, Italy, Japan, Kuwait, Liberia, Malaysia, Mexico, Netherlands, Norway, Panama, Philippines, Poland, Portugal, Romania, Saudi Arabia, Singapore, Spain, Sweden, Turkey, USSR, United Kingdom, United States and Yugoslavia—plus Israel, Pakistan, Trinidad and Tobago and Zaire; and

(b) that each country to be represented at the Conference should be invited to send a delegation consisting of one Government delegate, one Employer delegate and one Worker delegate, together with such advisers as might be considered necessary.

The Governing Body further authorised the Director-General to invite the following non-governmental international organisations to be represented at the Conference by observers: International Shipping Federation, International Federation of Trade Unions of Transport Workers, International Transport Workers’ Federation, Trade Unions International of Transport Workers, International Christian Maritime Association, and the United Seamen’s Service.

**REPORT OF THE DIRECTOR-GENERAL**

**Obituary**

The Governing Body paid tribute to the memory of Mr. Antony G. Fennema, who had been Employer deputy member of the Governing Body from 1949 to 1969, Netherlands Employers’ delegate at all Sessions of the International Labour Conference from 1947 to 1966 and Employer Vice-President of the Conference in 1962, and asked the Director-General to convey its sympathy to the family of the deceased.

**Composition of the Governing Body, Governing Body Committees and Various Bodies**

**Composition of the Governing Body**

Mr. Graham (Worker, United Kingdom) having resigned, the Workers’ group will nominate a replacement at the next session.

**Composition of the Governing Body Committees**

The following proposals were endorsed: Programme, Financial and Administrative Committee, to add as Employer regular members Mr. Lindner and Mr. Pierides; Industrial Activities Committee, to add as Employer regular member Mr. Pierides.

**Programme of Meetings**

The following programme of meetings was approved for the end of 1984 and for 1985:
<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27 November - 5 December</td>
<td>Joint Committee for Postal and Telecommunications Services (First Session)</td>
<td>Geneva</td>
</tr>
<tr>
<td>5–13 December</td>
<td>Food and Drink Industries Committee (First Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>1985</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23–31 January</td>
<td>Inland Transport Committee (Eleventh Session)</td>
<td>Geneva</td>
</tr>
<tr>
<td>8–9 February</td>
<td>Conference Delegation on Structure¹</td>
<td>&quot;</td>
</tr>
<tr>
<td>11 February – 1 March</td>
<td>229th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>5–8 March</td>
<td>Meeting of Experts on the Protection of Workers in the Event of the Insolvency of their Employer</td>
<td>&quot;</td>
</tr>
<tr>
<td>14–27 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>25–29 March</td>
<td>Meeting of Experts on the Implications of New Technologies for Work Organisation and Occupational Safety and Health in Industrialised Countries</td>
<td>&quot;</td>
</tr>
<tr>
<td>15–19 April</td>
<td>Meeting of Members of the Panel of Consultants on Workers' Education</td>
<td>&quot;</td>
</tr>
<tr>
<td>15–19 April</td>
<td>Advisory Committee on Technology (First Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>16–26 April</td>
<td>Meeting of Experts on the Model Code of Safety Regulations for Coal Mines</td>
<td>&quot;</td>
</tr>
<tr>
<td>17–25 April</td>
<td>Advisory Committee on Salaried Employees and Professional Workers (Ninth Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>29 May – 4 June and</td>
<td>230th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>immediately after the Conference</td>
<td></td>
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<tr>
<td>7–27 June</td>
<td>71st Session of the International Labour Conference</td>
<td>London</td>
</tr>
<tr>
<td>July</td>
<td>Joint FAO/ILO/IMO Working Group to Prepare a Document for Guidance for Fishermen (Second meeting)</td>
<td>&quot;</td>
</tr>
<tr>
<td>17–26 September</td>
<td>Twelfth Conference of American States Members of the International Labour Organisation</td>
<td>Montreal</td>
</tr>
<tr>
<td>18–26 September</td>
<td>Forestry and Wood Industries Committee (First Session)</td>
<td>Geneva</td>
</tr>
<tr>
<td>September</td>
<td>ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers</td>
<td>Paris</td>
</tr>
<tr>
<td>September–October</td>
<td>Meeting of Experts on Safety and Health in the Building and Construction Industries</td>
<td>Geneva</td>
</tr>
<tr>
<td>30 September – 4 October</td>
<td>European Tripartite Advisory Meeting on the Integration of Youth into Working Life</td>
<td>&quot;</td>
</tr>
<tr>
<td>1–4 October</td>
<td>Tripartite Symposium on Employment, Trade and North–South Co-operation</td>
<td>&quot;</td>
</tr>
<tr>
<td>8–15 October</td>
<td>Joint Meeting on Employment and Working Conditions in Health and Medical Services</td>
<td>&quot;</td>
</tr>
<tr>
<td>4–15 November</td>
<td>231st Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>3–5 December</td>
<td>Panel of the Advisory Committee on Rural Development</td>
<td>&quot;</td>
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<tr>
<td>4–12 December</td>
<td>Third Tripartite Technical Meeting for the Leather and Footwear Industry</td>
<td>&quot;</td>
</tr>
<tr>
<td>To be determined</td>
<td>Joint IMO/ILO Committee on Training</td>
<td>London</td>
</tr>
</tbody>
</table>

¹ Preceded on 6 and 7 February 1985 by a meeting of the Employer members of the former Working Party on Structure.
APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Eleventh Session of the Inland Transport Committee
(Geneva, 23–31 January 1985)

Government member and Chairman of the Committee: Mr. Siktanc (Czechoslovakia)¹

Employer member: Mr. Arbesser-Rastburg¹; Substitute: Miss Hak (to replace Mr. Lindner)¹

Worker member: Mr. Sudono; Substitute: Mr. Ahmed

Ninth Session of the Advisory Committee on Salaried Employees and Professional Workers (Geneva, 17–25 April 1985)

The Governing Body appointed the following delegation:

Government member and Chairman of the Committee: Mr. Heldal (Norway)

Employer member: Mr. Saïd; Substitute: Mr. Chambers

Worker member: Mr Vanni

¹ Appointed at the 227th Session (28 June 1984).
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.


Agenda:
1. Social security and employment conditions of seafarers serving in ships flying flags other than those of their own country (including flags of convenience).
2. Medical care on board ships.
3. Review of the application and scope of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147).
4. Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109):
   — updating of minimum basic wage of able seamen;
   — review and possible revision.
5. Revision of the Placing of Seamen Convention, 1920 (No. 9).
6. Revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27).

Texts adopted:
   See pp. 31–37 below.

Textiles Committee (Eleventh Session, Geneva, 10–18 October 1984)

Agenda:
2. Security of employment and income in the light of structural changes in the textiles industry.
3. Occupational safety and health in the textiles industry.

Texts adopted:¹
Conclusions (No. 82) concerning security of employment and income in the light of structural changes in the textiles industry;
Conclusions (No. 83) concerning occupational safety and health in the textiles industry;
Resolution (No. 84) concerning the publication in Spanish of the reports of the Textiles Committee;
Resolution (No. 85) concerning the future work of the ILO in the field of the textiles industry;
Resolution (No. 86) concerning multinational enterprises in the textiles industry;
Resolution (No. 87) concerning free trade zones and the textiles industry;

¹ The texts adopted will be published in a subsequent issue of the Official Bulletin.
Resolution (No. 88) concerning technological change in the textiles industry;
Resolution (No. 89) concerning equal pay for work of equal value;
Resolution (No. 90) concerning migrant workers;
Resolution (No. 91) concerning youth and children in the textiles industry.

Joint Committee for Postal and Telecommunications Services (First Session, Geneva, 27 November – 5 December 1984)

Agenda:
2. Methods of wage determination in the postal and telecommunications sector.
3. The working environment and safety and health.

Texts adopted:
Resolution (No. 1) concerning working hours in postal and telecommunications services;
Resolution (No. 2) concerning freedom of association and the right to collective bargaining in postal and telecommunications services;
Resolution (No. 3) concerning technological changes in postal and telecommunications services;
Resolution (No. 4) concerning women and workers with family responsibilities employed in postal and telecommunications services;
Resolution (No. 5) concerning youth unemployment;
Resolution (No. 6) concerning the ILO’s activities in the field of posts and telecommunications;
Conclusions (No. 7) concerning methods of wage determination in the postal and telecommunications sector;
Conclusions (No. 8) concerning the working environment and safety and health.

Food and Drink Industries Committee (First Session, Geneva, 5–13 December 1984)

Agenda:
2. The social effects of technological developments in the food and drink industries including those arising from new production methods, and the need for training and retraining.
3. Occupational safety and health and working environment in the food and drink industries.

Texts adopted:
Conclusions (No. 17) concerning the social effects of technological developments in the food and drink industries, including those arising from new production methods, and the need for training and retraining;
Conclusions (No. 18) concerning occupational safety, health and working environment in the food and drink industries;

1 The texts adopted will be published in a subsequent issue of the Official Bulletin.
Resolution (No. 19) concerning future ILO action in the food and drink industries sector;
Resolution (No. 20) concerning the publication in Spanish of the reports of the Food and Drink Industries Committee;
Resolution (No. 21) concerning freedom of association;
Resolution (No. 22) concerning the world food problem;
Resolution (No. 23) concerning multinational enterprises in the food and drink industries;
Resolution (No. 24) concerning the problems of women workers employed in the branches of the food and drink industries;
Resolution (No. 25) concerning the definition of the scope of the Food and Drink Industries Committee;
Resolution (No. 26) concerning the role of producer-owned food and drink industries.

Inland Transport Committee (Eleventh Session, Geneva, 23–31 January 1985)

Agenda:
2. The working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation, as well as occupational safety and health aspects connected with the application of new technologies.
3. Occupational safety and health in road transport.

Texts adopted:¹

Conclusions (No. 114) concerning the working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation, as well as occupational safety and health aspects connected with the application of new technologies;
Conclusions (No. 115) concerning occupational safety and health in road transport;
Resolution (No. 116) concerning the promotion of collective bargaining in the rail industry;
Resolution (No. 117) concerning job losses on the railways;
Resolution (No. 118) concerning the right of workers in transport undertakings to organise and bargain collectively;
Resolution (No. 119) concerning the agenda of the Twelfth Session of the Inland Transport Committee;
Resolution (No. 120) concerning the representation of developing countries;
Resolution (No. 121) concerning the publication in Spanish of the reports of the Inland Transport Committee;
Resolution (No. 122) concerning the problems of young persons employed in the inland transport sector;
Resolution (No. 123) concerning freedom of association in the inland transport industries;
Resolution (No. 124) concerning ILO technical co-operation in the field of passenger transport;
Resolution (No. 125) concerning the future work of the ILO in inland transport.

¹ The texts adopted will be published in a subsequent issue of the Official Bulletin.
Meeting of Experts on the Protection of Workers in the Event of the Insolvency of Their Employer (Geneva, 5–8 March 1985)

Agenda:
(a) To review the different systems of worker protection in respect of wage and other claims in the event of employer insolvency (e.g. privileged claims in bankruptcy proceedings, wage guarantee funds) and the advantages and shortcomings of each system;
(b) To consider whether new international standards on the subject should be envisaged.


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 71st (1985) Session of the International Labour Conference.1


Agenda:
To analyse and examine the problems, constraints and opportunities relating to occupational safety and health and work organisation presented by new technologies in industry, commerce and offices in industrialised countries.

Meeting of Members of the Panel of Consultants on Workers' Education (Geneva, 15–19 April 1985)

Agenda:
(a) The development of the Workers' Education Programme, with particular reference to its major areas and means of action and the impact of new approaches at various levels since 1979.
(b) Trends in the future expansion of the Programme and their relevance to priority needs, new areas of learning and issues concerning the structure and financing of workers' education.
(c) The role of the ILO in promoting wider concepts of workers' education linked to other forms of education and education at the workplace.

1 ILO: Report of the Committee of Experts on the Application of Conventions and Recommendations, Report III (Part 4A: General Report and Observations concerning Particular Countries); Part 4B: (General Survey of the Reports on the Labour Inspection Convention (No. 81) and Recommendation (No. 81), the Labour Inspection (Mining and Transport) Recommendation (No. 82) and the Labour Inspection (Agriculture) Convention (No. 129) and Recommendation (No. 133), International Labour Conference, 71st Session, 1985.
Advisory Committee on Technology *(First Session, Geneva, 15–19 April 1985)*

*Agenda:*

(a) Technologies which are appropriate for meeting social objectives of developing countries.

(b) The socio-economic impact of new technologies.

(c) Blending of new technologies with traditional activities.


*Agenda:*

To draw up a model code of safety regulations for coal mines.

Advisory Committee on Salaried Employees and Professional Workers *(Ninth Session, Geneva, 17–25 April 1985)*

*Agenda:*

2. Problems specific to employees in commerce and offices.
3. Occupational hazards and diseases in commerce and offices.
Agreement concerning the Social Security of Rhine Boatmen (Revised)
Adopted in Geneva on 30 November 1979

The instrument of ratification by Switzerland of the Agreement concerning the Social Security of Rhine Boatmen (Revised), adopted in Geneva on 30 November 1979, was deposited with the Director-General of the International Labour Office on 30 November 1984.
### Official Measures Taken regarding Decisions of the International Labour Conference

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><strong>Czechoslovakia</strong></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>21 February 1985</td>
<td>21 February 1986</td>
</tr>
<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>13 February 1985</td>
<td>13 February 1986</td>
</tr>
<tr>
<td></td>
<td>The minimum age of 15 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)</td>
<td>15 February 1985</td>
<td>15 February 1986</td>
</tr>
<tr>
<td></td>
<td>In pursuance of Article 3, paragraph 2, of the Convention, the Government has specified that the length of the annual leave is 36 days.</td>
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<tr>
<td></td>
<td>Nursing Personnel Convention, 1977 (No. 149)</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td><strong>Italy</strong></td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/declaration</td>
<td>Date on which ratification/declaration will take effect</td>
</tr>
<tr>
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</tr>
<tr>
<td>Netherlands</td>
<td>Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)</td>
<td>8 January 1985</td>
<td>Twelve months after ratification by 12 Members meeting the requirements laid down in Article 15, paragraph 2, of the Convention.</td>
</tr>
<tr>
<td>Spain</td>
<td>Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)</td>
<td>7 February 1985</td>
<td>7 February 1986</td>
</tr>
<tr>
<td>Turkey</td>
<td>Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</td>
<td>2 November 1984</td>
<td>2 November 1985</td>
</tr>
<tr>
<td>Uruguay</td>
<td>Protocol to the Plantations Convention, 1958</td>
<td>17 December 1984</td>
<td>17 December 1985</td>
</tr>
<tr>
<td>Venezuela</td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>8 October 1984</td>
<td>8 October 1985</td>
</tr>
<tr>
<td></td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td>27 November 1984</td>
<td>27 November 1985</td>
</tr>
<tr>
<td>Yugoslavia</td>
<td>Termination of Employment Convention, 1982 (No. 158)</td>
<td>23 November 1984</td>
<td>23 November 1985</td>
</tr>
<tr>
<td></td>
<td><strong>II. Declarations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
<td>27 February 1985</td>
<td>27 February 1985</td>
</tr>
</tbody>
</table>

*Applicable with modifications: Hong Kong*  
*Article 2*  
Non-manual workers in receipt of a salary exceeding HK $9,500 per month have no statutory entitlement to rest days.
Article 5

Adult male workers with a statutory entitlement to one rest day every seven days may work voluntarily on that day, but there is no statutory requirement that a compensatory rest period should be granted.

This declaration supersedes a declaration of application with modifications registered on 27 April 1984.

Holidays with Pay (Agriculture) Convention, 1952 (No. 101)

Applicable with modifications: Hong Kong 27 February 1985  27 February 1985

Article 1

The Convention is applied to all manual workers, and to non-manual workers whose wages do not exceed HK $9,500 per month.

This declaration supersedes a declaration of application with modifications registered on 27 April 1984.

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

Applicable with modifications: Hong Kong 27 February 1985  27 February 1985

Article 3

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

This declaration supersedes a declaration of application with modifications registered on 20 October 1978.

Notification of the Coming into Force of the Termination of Employment Convention, 1982 (No. 158)

Article 16 of the Termination of Employment Convention, 1982 (No. 158), adopted by the International Labour Conference at its 68th Session on 22 June 1982, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

The ratifications by Sweden and Yugoslavia were registered by the Director-General of the International Labour Office on 20 June 1983 and 23 November 1984 respectively. The Convention will accordingly come into force on 23 November 1985.

The present notification is made in accordance with the provisions of Article 18 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organisation, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations.
Joint Maritime Commission  

RESOLUTIONS ADOPTED

Resolution on Social Security

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Having considered the report of the ILO on social security and employment conditions of seafarers serving in ships flying flags other than those of their own country, in accordance with the decision of the Governing Body at its 222nd Session,

Noting that the relatively small number of ratifications of the existing social security instruments for seafarers and the limited and varying degrees of implementation of these instruments has resulted in inadequate protection for an appreciable number of seafarers,

Recognising the importance of adequate social security protection for seafarers and, in particular, the need to protect the position of seafarers serving in ships flying flags other than those of their countries,

Recognising also the need for any new measures adopted in this area to command the support of all nations,

Believes that the following principles should govern the provisions of any revised international instrument on social security protection for seafarers:

(1) The primary objective should be to ensure adequate social security protection for all seafarers, the principal responsibility for which is placed by Convention No. 147 on the flag State;

(2) there should nevertheless be a responsibility on member States, perhaps through reciprocal agreements, to ensure that their nationals serving in foreign-flag ships are not disadvantaged vis-à-vis those serving in their national-flag ships in respect of social security protection;

(3) national laws should provide for social security benefits to be available for national seafarers which are no less favourable than those prescribed for shore workers in the country concerned;

(4) such national arrangements should be available to foreign nationals whose home is in the country concerned;

(5) for non-domiciled seafarers the government of the flag State and the government of the seafarer’s home country should jointly ensure, perhaps through reciprocal agreements, that the maintenance of a seafarer’s social security rights is in no way impaired by employment on a foreign-flag ship;

Requests therefore the Governing Body of the International Labour Office:

(a) to include in the agendas of the proposed Preparatory Technical Maritime Conference in 1986 and the proposed Maritime Session of the International Labour Conference in 1987 the question of social security protection for seafarers, including those serving in ships flying flags other than those of their own country;
(b) to ask the Director-General of the International Labour Office to prepare draft proposals for a revised international instrument on seafarers' social security, taking into account the discussions at the 24th Session of the Joint Maritime Commission and the principles outlined above.

Resolution on Health Protection and Medical Care for Seafarers

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting that the 55th (Maritime) Session of the International Labour Conference in 1970 adopted a resolution concerning the health of seafarers which requested the Governing Body of the International Labour Organisation, in co-operation with the World Health Organisation, to study the health services, standard of fitness for seafarers, medical records and recordings, training of personnel in first aid and nursing care and other preventive measures,

Noting that the 62nd (Maritime) Session of the International Labour Conference in 1976 adopted a resolution concerning international maritime labour standards on medical care aboard ship which pointed to the need to provide seafarers with medical care comparable with that enjoyed by workers ashore and which urged consideration by the Joint Maritime Commission of shipboard medical care standards requiring the training of seafarers in medical skills beyond the first-aid level,

Noting also that the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, requires a thorough knowledge of the use of the contents of three specified international documents referring to medical care for seafarers for masters and chief officers,

Recognising the inherent health hazards and physical risks encountered by seafarers and the need to ensure seafarers' health protection and medical care at sea and in port and the need from time to time to review such provisions, in particular in the context of technological changes, including new communication techniques,

Recognising also the importance of pre-entry medical examinations as provided for in ILO Convention No. 73 and periodic medical tests for serving seafarers as a means of improving health and safety on board,

Considering that the International Medical Guide for Ships, approved by the Joint ILO/WHO Committee on Health of Seafarers, represents the appropriate standard for the provision of medical care aboard ships;

Urges the Governing Body to include in the agenda of the next Maritime Session of the International Labour Conference an item concerning the adoption of a Convention on seafarers' health protection and medical care on board ships and in port and proposes the following points for consideration:

— provision of effective preventative measures to promote the physical well-being of all seafarers and to eliminate factors and conditions on board ship harmful to seafarers' health;
— provision of medical care to seafarers on board vessels given by properly trained personnel;
— provision of medical care facilities on board ships, including medical instruments and medicines;
— the training of crew members responsible for the medical care on board ships;
— first-aid training of crew members in accordance with the provisions of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978;
— inclusion of Recommendations Nos. 105 and 106 into a comprehensive Convention;
— statistics concerning occupational accidents and fatalities to seafarers to be integrated and harmonised with any existing national system of statistics on occupational accidents covering other categories of workers;
— provision of health and medical services for seafarers in port.

Resolution on Convention No. 147

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,
Having considered the report of the ILO on the review of the application and scope of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), in accordance with the decision of the Governing Body at its 222nd Session,

Noting the resolution adopted at the 62nd (Maritime) Session of the International Labour Conference concerning the periodic revision of the list of Conventions appended to Convention No. 147,

Noting also the intention of the 62nd (Maritime) Session of the Conference that the provisions of Convention No. 147 and its Appendix should cover only those Conventions which have achieved reasonably wide acceptance and are in force,

Recognising the importance to the shipping community of Convention No. 147 as the Convention which most comprehensively encompasses the minimum standards to be applied world-wide in relation to safety of personnel and conditions of employment,

Noting further that Convention No. 147 entered into force in November 1981 upon its ratification by ten Members with a total share of world shipping gross tonnage equivalent to at least 25 per cent but has since been ratified by only seven additional Members,

Considers that it might be premature to revise the text of Convention No. 147 or its Appendix, because to do so might further inhibit widespread ratification and implementation of the Convention.

Requests the Governing Body of the International Labour Office:

(1) to urge member States which have not done so to take expeditious and effective action to implement the provisions of the Merchant Shipping (Minimum Standards) Convention, 1976;

(2) to request the Director-General of the ILO to continue to monitor the application of the Convention and to report to each meeting of the Joint Maritime Commission and the Maritime Sessions of the International Labour Conference details of the port state inspections, including details of the deficiencies which have led to the detention of vessels itemised by reference to the flag of the vessels concerned; and, further, to publicise the need for vessel inspections by both flag and port states as required by Convention No. 147 including the development of regional and inter-regional inspection arrangements;

(3) to request the Director-General to ensure that the maximum attention and resources of the Office are devoted to the promotion of more widespread ratification of Convention No. 147 and implementation on a world-wide basis of the minimum standards contained therein; such promotional efforts might include but not necessarily be limited to:

(a) direct activities undertaken by the Office;

(b) further co-operation with shipowners' and seafarers' organisations;

(c) joint action with regional or inter-regional organisations;

(4) to request the Director-General, in the light of those efforts and in advance of the next session of the Joint Maritime Commission, to have a survey undertaken—in pursuance of article 19, paragraph 5(c), of the Constitution—of law and practice in regard to the matters dealt with in the Convention, so that the Commission may more accurately assess at that time whether revision is necessary or desirable.

Resolution on Convention No. 147 – Mechanism for Incorporating New Conventions in the Appendix

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Considering the need to find a way of facilitating the inclusion in the Appendix to Convention No. 147 of those new maritime labour Conventions ratified and in force which are deemed to merit such inclusion;

Requests the Governing Body of the International Labour Organisation:

(1) to include on the agenda for the forthcoming Preparatory Technical Maritime Conference and the Maritime Session of the International Labour Conference an item under which a method for revising the Appendix to Convention No. 147 might be considered for possible adoption by that Session;
to ask the Director-General to devise an appropriate mechanism to achieve such revision, bearing in mind that it may prove desirable to add new maritime Conventions to the Appendix at more frequent intervals than afforded by Maritime Sessions of the Conference.

Resolution concerning the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting that fluctuations in currency exchange rates are playing havoc with the present formula used to determine the ILO recommended minimum wage for an able seaman, and that consumer price inflation has been prevalent at varying levels throughout the world with many countries experiencing extremely high rates of inflation,

Recognising the desire of the Seafarers' group that a new formula should be devised which would take account of these factors, and the scepticism of the Shipowners' group that any new formula can be produced that would be mutually acceptable;

Considers that, in view of the above factors, the present wage figures of US $276 and £115 should remain unaltered for the time being;

Requests the Governing Body of the International Labour Organisation to ask the Director-General of the International Labour Office:

(1) to undertake further studies in advance of the next session of the Joint Maritime Commission to determine the feasibility of devising an alternative formula which might prove mutually acceptable; and

(2) to give consideration to the creation of a bipartite wage committee which might be convened at prescribed intervals between sessions of the Joint Maritime Commission for the purpose of updating the minimum wage rate, in accordance with the prescribed formula, more frequently than in the past.

Resolution on the Revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ships' Masters and Apprentices) Recommendation, 1926 (No. 27)

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting that ILO Convention No. 23 excludes masters, cadets and apprentices as well as vessels engaging in the coasting trade in spite of the fact that a large number of coasters operate far away from their national shores,

Noting further that it is difficult to determine on the basis of Articles 3.1 and 3.4 what happens if the cost of repatriation cannot be met in the manner prescribed by national law,

Noting also that since its adoption the situation in the shipping industry has changed with the more widespread employment of non-national seafarers,

Noting in addition that a number of countries have made provision in their legislation to the effect that the shipowner shall meet the cost of returning a seafarer to his proper return port and also to the effect that if a shipowner does not fulfil his financial obligations in this respect the country's maritime or other authorities concerned will arrange for the repatriation and the costs thus incurred to be recoverable as a charge upon the ship to which the seafarer belongs,

Considering that there is a need to revise Convention No. 23 and to incorporate appropriate elements of ILO Recommendation No. 27, especially in view of the instances of seafarers being abandoned around the world without any means either of sustaining themselves or having any chance of repatriation,

Considering further that in circumstances where a shipowner fails to fulfil his obligations in respect of repatriation there should be an overriding responsibility on governments to undertake those obligations in respect of seafarers serving in nationally registered ships;

Urges therefore the Governing Body of the International Labour Organisation:
(1) to place on the agenda for the next Maritime Session of the International Labour Conference an item "Revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ships' Masters and Apprentices) Recommendation, 1926 (No. 27)" with a view to the adoption of a new instrument in the form of a Convention which, inter alia:

(a) would include in its scope all seafarers including masters and persons under training;
(b) would specify the types of vessel to be covered by the Convention;
(c) would deal additionally with the responsibility of shipowners/employers for arranging repatriation by expeditious means and covering the expenses associated therewith; and the overriding responsibility of governments for ensuring repatriation in certain cases and covering the expenses involved including the provision of food and other necessities for abandoned seafarers;
(d) would contain provisions to the effect that national laws or regulations should prescribe the circumstances under which a seafarer should be entitled to repatriation during the term of his engagement and on its expiration; the repatriation of foreign as well as national seafarers serving on nationally registered ships; the situations in which a seafarer is entitled to free passage with maintenance; the question of the payment of the balance of wages and allowances and paid leave, before and during repatriation; and the final destination of repatriation;
(e) would emphasise the necessity for the person financially responsible for arranging repatriation to be clearly identified;

(2) to ask the Director-General of the International Labour Office to prepare draft proposals for a revised international instrument which would modernise and improve the existing provisions of Convention No. 23 along those lines.

Resolution concerning the Carrying of Radioactive Nuclear Cargoes

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Being concerned at the potential dangers to the safety and health of seafarers caused by the developing trade in the transportation by sea of radioactive materials and in particular being concerned with the dangers which may arise when ships carrying such materials are involved in a marine casualty such as collision, stranding or foundering,

Considering that the ILO Convention of 1960 concerning the Protection of Workers against Ionising Radiations (No. 115) applies to all activities involving exposure of workers to ionising radiations in the course of their work and that consequently the International Labour Organisation has an interest and responsibility in the matter;

Requests the Governing Body to call upon the international shipping community, including the relevant specialised agencies of the United Nations, to ensure that full and up-to-date information concerning the intended voyages of ships carrying such cargoes should be made available to all concerned and,

Further requests the Governing Body to ask the International Maritime Organisation to develop their regulations for the transportation of radioactive materials, including regulations governing the ship type, the packaging and stowage of such materials, and to develop a code of practice in this respect.

Resolution on the Unlawful Detention of Seafarers Abroad

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting that there have been a number of instances in various parts of the world where seafarers have been detained other than by due processes of law,

Noting also that information concerning such detention has been suppressed by the authorities in the State in which the detention has taken place;
Urges the Governing Body of the International Labour Organisation to request the Director-General of the International Labour Office to examine the possibility of the appropriate United Nations body adopting an instrument which would oblige a State detaining a seafarer or a ship:

(a) immediately to inform the flag State and the State of nationality of the seafarer and, if interned, allow consular officials immediate access, and

(b) to deal with the matter expeditiously under the due processes of law and to inform the States specified in (a) above of such developments as they occur.

Resolution concerning Occupational Safety and Working Conditions on Board Maritime Mobile Offshore Units

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting the initiatives taken by the International Labour Office in arranging a meeting of experts on the offshore industry in 1977 which in turn decided to convene a further meeting in 1980 to deal with safety and health in the construction of fixed offshore installations in the petroleum industry,

Considering that the ILO should also give attention to the problems of personnel working aboard maritime mobile offshore units bearing in mind the growing numbers of specialised mobile units and appliances utilised in the offshore industry and that there is a need to identify which of these units should be classified as ships, to which the maritime instruments adopted by the International Labour Organisation should be applied and supplemental instruments or provisions possibly adopted to take account of the special circumstances governing offshore operations;

Requests therefore the Governing Body of the International Labour Office to instruct the Director-General to undertake a study in liaison with the International Maritime Organisation as appropriate with a view to determining which mobile units are classified as ships and, on the basis of such a study, to take the necessary steps to convene a tripartite meeting of experts on “Occupational safety and health and working conditions on board maritime mobile offshore units”.

Resolution on War Risk Areas and the Safety of Life of Seafarers

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Expressing deep concern regarding increasing international tensions and the resulting incidents which are threatening the lives of seafarers in different parts of the world and which are a flagrant violation of international rules concerning freedom of navigation;

Strongly condemns any actions of violence, including attacks on civilian ships and mining of ports and shipping lanes, which are threatening the safety of lives at sea and international shipping, and calls on all governments to make every effort to find peaceful solutions to conflicts that are threatening the lives of seafarers.

Resolution on Spanish Translation Services for the Joint Maritime Commission

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting the inadequacies of the services provided for translation of documents into and out of Spanish at the present session of the Joint Maritime Commission;

Requests therefore the Governing Body of the International Labour Organisation to decide that translated documents should be provided for future meetings of the Joint Maritime Commission in Spanish along with French and English.
Resolution on Convening a Preparatory Technical Maritime Conference and a Maritime Session of the International Labour Conference

The 24th Session of the Joint Maritime Commission, held in Geneva from 20 to 28 September 1984,

Noting that, in a statement to the Commission, the Director-General has indicated his intention of proposing, in respect of the Programme and Budget of the ILO for 1986–87, that a Preparatory Technical Maritime Conference be held in 1986 and a Maritime Session of the International Labour Conference in 1987,

Noting also that such a proposal largely corresponds to requests made by a number of delegates at the 55th (Maritime) Session (October 1970) of the International Labour Conference that a more continuous rhythm be given to the maritime work of the ILO and that Maritime Sessions of the Conference be held at closer intervals than in the past,

Noting further that a number of resolutions have been adopted by the present session of the Commission, requesting the inclusion of certain technical questions in the agenda of both the proposed conferences;

Decides to recommend to the Governing Body:

(1) that a tripartite Preparatory Technical Maritime Conference be convened to meet early in 1986, the exact date and place to be decided subsequently, with the following composition: States Members of the ILO with at least 1 million gross tonnes of registered shipping. In addition, the Governing Body should invite, at its discretion, a limited number of countries to ensure an adequate geographical representation. In this connection, the Commission wishes to draw the attention of the Governing Body to those countries, from which there are titular and deputy members of the Joint Maritime Commission, which would not otherwise be represented under the tonnage criteria mentioned above;

(2) that the following items be placed on the agenda of the proposed Preparatory Technical Maritime Conference:
   (a) seafarers' welfare at sea and in port;
   (b) social security protection for seafarers, including those serving in ships flying flags other than those of their own country;
   (c) health protection and medical care for seafarers;
   (d) the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147); mechanism for incorporating new Conventions in the appendix; and
   (e) revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ships' Masters and Apprentices) Recommendation, 1926 (No. 27);

(3) that a Maritime Session of the International Labour Conference be convened to meet in 1987, the exact date and place to be decided subsequently;

(4) that the following items be placed on the agenda of the proposed Maritime Session of the Conference:
   (a) report of the Director-General;
   (b) seafarers' welfare at sea and in port;
   (c) social security protection for seafarers, including those serving in ships flying flags other than those of their own country;
   (d) health protection and medical care for seafarers;
   (e) the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147); mechanism for incorporating new Conventions in the appendix;
   (f) revision of the Repatriation of Seamen Convention, 1926 (No. 23), and of the Repatriation (Ships' Masters and Apprentices) Recommendation, 1926 (No. 27);

(5) that it request the Director-General, when preparing his report to the next Maritime Session of the International Labour Conference, to include inter alia:
   (a) information concerning efforts by the ILO to promote ratification and application of Convention No. 147;
   (b) information concerning port State inspections and details of deficiencies by flag; and
   (c) information on unlawful detention of seafarers.
Agreement between the Government of the People’s Republic of China and the International Labour Organisation concerning the Establishment of an Office of the Organisation at Beijing

(Translation from French)

Whereas the International Labour Organisation has decided to establish an office of the International Labour Organisation at Beijing,

Whereas the Government of the People’s Republic of China is ready to grant all the facilities necessary for the establishment of that office,

The Government of the People’s Republic of China and the International Labour Organisation have agreed as follows:

ARTICLE 1

The office of the International Labour Organisation at Beijing shall be responsible for maintaining relations between China and the International Labour Organisation and for promoting technical co-operation with China. The International Labour Organisation shall grant full support to the activities of the Beijing office and shall assume the expenses of the said office.

ARTICLE 2

The Government of the People’s Republic of China shall afford all assistance within its power in securing for the International Labour Organisation the facilities required to establish the office of the International Labour Organisation at Beijing.

ARTICLE 3

The Government of the People’s Republic of China shall grant the privileges and immunities provided for in the Convention on the Privileges and Immunities of the Specialised Agencies of 21 November 1947 and in the Annex relating to the International Labour Organisation to the ILO office at Beijing, to its staff and to any other persons mentioned in the Convention or the Annex thereto who have to enter the country on official business.

ARTICLE 4

The Government of the People’s Republic of China shall facilitate the entry into, sojourn in and departure from China of all persons having official business with the Beijing office of the International Labour Organisation.

ARTICLE 5

The Government of the People’s Republic of China shall afford the International Labour Organisation every assistance within its power in securing appropriate office accommodation as well as the necessary telephone, water and electricity installations.

ARTICLE 6

The Government of the People’s Republic of China shall grant the Beijing office of the International Labour Organisation and all persons referred to in article 3 above treatment which shall be not less favourable than that granted to any other intergovernmental international organisation and its staff in China.
ARTICLE 7

1. This Agreement shall come into force upon signature by the representatives of the parties.
2. It shall remain in force for as long as the International Labour Organisation has an office in China.
3. It may be modified by mutual agreement between the parties.

In witness whereof the undersigned, duly authorised, have signed this Agreement at Geneva/Beijing this twenty-seventh day of November 1984.

This Agreement is in two copies, each drafted in both Chinese and French. The Chinese and French texts of the Agreement are both authoritative.

For the Government of the People's Republic of China:
(Signed): Li Yunchuan,
Deputy Minister of Labour
and Personnel.

For the International Labour Organisation:
(Signed): Francis Blanchard,
Director-General of the International Labour Office.
Note on the Question of Compatibility between the UN Convention on the Elimination of All Forms of Discrimination against Women and Certain ILO Conventions on the Protection of Women

1. In a letter dated 20 October 1982, the Government of the Netherlands has drawn attention to a possible incompatibility between the UN Convention and ILO instruments concerning the protection of women, which, in the Government's words, might result in the inability to ratify the UN Convention without previous denunciation of conflicting ILO instruments and lapse of the expiration period due. In its view, because the UN Convention bases its protection on the reproductive function of women, it limits the possible reasons for protection to pregnancy, confinement and motherhood in the narrowest sense and disqualifies other forms of protection as discrimination against women, lessening their chances in the labour market. Examples of conflicting ILO instruments would appear to be the Conventions on Night Work (Women) (Revised), 1948 (No. 89), and on Underground Work (Women), 1935 (No. 45). The Government asks whether this possible incompatibility was ever considered in the course of the adoption of the UN Convention and wishes to know the ILO's views on the question.

2. The possibility of conflicts between an "umbrella" UN Convention on women, covering in fairly general terms matters dealt with in more detail in existing ILO Conventions, and the specific standards contained in those ILO Conventions was given consideration by the Office from the beginning. To avoid such conflicts, the International Labour Office very strongly supported the inclusion in the draft Convention of a general clause safeguarding "existing Conventions adopted under the aegis of the United Nations and its specialised agencies and having as their object the regulation of various aspects of the status of women". Its views in this regard were submitted to the Economic and Social Council in a Memorandum by the Director-General dated 15 March 1977 (UN document E/5938). However, the relevant provision in the final text of the Convention (Article 23(b)) does not include such a clause. It reads as follows:

Nothing in this Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained ... in any other international Convention, treaty or agreement in force for that State.

3. Clearly, ILO Conventions on underground work and night work for women would not fall under this provision. Therefore, one must examine whether there are substantive provisions in the UN Convention which would prohibit special measures of protection such as those laid down in these Conventions.

4. Article 1 of the Convention gives a definition of the term "discrimination against women" from which Article 4 excludes both "temporary special measures aimed at accelerating de facto equality between men and women", provided they in no way entail "the maintenance of unequal or separate standards", and "special measures, including those measures contained in the present Convention, aimed at protecting maternity".

5. Article 11 deals with the elimination of discrimination against women in the field of employment. Its first paragraph requires States Parties to take all appropriate measures in order to ensure "on a basis of equality of men and women, the same rights" in a number of matters, including: "(b) the right to the same employment opportunities, including the application of the same criteria for selection"; "(c) the right to free choice of profession and employment"; and "(f) the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction". This wording would seem to rule out any unequal or different treatment for men and women, with the exception of the measures covered by Article 4, paragraph 2, of the Convention, i.e. measures aimed at protecting maternity.

6. The second paragraph of Article 11 requires appropriate measures in order to prevent discrimination against women on the grounds of marriage and maternity and to ensure their effective right to work. It provides for special protection of health during pregnancy.
7. The third paragraph reads as follows:

Protective legislation relating to matters covered in this Article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

8. The question arises whether these terms apply only to protective legislation considered as an exception to discrimination in accordance with Article 4 (see above paragraph 4) or to protective legislation in general, including legislation providing for unequal treatment or special conditions for men and women. In order to elucidate this question it is necessary to turn to the preparatory work leading to the adoption of the Convention.

9. The preparatory work, as reflected in the available UN documents, rarely gives detailed explanations on the reasons for the adoption of a specific wording or provision. However, it gives an indication of the different stages in the drafting of the relevant provisions.

10. The first draft of the Convention, which was prepared in 1974 by a working group of the Commission on the Status of Women, contained a provision that stated: "Measures undertaken for the protection of women at certain branches of work due to their physical nature and for the promotion of the welfare of mothers shall not be interpreted as violating the principle of equality of rights of men and women." In addition, one of the versions of this draft asked for measures "to restrict the employment of women workers in heavy labour and under working conditions that are physically harmful to women" (Annex II to UN document E/CN.6/574).

11. In the second draft, which was prepared in 1976 by the Commission on the Status of Women, the exception concerning protective measures was restricted to measures for the protection of maternity, as in the present text of Article 4. This draft also included an Article 11, which corresponded in substance to the first two paragraphs of the present Article 11, and an Article 13, whose last three paragraphs read as follows:

2. Appropriate measures shall be taken, including legislation to ensure the health and safety of all workers, male and female, in their conditions of employment.

3. Protective legislation applying to women should be reviewed in the light of scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

4. The States Parties shall adopt measures to extend special protection to women for types of work proved to be harmful to them from the standpoint of their social function of reproduction. Such measures shall be periodically reviewed and brought up to date in cases where such limitations are discriminatory with regard to free choice of employment of women and in the light of advances in scientific and technological knowledge.

12. Placed between a clause on the protection of health of men and women and a clause on the protection of the reproductive function of women, paragraph 3 can only be understood as covering protective legislation for women as a whole, if it is not to be a mere repetition of the two other paragraphs. It is to be noted that the position adopted in this draft on the question of protective legislation is very similar to that adopted in 1975 by the International Labour Conference in Article 9 of the Declaration on Equality and Treatment for Women Workers and Point 6 of the resolution concerning a Plan of Action with a view to Promoting Equality of Opportunity and Treatment for Women Workers. Commenting on this draft, the Director-General of the International Labour Office, in his Memorandum mentioned above, stated: "There does not appear, at first sight, to be any substantive conflict between the proposed Convention and existing ILO Conventions."

13. The present wording of Article 11 is the result of the discussion of a working group of the Third Commission of the General Assembly in 1978. Present subparagraph (f) of paragraph 1 is a combination of paragraphs 2 and 4 of former Article 13; present subparagraph (d) of paragraph 2 is also drawn from former Article 13, paragraph 4; and present paragraph 3 of Article 11 is a slightly amended version of former Article 13, paragraph 3 (UN document A/34/60, pp. 17, 20 and 21). The words "relating to matters covered in this Article" were added by the Drafting Committee (UN document A/C.3/34/14, p. 32 of the French text).

14. The records of the discussions show that the changes which were made to the text submitted by the Commission on the Status of Women on the question of protective legislation were purely of a drafting character and did not affect the substance.
15. The term "protective legislation" in Article 11, paragraph 3, would thus appear to have the same meaning as in former Article 13, paragraph 3. It covers not only legislation on working conditions that lays down the same and equal rights for men and women, including the right to protection of their reproductive function, and legislation that specially protects the health of pregnant women, but also legislation that provides for unequal treatment or special conditions for women, for reasons unconnected with their reproductive function.

16. A conclusion may be drawn from the comparison between the successive drafts of the Convention: while protective legislation unconnected with maternity has clearly been viewed with an increasing severity, the most radical position—i.e. the requirement that such legislation should be repealed immediately—did not prevail in the final text. The Convention does not expressly ask for such a step to be taken. While paragraph 1 of Article 11 clearly favours the adoption of the same standards of protection for men and women, Article 11, paragraph 3, leaves to ratifying States which already have different standards the possibility of keeping them in force for a certain time, provided they periodically review them in the light of the considerations mentioned there. Repeal of such standards is only required "as necessary". For those States, paragraph 1 can be considered as setting a desirable objective and paragraph 3 as constituting a permissive clause which can be used pending the achievement of that objective.

17. From this interpretation, it follows that there need not be any contradiction between the obligations arising under the UN Convention and those assumed by a State having ratified ILO Conventions providing for special protection for women for reasons unconnected with maternity, namely Convention No. 45 and Conventions Nos. 4, 41 and 89. The following situations may arise in this connection:

— States having already ratified those Conventions do not need to denounce them in order to ratify the UN Convention.

— States having ratified both the UN Convention and an ILO Convention are bound to review their protective legislation periodically in accordance with Article 11, paragraph 3, of the UN Convention. They do not have to repeal this legislation—or denounce the corresponding Convention—if this is not deemed necessary for the time being. As ILO Conventions are only open to denunciation at certain periods, it would be appropriate to make such review during those periods.

— States already bound by the UN Convention should, if considering the ratification of any of the relevant ILO Conventions, take into account the considerations set out in the present note.
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70th Session of the International Labour Conference

(Geneva, 6-26 June 1984)

The 70th Session of the International Labour Conference was held from Wednesday, 6 June, to Tuesday, 26 June 1984, under the presidency of Mrs. Anna-Greta Leijon, Minister of Labour of Sweden.

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. Employment policy (second discussion).
V. Occupational health services (first discussion).
VI. Revision of the Convention concerning statistics of wages and hours of work, 1938 (No. 63) (first discussion).
VII. Evaluation of the International Programme for the Improvement of Working Conditions and Environment (PIACT) (general discussion).

The Conference also had before it a Special Report submitted by the Director-General in application of operative paragraph 5 (a) of the Declaration concerning the Policy of Apartheid in South Africa, adopted in 1981, a report on the subject by the Governing Body Committee on Discrimination, submitted in pursuance of operative paragraph 5 (b) of the Declaration, and an addendum to the Special Report containing the report of the Tripartite Conference on Apartheid held in Lusaka (Zambia) from 4 to 8 May 1984.

1 The texts of the instruments, resolutions and other decisions adopted by the Conference appear on pp. 88-121 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 70th Session, which consists of the 45 issues of the Provisional Record and the list of delegations published in the course of the session, and a complementary part published after its close and containing, inter alia, the table of contents, a list of corrigenda and an index to speakers in plenary sitting.
Membership of the International Labour Organisation

SOLOMON ISLANDS

On 28 May 1984 the Director-General of the International Labour Office received a communication dated 15 May 1984 from the Ministry for Foreign Affairs and International Trade of the Solomon Islands informing him that the Government of the Solomon Islands formally accepts the obligations of the Constitution of the International Labour Organisation and undertakes to fulfil them.

The Solomon Islands, which is a Member of the United Nations, accordingly became a Member of the International Labour Organisation on 28 May 1984 by virtue of article 1, paragraph 3, of the Constitution.
Composition of the Governing Body of the International Labour Office for the Period 1984-87

As a result of the elections carried out by the respective electoral colleges of the International Labour Conference on 13 June 1984, the composition of the Governing Body of the International Labour Office for the period 1984-87 is as follows:

Regular members

Government members:
- Algeria
- Angola
- Argentina
- Brazil
- Burkina Faso
- Canada
- China
- Ethiopia
- Finland
- France
- Germany, Federal Republic of
- Ghana
- Hungary
- India
- Indonesia
- Iraq
- Italy
- Jamaica
- Japan
- Mongolia
- Nicaragua
- Pakistan
- Ukrainian SSR
- USSR
- United Kingdom
- United States
- Venezuela
- Zimbabwe

Employer members:
- Mr. J. Escobar Padrón (Colombia)
- Mr. D. J. Flunder (United Kingdom)
- Mr. H. Georget (Niger)
- Mr. J. von Holten (Sweden)
- Mr. A. Katz (United States)
- Mr. W.-D. Lindner (Federal Republic of Germany)
- Mr. M. Nasr (Lebanon)

Worker members:
- Mr. N. Adiko (Ivory Coast)
- Mr. Y. Briki (Algeria)
- Mr. I. Brown (United States)
- Mrs. S. Carr (Canada)
- Mr. J. J. Delpino (Venezuela)
- Mr. C. O. Dolan (Australia)
- Mr. A. Graham (United Kingdom)
- Mr. K. Mehta (India)

1 Members holding non-elective seats as States of chief industrial importance.
Deputy members

**Government deputy members:**
- Australia.
- Austria.
- Benin.
- Bolivia.
- Botswana.
- Burundi.
- Cuba.
- Cyprus.
- Czechoslovakia.

**Employer deputy members:**
- Mr. A. Al-Jassem (Kuwait).
- Mr. S. B. Chambers (Jamaica).
- Mr. A. Deschamps (Canada).
- Mr. F. Díaz Garaycoa (Ecuador).
- Mr. A. Gharbaoui (Morocco).
- Miss C. Hak (Netherlands).
- Mr. N. Kouadio (Ivory Coast).

**Worker deputy members:**
- Mr. R. A. Baldassini (Argentina).
- Mr. M. Blondel (France).
- Mr. A. Chiroma (Nigeria).
- Mr. V. David (Malaysia).
- Mr. M. Diop (Senegal).
- Mr. H. Maier (Austria).
- Mr. D. T. Mendoza (Philippines).

**Employer and Worker substitute deputy members**

**Employer substitutes:**
- Mr. S. Al-Tibi (Jordan).
- Mr. M. Arbesser-Rastburg (Austria).
- Mr. P. Arets.
- Mr. R. Décosterd (Switzerland).
- Mr. J. Dooge (Zimbabwe).
- Mr. W. Durling (Panama).
- Mr. M. Eurnekian (Argentina).
- Mr. M. Khan (Bangladesh).
- Mr. M. Montt Balmaceda (Chile).
- Mr. F. Moukoko Kingue (Cameroon).

**Worker substitutes:**
- Mr. K. Ahmed (Pakistan).
- Mr. F. Bleux (Belgium).
- Mr. H. M. Eid (Egypt).
- Mr. E. N. Mbombo (Mozambique).
- Mr. M. Simón (Spain).
- Mr. M. Allini (Gabon).
- Mr. I. Papamihail (Greece).
- Mr. W. J. Knox (New Zealand).

1 In order of priority.
Official Measures Taken regarding Decisions of the International Labour Conference  
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>Algeria</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>30 April 1984</td>
<td>30 April 1985</td>
</tr>
<tr>
<td></td>
<td>The minimum age of 16 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</td>
<td></td>
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<tr>
<td></td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>26 January 1984</td>
<td>26 January 1985</td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Greece</td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>7 May 1984</td>
<td>7 May 1985</td>
</tr>
<tr>
<td></td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td></td>
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</tbody>
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<tr>
<th>State</th>
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<th>Date of registration of ratification/declaration</th>
<th>Date on which ratification/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jamaica</td>
<td>Nursing Personnel Convention, 1977 (No. 149)</td>
<td>4 June 1984</td>
<td>4 June 1985</td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mexico</td>
<td>Sickness Insurance (Sea) Convention, 1936 (No. 56)</td>
<td>1 February 1984</td>
<td>1 February 1985</td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health Convention, 1981 (No. 155)</td>
<td></td>
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</tr>
<tr>
<td></td>
<td><em>In pursuance of Article 3, paragraph 2, of the Convention, the Government has specified that the length of the annual leave is 30 civil days.</em></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>12 June 1984</td>
<td>12 June 1984 Twelve months after the date of registration of a second ratification.</td>
</tr>
<tr>
<td>Togo</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>16 March 1984</td>
<td>16 March 1985</td>
</tr>
<tr>
<td></td>
<td><em>The minimum age of 14 years has been specified pursuant to Article 2, paragraph 1, of the Convention.</em></td>
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<td></td>
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<tr>
<td>Venezuela</td>
<td>Maximum Weight Convention, 1967 (No. 127)</td>
<td>1 February 1984</td>
<td>1 February 1985</td>
</tr>
</tbody>
</table>

**II. Declarations**

<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>United Kingdom</td>
<td>Maternity Protection Convention, 1919 (No. 3)</td>
<td>27 April 1984</td>
<td>27 April 1984</td>
</tr>
<tr>
<td></td>
<td><em>Applicable with modifications:</em> Hong Kong</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
This declaration alters the declaration of application with modifications registered on 29 June 1982 by removing the following modification in respect of Article 3 (a):

**Article 3 (a)**

(ii) Outside the civil service, a woman is not prohibited by law from working during the six weeks following her confinement.

Weekly Rest (Industry) Convention, 1921 (No. 14)

*Applicable with modifications*: Hong Kong 27 April 1984 27 April 1984

**Article 2**

Non-manual workers in receipt of a salary exceeding HK$8,500 per month have no statutory entitlement to rest days.

**Article 5**

Adult male workers with a statutory entitlement to one rest day every seven days may work voluntarily on that day, but there is no statutory requirement that a compensatory rest period should be granted.

This declaration supersedes a declaration of application with modifications registered on 7 April 1983.

Accommodation of Crews Convention (Revised), 1949 (No. 92)

*Applicable with modifications*: Hong Kong 27 April 1984 27 April 1984

This declaration alters the declaration of application with modifications registered on 18 February 1977 by removing the following modification in respect of Article 10(9)(d):

**Article 10(9)(d)**

Permitted accommodation in sleeping rooms for day-working ratings is, wherever practicable, between two and five persons per room, and in no event more than six.

Holidays with Pay (Agriculture) Convention, 1952 (No. 101)

*Applicable with modifications*: Hong Kong 27 April 1984 27 April 1984

**Article 1**

The Convention is applied to all manual workers and to non-manual workers, whose wages do not exceed HK$8,500 per month.

*This declaration supersedes a declaration of application with modifications registered on 7 April 1983.*
United Kingdom  
(cont.)  

Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)  

Applicable with modifications: Hong Kong  

Article 1(6)  
Variations may be approved by the competent authority after consultation with the shipowners or such organisation or organisations as appear to him to be representative of owners of British ships and such organisation or organisations, if any, as appear to him to be representative of seamen employed on British ships.  

Article 1(7)  
There is no provision for consultation with shipowners, organisations of shipowners or with the bona fide trade unions of seafarers. However, the Director of Marine is vested with the power to exempt any ship or class of ships from any requirements on crew accommodation, either absolutely or subject to such conditions as he may think fit.  

Article 4(2)(e)  
There is no provision for consultation with shipowners, organisations of shipowners or bona fide trade unions of seafarers.  

Article 12  
The application of this article is excluded.  

Article 13  
There is no provision for consultation with shipowners, organisations of shipowners or bona fide trade unions of seafarers.  

This declaration supersedes a declaration of decision reserved registered on 15 February 1982.  

Date of registration of ratification/declaration: 27 April 1984  

Date on which ratification/declaration will take effect: Twelve months after ratification by 12 Members meeting the requirements laid down in Article 15, paragraph 2, of the Convention.
Notification of the Coming into Force of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Article 11 of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), adopted by the International Labour Conference at its 69th Session on 20 June 1983, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

The ratifications by Sweden and Hungary were registered by the Director-General of the International Labour Office on 12 June 1984 and 20 June 1984 respectively. The Convention will accordingly come into force on 20 June 1985.

The present notification is made in accordance with the provisions of Article 13 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organisation, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations.
Recommendation, Resolutions and Additional Texts and Decisions Adopted by the International Labour Conference at Its 70th Session

(Geneva, 1984)

RECOMMENDATION

Recommendation 169

Recommendation concerning Employment Policy

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 Seventieth Session on 6 June 1984, and
Noting the existing international standards contained in the Employment Policy
Convention and Recommendation, 1964, as well as in other international
labour instruments relating to certain categories of workers, in particular
the Workers with Family Responsibilities Convention and Recommendation,
1981, the Older Workers Recommendation, 1980, the Migration for
Employment Convention and Recommendation (Revised), 1949, the
Migrant Workers (Supplementary Provisions) Convention, 1975, and the
Migrant Workers Recommendation, 1975,
Recalling the responsibility of the International Labour Organisation, resulting
from the Declaration of Philadelphia, to examine and consider the bearing
of economic and financial policies upon employment policy in the light of
the fundamental objective that “all human beings, irrespective of race,
creed or sex, have the right to pursue both their material well-being and
their spiritual development in conditions of freedom and dignity, of
economic security and equal opportunity”,
Recalling that the International Covenant on Economic, Social and Cultural
Rights, adopted by the United Nations General Assembly in 1966, provides
for the recognition of inter alia “the right to work, which includes the right
of everyone to the opportunity to gain his living by work which he freely
chooses or accepts”, and for the taking of appropriate steps to achieve
progressively the full realisation of, and to safeguard, this right,

1 This section contains the decisions of the Conference, without details of the circumstances of their adoption
except where they were the result of a formal vote. The comments or reservations by delegates or groups, subject to
which the decisions were taken, will be found in detail in the Record of Proceedings of the 70th Session of the
Conference (see above, p. 79, note 1).
2 Adopted by the Conference on 26 June 1984 by 374 votes in favour, 1 against, with 34 abstentions.
Recalling also the provisions of the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly in 1979,

Recognising, in the light of increasing interdependence within the world economy and of low economic growth rates in recent years, the need to coordinate economic, monetary and social policies at the national and international levels, to strive for the reduction of disparities between developed and developing countries and for the establishment of the new international economic order, in order to make the fullest possible use of resources for development and for the creation of employment opportunities, and thus to combat unemployment and underemployment,

Noting the deterioration of employment opportunities in most industrialised and developing countries and expressing the conviction that poverty, unemployment and inequality of opportunity are unacceptable in terms of humanity and social justice, can provoke social tension and thus create conditions which can endanger peace and prejudice the exercise of the right to work, which includes free choice of employment, just and favourable conditions of work and protection against unemployment,

Considering that the Employment Policy Convention and Recommendation, 1964, should be placed in the wider framework of the Declaration of Principles and Programme of Action adopted in 1976 by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, and of the resolution concerning follow-up to the World Employment Conference adopted by the International Labour Conference in 1979,

Having decided upon the adoption of certain proposals with regard to employment policy 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 Employment Policy Convention and Recommendation, 1964:

adopts this twenty-sixth day of June of the year one thousand nine hundred and eighty-four the following Recommendation, which may be cited as the Employment Policy (Supplementary Provisions) Recommendation, 1984.

I. GENERAL PRINCIPLES OF EMPLOYMENT POLICY

1. The promotion of full, productive and freely chosen employment provided for in the Employment Policy Convention and Recommendation, 1964, should be regarded as the means of achieving in practice the realisation of the right to work.

2. Full recognition by Members of the right to work should be linked with the implementation of economic and social policies, the purpose of which is the promotion of full, productive and freely chosen employment.

3. The promotion of full, productive and freely chosen employment should be the priority in, and an integral part of, economic and social policies of Members and, where appropriate, their plans for the satisfaction of the basic needs of the population.

4. Members should give special attention to the most efficient means of increasing employment and production and draw up policies and, if appropriate, programmes designed to facilitate the increased production and fair distribution of essential goods and services and the fair distribution of income throughout the
country, with a view to satisfying the basic needs of the population in accordance with the Declaration of Principles and Programme of Action of the World Employment Conference.

5. In accordance with national practice, the policies, plans and programmes referred to in Paragraphs 3 and 4 of this Recommendation should be drawn up and implemented in consultation and co-operation with the organisations of employers and workers and other organisations representative of the persons concerned, particularly those in the rural sector covered by the Rural Workers’ Organisations Convention and Recommendation, 1975.

6. Economic and financial policies, at both the national and international levels, should reflect the priority to be attached to the goals referred to in Paragraphs 3 and 4 of this Recommendation.

7. The policies, plans and programmes referred to in Paragraphs 3 and 4 of this Recommendation should aim at eliminating any discrimination and ensuring for all workers equal opportunity and treatment in respect of access to employment, conditions of employment, wages and income, vocational guidance and training and career development.

8. Members should take measures to combat effectively illegal employment, that is employment which does not comply with the requirements of national laws, regulations and practice.

9. Members should take measures to enable the progressive transfer of workers from the informal sector, where it exists, to the formal sector to take place.

10. Members should adopt policies and take measures which, while taking account of national law and practice, should—

(a) facilitate adjustment to structural change at the global, sectoral and enterprise levels and the re-employment of workers who have lost their jobs as a result of structural and technological changes; and

(b) safeguard the employment or facilitate the re-employment of workers affected in the case of sale, transfer, closure or relocation of a company, establishment or equipment.

11. In accordance with national law and practice, the methods of giving effect to employment policies might include negotiating collective agreements on questions having a bearing on employment such as—

(a) the promotion and safeguarding of employment;

(b) the economic and social consequences of restructuring and rationalisation of branches of economic activity and undertakings;

(c) the reorganisation and reduction of working time;

(d) the protection of particular groups; and

(e) information on economic, financial and employment issues.

12. Members should, after consultation with the organisations of employers and workers, take effective measures to encourage multinational enterprises to undertake and promote in particular the employment policies set forth in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 1977, and to ensure that negative effects of the investments of multinational enterprises on employment are avoided and that positive effects are encouraged.

13. In view of increasing interdependence within the world economy, Members should, in addition to the measures taken at the national level, strengthen
international co-operation in order to ensure the success of the fight against unemployment.

II. POPULATION POLICY

14. (1) While ensuring that sufficient employment opportunities exist, development and employment policies might, where appropriate and in accordance with national law and practice, include population policies and programmes designed to ensure promotion of family welfare and family planning through programmes of information and voluntary education on population issues.

(2) Members, particularly developing countries, in collaboration with both national and international non-governmental organisations might—

(a) pay particular attention in their population policies and programmes to educating actual and potential parents on the benefits of family planning;

(b) in rural areas, increase the number of health facilities and community centres offering family planning services and the number of trained personnel to provide these services; and

(c) in urban areas, pay particular attention to the urgent need to develop appropriate infrastructures and improve living conditions, especially in slum areas.

III. EMPLOYMENT OF YOUTH AND DISADVANTAGED GROUPS AND PERSONS

15. In the context of an overall employment policy, Members should adopt measures to respond to the needs of all categories of persons frequently having difficulties in finding lasting employment, such as certain women, certain young workers, disabled persons, older workers, the long-term unemployed and migrant workers lawfully within their territory. These measures should be consistent with the provisions of international labour Conventions and Recommendations relating to the employment of these groups and with the conditions of employment established under national law and practice.

16. While taking account of national conditions and in accordance with national law and practice, the measures referred to in Paragraph 15 of this Recommendation might include, inter alia—

(a) general education accessible to all and vocational guidance and training programmes to assist these persons to find work and to improve their employment opportunities and their income;

(b) the creation of a training system linked with both the educational system and the world of work;

(c) counselling and employment services to assist individuals to enter the labour market and to help them to find employment which corresponds to their skills and aptitudes;

(d) programmes which create gainful employment in specific regions, areas or sectors;

(e) programmes of adjustment to structural change;

(f) measures of continuing training and retraining;

(g) measures of vocational rehabilitation;

(h) assistance for voluntary mobility; and

(i) programmes for the promotion of self-employment and workers’ co-operatives.
17. (1) Other special measures should be taken for young people. In particular—

(a) public and private institutions and undertakings should be encouraged to engage and to train young people by means appropriate to national conditions and practice;

(b) although priority should be given to integrating young persons into regular employment, special programmes might be set up with a view to employing young people on a voluntary basis for the execution of community projects, in particular local projects having a social character, bearing in mind the provisions of the Special Youth Schemes Recommendation, 1970;

(c) special programmes should be set up in which training and work alternate so as to assist young people in finding their first job;

(d) training opportunities should be adapted to technical and economic development and the quality of training should be improved;

(e) measures should be taken to ease the transition from school to work and to promote opportunities for employment on completion of training;

(f) research on employment prospects should be promoted as a basis for a rational vocational training policy; and

(g) the safety and health of young workers should be protected.

(2) The measures referred to in subparagraph (1) of this Paragraph should be carefully monitored to ensure that they result in beneficial effects on young people's employment.

(3) These measures should be consistent with the provisions of international labour Conventions and Recommendations relating to the employment of young persons and with the conditions of employment established under national law and practice.

18. Incentives appropriate to national conditions and practice might be provided in order to facilitate the implementation of the measures referred to in Paragraphs 15 to 17 of this Recommendation.

19. In accordance with national law and practice, full and timely consultations should be held on the formulation, application and monitoring of the measures and programmes referred to in Paragraphs 15 to 18 of this Recommendation between the competent authorities and the organisations of employers and workers and other organisations concerned.

IV. TECHNOLOGY POLICIES

20. One of the major elements of national development policy should be to facilitate the development of technology as a means of increasing productive potential and achieving the major development objectives of creation of employment opportunities and the satisfaction of basic needs. Technology policies should, taking into account the stage of economic development, contribute to the improvement of working conditions and reduction of working time, and include measures to prevent loss of jobs.

21. Members should—

(a) encourage research on the selection, adoption and development of new technologies and on their effects on the volume and structure of employment, conditions of employment, training, job content and skill requirements; and
(b) encourage research on the technologies most appropriate to the specific conditions of countries, by ensuring the involvement of independent research institutes.

22. Members should endeavour to ensure by appropriate measures—
(a) that the education and training systems, including schemes for retraining, offer workers sufficient opportunities for adjusting to altered employment requirements resulting from technological change;
(b) that particular attention is given to the best possible use of existing and future skills; and
(c) that negative effects of technological changes on employment, working and living conditions and on occupational safety and health are eliminated to the extent possible, in particular through the incorporation of ergonomic, safety and health considerations at the design stage of new technologies.

23. Members should, through all methods suited to national conditions and practice, promote the use of appropriate new technologies and assure or improve liaison and consultation between the different units and organisations concerned with these questions and the representative organisations of employers and workers.

24. The organisations of employers and workers concerned and undertakings should be encouraged to assist in the dissemination of general information on technological choices, in the promotion of technological linkages between large-scale and small-scale undertakings and in the setting up of relevant training programmes.

25. In accordance with national practice, Members should encourage employers' and workers' organisations to enter into collective agreements at national, sectoral or undertaking levels on the social consequences of the introduction of new technologies.

26. Members should, as far as possible and in accordance with national law and practice, encourage undertakings, when introducing into their operations technological changes which are liable to have major effects upon workers in the undertaking—
(a) to associate workers and/or their representatives in the planning, introduction and use of new technologies, that is to inform them of the opportunities offered by and the effects of such new technologies and to consult them in advance with a view to arriving at agreements;
(b) to promote a better organisation of working time and a better distribution of employment;
(c) to prevent and mitigate to the greatest extent practicable any adverse effects of the technological changes on workers; and
(d) to promote investments in technology that would encourage, directly or indirectly, the creation of employment and contribute to a progressive increase in production and the satisfaction of the basic needs of the population.

V. INFORMAL SECTOR

27. (1) National employment policy should recognise the importance as a provider of jobs of the informal sector, that is economic activities which are carried on outside the institutionalised economic structures.
(2) Employment promotion programmes should be elaborated and implemented to encourage family work and independent work in individual workshops, both in urban and rural areas.

28. Members should take measures to promote complementary relationships between the formal and informal sectors and to provide greater access of undertakings in the informal sector to resources, product markets, credit, infrastructure, training facilities, technical expertise and improved technologies.

29. (1) While taking measures to increase employment opportunities and improve conditions of work in the informal sector, Members should seek to facilitate its progressive integration into the national economy.

(2) Members should take into account that integration of the informal sector into the formal sector may reduce its ability to absorb labour and generate income. Nevertheless, they should seek progressively to extend measures of regulation to the informal sector.

VI. SMALL UNDERTAKINGS

30. National employment policy should take account of the importance of small undertakings as providers of jobs, and recognise the contribution of local employment creation initiatives to the fight against unemployment and to economic growth. These undertakings, which can take diverse forms, such as small traditional undertakings, co-operatives and associations, offer employment opportunities, especially for workers who have particular difficulties.

31. After consultation and in co-operation with employers' and workers' organisations, Members should take the necessary measures to promote complementary relationships between the undertakings referred to in Paragraph 30 of this Recommendation and other undertakings, to improve working conditions in these undertakings, and to improve their access to product markets, credit, technical expertise and advanced technology.

VII. REGIONAL DEVELOPMENT POLICIES

32. In accordance with national law and practice, Members should recognise the importance of balanced regional development as a means of mitigating the social and employment problems created by the unequal distribution of natural resources and the inadequate mobility of the means of production, and of correcting the uneven spread of growth and employment between regions and areas within a country.

33. Measures should be taken, after consultation and in co-operation with the representatives of the populations concerned and in particular with the organisations of employers and workers, with a view to promoting employment in underdeveloped or backward areas, declining industrial and agricultural areas, frontier zones and, in general, parts of the country which have not benefited satisfactorily from national development.

34. Taking account of national conditions and of each Member's plans and programmes, the measures referred to in Paragraph 33 of this Recommendation might include, inter alia—

(a) creating and developing growth poles and growth centres with good prospects for generating employment;
(b) developing and intensifying regional potential taking into account the human and natural resources of each region and the need for coherent and balanced regional development;

(c) expanding the number and size of medium-sized and small towns in order to counterbalance the growth of large cities;

(d) improving the availability and distribution of and access to essential services required for meeting basic needs;

(e) encouraging the voluntary mobility of workers within each region and between different regions of the country by appropriate social welfare measures, while making an effort to promote satisfactory living and working conditions in their areas of origin;

(f) investing in improvements to the regional infrastructures, services and administrative structures, including the allocation of the necessary staff and the provision of training and retraining opportunities; and

(g) promoting the participation of the community in the definition and implementation of regional development measures.

VIII. PUBLIC INVESTMENT AND SPECIAL PUBLIC WORKS PROGRAMMES

35. Members might implement economically and socially viable public investment and special public works programmes, particularly with a view to creating and maintaining employment and raising incomes, reducing poverty and better meeting basic needs in areas of widespread unemployment and underemployment. Such programmes should, where possible and appropriate—

(a) pay special attention to the creation of employment opportunities for disadvantaged groups;

(b) include rural and urban infrastructure projects as well as the construction of facilities for basic-needs satisfaction in rural, urban and suburban areas, and increased productive investments in sectors such as energy and telecommunications;

(c) contribute to raising the standard of social services in fields such as education and health;

(d) be designed and implemented within the framework of development plans where they exist and in consultation with the organisations of employers and workers concerned;

(e) identify the persons whom the programmes are to benefit, determine the available manpower and define the criteria for project selection;

(f) ensure that workers are recruited on a voluntary basis;

(g) ensure that manpower is not diverted from other productive activities;

(h) provide conditions of employment consistent with national law and practice, and in particular with legal provisions governing access to employment, hours of work, remuneration, holidays with pay, occupational safety and health and compensation for employment injuries; and

(i) facilitate the vocational training of workers engaged in such programmes as well as the retraining of those who, because of structural changes in production and employment, have to change their jobs.

IX. INTERNATIONAL ECONOMIC CO-OPERATION AND EMPLOYMENT

36. Members should promote the expansion of international trade in order to help one another to attain employment growth. To this end, they should co-operate
in international bodies which are engaged in facilitating sustainable and mutually beneficial increases in international trade, technical assistance and investment.

37. Bearing in mind their responsibilities in relation to other competent international bodies Members should, with a view to ensuring the effectiveness of employment policies, adopt the following objectives:

(a) to promote the growth of production and world trade in conditions of economic stability and growing employment, within the context of international co-operation for development and on the basis of equality of rights and mutual advantage;

(b) to recognise that the interdependence between States, resulting from the increasing integration of the world economy, should help to create a climate in which States can, wherever appropriate, define joint policies designed to promote a fair distribution of the social costs and benefits of structural adjustment as well as a fairer international distribution of income and wealth, in such a way as to enable developing countries to absorb the increase in their labour force, and the developed countries to raise their levels of employment and reduce the adjustment cost for the workers concerned;

(c) to co-ordinate national policies concerning trade and structural change and adjustment so as to make possible a greater participation of developing countries in world industrial production within an open and fair world trading system, to stabilise commodity prices at remunerative levels which are acceptable to both producers and consumers, and to encourage investment in the production and processing of commodities in developing countries;

(d) to encourage the peaceful resolution of disputes among nations and negotiated arms reduction agreements which will achieve security for all nations, as well as the progressive transfer of expenditure on armaments and the reconversion of the armaments industry to the production of essential goods and services, especially those which satisfy the basic needs of the population and the needs of developing countries;

(e) to seek agreement on concerted action at the international level with a view to improving the international economic system, especially in the financial sphere, so as to promote employment in developed as well as developing countries;

(f) to increase mutual economic and technical co-operation, especially between countries at different levels of economic development and with different social and economic systems, through exchange of experience and the development of complementary capacities, particularly in the fields of employment and human resources and the choice, development and transfer of technology in accordance with mutually accepted law and practice concerning private property rights;

(g) to create conditions for sustained, non-inflationary growth of the world economy, and for the establishment of an improved international monetary system which would lead to the establishment of the new international economic order; and

(h) to ensure greater stability in exchange rates, a reduction of the debt burden of developing countries, the provision of long-term, low-cost financial assistance to developing countries and the adoption of adjustment policies which promote employment and the satisfaction of basic needs.

38. Members should—
(a) promote the transfer of technologies with a view to enabling developing countries to adopt, on fair and reasonable commercial terms, those which are most appropriate for the promotion of employment and the satisfaction of basic needs; and

(b) take appropriate measures for the creation and maintenance of employment and for the provision of training and retraining opportunities. Such measures might include the establishment of national, regional or international re-adjustment funds for the purpose of assisting in the positive adjustment of industries and workers affected by changes in the world economy.

X. INTERNATIONAL MIGRATION AND EMPLOYMENT

39. Members, taking account of international labour Conventions and Recommendations on migrant workers, should, where international migration takes place, adopt policies designed—

(a) to create more employment opportunities and better conditions of work in countries of emigration so as to reduce the need to migrate to find employment; and

(b) to ensure that international migration takes place under conditions designed to promote full, productive and freely chosen employment.

40. Members which habitually or repeatedly admit significant numbers of foreign workers with a view to employment should, when such workers come from developing countries, endeavour to co-operate more fully in the development of such countries, by appropriate intensified capital movements, the expansion of trade, the transfer of technical knowledge and assistance in the vocational training of local workers, in order to establish an effective alternative to migration for employment and to assist the countries in question in improving their economic and employment situation.

41. Members which habitually or repeatedly experience significant outflows of their nationals for the purpose of employment abroad should, provided that such measures are not inconsistent with the right of everyone to leave any country including his own, take measures by means of legislation, agreements with employers' and workers' organisations, or in any other manner consistent with national conditions and practice, to prevent malpractices at the stage of recruitment or departure liable to result in illegal entry to, or stay or employment in, another country.

42. Developing emigration countries, in order to facilitate the voluntary return of their nationals who possess scarce skills, should—

(a) provide the necessary incentives; and

(b) enlist the co-operation of the countries employing their nationals as well as of the International Labour Office and other international or regional bodies concerned with the matter.

43. Members, both countries of employment and countries of origin, should take appropriate measures to—

(a) prevent abuse in the recruitment of labour for work abroad;

(b) prevent the exploitation of migrant workers; and

(c) ensure the full exercise of the rights to freedom of association and to organise and bargain collectively.

44. Members, both countries of employment and countries of origin, should, when it is necessary, taking fully into account existing international labour
Conventions and Recommendations on migrant workers, conclude bilateral and multilateral agreements covering issues such as right of entry and stay, the protection of rights resulting from employment, the promotion of education and training opportunities for migrant workers, social security, and assistance to workers and members of their families wishing to return to their country of origin.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organisation during its Seventieth Session which was held at Geneva and declared closed the twenty-sixth day of June 1984.

IN FAITH WHEREOF we have appended our signatures this twenty-seventh day of June 1984.

The President of the Conference,
ANNA-GRETA LEIJON

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

RESOLUTIONS

I
Resolution concerning Employment Policy

The General Conference of the International Labour Organisation,
Recalling the Declaration of Philadelphia and its solemn commitment to assessing all international economic and financial policies in the light of their contribution to the achievement of the fundamental objective that all human beings should have the right to pursue their material and spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,
Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference of the International Labour Organisation in 1976, which set out national and international policies for economic and social development, employment creation and the eradication of poverty,
Noting with satisfaction the adoption by the 67th Session of the General Conference (1981) of the resolution on the role of the ILO in the International Development Strategy for the Third United Nations Development Decade,
Recalling the resolution concerning employment of the 69th Session of the General Conference (1983) affirming commitment to raising employment levels as the most effective way of raising living standards, combating poverty and underdevelopment, and promoting fair income distribution,
Welcoming Volume 1 of the World Labour Report by the Director-General as a valuable assessment of current employment trends and policy issues conducive to

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1 Adopted on 25 June 1984.
constructive discussion on ways of combating unemployment and promoting productivity,

Considering the comments of the Committee of Experts on the Application of Conventions and Recommendations in 1983 concerning the high degree of interdependence of the nations' economies and their insistence on the need for tripartite consultation and co-operation in tackling unemployment,

Considering also the emphasis placed by the Committee of Experts in its 1984 report on the need for decisions of overall economic policy on such questions as public expenditure, and questions of trade or fiscal and monetary policies, to be taken giving full weight to the aims of the Employment Policy Convention, 1964 (No. 122), and its view that closer co-ordination may be appropriate between the various international organisations concerned, including the International Monetary Fund, the World Bank as well as the International Labour Organisation, in formulating advice and tendering assistance to governments on matters of economic and employment policy,

Noting the comments of the Committee of Experts about the difficulties they had experienced in supervising the application of Convention No. 122,

Deploring the continuing high and in many cases rising levels of unemployment and underemployment in the great majority of countries and the poor outlook for a sustained and substantial reduction in unemployment, and recognising the need for some governments to respond more constructively to ILO calls for priority to be given to employment creation particularly in a framework of international co-operation,

Recognising the important role that public, private and co-operative enterprises, as well as small and medium-sized undertakings, play in promoting employment,

Recognising the need for improving international co-operation which is necessary to maximise the positive impact of investment programmes on productive employment,

Considering that international monetary and trade agencies should take account of the important social and employment implications of the economic policies which they recommend to the countries in need of their aid;

1. Calls on the Governing Body of the International Labour Office to make effective arrangements or rearrangements of its working methods to enable it to assess at regular intervals the impact of international and national governmental economic, financial and trade policies on employment levels.

2. Calls on the Governing Body of the International Labour Organisation to request the Director-General:

(a) to invite international agencies responsible for economic and financial policies to take the views of the International Labour Organisation into account in regard to economic and financial problems affecting countries and leading them to seek assistance from such agencies; the agencies should also be reminded of the need for representative national employers' and workers' organisations to be consulted when they consider their response to countries' needs;

(b) in accordance with proposals in Volume 1 of the World Labour Report for a pooling of efforts toanalyse the causes of, to combat unemployment and to promote higher levels of employment, to convene a meeting of government, employer and worker experts, to which should also be invited the international agencies concerned, such as the International Monetary Fund, the
General Agreement on Tariffs and Trade, the United Nations Conference on Trade and Development and the Organisation for Economic Co-operation and Development. The conclusions of this meeting should be presented to the Governing Body which should consider the possibility of placing these conclusions before a larger meeting of policy-makers and representatives of employers and workers;

(c) to put forward proposals to the Governing Body for measures to enable the ILO to play fully its role and to enlarge its influence within its field of competence in international discussion and decision-making concerning economic, industrial, trade, co-operation and monetary policies.

II

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item entitled "Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)"

The General Conference of the International Labour Organisation,
Having adopted the report of the Committee appointed to consider the sixth item on the agenda,
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning labour statistics;
Decides that an item entitled "Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)" shall be included in the agenda of its next Ordinary Session for a second discussion, with a view to the adoption of a Convention supplemented by a Recommendation.

III

Resolution concerning Standards on Labour Statistics

The General Conference of the International Labour Organisation,
Having adopted the report of the Committee appointed to consider the sixth item on the agenda,
Noting the need to keep up to date the standards and guide-lines established under the auspices of the International Labour Organisation with regard to the concepts, definitions and methodology used in the collection, compilation and publication of labour statistics;
Considers that the International Conference of Labour Statisticians should be convened more frequently than in the past and, in particular, that its next meeting should be held no later than 1987.

IV

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled "Occupational Health Services"

The General Conference of the International Labour Organisation,
Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

1 Adopted on 25 June 1984.
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning occupational health services,

Decides that an item entitled "Occupational Health Services" shall be included in the agenda of its next Ordinary Session for a second discussion, with a view to the adoption of a Convention and a Recommendation.

V

Resolution concerning the Improvement of Working Conditions and Environment

The General Conference of the International Labour Organisation,

Reaffirming that the improvement of working conditions and environment and the well-being of workers is the first and permanent mission of the International Labour Organisation,

Recalling that, in its resolution relating to working conditions and environment adopted in 1975, it called for the establishment of a new international programme in this field,

Having examined the report on evaluation of the International Programme for the Improvement of Working Conditions and Environment (PIACT),

Noting that this programme enjoys the full support of governments, employers and workers;

1. Invites member States to take appropriate measures to give effect to the conclusions concerning national action in the field of working conditions and environment which are appended to the present resolution.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to take into consideration the conclusions on future ILO action appended to this resolution when preparing programmes of work of the Office.

VI

Resolution proposed to the Conference by the Committee on Structure

The General Conference of the International Labour Organisation,

After taking note of the reports of the Delegation of the Conference submitted as item VIII of its agenda, and having taken note of the report and conclusions of the Committee on Structure;

Being unable to adopt the Constitutional and Standing Orders amendments placed on its agenda at the present session due to the conditions fixed at its 69th Session not having been met as a result of questions outstanding concerning the government regional protocols and the internal rules for the election of Employer members of the Governing Body;

1. Decides to place these questions, the texts of which were formulated by the Conference at its 68th Session, 1982 (Provisional Record No. 34, page 14), on the agenda of its 71st Session, it being understood that solutions to the outstanding questions would have to be actively pursued in a spirit of understanding and mutual agreement through the means proposed in the Conclusions of the Committee and

1 Adopted on 26 June 1984.
2 See below, pp. 112-115.
3 See pp. 115-119 below.
4 See p. 120.
that the Delegation established at the 69th Session of the Conference would report on progress made.

2. Confirms that the conditions mentioned in paragraph III of the resolution adopted by the Conference at its 68th Session and reiterated at its 69th Session continue to apply as understood at the latter session.

VII

Resolution concerning the Contribution of the ILO to Production and Productivity Improvement, with Special Reference to Developing Countries, Oriented towards Greater Social and Economic Development

The General Conference of the International Labour Organisation,

Considering as a basic principle that production and productivity improvement must serve the well-being of the people,

Recalling that the Programme of Action adopted in 1976 by the World Employment Conference recommends, as an essential element to any national employment-centred development strategy, "an increase in the volume and productivity of work in order to increase the incomes of the lowest income groups",

Noting that the levels of production and productivity are among the main factors that determine the amount of goods and services available in an economy and are therefore a basis of economic and social progress in real terms,

Recalling the need to take account of the specific interests of different categories of workers, in particular women and young workers, within the framework of production and productivity improvement,

Noting that productivity improvement is necessary in order to ensure economic growth and underlining the effect of the quantity and quality of employment, as well as the effect of rising standards of living, on progress, on productivity and on the quality of production socially necessary for the well-being of workers and their families,

Recalling the resolution on labour and social implications of automation and other technological developments adopted by the 57th Session of the International Labour Conference (1972),

Recognising that the levels of production and productivity can be greatly influenced by the development of science and technology, balanced social and economic policies as well as the implementation of programmes of initial and continuous training for workers, in particular young workers and women,

Considering it necessary for production and productivity improvement to be accompanied by an active employment policy directed towards the promotion of full productive and adequately remunerated and freely chosen employment,

Stressing that production and productivity improvement should not have adverse effects on the life and health of the workers or on the working environment,

1 This text is reproduced below:

III. It is also understood that failing agreement in the Working Party on Structure, no draft amendments will be submitted to the Conference. In that event, the Working Party shall submit a final report to the Conference indicating the various positions, and the Conference shall take the decision it considers appropriate on the whole question of the structure of the ILO.

2 Adopted on 26 June 1984.

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Emphasising that science and technology as well as their application should enrich the working life of the people,

Aware that in the majority of developing countries, especially the least developed countries, many of which are facing growing problems of over-population while lacking in resources, particularly in equipment, energy and skilled manpower, dynamic and socially justified management of these scarce resources is all the more essential as increased national income depends at least as much on progress achieved through the better use of existing capital and labour resources as on the use of new resources,

Considering that governments, employers and workers and their organisations have a leading role to play in production and productivity improvement and that there is a need to implement measures within the enterprise, such as management and organisation policies, appropriate personnel policies on human potential and on technical and financial investments which encourage innovation and the pooling of efforts for the purpose of increasing production and productivity,

Noting that it is necessary for workers and employers and their organisations to exert influence on the application of scientific and technological innovations as well as on the use of the results achieved by production and productivity improvement,

Considering that the increase of productivity, in particular as a result of the introduction of new technologies, can affect the intensity of work and limit the growth of employment,

Considering the need for governments and for employers’ and workers’ organisations to participate in the planning of productivity improvement,

Stressing that the aim of improving productivity can be compatible with employment policy, the protection of workers’ health and fair remuneration,

Convinced that productivity improvement should be accompanied by the setting up of improved conditions and appropriate social structures,

Convinced that the implementation of these measures could lead to substantial savings in raw materials and energy, better and socially justified utilisation of human resources, capital, equipment and working time,

Considering that efforts made at the enterprise level may usefully be supported by institutions set up for this purpose by the public authorities, employers’, workers’ and other organisations,

Stressing the need for all enterprises, both national and multinational, to co-ordinate their activity concerning production and productivity improvement with the national development programmes;

Requests the Governing Body of the International Labour Office—
(1) to stress that the objective of full employment is possible and necessary and that this objective does not contradict productivity improvement, the main purpose of which is to ensure economic growth and, thus, a rising standard of living;
(2) to include in the ILO programmes studies on—
(a) the positive and negative effects of various measures that may be undertaken to improve productivity at the enterprise, sectoral and national levels, the organisation of productivity programmes and the role of governments, employers’ and workers’ organisations in this respect, as well as the estimated effects of these measures on the employment situation and working conditions;
(b) the sharing of the benefits obtained through production and productivity improvement, in particular—
- at the level of wages and the humanisation of working conditions;
- at the level of lowering prices;
- at the level of employment development;

(c) the real growth of wages and the improvement of working conditions and their appropriate relation to productivity improvement;

(d) the effects of the application of science and technology on the security of jobs and through that on the life of the workers and their families;

(e) the role that information, consultation and workers’ participation within the enterprise can play in this context;

(f) the need for improvements in health care, workers’ protection, education, vocational training and retraining, particularly in connection with the introduction of new technologies, social services and physical infrastructures in the interest of workers and their families, as well as to produce an increase in overall economic productivity;

(3) to ensure a sufficient increase in the funds allocated from the ILO regular budget (RBTC) and to make available to member States, especially in the developing and first of all in the least developed countries, advisory services and technical co-operation programmes and other measures as well as other resources adequate in nature in the above-mentioned fields, and to help them to set up and strengthen tripartite machinery as well as to assist trade union and employers’ organisations in order to raise the level of productivity and production and ensure full employment and thus a rising standard of living and the well-being of workers and their families;

(4) to take every possible measure in order to ensure the protection and safety of workers, continuous training and the retraining of managers.

VIII

Resolution concerning the Strengthening of Action for the Least Developed Countries

The General Conference of the International Labour Organisation,

Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference of the International Labour Organisation in 1976, which put special emphasis on employment creation, satisfaction of basic needs, accelerated growth and equitable distribution of income and wealth, and which set out national and international policies for economic and social development and the eradication of poverty,

Recalling the resolution concerning the role of the International Labour Organisation in the International Development Strategy for the Third United Nations Development Decade adopted by the International Labour Conference in 1981,

Recalling the Substantial New Programme of Action for the 1980s for the Least Developed Countries adopted by the United Nations Conference on the Least Developed Countries in September 1981,

1 Adopted on 26 June 1984.
Noting with serious concern that the least developed countries as a group, and among them landlocked and island developing countries, are experiencing growing difficulties in their economic and social development exacerbated by the unfavourable international economic environment and by climatic and other disasters, and that in particular the least developed countries in Africa are confronted with a dramatic deterioration of their economies characterised especially by severe shortages of food and other basic needs and by massive unemployment and underemployment,

Stressing that there is an urgent need for increased action, including a major increase in the transfer of additional resources, to meet the critical needs of the least developed countries and to help them to attain more rapid economic and social development and to satisfy the basic needs of their populations,

Considering that the International Labour Organisation, in view of its tripartite structure and its field of competence, has an important contribution to make in assisting the least developed countries in their development efforts and that its experience in the fields of employment, labour-intensive public works, rural development, including the co-operative movement, appropriate technology, training, the improvement of working conditions and industrial relations, as well as the extension of social security, should be fully utilised in implementing the Substantial New Programme of Action for the 1980s for the Least Developed Countries,

Welcoming the increasing volume of ILO assistance to the least developed countries, but stressing the imperative need for further strengthening of this action in the face of the dramatic situation in many least developed countries;

1. Calls upon all member States to fully implement the Substantial New Programme of Action for the 1980s for the Least Developed Countries and to take urgent measures to cope with the emergency situation in many least developed countries, in particular in Africa.

2. Appeals in particular to the industrialised countries, and also to those developing countries in a position to do so, to increase considerably their bilateral and multilateral aid on a concessional basis to the least developed countries and to implement the aid targets of the Substantial New Programme of Action as minimum requirements in this respect.

3. Invites the Governing Body of the International Labour Office to take all appropriate measures to strengthen ILO action in favour of the least developed countries, and to this end to instruct the Director-General—

   (a) to give high priority to technical co-operation programmes and projects which benefit the least developed countries;

   (b) to allocate more significant regular budget resources to these technical co-operation activities and to strengthen the existing implementation machinery and strengthen his efforts to attract an increasing volume of multilateral and bilateral extra-budgetary resources for ILO projects in the least developed countries;

   (c) to encourage technical co-operation among developing countries, including the least developed countries, by strengthening the existing implementation machinery and through an appropriate decentralisation of ILO technical co-operation activities and the further strengthening of the regional and subregional programmes and institutions of the International Labour Organisation;

   (d) to take full account of the relevant international labour standards in the implementation of technical co-operation activities in the least developed countries;
(e) to encourage popular participation in the development efforts of the least developed countries, in particular through increased assistance to workers' and employers' organisations, and to promote tripartite co-operation in technical co-operation activities;

(f) to urge the developed countries to transfer at least 0.15 per cent of their gross national product to the least developed countries before 1985;

(g) to ensure that the International Labour Organisation will play its full part in the mid-term global review of progress towards the implementation of the Substantial New Programme of Action for the 1980s for the Least Developed Countries to be held in 1985;

(h) to ensure that ILO activities concerning the least developed countries are fully reflected in the Director-General’s annual Report in a separate section.

4. Appeals to member States of the ILO—

(a) to develop programmes for employment creation, vocational training and workers’ education, as this would contribute to national progress and to the establishment, particularly in the least developed countries, of real economic sovereignty;

(b) to respect strictly the ILO Conventions guaranteeing freedom of association and to promote the direct participation of workers and employers and their organisations in the process of formulating and implementing programmes and plans for national development.

IX

Resolution concerning the arrears of contributions of the Islamic Federal Republic of the Comoros

The General Conference of the International Labour Organisation,
Having regard to paragraph 6 of article 10 of the Financial Regulations;
Accepts the arrangement proposed by the Government of the Islamic Federal Republic of the Comoros for the settlement of the arrears of contributions due for the period 1980 to 1984 to the effect that—

(a) in 1985 the Islamic Federal Republic of the Comoros will pay in full its contribution for the year 1985, amounting to US$12,737;

(b) in subsequent years the Islamic Federal Republic of the Comoros will continue to pay its current contribution in full in the year for which it is due;

(c) the Islamic Federal Republic of the Comoros will settle the arrears that have accumulated up to and including 31 December 1984, amounting in total to US$56,739, by the payment of nine equal annual instalments of US$5,674 beginning in 1985 and a final instalment of US$5,673.

X

Resolution concerning the granting to the Islamic Federal Republic of the Comoros of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation

The General Conference of the International Labour Organisation,
Having regard to the terms of the financial arrangement adopted by the Conference at its present session for the settlement of the arrears of the Islamic Federal Republic of the Comoros;

1 Adopted on 12 June 1984.
Decides that the Islamic Federal Republic of the Comoros shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XI

Resolution concerning the granting to the Republic of Chad of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation

The General Conference of the International Labour Organisation,
Having regard to the terms of the financial arrangement adopted by the Conference at its 69th (June 1983) Session for the settlement of the arrears of the Republic of Chad;
Having regard further to the undertaking given by the Government of the Republic of Chad to bring itself up to date within the terms of the said financial arrangement as soon as possible and in any case by 31 December 1984;
Decides that the Republic of Chad shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XII

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,
Extends the terms of office of Mr. André Grisel (Switzerland) and Mr. Jacques Ducoux (France) as judges of the Administrative Tribunal of the International Labour Organisation, and that of Mr. Héctor Gros Espiell (Uruguay) as deputy judge of the Tribunal, for further periods of three years.

ADDITIONAL TEXTS AND DECISIONS

Conclusions of the Committee on Apartheid

The Conference had before it the report of its Committee on Apartheid, which contained the following conclusions:

1. The Committee reaffirms its full commitment to the updated Declaration concerning the Policy of Apartheid in South Africa, including the Programme of Action as adopted by the International Labour Conference in 1981, the implementation of which is to be monitored by the Conference Committee on Apartheid.

2. To meet its monitoring obligations, the Committee carefully examined the Director-General's Special Report on Apartheid of 1984 in the light of the conclusions reached during the 1982 and 1983 sessions of the International Labour Conference; it also took into account the conclusions unanimously reached by the ILO Tripartite Conference on Apartheid, held in Lusaka from 4 to 8 May 1984, which were approved by this Conference Committee, are appended to these conclusions and are recommended to the Governing Body for implementation.

1 Adopted on 12 June 1984.
2 Adopted on 20 June 1984.
3. The Committee commends the Office on the presentation of the information as well as the overall content of the Director-General’s Special Report, which constitutes an in-depth analysis of developments in South Africa and of the action taken by ILO constituents in implementing the updated Declaration and Programme of Action.

4. In view of the overwhelming evidence contained in the Director-General’s Special Report that there has been no fundamental change in the apartheid system—only in the ways of enforcing the system, which has been streamlined and made more sophisticated and vicious—it is vital for all constituent members to bear in mind, when implementing and reporting on the implementation of the updated Declaration and Programme of Action, the premises which were accepted by the Tripartite Conference in Livingstone in 1981, namely that the solution to the problem of apartheid must take into account the total political implications of that system. The Committee notes, in this respect, that the division of South Africa into so-called bantustans is being accelerated so as to complete the task of exiling the majority of the people of South Africa from their own country and denying their citizenship rights and that the so-called constitutional changes, which totally exclude the majority from exercising their political rights, are aimed at further segregating the oppressed people of South Africa.

5. The Committee notes with regret that, in spite of the recommendations made at the 68th and 69th Sessions of the Conference, that “governments must in future provide individual replies to the ILO; that such replies should contain specific information on action taken to implement the ILO Declaration and should not limit themselves to declarations of principles and intent”, the ten EC governments have again submitted a joint reply, with the exception of two governments, those of Denmark and the Netherlands. It is hoped that the other eight governments will follow this initiative. The Committee also hopes that other governments, instead of merely affirming their support for the various declarations and resolutions against apartheid, will in the future indicate what actions they have taken in this regard.

6. The Committee expresses deep concern that, in spite of the insistence on the diplomatic isolation of South Africa in the updated Declaration, the Prime Minister of South Africa, P. W. Botha, was received as an official or unofficial guest by the Governments of the United Kingdom, Switzerland, Italy, the Federal Republic of Germany, Belgium, France, Portugal, as well as by the Vatican. It feels that such a visit can only be seen as support for South Africa’s overall efforts to gain respectability for a system which is morally bankrupt and has been declared a crime against humanity and a threat to world peace.

7. The Committee warns that any effort by South Africa to return to the ILO would be vigorously opposed, and strongly reiterates the recommendation made by the Livingstone and Lusaka Conferences that member States should ratify the amendment to the Constitution of the ILO which would allow the expulsion of South Africa.

8. The Committee notes that during the South African Prime Minister's visit to Switzerland he had extensive contacts with Swiss banks regarding loans. The Committee strongly reiterates its concern over the role of trade and foreign capital and of investments and loans to the South African Government as an important element in maintaining and strengthening the apartheid regime. The Committee expresses its concern that, in spite of its recommendations at the 69th Session, there has been no evidence before the Committee of any request to the Union Bank of Switzerland (UBS) by the Director-General to cease its dealings with the South African Government and that, according to information placed at the disposal of the Committee, it appears that in 1983 and 1984 the UBS and other Swiss banks participated in at least ten loans to South Africa. The Committee reiterates its previous recommendation and invites the Director-General to contact personally these banks to reiterate the recommendations contained in the updated Declaration concerning the Policy of Apartheid in South Africa and in the conclusions of the Conference Committee on Apartheid. The Director-General should also indicate in these discussions the consequences the banks could face, namely the withdrawal of ILO funds from banks which have

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1 Two constitutional amendments were adopted in 1964: one aimed at empowering the Conference to suspend from participation in its work any member State which had been found by the United Nations to be flagrantly and persistently pursuing by its legislation a declared policy of racial discrimination such as apartheid, and the other at empowering the Conference to expel or suspend from membership any Member which had been expelled or suspended from membership of the United Nations.
deals with apartheid South Africa. The Director-General is invited to supply a comprehensive report on this question to the next session of the Conference. The Committee further calls on the United Nations to ensure that there is no sale of the South African Krugerrand in its offices, including the Palais des Nations, which hosts the annual ILO Conference.

9. The Committee expresses strong reservations about the effectiveness of codes of conduct for companies investing in South Africa, as long as they do not have an effective monitoring machinery which includes sanctions.

10. To facilitate the monitoring task, the Committee requests from the ILO a list of companies investing in South Africa, indicating the number of their Black employees and extent of investment. It further requests a clear indication of the companies’ addresses, so that it can be clearly seen which companies have plants in so-called bantustans.

11. Concerning action by employers, the Committee calls on employers to provide detailed information to the Director-General, which should be clearly itemised, to enable the Committee to carry out its monitoring task efficiently. Such precise information should include action taken to combat influx control, hiring practices, training and promotion of Black workers. Precise action taken to improve health and safety measures should also be reported.

12. The Committee further calls on employers’ organisations to encourage and support the development of small business for non-White entrepreneurs in South Africa.

13. The Committee appeals to those companies investing in South Africa to withdraw investment there, as the promotion and continuity of investment in South Africa supports and sustains the apartheid regime. In order to assist the economies of neighbouring States to become independent of South Africa, the Committee urges multinational companies to direct their investments towards those countries which are members of the Southern African Development Co-ordination Conference (SADCC).

14. The Committee makes the following suggestions for the improvement of reporting by the Director-General: in addition to the information requested in the conclusions of the 69th Session, the Office should provide an analysis of the social and economic situation of Black workers in South Africa; each chapter should be concluded by an analysis of the evolution in the situation and, wherever possible, statistics and figures should show trends. On the section on Codes of Conduct, employment figures for firms adhering to the codes should be clearly indicated. The Committee stresses that the Director-General’s Special Report should clearly indicate cases of non-implementation of the updated Declaration and Programme of Action.

15. In addition, the Committee recommends that the report include information on the implementation of the Lusaka conclusions.

16. The Committee reiterates its request that the manpower and financial resources of the appropriate branch of the ILO be strengthened in order to carry out the necessary work for the compilation of the required Director-General’s Special Report on apartheid.

17. The Committee requests the ILO (a) to call upon the United Nations, UNCTAD, GATT and other competent agencies to undertake a study into alternative export and import markets to and from South Africa, and (b) to increase its dissemination of information and specialised material on apartheid.

18. The Committee further recommends that, in implementing the updated Declaration and Programme of Action, due attention be paid to the recommendations of the international Conference of Trade Unions on Sanctions and Other Action against the Apartheid Regime in South Africa, which was held in Geneva in June 1983.

19. The Committee supports the proposal to organise in 1985, under the auspices of the United Nations, an international conference on an oil embargo against South Africa with the participation of oil-exporting and transporting countries and of the unions from the appropriate sectors. It notes with satisfaction that a number of trade unions are actively involved in relevant action and research designed to provide necessary information to be used during the above-mentioned Conference and in mobilising their membership for appropriate action in pursuit of an effective oil embargo.

20. The Committee recommends that the ILO strengthen co-operation with the United Nations Special Committee against Apartheid.
APPENDIX

Conclusions adopted by the Tripartite Conference on Apartheid
(Lusaka, 4-8 May 1984)

"91. The discussions at the Conference revealed clearly the concern of all members that the international community present within the ILO should continue to condemn apartheid in the strongest possible terms but also to increase concrete action in all fields to put an end to this extreme form of racial discrimination. The deplorable conditions of Black workers in Namibia and South Africa created by apartheid and recent developments in the region revealed the need to intensify international efforts to combat apartheid. The Conference reaffirmed the relevance of the updated Declaration concerning the Policy of Apartheid in South Africa. It noted that progress had been made in the formulation and implementation of technical co-operation programmes, the provision of financial assistance and the establishment of a monitoring procedure for international action since the Livingstone meeting and the adoption of the updated Declaration. Building on previous efforts, a number of specific recommendations were advanced for additional action by governments, employers' and workers' organisations and the ILO.

"92. Of central importance in the plans for action was assistance to strengthen the economies of the front-line and neighbouring States in order to reduce their dependence on South Africa and to check further offensives by the apartheid regime. Increased technical and financial assistance to the national liberation movements and the independent Black trade unions in South Africa was also considered crucial. In this respect, the Conference agreed that consultations with those most directly concerned by proposed actions, i.e. the national liberation movements and the front-line and neighbouring States, were vital to ensuring their success and it called upon the ILO and its constituent members to strictly observe this process. Increased co-ordination with bilateral and multi-bilateral financial sources as well as with the OAU and the United Nations system was also advocated. Finally, the Conference noted that improvements could be made in the ILO's monitoring procedure on international action against apartheid.

"93. The conclusions of the Lusaka Tripartite Conference on Apartheid are therefore summarised as follows:

1. Apartheid had not only continued but had been further consolidated, as recent developments had so clearly indicated. This called for an intensification of international action to combat apartheid in all fields, with particular attention to strengthening the economies of the front-line and neighbouring States in order to reduce their dependence on South Africa and to help them to assist the victims of apartheid. This had become one of the central issues in the struggle.

2. Closely related to this was the necessity for continuing and increasing assistance to those forces fighting apartheid within and outside South Africa, especially the national liberation movements recognised by the OAU and the Black workers and their independent trade unions who were centrally placed to force change by virtue of their labour power.

3. To assure the eventual success of action against apartheid, better co-ordination was needed, as was the strengthening of consultation with the OAU, with the various bodies of the United Nations system, including the Special Committee against Apartheid and the Council for Namibia, and with governments and bilateral and multilateral organisations supporting programmes of assistance in the Southern African region.

4. The Conference reiterates the appeal made by the Livingstone meeting of 1981 to the member States to ratify the amendment to the Constitution of the ILO which would allow the expulsion of South Africa.

5. The specific measures to be undertaken by the ILO in order to strengthen action to eradicate apartheid include the following:

(a) the Committee on Discrimination of the Governing Body should proceed with an in-depth evaluation of the ILO's programme against apartheid and make recommendations to the Governing Body for additional action in the light of available resources; a tripartite evaluation mission should be established by the Governing Body to visit a selected number of projects implemented under the programme against apartheid;

(b) the initiation of consultations with the tripartite constituency of States Members of the South African Development Co-ordination Conference (SADCC) and the Southern African Labour Commission (SALC), with a view to formulating a detailed programme of projects and activities relating to the problems posed by apartheid which responded to the priority needs of the countries concerned;

(c) effective consultations with the national liberation movements recognised by the OAU, in the formulation, execution and evaluation of technical co-operation activities relating to apartheid should take place by means of regular contacts between the relevant ILO departments and field offices in Africa;
(d) an increase in the ILO's regular budgetary resources made available for the programme against apartheid as well as the continuation of special efforts to attract extra-budgetary resources on a bilateral or multi-bilateral basis for ongoing or proposed activities in the Southern African region; special attention should be paid to contacts with bilateral and multi-bilateral donors who have not previously contributed to the ILO's programme;
(e) the maintenance of provisions for voluntary contributions to ILO activities against apartheid by governments, workers' and employers' organisations as previously approved by the Governing Body;
(f) the continuation of efforts to obtain contributions from member States in the form of offers of fellowships or placements in national training institutions for the victims of apartheid, including members of the national liberation movements;
(g) the assessment of the feasibility and desirability of convening a pledging conference or meeting at regular intervals within the framework of the International Labour Conference or otherwise, in order to generate supplementary funds for ILO programmes of assistance in the Southern African region;
(h) the provision of assistance to governments and employers' and workers' organisations in order to improve the number of replies and obtain more specific information on action taken against apartheid;
(i) the assessment by the Governing Body Committee on Discrimination of means to improve the monitoring procedure and the formulation of appropriate recommendations in this regard.

Conclusions concerning Future Action in the Field of Working Conditions and Environment

The Conference had before it the report of its Committee on PIACT, which contained the following conclusions:

I. BASIC PRINCIPLES

1. The improvement of working conditions and environment is an essential element in the promotion of social justice.

2. In pursuing this objective, the following principles are fundamental:
   (a) work should take place in a safe and healthy working environment;
   (b) conditions of work should be consistent with workers' well-being and human dignity;
   (c) work should offer real possibilities for personal achievement, self-fulfilment and service to society.

3. Economic possibilities should be taken into consideration when introducing specific measures for the improvement of working conditions and environment. Improvements can more easily be achieved in conditions of economic growth and prosperity; nevertheless, economic difficulties should not be allowed to weaken protection. It should be stressed that improved working conditions and environment are a positive contribution to national development and a measure of the success of economic and social policy. Moreover, the conditions in which work is performed directly influence the quality and quantity of production.

4. Technology plays a vital role in economic development throughout the world. The greatest possible advantage should be taken of technology to improve working conditions and the content of work. The choice of technology and the international transfer of technology should take into account any potential hazards connected with the technology and the need for adaptation to local conditions. In considering the possible effects of new technology on working conditions and environment, it has been shown that the provision of relevant information and the process of consultation with workers and their representatives contributes to the smooth and efficient adoption of technological change and the promotion of technological choices that have due regard to their social impact. Such consultation should take place when new technology is introduced.

5. The reinforcement of tripartism is fundamental to the effectiveness of action for the improvement of working conditions and environment. Measures should be taken to ensure

1 Adopted on 26 June 1984.
tripartite participation in the formulation and implementation of policies and practical measures. Such participation should be based on full respect of the principle of freedom of association.

6. The improvement of working conditions and environment should be considered a global issue in which the many factors affecting the physical and mental well-being of the worker are closely inter-related. A global and multidisciplinary approach is therefore essential to the effective improvement of working conditions and environment. This approach should take into account the inter-relationships among the various problems facing each worker. The multidisciplinary approach should include contributions from workers, employers, management and the wide range of specialists concerned with the production processes. It should take full advantage of the disciplines directly related to occupational safety and health and conditions of work.

II. NATIONAL ACTION

7. National policies can contribute significantly to the promotion of coherent and vigorous action for the improvement of working conditions and environment. While the substance and approach of these policies will vary according to national conditions, certain characteristics are generally desirable:

(a) policy formulation should have the greatest possible recourse to tripartite participation;
(b) policies concerning working conditions and environment should be reflected in the main instruments of national policy as a whole, including plans and policies concerning development, technology, education and training, and research;
(c) policies should envisage means for fostering adequate public awareness, eliciting political support and mobilising institutional and financial resources;
(d) policies should seek co-ordination of all the institutions concerned and consistency in the use of all available means of action;
(e) policies should aim at encouraging voluntary practical action at the level of the undertaking;
(f) policies should be regularly reviewed.

8. National policies should establish priorities for action with respect to the various specific problems. Priorities may vary according to the severity or extent of particular problems, the means of action available, the economic possibilities of the country, sector or enterprise in question, changing technological or social conditions and other factors.

9. Immediate and fully effective action is required wherever conditions present a serious danger to the worker's life or health or fall below a minimum standard of decency and dignity. Such action should include protection against hazards arising from machinery, equipment, substances, work processes of the physical working environment, protection against excessive hours of work and the provision of minimum weekly rest and annual holidays with pay, maternity protection, protection of children and the provision of essential welfare services such as sanitary facilities and safe drinking water.

10. The progressive improvement of working conditions and environment may include appropriate measures related to:

(a) the improved design, use and maintenance of workplaces, machinery and equipment;
(b) fatigue and occupational stress;
(c) the physical working environment and the negative effects of physical, chemical and biological factors such as noise, vibration, atmospheric pollution, radiation, heat, humidity and lighting;
(d) the adaptation of work and workplaces to the characteristics and capacities of workers through ergonomics and improvements in the organisation of work;
(e) the length and arrangement of working time;
(f) the motivation and satisfaction of workers and the full use of their potential, including skill utilisation, career prospects, communication and co-operation among workers and consultation of workers in decisions concerning their own working conditions and environment;
the provision, if necessary, of welfare facilities and services, such as canteens and other
food services, workers' housing, transport and child-care facilities;

(h) the manufacture and use of dangerous substances.

11. Appropriate legislation and regulations and adequate means of enforcement are a
fundamental necessity for the protection of workers and can contribute to the improvement
of working conditions and environment.

12. National laws and regulations should be re-examined in the light of the need for
provisions that are clear, consistent and comprehensive and that reflect national conditions.
National legislation should take into account the applicable provisions of international
labour standards.

13. The improvement of working conditions and environment requires efficient labour
administration and, in particular, effective labour inspection. Systems of labour inspection
should be strengthened in order to improve their capacity to secure the enforcement of legal
provisions, supply technical information and advice and identify new needs for action.
Appropriate measures may include, according to national approaches and circumstances:
(a) an increase in the number of inspectors;
(b) improved training for inspectors in support of their enforcement and advisory roles;
(c) the integration of separate inspection units or functions;
(d) the use of multidisciplinary inspection teams;
(e) closer co-operation between labour inspectors and employers, workers and their
organisations;
(f) improved statistical reporting systems;
(g) improved support facilities and institutions and other material arrangements.

14. The central role of employers and workers and their organisations in the
improvement of working conditions and environment should be recognised and reinforced.
Ultimately, the effectiveness of protection and the improvement of conditions in practice
depend on the action taken by employers and workers and their representatives.

15. Collective bargaining is one of the most important and effective means of improving
working conditions and environment. It reflects the experience and interests of the
employers and workers concerned and the economic, technical and social realities of
particular trades, branches of activity or enterprises.

16. Systematic and effective action to improve working conditions and environment
should be undertaken at the enterprise level. The active involvement of managerial and
supervisory personnel should be ensured through adequate training and clear specification
of employer responsibilities. At shop-floor level, workers and their representatives should
be enabled to participate in the definition of issues, goals and resulting actions related to
working conditions and environment. Consultative machinery covering occupational safety
and health and conditions of work should be established and supported by access to training
and expertise.

17. Protection from occupational accidents and diseases and from unsatisfactory
conditions of work should be progressively extended to sectors and types of activity which
are inadequately covered by existing measures. Extension of protection may be required, for
example, in respect of the rural sector, small enterprises, temporary, casual or contractual
work, home work, clandestine and undeclared work, and the urban informal sector.
Research and pilot programmes should be undertaken in order to identify innovative ways
of extending the scope of effective protection.

18. Special measures may be required to meet the specific needs of particular categories
of workers, such as women workers, young workers, older workers, disabled workers and
migrant workers.

19. Action for the improvement of working conditions and environment should take
due account of the various technologies found in places of work. Special care is required to
ensure that all hazards connected with the equipment, substances or processes used have
been identified and effective measures taken for their control and possible elimination. This
requires both built-in safety and adaptation of working conditions, work organisation and
work methods to the characteristics and capacities of the workers.
20. Technology should be designed and applied in ways that contribute to the reduction of hazards and the improvement of conditions of work. Special attention should be paid to the use of technology to eliminate or reduce particularly hazardous, strenuous or monotonous work. When technology is new or has been recently introduced, it should be accompanied by adequate information and training. Account should be taken of the transitional problems that workers may encounter. All these steps should be taken in close co-operation with the workers and their representatives.

21. Both national and international action should ensure that the transfer of technology is accompanied by adequate measures concerning working conditions and environment. Measures should be taken to prevent the export of potentially dangerous machinery, equipment or substances without adequate safeguards and information on safe use in the language of the importing country. Importing countries should review their legislation to make sure that the international transfer of technology does not result in deterioration of occupational safety and health or conditions of work. In both sending and receiving countries, there should be greater consideration of occupational safety and health, ergonomic design and other conditions of work at the time contracts or licences are negotiated. The transfer of technology should be supported by adequate measures for adaptation, which should emphasise both productivity and local social needs and priorities. Emphasis should be placed on preventive action.

22. Training at all levels should be emphasised as a means of improving working conditions and environment.

23. The training of managers and workers is especially important. Such training should begin by developing an awareness of the basic principles of occupational safety and health in general education and should continue in vocational training and management training. Training at the enterprise level should promote awareness of the basic principles of occupational safety and health. More detailed training should be provided in relation to specific workplaces, processes or jobs. The development of training of management and trade union specialists should be encouraged. Where appropriate, the services of these specialists should be used in enterprise-level training.

24. The training of labour inspectors, occupational safety and health specialists and others directly concerned with the improvement of working conditions and environment should be strengthened. This training should take into consideration the increasing complexity of work processes and the need for more effective methods of analysis and action.

25. Training in the field of working conditions and environment should be supported by practical and effective materials and methods. The training of trainers should be emphasised. Specific training materials and methods should be developed to assist action in respect of poorly protected occupations or sectors.

26. Occupational safety and health institutes and laboratories, labour institutes and other institutions concerned with training, technical support or research in the field of working conditions and environment should be established or strengthened.

27. The contribution of research to the improvement of working conditions and environment is extensive. The following areas deserve particular support:

(a) accurate statistics on the incidence of occupational accidents and diseases and on their causes;

(b) identification of the hazards connected with all forms of new technology, including chemical substances;

(c) description and analysis of the conditions relating to workers in poorly protected occupations and sectors;

(d) relationships between conditions of work, occupational safety and health and productivity, including the impact of improved conditions on employment and economic growth.

28. Special attention should be paid to the development of action-oriented research programmes. To strengthen the links between research and action, mechanisms for the tripartite definition of guide-lines for research programmes should be encouraged.

29. Information activities are a key means of support for the improvement of working conditions and environment. These activities should emphasise practical materials targeted
at specific groups. Special priority should be given to information that can be put to immediate use in enterprises. Policy-makers, labour inspectors and the staff of institutions carrying out research and technical support activities should also be provided with information relevant to their priorities. The participation of such institutions in information networks, both national and international, should be encouraged and developed.

30. Action for the improvement of working conditions and environment can greatly benefit from the involvement of institutions and groups whose primary areas of concern and activity cover a wide variety of fields. Some examples are productivity centres, institutions dealing with specific sectors or branches of industry, extension services, academic institutions and specialised associations. Such institutions and groups should be encouraged to develop appropriate programmes and should receive adequate support.

III. FUTURE ILO ACTION

Objective and approach

31. The ILO's International Programme for the Improvement of Working Conditions and Environment (PIACT) should be continued and strengthened.

32. The objective of the programme should remain the improvement of working conditions and environment and the well-being of workers.

33. PIACT should promote wider awareness of the social and economic importance of improving working conditions and environment. It should support action by member States, and particularly developing countries, according to their own needs and priorities.

34. PIACT should focus on activities designed to be of practical use to governments, employers and workers in their efforts to improve working conditions and environment.

35. PIACT should continue to use a global and multidisciplinary approach that emphasises the inter-relationships among problems relating to working conditions and environment. It should draw upon the various disciplines that can contribute to the analysis of these problems and the development of effective solutions.

36. Activities within the framework of PIACT should make coherent use of all ILO means of action and should be co-ordinated with the activities of other ILO programmes and, as appropriate, with those of other international organisations. Periodic reviews of PIACT activities and their results should be undertaken.

37. Measures should be taken to acquaint employers and workers better with the objectives of PIACT and the services it can make available to member States.

38. PIACT should reflect the basic principles set out in these conclusions and support the national action proposed herein.

Tripartism

39. PIACT should place even greater emphasis on tripartite participation. This should include:

- more systematic participation of employers' and workers' organisations in technical co-operation activities;
- direct involvement of experts from employer and worker circles in the various forms of PIACT action, including the work of multidisciplinary teams, training, research and operational activities;
- more opportunities for the exchange of experience and views and the search for solutions;
- making studies and publications more accessible to and more directly usable by governments, employers and trade unions;
- preparation of training and information materials specifically directed at employers and workers and their organisations.

40. PIACT activities should be closely co-ordinated with the ILO workers' education programme and equally with the ILO programme for assistance to employers' organisations.
National Policy Formulation and Implementation

41. PI ACT should encourage and assist member States in the formulation of coherent national policies for the improvement of working conditions and environment and in the evaluation of policies. Special emphasis should be placed by PI ACT on tripartite participation in policy formulation.

42. In support of policy formulation, PI ACT should make available assistance in such areas as identification of the scope and severity of problems, determination of priorities, and development of methods to be used for this purpose, development of proposals for national action and assessment of the possible need and potential for international co-operation. Where appropriate, such assistance should be specifically designed to promote the implementation of ILO Conventions, Recommendations, codes of practice and guides.

43. Multidisciplinary teams can be an effective means of examining national problems and developing technical recommendations for action as a contribution to national policy formulation. The recommendations of multidisciplinary missions should pay greater attention to the practical potential for national follow-up. Increased tripartite participation is required to ensure greater responsiveness to the priorities of the social partners.

44. National tripartite seminars can be an effective means of associating employers and workers in the policy-making process. The consensus developed by such seminars increases commitment to implementation of the agreed measures.

45. In support of the implementation of policies in the field of working conditions and environment, ILO assistance may be required in such areas as the preparation or revision of legislation, the strengthening of labour inspectorates and the creation or reinforcement of occupational safety and health centres, labour institutes, research and training institutions and information centres. Special attention should be paid to assisting labour inspectorates in the performance of their enforcement and advisory roles. Efforts should be made to develop innovative approaches that are aimed at adapting labour inspection procedures and the training of inspectors to the difficulties imposed by local conditions.

Extending the Scope of Action

46. While pursuing its action with respect to the organised sector, PI ACT should make greater efforts to assist in the development and to promote the application of measures for improving working conditions and environment in those sectors of the economy and for those groups of workers falling outside the scope of traditional protective measures or for which the full application of protective measures presents difficulties.

47. Greater attention should be focused on action aimed at small- and medium-sized enterprises. Emphasis should be placed on the creation of greater awareness among both employers and workers, on technically simple measures, on low-cost improvements, on action that serves to improve working conditions and increase productivity and on the use of local experience and skills.

48. The informal sector, which is characterised by the predominance of self-employment and family employment and by the absence or instability of employment relationships, presents a particularly difficult challenge for PI ACT action. In this sector, it is especially important to identify areas in which concrete improvements would be feasible and to identify means of action that are effective in bringing about such improvements. Studies and pilot projects should be carried out for this purpose. Among the possibilities which should be explored are the improvement of work sites, the organisation of advisory services, the establishment of common social services and the creation or strengthening of welfare funds.

49. Certain types of economic activity in which normal measures for social protection are particularly difficult to apply deserve special attention. These may include temporary or casual work, seasonal work, subcontracted work, home work and clandestine or undeclared work. These phenomena may take different forms in industrialised and developing countries. Based on careful study of the workers concerned and their specific problems, approaches should be developed with a view to more effective protection.

50. PI ACT action in the rural sector should emphasise co-operation with other relevant ILO programmes and with existing institutions and agencies dealing with this sector. Where regular employment relations exist, as in the case of plantations or agro-industrial enterprises, the review of legislation, the strengthening of labour inspectorates, and the
improvement of welfare facilities and social services should be encouraged. For subsistence
farmers and other workers outside the more organised part of the agro-industrial sector, it
may be more effective to co-operate with agricultural extension services, rural education
programmes, co-operatives or projects of other international organisations, such as the
primary health care programme of WHO. This could facilitate, for example, the distribution
of materials on the safe use of pesticides and fertilisers or the implementation of
programmes designed to improve safety in the design and use of agricultural machinery and
equipment.

51. The abolition of child labour is an objective which should be given high priority.
PIACT should promote immediate action to prevent the employment of children on
hazardous work or in unhealthy conditions. It should also stress action to ensure adequate
social protection of working children. Particular attention should be paid to the provision of
appropriate education, training and welfare facilities which are needed to foster the future
development of children and to establish a basis for effective action for the abolition of child
labour.

Technology

52. PIACT should place increased emphasis on the effects of technological change on
the nature of work, on occupational safety and health and in general on the conditions in
which it is performed and on the people performing it. Account should be taken both of the
potential benefits of technology and of the potential risks.

53. Careful attention should be paid to well-known but sometimes neglected hazards
connected with specific equipment, substances or processes. The revision or establishment of
international labour standards, as may be decided by the Governing Body and the
Conference, and the promotion of the application of standards, codes of practice and guides
are important elements in increasing the protection of workers. ILO action in this area
should include the exchange of information and the preparation and distribution of simple
information materials that could be of immediate practical use at the enterprise level.

54. PIACT should assist member States in ensuring that the international transfer of
technology is accompanied by adequate measures concerning working conditions and
environment. This may include support to receiving countries in the development of
specifications or guide-lines and in the review of national legislation. PIACT should also
support measures directed at the provision of adequate safeguards and adequate informa­
tion on safe use in the languages of receiving countries.

55. The potential benefits and risks associated with new technology should be a special
focus of PIACT analysis and action. Emphasis should be placed on the need to consider the
possible implications for working conditions and environment (mainly as regards new
chemical, physical and biological hazards, ergonomics and the organisation and content of
work) at the earliest possible stage in the development of new technology and in the design
and organisation of work applying the technology.

56. The dissemination of information on the implications of new technology should be
expanded. Full use should be made of the International Occupational Safety and Health
Hazard Alert System, the International Occupational Safety and Health Information Centre
(CIS) and the Clearing-house for the Dissemination of Information on Conditions of Work.

Use of ILO Means of Action

57. The use of ILO means of action should be dynamic and adapted to the changing
needs and priorities of member States.

58. International labour standards are a key means of ILO action for protecting workers
and improving working conditions and environment. PIACT should give priority to
promoting their ratification and implementation at the national level. This should include:
- promotional action and advisory services on the part of ILO staff;
- adequate reflection of the provisions of standards in the activities of ILO-executed
technical co-operation projects;
- national, regional and international tripartite meetings directed at increasing awareness
  of those standards most relevant to working conditions and environment;
- preparation of brochures or booklets explaining provisions of key standards.
59. Model codes and codes of practice can be an important complement to international labour standards. Employers' and workers' organisations should be consulted on priority areas for the preparation of new codes and should systematically participate in their preparation. Measures should be taken to ensure that the existing codes are up to date and that awareness concerning them is increased.

60. Tripartite meetings offer opportunities for the exchange of information on important problems and possible solutions and provide guidance on priorities and action programmes. Items relating to working conditions and environment topics should be included in the agendas of regional conferences and advisory committee sessions and meetings of Industrial and analogous Committees. Tripartite advisory meetings, meetings of experts and symposia should be organised to examine specific topics in greater depth. The reports prepared for meetings and their proceedings should be widely distributed and additional measures should be taken to ensure appropriate follow-up.

61. Training should become an even more important element of PIACT action. This should include development of training materials and methods, support for training institutions, direct training activities and integration of training in the field of working conditions and environment into vocational, supervisory and management training programmes. Training materials should take into account the differing needs of specific target groups. Training activities should emphasise multiplier effects obtained from the training of trainers. Every advantage should be taken of possibilities for co-operation with national and international training institutions and programmes, especially where this permits the development of training activities for employers and workers and their organisations.

62. In preparing training materials, the ILO should take advantage of the training materials already available. Wherever necessary, the materials should be adapted to suit the needs of the developing countries. In some cases, entirely new training methods and related training materials are required, for example concerning improvements in working conditions and environment in small-scale enterprises and the urban informal or rural sectors. The development of such methods and materials should become an important PIACT activity. This work should be closely connected to research on these sectors covering the main problems and their causes. It should also be based on pilot experiments directed at identifying the most effective measures for improvement and the most appropriate training methods and materials, wherever possible in consultation with representatives of employers and workers.

63. PIACT should place particular emphasis on activities related to the collection, analysis and dissemination of information, taking into consideration the differing needs of government agencies, employers and workers and their organisations, research institutions and others concerned with the improvement of working conditions and environment. Priority should be given to the collection and dissemination of information of a practical nature, such as information on provisions of legislation and collective agreements, training activities, research in progress and the content of technical publications. The wide distribution of the *Encyclopaedia of occupational health and safety* and its publication in various languages should be encouraged. Information should be easily accessible through a variety of means, including computerised data bases, audio-visual materials, serial publications, information sheets and monographs. A special effort should be made to provide information products at low cost or free of charge to trade unions and other interested organisations and audiences which might otherwise have difficulty in affording them.

64. The ILO should assist in the establishment of regional, subregional or national information systems on working conditions and environment through technical advisory services, the organisation of national and regional workshops and the inclusion of information activities in technical co-operation projects.

65. The main ILO means for disseminating information on working conditions and environment should be improved. There should be better co-ordination between the International Occupational Safety and Health Information Centre (CIS), the International Occupational Safety and Health Hazard Alert System and the Clearing-house for the Dissemination of Information on Conditions of Work. The content and form of the information provided should be improved in the light of surveys of the needs of users in government, employer and worker circles. Information systems should be examined to
ensure that there is no overlap with the activities of other institutions providing information in PIAC fields and to ensure that the most appropriate and cost-effective techniques are in use.

66. ILO research is required in order to provide a basis for decisions and action by ILO bodies and by governments, employers and workers. Such research can help to identify emerging issues, clarify the extent and causes of long-standing problems and assess the potential of specific forms of action. The following subjects are likely to be particularly important for ILO research in the near future:
- the economic aspects of specific working conditions and environment issues, including the development of methods for analysing low-cost or cost-effective improvements;
- the scope and severity of problems affecting poorly protected workers;
- hazards connected with chemical substances and new technologies;
- the potential of technological and organisational innovations for improving working conditions and environment;
- the relationships between workload, occupational stress and occupational accidents;
- the intensification of action against carcinogens.

67. Operational activities provide the most direct means whereby the ILO can assist developing countries in improving working conditions and environment. Because of the magnitude of the problem and the need to ensure that tripartism is fully reflected in PIAC technical co-operation, adequate resources should be made available within the resources of the ILO regular budget for activities which involve not only governments but also employers and workers and their organisations.

68. More effective operational activities should be developed within PIAC for which increased extra-budgetary resources will be required. Such activities should include:
- regional and subregional projects to promote networking arrangements for exchanging information, sharing training activities and facilities and devising practical approaches to priority problems;
- national projects to reorient labour inspectorates and retrain labour inspectors and to establish or strengthen occupational safety and health institutes and labour institutes;
- fellowships for the benefit of developing countries for training and development of specialists in the field of working conditions and environment;
- measures to create or strengthen institutions or centres at the national level that can serve as the focus of national action within the framework of PIAC through, for example, the organisation of national seminars, the adaptation of training and information materials to local conditions, the publication of such materials in national languages and participation in PIAC research and pilot projects.

69. These Conclusions set out an ambitious agenda for action at both the national and the international level. They demonstrate tripartite determination to take vigorous action to improve working conditions and environment. The urgency, complexity and diversity of the problems in this field may require both increased resources at the national and international levels and more effective use of resources through innovative approaches and concentration on priorities, especially on occupational safety and health, with an emphasis on promotion, training and the dissemination of information in developing countries.

70. The potential exists for a significant advance in the improvement of working conditions and environment: a stronger PIAC will contribute to the pursuit of this objective.
Conclusions of the Committee on Structure

The Conference had before it the report of its Committee on Structure, which contained the following conclusions:

1. The Committee on Structure has examined the reports of the first, second and third sessions of the Conference Delegation bearing in mind the mandate that the Conference had given it at its 69th Session, with a view to reaching a final solution on the outstanding problems (government protocols and internal rules on the election of Employer members to the Governing Body). The Committee held a complete exchange of views over several meetings, while encouraging members to pursue their consultations within the respective groups. In this respect, the consultations between the governments of the American region had shown some progress on the drafting of a regional protocol.

2. The Committee could only note again that the outstanding problems were essentially the concern of the relevant groups. The mandate of the Conference Delegation had been drawn up with this in mind in 1983. In the framework of this mandate, the Delegation had legitimately refrained from substituting itself for these groups in the search for solutions. With the exception of the African protocol, the formal approval of which it had registered with satisfaction, the Delegation, despite all its efforts, could thus only note the almost total lack of progress on the other problems. In the absence of an express mandate, the Delegation had not been able to deal further with the question of the situation of a member State which is not yet part of any regional protocol.

3. Bearing in mind these developments and explanations, the Committee has reached the conclusion that, in order to resolve these problems during the year to come without, however, interfering in the internal affairs of the groups concerned, it would be appropriate to maintain the Conference Delegation whose composition would only be adjusted if necessary (see Appendix 2), while utilising various other means.

4. The Conference Delegation, the members of which could continue, as in the past, to be accompanied by technical advisers, would preferably meet twice in conjunction with the February/March and May sessions of the Governing Body of the ILO so as to continue to follow, encourage and co-ordinate discussions in the groups concerned and to report to the Conference.

5. In the interval between such meetings, formal and informal contacts, according to the nature of the questions under consideration should be pursued, particularly through the good offices of the Director-General, in regular contact with the co-ordinators of the various groups or regions concerned, with a view to helping reconcile positions. The Chairman of the Delegation would receive a report on such contacts.

6. Appropriate provisions would also have to be made so as to allow Employer members of the Conference Delegation or representatives of the Employers' group who were elected members of the former Working Party on Structure to meet whenever it appeared useful and to inform the Conference Delegation.

7. The Committee considers that all the questions concerning the proposed amendments to the Constitution of the ILO, as they are placed on the agenda of the present session, should again, and under the same conditions, be placed on the agenda of the 71st Session of the Conference, which would, within its constitutional power, take whatever decision it deemed appropriate for the further continuation of the work after the 71st Session.

8. To this end, the Committee on Structure recommends that the Conference:

(i) adopt the annexed resolution so as again to place on the agenda of the 71st Session of the Conference all the questions concerning the proposed amendments to the Constitution of the ILO, the text of which appears in the annex to the resolution adopted by the Conference at its 68th Session, 1982 (Provisional Record, No. 34, page 14);

(ii) request the Governing Body to take the necessary steps to give effect to the preceding recommendations.

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1 Adopted on 26 June 1984.
2 Not reproduced here.
3 See p. 101 above.
Appointment of Members of the Appeals Board Panel

On 7 June 1984, the Conference, adopting on the recommendation of its Selection Committee—the recommendation made to it by the Governing Body pursuant to section III, paragraph 5 (a), of the proposals relating to the procedure for the appointment of committees adopted by the Conference in 1959, decided to reappoint for a period of three years expiring on 30 June 1987 Mr. Pierre Laroque (France) and Mr. Constantin A. Stavropoulos (Greece) as members of the Panel from which the Appeals Board is appointed.
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INFORMATION

229th Session of the Governing Body of the International Labour Office

(Geneva, 25 February–1 March 1985)

The 229th Session of the Governing Body of the International Labour Office was held from Monday 25 February to Friday 1 March 1985, under the chairmanship of Mr. B. G. Deshmukh (Government representative, India).

The agenda was as follows:
1. Approval of the Minutes of the 228th Session.¹
2. Election of Government members of the Governing Body.²
4. Activities of the International Occupational Safety and Health Information Centre (CIS) in 1984.³
5. Report of the Committee set up to examine the representation made by the World Federation of Trade Unions under article 24 of the Constitution alleging failure by the Federal Republic of Germany to implement the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).⁴
6. Report of the Committee set up to examine the representation made by the General Confederation of Portuguese Workers under article 24 of the Constitution alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour

¹ The Governing Body approved the Minutes.
² Carried over from the 228th Session.
³ The Governing Body took note of this report.
⁴ The Governing Body postponed consideration of this item to its 230th Session.
Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Holidays with Pay Convention (Revised), 1970 (No. 132).

8. Reports of the Programme, Financial and Administrative Committee.
12. Report of the Committee on Operational Programmes.
16. Composition and agenda of standing bodies and meetings.
17. Symposia, seminars and similar meetings.

Supplementary reports:
— Appointment of Mr. Elimane Kane as Director of the International Institute for Labour Studies.
— Appointment of Mr. Faisal Abdel Rahman as Assistant Director-General.
— Issues of concern to the ILO arising out of recent industrial accidents in Bhopal and elsewhere.
— Composition of regional conferences (report of the Officers of the Governing Body).
— Procedure for the appointment of Conference committees.
— Extension of the term of office of Professor Roberto Ago as Chairman of the Committee on Freedom of Association (Report of the Officers of the Governing Body).

19. Programme of meetings.
20. Appointment of Governing Body representatives on various bodies.

* * *

The following is an account of the action taken by the Governing Body on this agenda.

ELECTION OF GOVERNMENT MEMBERS OF THE GOVERNING BODY

The Governing Body decided to adopt, subject to the final decision of the Conference, the proposal submitted on behalf of the Governments of the Americas and

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1 No paper was submitted to the Governing Body on this item.
2 The Governing Body took note of this paper.
3 The Governing Body took note of this report.
4 The texts of the papers 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.
to authorise the Government of the State in the American region which, on the occasion of the elections for deputy membership of the Governing Body in June 1984, had obtained the greatest number of votes in excess of the majority required by article 52, paragraph 4, of the Standing Orders of the Conference without being elected, namely Uruguay, to designate a representative to take part in the proceedings of the Governing Body and its committees with effect from the present session. Such a representative shall have the right to speak but shall not have the right to vote.

**Terms of Reference and Composition of the Working Party on International Labour Standards**

*Terms of reference*

Having taken note of an amendment proposed by Mr. Joukov (Government USSR), the Governing Body fixed the terms of reference of the Working Party as follows:

(a) to review the classification of existing Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979 and to submit a revised classification to the Governing Body for approval;

(b) to consider and make recommendations to the Governing Body concerning future policy regarding the adoption of standards, including the pace of standard setting, the relative priorities to be given to the revision and consolidation of existing standards and to the formulation of standards on new topics, and priorities in dealing with the subjects listed in the revised classification for the possible adoption of new or revised standards;

(c) to consider and make recommendations concerning subjects, among those suggested for the adoption of new or revised standards, which might be dealt with under the single-discussion procedure, preceded by a technical meeting;

(d) to make recommendations to the Governing Body on any other aspects of the standard-setting work of the ILO which, in the view of the Working Party, it would be desirable to refer to it for consideration;

It being understood that the French and Spanish texts of paragraph (d) would be brought into line with the English text of that paragraph.

*Composition of the Working Party*

It was decided that the Working Party should be composed of 20 Government members (five members each from Africa, from the Americas, from Asia and the Pacific and from Europe), ten Employer members and ten Worker members.

The Governing Body noted that the socialist countries of Eastern Europe would take no part in the work of the Working Party:

The Working Party would hold its first meeting in May 1985, with further meetings in November 1985 and February 1986 and subsequently, as required, with a view to completing its work before the expiry of the term of office of the present Governing Body.

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1 See below, p. 121.

The Governing Body:
1. Approved the report and, in particular:
   (a) regarding the Protection of Wages Convention, 1949 (No. 95), and the Holidays with Pay Convention (Revised), 1970 (No. 132), the recommendations of the Committee stated in paragraphs 50 and 56 of the report respectively;
   (b) regarding the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the recommendations of the Committee stated in paragraph 85 of the report;
   (c) regarding the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), the conclusions of the Committee stated in paragraph 99 of the report; and
   (d) that, having regard to the seriousness and urgency of the situation, reports under article 22 of the ILO Constitution concerning Conventions Nos. 81, 95, 129 and 132 should be supplied in any case by the Government for the period ending 30 June 1985;
2. Declared closed the procedure initiated before the Governing Body following the representation made by the General Confederation of Portuguese Workers with respect to the observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Holidays with Pay Convention (Revised), 1970 (No. 132).

REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION
(238th Report)


REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Programme and Budget for 1984–85

The Governing Body took note of the information supplied concerning the position of the accounts as at 31 December 1984 and the collection of contributions since the beginning of 1985.

Noting that its Officers had decided to increase the number of participants in the Meeting of Experts on the Model Code of Safety Regulations for Coal Mines from 15 to 18, the Governing Body authorised the Director-General to invite 18 experts to the meeting and decided that the additional expenses in 1984–85, estimated at US$11,000, should be financed by savings in Part I of the budget.

1 The text of this report is published in Series B of the Official Bulletin.
Personnel questions

Salaries and allowances of General Service category staff in Geneva

The Director-General was authorised to implement with effect from 1 February 1985 the revised salary scale and any revised rates of allowances to be established according to the ICSC methodology.

Pensions questions

Report of the Administrative Board of the ILO Staff Pensions Fund

The Governing Body noted the Actuary's report and his conclusions on the valuation of the Fund as at 30 June 1984 and decided that, with effect from 1 January 1985, pensions should be adjusted once a year in respect of cost-of-living increases and the trigger point for adjustment should be reduced to 3 per cent unless the increase in the cost of living exceeded 10 per cent, in which case adjustments would be made on a six-monthly basis.

Decisions of the United Nations General Assembly

On a vote by show of hands, the Governing Body, by 32 votes in favour and 9 against, with 6 abstentions:

(a) endorsed the decision of the Director-General to apply the new scale of pensionable remuneration to all new officials in the Professional and higher categories as from 1 January 1985;

(b) endorsed the decision, which had been taken by the Director-General pending the Governing Body's consideration of the matter, to freeze the pensionable remuneration of serving officials in the Professional and higher categories at the level applying to each on 31 December 1984;

(c) decided to apply, effective 1 April 1985, to all officials of the Professional category and above to whom it was not already applied on 31 March 1985 the new scale of pensionable remuneration referred to in (a) above;

(d) decided that for all officials of the Professional category and above, whose pensionable remuneration on 31 March 1985 was higher than their pensionable remuneration according to the new scale, an amount corresponding to the difference between the contribution of the Organisation and the participants to the Joint Staff Pension Fund and the contribution payable on the basis of the scale of pensionable remuneration in force at 31 March 1985 should continue to be levied and be placed in a separate suspense account to be administered in accordance with the Financial Rules and Regulations of the ILO; and that the amounts placed in the suspense account should either be applied for the purpose of interim or compensatory measures on pensionable remuneration following such decisions as the General Assembly might adopt at its 40th Session or be refunded with interest to the Organisation and the officials;

(e) authorised the Director-General to amend the Staff Regulations accordingly;

(f) requested the Director-General to submit a paper at the 230th Session of the Governing Body proposing guide-lines for the ILO's approach to the various pensions questions to be considered by the Pension Board and the ICSC.

Programme and Budget for 1986–87

Subject to the positions taken and the reservations expressed during the discussion, the Governing Body decided to submit to the Conference for approval a draft
resolution for the adoption of a budget for the ILO for the 60th Financial Period (1986–87) amounting to US $255,250,000 and for the allocation of expenses among member States in that period.¹

**REPORT OF THE ALLOCATIONS COMMITTEE**

*Scale of contributions to the budget for 1986–87*

The Governing Body decided to propose to the Conference the adoption of the draft scale of assessment for 1986 as set out in the Appendix to the Committee's report, subject to such adjustments as might be necessary following the assessment of new member States.

The Committee was authorised to continue its work, after the meeting of the Governing Body on 4 June 1985, and to submit its report direct to the Finance Committee of Government Representatives of the Conference.

**REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS**

*Application of Conventions and Recommendations*

**Discontinuance of detailed reporting on certain Conventions**

The Governing Body decided:

(a) that, subject to the conditions set out in paragraph 4 of the Committee's report, detailed reports should no longer be requested on certain Conventions which appeared to have lost their relevance;

(b) that, accordingly, detailed reporting should be discontinued on the following Conventions: Minimum Age (Timmers and Stokers) Convention, 1921 (No. 15), Inspection of Emigrants Convention, 1926 (No. 21), Recruiting of Indigenous Workers Convention, 1936 (No. 50), Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64), Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65), Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86), Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104), Protection against Accidents (Dockers) Convention, 1929 (No. 28), Sheet-Glass Works Convention, 1934 (No. 43), and the Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49);

(c) that detailed reports concerning the application of Convention No. 84 should no longer be requested for non-metropolitan territories in respect of which declarations of application or acceptance of Conventions Nos. 87 and 98 had been registered.

**Standing Orders**

*Amendment to article 17, paragraph 6, of the Standing Orders of the International Labour Conference²*

The Governing Body decided to propose to the Conference that it amend the end of the first sentence of article 17, paragraph 6, of its Standing Orders to read as follows:

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¹ This draft resolution was subsequently revised by the Governing Body at its 230th Session. See below, p. 126.
² Square brackets indicate deletions and words in italics additions.
"... and shall terminate its work not later than 6 p.m. on the [Saturday] third working day preceding the day fixed for the closing of the session."

Amendment to article 2, paragraph 6, of the Standing Orders of the Governing Body

The Governing Body decided to amend the first three lines of article 2, paragraph 6, of its Standing Orders to read as follows: “[He shall receive from the Director-General a weekly report informing him of the chief events in the work of the Office.] He shall be informed without delay by the Director-General of significant events in the work of the Office and of any events which may require his intervention, ...”

REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

Recent events in the United Nations System

Report of the Joint FAO/IMO/ILO Working Group to prepare a document for guidance on fishermen’s training and certification

The Governing Body:
(a) took note of the progress made by the Joint ILO/FAO/IMO Working Group towards the development of a document for guidance on fishermen’s training and certification; and
(b) endorsed the proposal of the Joint Working Group that it should meet in the week preceding as well as during the 18th and 19th Sessions of the Subcommittee of the International Maritime Organisation on Standards of Training and Watchkeeping.


The Governing Body:
(a) took note of the report of the Ninth Session of the Joint ILO/WHO Committee on Occupational Health;
(b) authorised the Director-General to communicate the report to governments and, through them, to employers’ and workers’ organisations as well as to the non-governmental international organisations with consultative status and to the institutions and services concerned; and
(c) invited the Director-General to take account of the proposals made by the Joint Committee at its Ninth Session when planning the Office’s programmes in the future.

UNEP World Industry Conference on Environmental Management

The Governing Body:
(a) took note of the Declaration on Environmental Management and of the major recommendations adopted by the World Industry Conference on Environmental Management, and
(b) instructed the Director-General to ensure ILO participation in the follow-up activities to the Conference.

Fortieth anniversary of the foundation of the United Nations system

The Director-General was requested to convey to the Secretary-General of the United Nations the ILO’s deep attachment to the purposes of the United Nations as embodied in the Charter and to pledge its continuing co-operation for their fulfilment.
The Governing Body:

(a) endorsed the proposed measures concerning ILO participation in the celebration of the 40th anniversary of the United Nations, and

(b) as an expression of its own conviction, adopted the following message to be read out at the commemorative ceremonies of the 40th anniversary of the United Nations:

"The Governing Body of the International Labour Organisation welcomes this historic occasion of the 40th anniversary of the United Nations in the spirit of international co-operation. As the only tripartite organisation within the system of the United Nations, the ILO has learnt throughout more than half a century of its own existence that lasting peace and social progress can only be achieved by the enlightened leadership of the productive forces of society and by their conscious perseverance to find and to prefer common goals benefiting all people. In this spirit, the Governing Body of the ILO calls upon member States, and international and national employers' and workers' organisations, to reconfirm collectively and individually their commitment to the objectives and goals of the United Nations system and to make every effort at the national, regional and international levels to recreate the spirit of confidence in that system."

REPORT OF THE COMMITTEE ON OPERATIONAL PROGRAMMES

ILO operational activities in relation to the present situation in Africa

The Governing Body:

(a) endorsed the approach underlying the statement by the African group and other members of the Committee appended to the Committee's report as well as the

1 This statement reads as follows:

Statement concerning assistance to African countries

We, the African group and other members of the Committee on Operational Programmes draw attention to resolution A/RES/39/29, adopted by the United Nations General Assembly at its 39th Session, on the critical economic situation in Africa and the appeals made by the Secretary-General of the United Nations for emergency assistance. We also recall the Declaration and Resolution adopted by the Assembly of Heads of State and Government of the Organisation of African Unity at its Twentieth Ordinary Session, held in Addis Ababa from 12 to 15 November 1984.

Alarmed by the critical economic and social situation prevailing in Africa and the catastrophic effects of the severe and persistent drought that represents imminent danger for the survival of millions of drought victims, we are convinced that the international community, including organs of the United Nations and its specialised agencies, intergovernmental and non-governmental organisations, should make concerted efforts to provide African countries with immediate emergency relief and medium and long-term development aid. We share the deep concern expressed by the States Members of the United Nations concerning the profound economic and social crisis that Africa is experiencing, in particular the prolonged and unprecedented drought, accelerating desertification and other natural disasters dislocating normal life all over the African continent.

Taking into account, inter alia, the deep-rooted structural deficiencies, weak physical and social infrastructures, lack of trained human resources and dependence on the export of a few primary commodities, and recalling the ILO's commitment to assisting African countries in their efforts to overcome the difficulties hampering their economic and social development, we note that African countries have already taken and continue to take painful readjustment measures at very high social and political cost. We further reaffirm that urgent assistance from bilateral and multilateral donors and non-governmental organisations is required to meet the above and other identified emergency needs in a comprehensive manner, as well as to strengthen the emergency and preparedness capacities of African countries, inter alia, through skilled manpower training and management training projects and other infrastructural reforms.

We accordingly invite the Committee to express its full support for the international effort to assist Africa with emergency relief measures and to strengthen the capacity of African countries for the necessary medium and long-term development.

In addition, we call on the Committee to request the Director-General:

(a) to appeal to the international community, in particular to governments of developed countries and multilateral donors, to increase their assistance to the African countries by providing additional resources to maintain and strengthen technical co-operation activities in the above-mentioned areas;
proposal concerning the ILO's short, medium and long-term operational activities related to the present situation in Africa;\(^1\)

\((b)\) expressed its full support for the international effort to assist Africa with emergency relief measures and to strengthen the capacity of African countries for the necessary medium and long-term development.

The Director-General was requested:

\((a)\) to seek the necessary financial support from a broad spectrum of donors, including the international financial institutions and the multi-bilateral agencies, for ILO operational activities in favour of Africa;

\((b)\) to appeal to the international community, and in particular to governments of developed countries and multilateral donors, to increase their assistance to African countries by providing additional resources to maintain and strengthen technical co-operation activities;

\((c)\) to urge employers' and workers' organisations and other non-governmental organisations to assist African countries, and in particular their counterparts in those countries, in their efforts to provide for the emergency needs of the drought victims and to deal with the problems of medium and long-term recovery and rehabilitation;

\((d)\) to reorient the Office's ongoing activities in Africa so as to address nationally established short, medium, and long-term priorities related to the present crisis in the region;

\((e)\) to reinforce ILO activities in Africa with a view to giving efficient assistance to areas of special ILO concern; for example, training, employment, co-operatives and employers' and workers' organisations;

\((f)\) to keep the Governing Body and its Committee on Operational Programmes regularly informed of the action taken in this respect.

**REPORT OF THE COMMITTEE ON MULTINATIONAL ENTERPRISES**

**Follow-up of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy**

The Governing Body decided to establish a working group composed of the Officers of the Committee on Multinational Enterprises to analyse government reports on the Declaration prior to their examination by the Committee itself. The working group would meet for three days in the week preceding the one in which the Committee would examine the government reports and would first meet in November 1986.

**Request for interpretation of the Tripartite Declaration**

The Governing Body requested the Officers of the Committee to develop as an urgent matter more specific criteria for determining the receivability of requests for

\(^1\) See GB.229/OP/3/4.
interpretation of the Declaration and to report back to the Committee for approval. It
noted that, prior to the meetings of the Officers, meetings would be held among
Government, Employer and Worker members respectively, to enable the Officers to
obtain the views of other interested members.

The Governing Body:
(a) endorsed the following interpretation of paragraph 26 of the Tripartite
Declaration:
Paragraph 26 of the Declaration requires that reasonable notice of intended
changes in operations which would have major employment effects
be given to representatives of the workers in their employment and their
organisations. This means that for the purpose of paragraph 26 notice should
be given to the workers' representatives concerned (as defined in Convention
No. 158) and their organisations, where such representatives and organis­
ations can be identified under national law and practice. Where such
representatives or organisations exist, it is not sufficient for the purpose of
paragraph 26 to inform the workers affected on an individual basis of the
intended redundancies;
(b) asked the Office to transmit the interpretation of paragraph 26 of the Tripartite
Declaration to the parties directly concerned in reply to their request, as well as to
governments and, through them, to employers' and workers' organisations.

REPORT OF THE WORKING PARTY ON EUROPEAN TRADE UNION STUDIES

The Governing Body examined the studies on the trade union situation and
industrial relations systems in Spain and Yugoslavia and the report of the Working
Party and authorised their publication together with the relevant discussions.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Standing Bodies

Advisory Committee on Rural Development: Composition

The following persons were appointed as members of the Advisory Committee on
Rural Development for a period expiring on 31 December 1989:

Nominations made after consultations with governments:
Mr. Jawad Anani (Jordan); Mr. Lourdes Arizpe (Mexico); Mr. D.
Bandyopadhyay (India); Mr. Marat Bussurin (USSR); Mr. Francisco Delich
(Argentina); Mr. H. Kötter (Federal Republic of Germany); Mr. K. A. Malima
(United Republic of Tanzania); Mr. Niu Ruofeng (China); Mrs. Marie-Angélique
Savane (Senegal); Mr. Erik Thorbecke (United States); Mr. W. Veenstra
(Netherlands).

Substitutes: Mr. Galal Amin (Egypt); Mr. Marco Palacios (Colombia); Mr.
Anatoly G. Petrov (USSR); Mrs. Mathilde Savoye (France).

Panel of the Advisory Committee on Rural Development (Geneva, 3–5 December 1985)
The following agenda was approved for the meeting of the Panel of the Advisory
Committee on Rural Development in December 1985:

1 The titles and functions of the persons appointed by the Governing Body are given in full in the documents submitted
to the Governing Body under this item.
1. Review of ILO activities in the field of rural development;
2. Selection of technical items for inclusion in the agenda of the Eleventh Session of the Advisory Committee on Rural Development.

The following persons were appointed as members of the Panel of the Advisory Committee on Rural Development for a period expiring on 31 December 1986:

**Government members**

Mr. Lourdes Arizpe (Mexico); Mr. D. Bandyopadhyay (India); Professor K. A. Malima (United Republic of Tanzania).

*Substitutes:* Mr. Francisco Delich (Argentina); Mr. Niu Ruofeng (China); Mrs. Marie-Angélique Savane (Senegal).

**Employer members**

Mr. V. I. Chacko (India); Mr. S. U. Ikomi (Nigeria); Mr. Juan Rafael Lizano Saenz (Costa Rica).

**Worker members**

Mr. A. González Paez (Venezuela); Mr. Kwaku Haligah (Ghana); Mr. P. P. Narayanan (Malaysia).

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**First Session of the Advisory Committee on Technology (Geneva, 15–19 April 1985)**

The following persons were appointed as members of the Committee for a period expiring on 31 December 1989:

**Nominations made after consultations with governments:**

Ms. Fay Duchin (United States); Mr. Konosuke Odaka (Japan); Mr. N. P. Singh (India); Mrs. Frances Stewart (United Kingdom); Mr. Sun Xuechen (China); Mr. José Israel Vargas (Brazil); Mr. Vladimir Nikolaevitch Vasiliev (USSR).

*Substitutes:* Mr. A. Andreas Bodenstedt (Federal Republic of Germany); Mr. Gerardo M. Bueno (Mexico); Mr. Djibril Fall (Senegal); Mr. Peter Mándi (Hungary); Mr. Yusef K. Mazhar (Egypt).

**Nominations made after consulting the Workers’ group:**

Mr. E. Y. K. Barthson (Cameroon); Mr. Job Mwambuma (United Republic of Tanzania).

*Substitute:* Mr. Ali I. Mohamed (Kenya).

The Officers of the Governing Body were authorised to approve on its behalf the remaining nomination for one government member (from Nigeria).

It was decided to invite the following *intergovernmental international organisations* to be represented at the First Session of the Advisory Committee: the Food and Agricultural Organisation of the United Nations; the United Nations Educational, Scientific and Cultural Organisation; the United Nations Centre for Science and Technology for Development; the United Nations Conference on Trade and Development; and the United Nations Industrial Development Organisation. Any other intergovernmental organisations which might express an interest in attending would also be invited. Invitations would also be sent to the *non-governmental international organisations* with full consultative status.

The Director-General was authorised to invite the following *non-governmental international organisations* to be represented at the First Session of the Advisory Committee: the Commonwealth Trade Union Council and the International Electrotechnical Commission.
Panel of Consultants on Safety in Mines

The following persons were appointed as members of the Panel of Consultants for a period expiring on 31 December 1988:

Nominations made after consultations with governments:
Mr. J. D. Chileshe (Zambia); Dr. Francisco Machado da Silva (Brazil).

Nomination made after consulting the Workers’ group:
Substitute: Mr. A. Gorkun (USSR).

Panel of Consultants on Workers’ Education

Mr. S. Rojas Benavente (Peru) replaced Mr. J. Aliaga Merino (Peru) as a member of the Panel of Consultants for the remainder of the term of office of the Panel’s present membership, that is, until 31 May 1985.

Advisory Committee on Salaried Employees and Professional Workers (Ninth Session, Geneva, 17–25 April 1985)

The Director-General was authorised to invite the International Association of Conference Interpreters and the World Federation of Teachers’ Unions to be represented by one or more observers at the Ninth Session of the Advisory Committee.

Meetings

Meeting of Experts on the Protection of Workers in the Event of the Insolvency of their Employer (Geneva, 5–8 March 1985)

The following nominations were approved:

Nomination made after consulting the government concerned:
Mr. Gabriel Matzkin (Argentina), replacing Mr. Roberto Bigatti.

Nomination made after consulting the Workers’ group:

Additional Substitute: Mr. Ebenezer Godfrey Williams (Ghana).

The Governing Body noted that its Officers had approved the nomination of Mr. G. O. Ighara (Nigeria), made after consultation with the government concerned.

Meeting of Experts on the Model Code of Safety Regulations for Coal Mines (Geneva, 16–23 April 1985)

The Governing Body also noted that its Officers had approved the nomination of Mr. R. Baloyi (Zimbabwe).

The following nominations were approved:

Nomination made after consulting the government concerned:

Substitute: Mr. Paulo Lorenz Motta (Brazil).

Nomination made after consulting the Workers’ group:

Mr. A. Gorkun (USSR).

Meeting of Experts on Safety and Health in Construction (Geneva, 9–18 September 1985)

The following agenda was approved for the meeting:
(a) trends and characteristic features of safety and health measures in construction;
(b) role of the ILO in safety and health in construction;
(c) scope and requirements for updating international regulations on safety and health in construction.

It was noted that, in order to obtain the five government nominations, the Director-General would consult the Governments of the German Democratic Republic, Kenya, Saudi Arabia, the United Kingdom and the United States, and the Governments of Canada, Indonesia and the USSR to obtain nominations for substitute members, if necessary.

It was noted that the Director-General would invite the following intergovernmental international organisations to be represented at the meeting: the Council of Europe; the Council for Mutual Economic Assistance; the Organisation for Economic Co-operation and Development; the United Nations Centre for Human Settlements; the United Nations Economic Commission for Europe; the United Nations Industrial Development Organisation; and the World Health Organisation.

The following non-governmental international organisations would also be invited to be represented at the meeting: the European Committee for Construction Equipment; the International Electrotechnical Commission; the International Organisation for Standardisation; and the World Health Organisation.

Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries (Geneva, 30 September–4 October 1985)

The following agenda was approved for the meeting: the situation of young people in industrialised countries and their integration into working life.

Composition

The Governments of the following countries would be invited to nominate representatives to attend the meeting: Austria; France; Federal Republic of Germany; Hungary; Japan; Spain; Sweden; USSR; United States; and Yugoslavia.

The following intergovernmental international organisations would be invited to be represented at the meeting: the Council of Europe; the Council for Mutual Economic Assistance; the European Communities; the Organisation for Economic Co-operation and Development; and the United Nations Commission for Europe. Non-governmental international organisations enjoying full consultative status would also be invited.

Tripartite Symposium on Employment, Trade, Adjustment and North–South Co-operation (Geneva, 1–4 October 1985)

The purpose of this symposium is to discuss the findings of the Netherlands-financed research project on employment, trade and north–south co-operation and, more generally, the employment implications of adjustment policies. Specific proposals for the agenda of the symposium would be submitted at the next session of the Governing Body.

In order to obtain the eight government nominations, the Director-General would consult the Governments of the following countries: Australia, Cameroon, Mexico, Netherlands, Philippines, Singapore, Spain and the United States.

The Director-General was authorised to invite the Government of the Republic of Korea to send an observer to the symposium.

It was noted that the Director-General intended to invite the following intergovernmental international organisations to be represented at the symposium: the International Monetary Fund; the Organisation for Economic Co-operation and Development; the United Nations Conference on Trade and Development; the United Nations Industrial Development Organisation; and the World Bank.
Seventh Session of the Joint IMO/ILO Committee on Training (London, 16–20 December 1985)

The Governing Body approved the following agenda for the Seventh Session of the Committee; it was proposed by the Director-General in agreement with the leaders of the Shipowners' and Seafarers' groups of the Joint Maritime Commission and with the International Maritime Organisation:

(a) consideration of a revised text of the IMO/ILO Document for Guidance, 1975;

(b) consideration of draft syllabi for the training of seafarers in medical care aboard ships.

The Governing Body noted that its Officers had agreed that the Committee should consist of 14 ILO members—seven Shipowner and seven Seafarer members—and six IMO members.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body, which was informed of the death of two persons who had been closely associated with the work of the ILO, paid tribute to their memory and asked the Director-General to convey its sympathy to the families of the deceased: Mr. Carlos Vegh Garzón, who between 1957 and 1981 served in turn as a substitute, deputy and titular member of the Employers' group of the Governing Body, and from 1965 to 1969 as Employer Vice-Chairman of the Board of the ILO's Centre for Advanced Technical and Vocational Training in Turin, as well as participating in many sessions of the International Labour Conference as the Uruguayan Employers' delegate or technical adviser. Mr. Daniel Andriantsitohaina was an Employer deputy member of the Governing Body from 1963 to 1972 and from 1959 to 1972 the Employers' delegate of Madagascar to the International Labour Conference, of which he was elected Employer Vice-President at the 1965 Session.

Composition of the Governing Body

Following the resignation of Mr. J. A. Graham, the Workers' group appointed Mr. John Morton to replace him, in accordance with article 5, paragraph 5, of the Standing Orders of the Governing Body. The Governing Body endorsed the appointment of Mr. Morton to replace Mr. Graham on the Committees of which he was a member and as a substitute Worker member of the Board of the Turin Centre.

Following the resignation of Mr. Albert Deschamps, the Employers' group appointed Mr. R. H. Brillinger to replace him, in accordance with the same article of the Standing Orders. The Governing Body also endorsed the appointment of Mr. Brillinger to replace Mr. Deschamps on the Committees of which he was either a titular or substitute Employer member.

The Governing Body also endorsed the following appointments: Mr. Max Arbesser-Rastburg, Employer substitute member, as a titular Employer member of the following Committees: the Programme, Financial and Administrative Committee; the Industrial Activities Committee; the International Organisations Committee; and the Committee on Operational Programmes. The Government of Burundi was appointed a titular member of the Committee on Operational Programmes and a substitute member of the Programme, Financial and Administrative Committee.
Composition of Regional Conferences: Report of the Officers of the Governing Body

Subject to the reservations expressed by the representatives of a number of Eastern European governments, the Governing Body decided that Israel should be invited to participate as a full member in European regional conferences.

Procedure for the appointment of Conference Committees

The Governing Body decided to recommend the Conference to appoint Mr. Paul Gottret (Switzerland) to the panel from which the Governing Body appoints the Appeals Board, for a period of three years, expiring on 30 June 1988. It also decided to appoint the following three persons to serve as the Appeals Board, should it be required to meet for the 71st (1985) Session of the Conference: Mr. J. A. Barboza-Carneiro (Brazil), Mr. Luigi Cottafavi (Italy) and Mr. Pierre Laroque (France). In addition, it authorised the Director-General, if the Board was required to meet and any of the above-mentioned persons was unable to serve, to call on Mr. Paul Gottret so as to ensure that the Appeals Board was duly constituted.1

Representation at the 71st (1985) Session of the International Labour Conference

Non-metropolitan territory

The Director-General was authorised to invite Bermuda, through the Government of the United Kingdom, to send a tripartite observer delegation to the 71st Session of the Conference.

Non-member States

The Director-General was authorised to invite the Democratic People's Republic of Korea and the Republic of Korea to be represented at the 71st Session of the Conference in accordance with article 2, paragraph 3(e), of the Conference Standing Orders.

Non-governmental international organisations

On the recommendation of its Officers, the Governing Body authorised the Director-General:

(a) to invite the 36 organisations listed below to be represented at the 71st (1985) 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 agenda items in which they had stated a special interest;

(b) to inform the organisations concerned that they might nominate one person only for each of the agenda items in respect of which their interest had been recognised by the Selection Committee of the Conference.

Employers' organisations: International Confederation of Temporary Work Organisations.

Workers' organisations: International Confederation of Executive Staffs; International Federation of Building and Woodworkers; International Federation of Plantation, Agricultural and Allied Workers; International Metalworkers' Federation; Nordic Confederation of Supervisors, Technicians and Other Managers; Postal, Telegraph and Telephone International; Standing Committee of

1 The Employers' group did not participate in these decisions.
Trade Unions of the Graphic Industries; Trade Unions International of Public and Allied Employees; Trade Unions International of Textile, Clothing, Leather and Fur Workers; Trade Unions International of Workers in the Metal Industry.

Other organisations: Anti-Slavery Society for the Protection of Human Rights; Caritas Internationalis; International Alliance of Women—Equal Rights, Equal Responsibilities; International Association for Social Progress; International Catholic Migration Commission; International Commission on Occupational Health (ICOH); International Council for Adult Education; International Council of Nurses; International Council on Social Welfare; International Council of Women; International Electrotechnical Commission; International Federation of Business and Professional Women; International Federation of University Women; International Radiation Protection Association; International Movement ATD Fourth World; International Society for Labour Law and Social Security; International Union of Family Organisations; League of Red Cross and Red Crescent Societies; Socialist International Women; Soroptimist International; Women’s International League for Peace and Freedom; World ORT Union; World Union of Catholic Women’s Organisations; World Young Women’s Christian Associations; Zonta International.

Extension of the term of office of Professor Roberto Ago as Chairman of the Committee on Freedom of Association

The Governing Body decided to extend the term of office of Professor Ago as Chairman of the Committee on Freedom of Association until the expiry of the term of office of the Governing Body.

PROGRAMME OF MEETINGS

Programme for 1985

Conference Delegation on Structure

In accordance with the decision taken by the Conference at its 70th (1984) Session when it adopted the conclusions of its Committee on Structure, and to meet the wish expressed by the Delegation itself at its last meeting (February 1985), the Governing Body agreed that the Conference Delegation on Structure should meet on Friday, 31 May and, if necessary, Saturday, 1 June 1985. The meeting could be preceded by a meeting of the Employer members of the former Working Party on Structure if they so wished.

Tenth Asian Regional Conference

In the light of the reasons given in the Office paper, the Governing Body approved the proposal to hold the Tenth Asian Regional Conference—which had originally been planned for early 1986—in 1985 instead of the Twelfth Conference of American States Members of the ILO.

Programme for 1986

Twelfth Conference of American States Members of the ILO

The Governing Body approved the proposal to hold the Twelfth Conference of American States Members of the ILO during the first half of 1986.
The Governing Body approved the following programme of meetings for the first half of 1985:¹

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>5-8 March</td>
<td>Meeting of Experts on the Protection of Workers in the Event of the Insolvency of Their Employer</td>
<td>Geneva</td>
</tr>
<tr>
<td>14-27 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>25-29 March</td>
<td>Meeting of Experts on the implications of New Technologies for Work Organisation and Occupational Safety and Health in Industrialised Countries</td>
<td>&quot;</td>
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<tr>
<td>15-19 April</td>
<td>Meeting of Members of the Panel of Consultants on Workers' Education</td>
<td>&quot;</td>
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<tr>
<td>15-19 April</td>
<td>Advisory Committee on Technology (First Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-23 April</td>
<td>Meeting of Experts on the Model Code of Safety Regulations for Coal Mines</td>
<td>&quot;</td>
</tr>
<tr>
<td>17-25 April</td>
<td>Advisory Committee on Salaried Employees and Professional Workers (Ninth Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>27 May-4 June and immediately after the Conference</td>
<td>230th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>31 May-1 June</td>
<td>Conference Delegation on Structure</td>
<td>&quot;</td>
</tr>
<tr>
<td>7-27 June</td>
<td>71st Session of the International Labour Conference</td>
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**APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES**

*First Session of the Forestry and Wood Industries Committee (Geneva, 18–26 September 1985)*

The Governing Body appointed the following delegation:

- **Government member and Chairman of the Committee:** Mr. Riikonen (Finland)
- **Employer member:** Mr. Arbesser-Rastburg
  **Substitute:** Mr. Moukoko Kingue
- **Worker member:** Mr. Allini

*Working Party on International Labour Standards*

The Governing Body appointed the following to participate in the Working Party on International Labour Standards,² it being agreed that, with respect to the Government substitutes, they would participate in the deliberations of the Working Party only in the absence of a regular member:

**Government members** (20–5 per region)

*Africa:* Algeria; Ethiopia; Libyan Arab Jamahiriya; Zimbabwe; (one further nomination to be received).

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¹ See also above, p. 107.
² See below, pp. 144-145 for the decisions taken by the Governing Body at its 230th Session concerning the second half of 1985 and 1986.
Asia: India; Indonesia; Iraq; Japan; (one further nomination to be received).

Substitutes: Australia; Islamic Republic of Iran; Thailand.

Americas: Argentina; Cuba; Jamaica; Mexico; United States. Substitute: Canada.

Europe: Austria; France; Federal Republic of Germany; Norway; Spain.

Employer members (10)
Miss Hak; Mr. von Holten; Mr. Katz; Mr. Oechslin; Mr. Okogwu; Mr. Rowe; Mr. Said; Mr. Santos Neves; Mr. Tata; Mr. Yllanes Ramos.

Worker members (10)
Mr. Blondel; Mr. Briki; Mr. Dolan; Mr. Maier; Mr. Mehta; Mr. Muhr; Mr. Svenningsen; Mr. Walcott; Mr. Zimba; (one further nomination to be received).
230th Session of the Governing Body of the International Labour Office

(Geneva, 3–4 and 26 June 1985)

The 230th Session of the Governing Body of the International Labour Office was held on Monday 3, Tuesday 4 and Friday 28 June 1985 under the chairmanship of Mr. B. G. Deshmukh (Government representative, India) and subsequently of Mr. J.-J. Oechslin (Employer member, France; Employer Vice-Chairman), elected Chairman for 1985–86.

The agenda was as follows:

1. Approval of the Minutes of the 229th Session.
3. Annual report of the Governing Body to the Conference.
12. Reports of the Programme, Financial and Administrative Committee.
17. Composition and agenda of standing bodies and meetings.
18. Symposia, seminars and similar meetings.

1 The Governing Body approved the Minutes.
2 The Governing Body took note of this report.
3 Carried over from the 229th Session.
4 No paper was submitted to the Governing Body on this item.
Supplementary Reports:
— Appointment of a working party on European trade union studies;
— Declaration of the socialist countries on the situation in the International Labour Organisation;¹
— Representation presented by the National Trade Union Co-ordinating Council (CNS) of Chile under article 24 of the Constitution alleging non-observance of international labour Conventions Nos. 1, 2, 24, 29, 30, 35, 37, 38 and 111 by Chile.

20. Report of the Committee set up to examine the representation made by the Confederation of Costa Rican Workers (CTC), the Authentic Confederation of Democratic Workers (CATD), the United Confederation of Workers (CUT), the Costa Rican Confederation of Democratic Workers (CCTD) and the National Confederation of Workers (CNT), under article 24 of the Constitution alleging failure by Costa Rica to implement international labour Conventions Nos. 81, 95, 102, 122, 127, 130, 131, 138 and 144.²

21. Programme of meetings.
22. Appointment of Governing Body representatives on various bodies.
23. Questions arising out of the 71st Session of the Conference.³

* * *

The following is an account of the action taken by the Governing Body on this agenda.⁴

AGENDA OF THE 73RD (1987) SESSION OF THE CONFERENCE

The Governing Body decided that, with a view to determining the agenda of the 73rd (1987) Session of the Conference, it should receive at its 231st (November 1985) Session law and practice reports or more detailed proposals on the following subjects:
— working and employment conditions of part-time workers;
— social security and employment;
— working conditions in hotels, restaurants and similar establishments;
— regulation of temporary work agencies;
— safety and health in construction;
— protection of workers in the event of the insolvency of their employer;
— technical co-operation;
— night work of women.

¹ The Governing Body took note of this report.
² The Governing Body postponed consideration of this item to its 231st Session.
³ The Governing Body took note of the various measures to be taken to give effect to the conclusions of the Conference Committee on Structure.
⁴ The texts of the papers 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.

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REPORT OF THE COMMITTEE SET UP TO EXAMINE THE REPRESENTATION MADE BY THE WORLD FEDERATION OF TRADE UNIONS UNDER ARTICLE 24 OF THE CONSTITUTION ALLEGING FAILURE BY THE FEDERAL REPUBLIC OF GERMANY TO IMPLEMENT THE DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958 (NO. 111)

The Governing Body decided, in application of article 10 of the Standing Orders concerning the Procedure for the Examination of Representations under articles 24 and 25 of the Constitution, to refer the matter to a commission of inquiry to be established in accordance with article 26, paragraph 4, of the Constitution.

REPORT OF THE MEETING OF EXPERTS ON THE PROTECTION OF WORKERS IN THE EVENT OF THE INSOLVENCY OF THEIR EMPLOYER

(Geneva, 5–8 March 1985)

The Governing Body took note of the report of the Meeting and authorised the Director-General to communicate it to the governments of member States and, through them, to employers' and workers' organisations, as well as to the intergovernmental organisations concerned and the non-governmental international organisations with consultative status; and to take into account the views expressed by the Meeting when submitting proposals for future action relating to the protection of workers in the event of the insolvency of their employer.

REPORT OF THE MEETING OF EXPERTS ON THE IMPLICATIONS OF NEW TECHNOLOGIES FOR WORK ORGANISATION AND OCCUPATIONAL SAFETY AND HEALTH IN INDUSTRIALISED COUNTRIES

(Geneva, 25–29 March 1985)

The Governing Body took note of the report of the Meeting and authorised the Director-General to communicate it to the governments of member States and, through them, to the employers' and workers' organisations concerned, as well as to the intergovernmental organisations concerned and the non-governmental international organisations having consultative status; and to take account of the conclusions of the Meeting when planning future ILO activities in this field.

REPORT OF THE MEETING OF MEMBERS OF THE PANEL OF CONSULTANTS ON WORKERS' EDUCATION

(Geneva, 15–19 April 1985)

The Governing Body took note of the report of the Meeting; authorised the Director-General to communicate the report to governments of member States and, through them, to employers' and workers' organisations, to the intergovernmental and non-governmental international organisations concerned, including the non-governmental organisations with consultative status, and to any other interested bodies; and requested the Director-General to take account of the conclusions and recommendations in the report when drafting proposals for ILO action in workers' education.
Report of the Advisory Committee on Technology on Its First Session

(Geneva, 15–19 April 1985)

The Governing Body took note of the report and conclusions of the first session of the Advisory Committee\(^1\) and authorised the Director-General to communicate them to the governments of member States and, through them, to the employers’ and workers’ organisations concerned, as well as to the intergovernmental organisations concerned and the non-governmental international organisations having full consultative status; and to take account of the conclusions of the Committee when planning future ILO activities in this field.

Report of the Meeting of Experts on the Model Code of Safety Regulations for Coal Mines

(Geneva, 16–23 April 1985)

The Governing Body took note of the report of the Meeting of Experts, approved the change of title to “Code of Practice on Safety and Health for Coal Mines” and authorised the Director-General to publish the Code of Practice.

Reports of the Committee on Freedom of Association

(239th and 240th Reports)

The Governing Body examined and adopted the 239th and 240th Reports.\(^2\)

Reports of the Programme, Financial and Administrative Committee

Programme and Budget for 1984–85

The Governing Body took note of the information supplied concerning the regular budget account and the Working Capital Fund.

International Centre for Advanced Technical and Vocational Training, Turin

The Governing Body noted that the Director of the Centre intended to set up a small working party to analyse the Centre’s financial situation.

Programme and Budget for 1986–87

The Governing Body decided to submit to the Conference a revised draft resolution for the adoption of a Programme and Budget, reduced from US$255,250,000 to $253,140,000 for the 60th financial period (1986–87) and for the allocation of expenses among member States in that period.\(^3\)

It was also decided to maintain an exchange rate of Sw.fr. 2.50 to the dollar for that Programme and Budget.

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\(^1\) For the text of the conclusions adopted by the Committee, see below, p. 208.

\(^2\) The text of these Reports are published in Series B of the Official Bulletin.

\(^3\) This resolution was adopted by the Conference at its 70th (1985) Session. See Official Bulletin, 1985, Series A, No. 2, p. 98.
Delegation of authority under article 18 of the Standing Orders of the Conference

The Governing Body delegated to its Officers, for the period of the 71st (June 1985) Session of the Conference, authority under article 18 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 59th financial period ending 31 December 1985.

Follow-up on the 1984 Conference resolution concerning employment policy

The Governing Body took note of the Director-General's intention to submit to the Committee at the November session information concerning the functioning of the proposed Governing Body Committee on Employment, its possible mandate, composition and cost implications.

Other financial and general questions

Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry

The Governing Body authorised the Director-General to prepare and convene this meeting with the participation of 15 consultants to be invited in accordance with the usual procedures, and decided that the travel and per diem costs of the consultants, estimated at US$47,000, should be financed by savings in Part I of the budget.

Financial implications of changes in the composition of the Joint Meeting on Employment and Conditions of Work in Health and Medical Services

The Governing Body decided that, should it approve the increase from ten to 16 in the number of participants in the Joint Meeting on Employment and Conditions of Work in Health and Medical Services whose travel and subsistence expenses are paid by the ILO, the cost, amounting to US$23,000, should be financed from savings in Part I of the budget.

Matters relating to the Administrative Tribunal of the ILO

Composition of the Administrative Tribunal: Extension of terms of office

The Governing Body decided to submit to the Conference at its forthcoming session a draft resolution concerning the extension of the terms of office of a judge and two deputy judges.  

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Strengthening the effectiveness of Industrial Committee-type meetings

With respect to the frequency and pattern of meetings, the Governing Body requested the Director-General, when preparing his Programme and Budget proposals for 1988–89—

(a) to include in the programme of industrial meetings, in so far as resources were available, provision for six major meetings and six smaller meetings;

(b) to park resources for one of the six smaller meetings, so that resources were available to hold a meeting to deal with urgent problems that might arise.

1 This resolution was adopted by the Conference at its 70th (1985) Session. See Official Bulletin, 1985, Series A, No. 2, p. 98.
With respect to the preparation of meetings, the Governing Body—

(a) requested the Director-General to arrange for the publication in Spanish of the reports for the Eleventh Session of the Iron and Steel Committee, and also those for the Third Tripartite Technical Meeting for the Clothing Industry, in the event that the membership of that meeting included four or more Spanish-speaking countries;

(b) decided, for the biennia following that of 1986–87, that the choice of the Industrial Committee-type meetings whose reports were to be published in Spanish should be proposed by the Industrial Activities Committee at the Governing Body session at which it made its proposals on the selection of the industrial meetings to be held in the succeeding biennium;

(c) requested the Director-General, with effect from 1 January 1986, to include in each technical report for Industrial Committee-type meetings a summary of the main issues covered and to include this summary in the extracts in other languages.

With regard to the conduct of business, the Governing Body—

(a) decided that, with effect from 1 January 1986, the general reports submitted to all Industrial Committee-type meetings should contain one or more suggested themes for discussion in the general debate and that summaries of general debates should be included in the Notes on the Proceedings of every such meeting;

(b) requested the Director-General to publish in a consolidated and classified form the texts of the conclusions and resolutions which, after critical examination, had still been found to require attention, and to revise the publications on a regular basis.

With regard to follow-up on meetings, the Governing Body urged governments to establish and, where established, to strengthen consultation arrangements between the parties concerned at the national level, inter alia, to examine the subjects to be discussed at forthcoming meetings and the implications of the conclusions and resolutions adopted at meetings for the sectors and industries concerned, to decide on appropriate follow-up action or to evaluate the action taken.

Eleventh Session of the Textiles Committee

Effect to be given to the conclusions and resolutions of the Committee

The Director-General was authorised—

(a) to communicate the texts adopted by the Textiles Committee at its Eleventh Session to governments, informing them that the Governing Body had taken note of these documents and requesting them to communicate the texts to the employers' and workers' organisations concerned, and to the international organisations of employers and workers concerned; and

(b) to draw the special 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 concerned, to—

(i) the report and Conclusions (No. 82) concerning security of employment and income in the light of structural changes in the textiles industry; and

(ii) the report and Conclusions (No. 83) concerning occupational safety and health in the textiles industry.

1 For the text of the conclusions and resolutions adopted by the Committee, see below, p. 152.
Effect given to the conclusions and resolutions adopted by the Textiles Committee at its previous sessions

The Director-General was requested—

(a) 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 concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification adopted by the Committee; and

(b) 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.

Security of employment and income in the light of structural changes in the textiles industry

The Director-General was requested, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in paragraphs 23 and 24 of Conclusions No. 82.

Occupational safety and health in the textiles industry

The Director-General was requested, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Textiles Committee in paragraphs 31 to 36 of Conclusions No. 83.

Publication in Spanish of the reports of the Textiles Committee

The Governing Body agreed to bear in mind the wish expressed by the Textiles Committee in resolution No. 84.

The future work of the ILO in the field of the textiles industry

The Governing Body agreed to bear in mind the wishes expressed by the Committee in parts 1 and 2 of the operative paragraph of resolution No. 85, and requested the Director-General, when planning the future programme of work of the Office, to bear in mind the wishes expressed in part 3 of the operative paragraph of resolution No. 85.

Multinational enterprises in the textiles industry

The Director-General was requested, when communicating to governments the texts adopted by the Committee at its Eleventh Session, to draw their attention to the wish expressed by the Committee in part 1 of the operative paragraph of resolution No. 86, and, when planning the future programme of work of the Office, to bear in mind the wishes expressed in part 2 of the operative paragraph of resolution No. 86.

Free trade zones and the textiles industry

The Director-General was requested, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Committee in resolution No. 87.

Technological change in the textiles industry

The Director-General was requested, when communicating to governments the texts adopted by the Committee at its Eleventh Session, to draw their attention to the wishes expressed by the Committee in resolution No. 88.
Equal pay for work of equal value

The Director-General was requested, when communicating to governments the texts adopted by the Committee at its Eleventh Session, to draw their attention to the wishes expressed by the Committee in resolution No. 89.

Migrant workers

The Director-General was requested, when communicating to governments the texts adopted by the Committee at its Eleventh Session, to draw their attention to the wishes expressed by the Committee in resolution No. 90.

Youth and children in the textiles industry

The Director-General was requested, when communicating to governments the texts adopted by the Committee at its Eleventh Session, to draw their attention to the wishes expressed by the Committee in resolution No. 91.

Report of the First Session of the Joint Committee for Postal and Telecommunications Services

The Director-General was authorised—

(a) to communicate the report of the First Session of the Joint Committee for Postal and Telecommunications Services, including the resolutions and conclusions adopted—
   (i) to governments, informing them that the Governing Body had taken note of it and requesting them to communicate it to the employers' and workers' organisations concerned; and
   (ii) to the international employers' and workers' organisations concerned, also informing them that the Governing Body had taken note of the report;

(b) to draw the special 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 concerned, to—
   (i) Conclusions (No. 7) concerning methods of wage determination in the postal and telecommunications sector; and
   (ii) Conclusions (No. 8) concerning the working environment and safety and health.

Working hours in postal and telecommunications services

The Director-General was requested to draw to the attention of governments and, through them, that of the employer's and workers' organisations concerned, when communicating to them the report of the First Session of the Joint Committee, the wishes expressed by the Committee in paragraph 1 of the operative part of resolution No. 1; to bear in mind the wish expressed by the Joint Committee in paragraph 2 of the operative part of resolution No. 1 when making proposals for the agenda of the next session of the Committee.

Freedom of association and the right to collective bargaining in postal and telecommunications services

The Director-General was requested to draw the attention of governments to the wishes expressed by the Joint Committee in paragraph 1 of the operative part of

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1 For the text of the conclusions and resolutions adopted by the Committee, see below, pp 166-178.

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resolution No. 2 when communicating to them the report of the First Session of the Committee; and to keep in mind the wishes expressed by the Joint Committee in paragraph 2 of the operative part of that resolution.

Technological changes in postal and telecommunications services

The Director-General was requested when communicating to governments the report of the First Session of the Joint Committee, to draw particular attention to the wish expressed by the Committee in paragraph 1 of the operative part of resolution No. 3; and to bear in mind the wishes expressed by the Committee in paragraphs 2 and 3 of the operative part of resolution No. 3 when planning future activities in the postal and telecommunications sector and when making proposals for the agenda of the next session of the Committee.

Women and workers with family responsibilities employed in postal and telecommunications services

The Director-General was requested to draw the attention of governments to the wishes expressed by the Joint Committee in resolution No. 4 when communicating to them the report of the First Session of the Committee.

Youth unemployment

The Governing Body requested the Director-General to draw the attention of governments to the wishes expressed by the Joint Committee in paragraph 1 of the operative part of resolution No. 5 when communicating to them the report of the First Session of the Committee; and took note of the interest and concern expressed by the Joint Committee in paragraph 2 of the operative part of resolution No. 5.

ILO activities in the field of posts and telecommunications

The Director-General was requested to keep in mind the wishes expressed by the Joint Committee in operative paragraphs (a) and (b) of resolution No. 6 when making proposals for the convocation and agenda of the Second Session of the Committee, and, when drawing up the future programme of work of the Office for the posts and telecommunications sector, to bear in mind the wishes expressed by the Joint Committee in operative paragraphs (c) and (d) of resolution No. 6.

Statistics in relation to occupational safety and health

The Director-General was requested, when making proposals for the agenda of future sessions of the International Labour Conference, to keep in mind the wishes expressed by the Joint Committee in paragraph 38 of Conclusions No. 8.

First Session of the Food and Drink Industries Committee

Effect to be given to the conclusions and resolutions of the Committee

The Director-General was authorised—

(a) to communicate the texts adopted by the Food and Drink Industries Committee at its First Session to governments, informing them that the Governing Body had taken note of these documents and requesting them to communicate the texts to the employers’ and workers’ organisations concerned, and to the international organisations of employers and workers concerned; and

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1 For the text of the conclusions and resolutions adopted by the Committee, see below, pp 179-192.
(b) to draw the special 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 concerned, to—

(i) the report and Conclusions (No. 17) concerning the social effects of technological developments in the food and drink industries, including those arising from new production methods, and the need for training and retraining;

(ii) the report and Conclusions (No. 18) concerning occupational safety, health and working environment in the food and drink industries.

Effect given to the conclusions and resolutions adopted by the Tripartite Technical Meetings for the Food and Drink Industries

The Director-General was requested—

(a) to draw the attention of governments and through them that the employers' and workers' organisations concerned, as well as that of the international employers' and workers' organisations concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification adopted by the Committee; and

(b) when planning the future programme of work of the Office, to continue to bear in mind the wishes expressed by the Tripartite Technical Meetings for the Food Products and Drink Industries 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.

The social effects of technological developments

The Director-General was requested, when planning the future programme of work of the Office, to bear in mind the wishes expressed by the Committee in paragraphs 19 to 21 of Conclusions No. 17.

Occupational safety and health

The Director-General was requested—

(a) when communicating to governments the texts adopted by the Food and Drink Industries Committee, to draw their attention to the wishes concerning occupational safety and health problems of small-scale enterprises expressed by the Committee in paragraph 38 of Conclusions No. 18; and

(b) to bear in mind, when preparing the future programme of work of the Office, the other wishes expressed by the Committee in paragraphs 33 to 39 of Conclusions No. 18.

Future ILO action in the food and drink industries sector

The Governing Body agreed to bear in mind the wishes expressed by the Food and Drink Industries Committee in paragraphs (a) and (b) of the operative part of resolution No. 19, and requested the Director-General, when communicating to governments the texts adopted by the Committee, to draw their attention to the wishes expressed by the Committee in paragraphs (c) and (d) of the operative part of resolution No. 19, and, when drawing up the future programme of work of the Office, to bear in mind the wishes expressed by the Committee in paragraphs (e) and (f) of the operative part of resolution No. 19.

Publication in Spanish of the reports of the Food and Drink Industries Committee

The Governing Body agreed to bear in mind the wish expressed by the Food and Drink Industries Committee in the operative part of resolution No. 20.
Freedom of association

The Governing Body agreed to bear in mind the wish expressed by the Food and Drink Industries Committee in paragraphs (a) and (b) of the operative part of resolution No. 21, and requested the Director-General to bear in mind the wish expressed by the Committee in paragraph (c) of the operative part of resolution No. 21.

The world food problem

The Director-General was requested—

(a) when communicating to governments the texts adopted by the Committee, to draw their attention to the wishes expressed by the Committee in paragraphs 1, 2 and 4 of the operative part of resolution No. 22;

(b) to have discussions as appropriate with the financial institutions concerned with a view to promoting arrangements in line with the wish expressed by the Committee in subparagraph (b) of paragraph 4 of the operative part of resolution No. 22;

(c) to bear in mind, when drawing up the future programme of work of the Office, the wishes expressed by the Committee in paragraph 3 of the operative part of resolution No. 22.

Multinational enterprises

The Director-General was requested, when communicating to governments the texts adopted by the Committee, to draw their attention to the wishes expressed by the Committee in paragraph 1 of the operative part of resolution No. 23, and to bear in mind when drawing up the future programme of work of the Office, the wishes expressed by the Committee in paragraphs 2 to 4 of the operative part of resolution No. 23.

Women workers in the food and drink industries

The Director-General was requested, when communicating to governments the texts adopted by the Committee, to draw their attention to the wishes expressed by the Committee in paragraph (a) of the operative part of resolution No. 24, and to bear in mind, when drawing up the future programme of work of the Office, the wishes expressed by the Committee in paragraphs (b) to (f) inclusive of the operative part of resolution No. 24.

Definition of the scope of the Food and Drink Industries Committee

The Governing Body agreed to keep in mind the wishes expressed by the Committee in paragraph (a) of the operative part of resolution No. 25, and requested the Director-General to bear in mind the Committee's wish as expressed in paragraph (b) of the operative part of resolution No. 25 when drawing up the future programme of work of the Office for this sector.

The role of producer-owned food and drink industries

The Director-General was requested to bear in mind the wish expressed by the Committee in the operative paragraph of resolution No. 26 when drawing up the future programme of work of the Office.
Eleventh Session of the Inland Transport Committee

Effect to be given to the conclusions and resolutions of the Committee

The Director-General was authorised—

(a) to communicate the texts adopted by the Inland Transport Committee at its Eleventh Session—

(i) to governments, informing them that the Governing Body had taken note of the texts and requesting them to communicate these to the employers' and workers' organisations concerned; and

(ii) to the international organisations of employers and workers concerned; and

(b) to draw the special 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 concerned to—

(i) the report and Conclusions (No. 114) concerning the working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation, as well as occupational safety and health aspects connected with the application of new technologies;

(ii) the report and Conclusions (No. 115) concerning occupational safety and health in road transport.

Effect given to the conclusions and resolutions adopted at the previous sessions of the Inland Transport Committee

The Director-General was requested—

(a) to draw the attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that of the international organisations of employers and workers concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification adopted by the Committee; and

(b) when planning the future programme of work of the Office, to continue to bear in mind the wishes expressed by the Inland Transport Committee in the conclusions and resolutions listed in section II, group B, of the Classification, with a view to giving effect to the requests addressed to the Office therein.

Working and social conditions of inland boatmen

The Director-General was requested to bear in mind the wishes expressed by the Committee in paragraphs 44 and 45 of Conclusions No. 114 when planning future ILO activities in the field of inland navigation, and when planning and implementing technical co-operation programmes.

Occupational safety and health in road transport

The Governing Body—

(a) agreed to bear in mind the wishes expressed by the Committee in paragraph 33 of Conclusions No. 115;

(b) requested the Director-General to bear in mind the wishes expressed by the Committee in paragraphs 4, 32, 34, 35 and 36 of Conclusions No. 115, when planning the future programme of work of the Office and when devising technical co-operation programmes and activities; and

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For the text of the conclusions and resolutions adopted by the Committee, see below, pp. 193-207.
(c) authorised the Director-General to initiate contacts with the World Health Organisation and other competent international bodies for the purpose of implementing the wishes expressed by the Committee in paragraph 35 of Conclusions No. 115.

Future activities of the ILO and the agenda of the Twelfth Session of the Inland Transport Committee

The Governing Body—

(a) agreed to bear in mind the subjects proposed by the Committee in the operative part of resolution No. 119 when determining the agenda of the Twelfth Session of the Inland Transport Committee; and

(b) requested the Director-General, when planning future ILO activities in inland transport, to bear in mind the wishes expressed by the Committee in the operative part of resolution No. 125.

Collective bargaining and job losses in rail transport

The Director-General was requested to draw the attention of governments to the wishes expressed by the Inland Transport Committee in the operative parts of Resolutions Nos. 116 and 117 when communicating to them the texts adopted by the Eleventh Session of the Inland Transport Committee.

Collective bargaining rights and freedom of association in the inland transport industries

The Governing Body—

(a) agreed to bear in mind the wishes expressed by the Inland Transport Committee in operative subparagraph (a) of resolution No. 123 when considering future proposals for action in the field of freedom of association;

(b) requested the Director-General to bear in mind the wishes expressed by the Inland Transport Committee in resolution No. 118 when planning future ILO activities in the field of freedom of association, and to bear in mind the wishes expressed by the Inland Transport Committee in operative subparagraph (b) of resolution No. 123 when preparing general reports for future sessions of the Committee.

Representation of developing countries

The Governing Body agreed to bear in mind the wish expressed by the Inland Transport Committee in the operative part of resolution No. 120 when reviewing the membership of Industrial and analogous Committees.

Problems of young persons employed in inland transport

The Director-General was requested to draw the attention of governments to the wish expressed by the Committee in operative paragraph 1 of resolution No. 122 when communicating to them the texts adopted at the Eleventh Session; and to bear in mind the wishes expressed by the Committee in operative paragraph 2 of that resolution when planning the future programme of work of the Office, and when preparing the 72nd Session of the International Labour Conference.

ILO technical co-operation in the field of passenger transport

The Director-General was requested to bear in mind the wish expressed by the Committee in the operative part of resolution No. 124 when planning future technical co-operation activities in the inland transport sector.
Publication in Spanish of the reports of the Inland Transport Committee

The Governing Body agreed to bear in mind the wish expressed by the Committee in resolution No. 121.

First Session of the Forestry and Wood Industries Committee

The Director-General was authorised to invite the following non-governmental international organisations to be represented by observers at the First Session of the Committee: European Confederation of Agriculture; International Confederation of Executive Staffs; International Federation of Building and Woodworkers; International Federation of Plantation, Agricultural and Allied Workers; International Technical Tropical Timber Association; Nordic Confederation of Supervisors, Technicians and Other Managers; Trade Unions International of Agricultural, Forestry and Plantation Workers; Trade Unions International of Workers of the Building, Wood and Building Materials Industries; World Federation of Building and Woodworkers' Unions.

Joint Meeting on Employment and Conditions of Work in Health and Medical Services

The Governing Body decided that the composition of the Joint Meeting on Employment and Conditions of Work in Health and Medical Services should be increased from 20 to 26 members, 13 of whom would represent health and medical services and 13 the workers in those services; that three of the members representing health and medical services should represent the private sector of health and medical services and be appointed by the Governing Body on the basis of nominations submitted by the Director-General after consultation with the Employers' group of the Governing Body; and that the Worker members should be appointed by the Governing Body on the basis of nominations submitted by the Director-General after consultation with the Workers' group of the Governing Body.

The Standing Orders for the Joint Meeting were approved on the understanding that they should apply for that meeting only and that the Industrial Activities Committee should, at its next meeting, undertake a discussion with a view to harmonising the Standing Orders of joint committees and joint meetings with those of Industrial and analogous Committees.

The Director-General was authorised to invite the following non-governmental international organisations to be represented by observers at the Joint Meeting: Federation of Arab Health Trade Unions; International Committee of Catholic Nurses and Medico-Social Workers; International Confederation of Public Service Officers; International Council of Nurses; International Federation of Business and Professional Women; International Federation of Employees in Public Services; International Federation of University Women; International Radiation Protection Association; International Union of Private Hospitals; Medical Women’s International Association; Public Services International; Trade Unions International of Public and Allied Employees; World Medical Association Inc.

Third Tripartite Technical Meeting for the Leather and Footwear Industry

The following non-governmental international organisations were invited to be represented by observers at the Meeting: International Textile, Garment and Leather Workers' Federation; Nordic Confederation of Supervisors, Technicians and Other Managers; Trade Unions International of Textile, Clothing, Leather and Fur Workers; World Federation of Trade Unions for Energy, Chemical and Miscellaneous Industries.
Third Tripartite Technical Meeting for the Clothing Industry

As regards the composition of the Meeting, the Governing Body—

(a) authorised the Director-General to invite the following countries to be represented at the Third Tripartite Technical Meeting for the Clothing Industry: Australia, Brazil, Cameroon, Canada, China, Colombia, France, Federal Republic of Germany, Hungary, India, Italy, Ivory Coast, Jamaica, Japan, Kenya, Malaysia, Mauritius, Mexico, Romania, Syrian Arab Republic, Tunisia, USSR, United Kingdom, United States and Zimbabwe;

(b) decided that the closing date for the acceptance of invitations should be 31 December 1985;

(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 country to be replaced: Algeria, Mozambique (Africa); Panama, Venezuela (Americas); Sri Lanka, Thailand (Asia); Austria, Byelorussian SSR (Europe).

Composition of the Board of the International Institute for Labour Studies

Appointment of non-Governing Body members of the Board of the Institute

The Governing Body, under paragraph 2(c) of Article II of the Regulations of the Institute, decided—

(a) to reappoint until the end of November 1986 the following three persons: Mr. J. A. Barboza-Carneiro (Brazil), Ambassador; Mr. E. Calderón-Puig (Mexico), Ambassador; Professor S. H. Ominde (Kenya), Director, Population Studies and Research Institute, University of Nairobi;

(b) to appoint until the end of November 1986 the following two persons: Professor E. G. Antosenkov (USSR), Director of the Scientific Research Institute for Labour, Moscow; Professor C. M. Rehmus (United States), Dean, New York State School of Industrial and Labour Relations, Cornell University.

Composition and Agenda of Standing Bodies and Meetings

Standing Bodies

Advisory Committee on Technology: Composition

The Governing Body noted that, in accordance with the authority given to them and after consulting the government concerned, its Officers had approved the appointment of Mr. V. O. Adebambo (Nigeria) as a member of the Advisory Committee on Technology for a period expiring on 31 December 1989.

1 The titles and functions of the experts appointed by the Governing Body are given in full in the documents submitted to the Governing Body.
Meetings

Meeting of Experts on Safety and Health in Construction (Geneva, 9–18 September 1985)

The following nominations were approved:

Nominations made after consultations with governments

Mr. B. T. Freeman (United Kingdom); Mr. David Gachoki Kibaara (Kenya); Mr. Klaus-Dieter Panske (German Democratic Republic); Mr. Robert B. Taylor (United States).

Substitute: Mr. Soegiarto (Indonesia).

Nominations made after consulting the Employers’ group

Mr. Goesta Berglund (Sweden); Mr. Ramiro von Borries Guillén (Bolivia); Dr. Richard Lim (Malaysia); Mr. German Molina Morel (Chile); Mr. Michelson Ramananksina (Madagascar).

Substitutes: Dr. José Antunes de Carvalho (Brazil); Mr. J. Burger (Netherlands); Mr. Francisco Cestari A. (Venezuela); Mr. S. Hylton Edwards (Trinidad and Tobago); Mr. Robert D. Falco Lichtenberger (Uruguay); Mr. Zefu Konishi (Japan); Mr. Stephos P. Koulouros (Cyprus); Mr. Bob Litster (Canada); Mr. Navin Maharaj (Fiji); Mr. Ben Norton (United Kingdom); Mr. José Nuila Fuentes (El Salvador); Mr. José Luis Pastor Rodriguez Ponga (Spain); Dr. Heru Satoto (Indonesia); Mr. S. R. de Silva (Sri Lanka); Mr. Tshime Kamba Dikenya (Zaire); Mr. Boubacar Zezi (Niger).

Nominations made after consulting the Workers’ group

Mr. Marvin J. Boede (United States); Mr. Munjit Gill (Malaysia); Mr. Matti Huttunen (Finland); Mr. Jürgen Koch (Federal Republic of Germany); Mr. R. U. Sanyaolu (Nigeria).

Substitutes: Mr. Pentti Junnilainen (Finland); Mr. Marcelo Luvecce (Venezuela); Mr. M. Munir (Pakistan); Mr. Jan Olof Olssen (Denmark); Mr. S. Santhanasamy (Malaysia).

The Officers of the Governing Body were authorised to approve the remaining nominations (a regular member from the Government of Saudi Arabia and substitute members from the Governments of Hungary and Malaysia) on its behalf.

Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries (Geneva, 30 September–4 October 1985)

The following nominations were approved:

Nominations made after consultations with governments

Mrs. Breuer (Federal Republic of Germany); Mr. Gabriel Ducray (France); Mr. Robert Jones (United States); Mr. L. Kounelski (USSR); Mr. Masayuki Nomiyama (Japan); Mr. Gyula Pulay (Hungary).

Nominations made after consulting the Employers’ group

Mr. Daniel de Norre (Belgium); Mr. Niels Jørgen Hansen (Denmark); Mr. Russell Edward Mason Hodge (New Zealand); Mr. Olav Magnussen (Norway); Mr. Wilfried Malcher (Federal Republic of Germany); Mr. Marcos Antonio Melo (Brazil); Mr. Ciaran Ryan (Ireland); Mr. Julio Sánchez Fierro (Spain); Mr. Gregory Smith (Australia); Mr. Wolfgang Tritremmel (Austria).
Substitutes: Mrs. Brigitta Ahlkvist (Sweden); Mr. Peter Dawson (Canada); Dr. Alba Lia Medina (Colombia); Mr. Paul Nobelen (Netherlands); Mr. Arto Ojala (Finland); Mr. Derek Palmer (United Kingdom).

Nominations made after consulting the Workers' group

Mrs. Patricia Arbieu (France); Mr. Herman Fonck (Belgium); Mr. Dwight Justice (United States); Mr. Ken-ichi Kumagai (Japan); Mr. John Lloyd (Australia); Mr. Frode Moeller Nicolaisen (Denmark); Mr. Evguény Novosselov (USSR); Mr. Gerhard Prager (Austria); Mr. José Luis Curiel Rodriguez (Spain); Mr. Hans Joachim Wolf (German Democratic Republic).

Substitutes: Mrs. Karin Adelmund (Netherlands); Mr. Krasimir Detchev (Bulgaria); Mr. Michael Kress (Austria); Mr. Viktor Moser (Switzerland).

The Governing Body authorised its Officers to approve the remaining nominations (from the Governments of Austria, Spain, Sweden and Yugoslavia) on its behalf.

Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation (Geneva, 1–4 October 1985)

The following agenda was approved:

2. The newly industrialised countries—
   (i) role of the newly industrialising and developing countries in world structural change;
   (ii) growth and equity in newly industrialising countries; relevance of their experience for other developing countries.
3. Implications for North-South interdependence—
   (i) the changing international division of labour and its implications for structural changes in manufacturing and employment in selected OECD countries;
   (ii) implications of the current economic situation for employment growth in the North and the South; need for joint action.
4. Discussion of the draft report of the symposium.

As regards the composition of the symposium, the Governing Body approved the following nominations:

Nomination made after consulting the government concerned

Mr. James F. Taylor (United States).

Nominations made after consulting the Employers' group

Mr. Edmundo Castillo Ramirez (Nicaragua); Mr. Charles Garneau (Canada); Mr. H. Georget (Niger); Miss Cornelie Hak (Netherlands); Mr. Kon Huang (Republic of Korea); Mr. Najib Said (Tunisia); Mr. Naval H. Tata (India); Mr. Fernando Yllanes Ramos (Mexico).

Substitutes: Mr. Charles Andriantsitohaina (Madagascar); Mr. Adalberto Cassani (Venezuela); Mr. Arthur João Donato (Brazil); Mr. José Eduardo Guaggel Rivas (Honduras); Mr. Jorge Guerrero Serrano (Chile); Mr. Rolando Jordan Pozo (Bolivia); Mr. Felix K. Maramba Jr. (Philippines); Mr. Arnulfo L. Matos (Dominican Republic); Mrs. Alba Lia Medina (Colombia); Mr. Michael S. Mulenga (Zambia); Mr. James Charles Odaga (Kenya); M. Michael Olawole Omolayole (Nigeria); Mr. Gaston Francisco Peralta Volio (Costa Rica); Mr. Robert McIlvor Robinson (Trinidad and Tobago); Mr. Ashraf W. Tabani (Pakistan); Mr. Jan van Holm (Belgium); Mrs. Danielle Wong (Mauritius).
Nominations made after consulting the Workers' group

Mr. Sadok Allouche (Tunisia); Mr. Bill Callaghan (United Kingdom); Mr. Marc Courtois (Belgium); Mr. John Harker (Canada); Mr. Osvaldo Martinez Martinez (Cuba); Mr. George Muchai (Kenya); Mr. P. P. Narayanan (Malaysia); Mr. Dieter Wagner (Federal Republic of Germany).

Substitutes: Mr. Saeed Malik (Pakistan); Mr. Johan van Rens (Netherlands); Mr. G. H. Terpstra (Netherlands).

The Governing Body decided to include an additional African country in the list of countries whose governments would be invited to nominate participants in the symposium, and noted that the Director-General would consult the Government of Zambia for the additional nomination. It also decided to add one participant each to those drawn from employers' and workers' circles, thus bringing the total number of participants to nine on each side.

The Governing Body authorised its officers to approve the remaining nominations (from the Governments of Australia, Cameroon, Mexico, the Netherlands, the Philippines, Singapore, Spain and Zambia, plus one employer and one worker participant) on its behalf.

The Governing Body noted the Director-General's intention to invite the following additional intergovernmental organisations to be represented at the symposium: the Commission of the European Communities and the General Agreement on Tariffs and Trade (GATT).

Joint Meeting on Employment and Conditions of Work in Health and Medical Services (Geneva, 8–15 October 1985)

The following nominations were approved:

Nominations made after consulting the Workers' group

Mr. Carlos Alfonso (Argentina); Mr. M. Desormière (France); Mr. V. Gotbaum (United States); Mr. Vladimir Kritchaguine (USSR); Mr. S. Marjasin (Sweden); Mr. Yasuo Maruyama (Japan); Mr. John Pindani Mbewe (Zambia); Mr. Ulysse Muñoz Gallegos (Mexico); Mr. Pierre Nagoba (Benin); Mrs. Ulrike Peretzki-Leid (Federal Republic of Germany); Mr. Adelino Vicente (Angola); Mr. T. Warr (New Zealand); Mr. D. Williams (United Kingdom).

Substitutes: Dr. Abdon Bonilla (Ecuador); Dr. Istvan Fuzi (Hungary); Mr. P. Hyzen (Netherlands); Mr. Mohamed Isa Jamaluddin (Malaysia); Mr. Torger Oxholm (Norway); Dr. Setchanov (Bulgaria); Mr. Publio Toala (Panama).

The Governing Body authorised its Officers to approve the remaining nominations (three members representing the private sector of health and medical services) on its behalf.

A representative of the Government of Finland was authorised to attend the Joint Meeting as an observer.

Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry (Geneva, 15–21 October 1985)

It was decided that the terms of reference of the Meeting would be to provide guidance to the Office on how to develop the necessary steps aimed at improved safety and health in the production and storage of dangerous substances. It would also help the Office to develop practical guide-lines for major hazard control systems dealing with hazard analysis, risk assessment, major accident prevention management and emergency plans for workers and the public. The following agenda was approved for the Meeting:
(a) Recent developments in major hazard control methods:
   (i) identification of major hazards in industrial processes;
   (ii) assessment and analysis of major hazards;
   (iii) management of major accident prevention systems;
   (iv) emergency operations.

(b) Future action to avoid major accidents.

The Meeting would have the following composition: 15 consultants, five to be nominated after appropriate consultations with governments, five after consulting the Employers' group of the Governing Body and five after consulting its Workers' group; the Director-General would consult the Governments of India, the Netherlands, the USSR, the United Kingdom and the United States for the purpose of nominating the Government consultants and the Governments of Algeria and Belgium for nominating substitute members, if necessary.

The following nominations were approved:

Nominations made after consulting the Workers' group

Mr. Ulysse Binon (France); Mr. Bjørn Erikson (Norway); Mr. Raja Kulkarni (India); Ms. Margaret Seminario (United States).

Substitutes: Mr. David Bennett (Canada); Mr. Pierre Bobe (France); Mr. Evguini Orlov (USSR); Mr. Wolfgang Schultze (Federal Republic of Germany); Mr. Marcel Sommereyens (Belgium).

The Governing Body authorised its Officers to approve the remaining nominations (from the Governments listed above, plus five Employer members and one Worker member) on its behalf.

The Governing Body noted that the Director-General would invite the United Nations and the following specialised agencies and bodies to be represented at the meeting: United Nations Environment Programme; United Nations Industrial Development Organisation; World Health Organisation; World Bank; International Programme on Chemical Safety; as well as the following intergovernmental organisations: Council for Mutual Economic Assistance; Commission of the European Communities; Organisation for Economic Co-operation and Development.

The Director-General was authorised to invite, in addition to those holding full consultative status, the following non-governmental international organisations: European Council of Chemical Manufacturers' Federations; International Social Security Association; Trade Unions International of Chemical, Oil and Allied Workers.

Joint IMO/ILO Committee on Training (Seventh Session, London, 16–20 December 1985)

The following nominations were approved:

Shipowner members: Mr. J. J. Cox (United States); Mr. J. Hamre (Norway); Mr. T. S. Narayan (India); Captain Z. Sdougos (Greece); Captain A. Vognsen (Denmark); Mr. F. J. Whitworth (United Kingdom); Captain G. Yoshinaga (Japan).

Seafarer members: Mr. Roald Aliakrinsky (USSR); Mr. N. Ashieti (Ghana); Dr. L. Barnes (India); Mr. E. Nevin (United Kingdom); Mr. S. E. Nylund (Finland); Mr. K. M. Sorensen (Denmark); Mr. R. Spencer (United States).

Substitutes: Mr. K. A. Murphy (United Kingdom); Mr. S. Wall (United States).
Preparatory Technical Maritime Conference (Geneva, 5–16 May 1986)

The Governing Body decided, subject to the adoption of the draft Programme and Budget for 1986–87 by the International Labour Conference, to add Bahamas, Malta and Venezuela to the list of countries to be invited to send delegations to the Preparatory Technical Maritime Conference.

It was noted that the Director-General intended to invite the following additional intergovernmental organisations to be represented at the Meeting: the Council of the European Communities; the Organisation for Economic Co-operation and Development; the United Nations Conference on Trade and Development.

Report of the Director-General

Obituary

The Governing Body was informed of the death of Mr. Robert Bothereau (France), who was a regular member and deputy member of the Governing Body between 1954 and 1966, founder and first Secretary-General of the Confédération générale du travail—Force ouvrière and Vice President of the International Confederation of Free Trade Unions. The Governing Body paid tribute to the memory of Mr. Bothereau and asked the Director-General to convey its sympathy to his family and to the CGT-FO and the ICFTU.

Composition of the Organisation

Withdrawal of the Socialist Republic of Viet Nam

In accordance with article 1, paragraph 5, of the Constitution, the communication sent by the Government of the Socialist Republic of Viet Nam to the Director-General on 1 June 1983, constituting notice of withdrawal from the International Labour Organisation, came into effect on 1 June 1985. The Socialist Republic of Viet Nam accordingly ceased to be a member of the Organisation on that date.

Composition of the Governing Body, Governing Body Committees and Various Bodies

Composition of the Governing Body

The resignation of Mr. Yllanes Ramos was noted.

Following the resignation of Mrs. Shirley Carr, the Workers' group appointed Mr. Richard Mercier to replace her, in accordance with article 5, paragraph 5, of the Standing Orders of the Governing Body.

Composition of Governing Body Committees and various bodies

The Governing Body endorsed the nomination of Mr. Mercier to replace Mrs. Carr on the Governing Body Committees of which she was a member or substitute member.

The Governing Body endorsed the nomination of Mr. Villalobos to replace Mr. Yllanes Ramos in the Committee on Freedom of Association.

The Governing Body also endorsed the nomination of Mr. Baldassini as an additional Worker member of the Working Party on International Labour Standards.

Appointment of a working party on European trade union studies

The Governing Body decided—

(a) to set up a working party with the following composition to discuss the study on Austria:
Government members: Mr. Ozadovski (Ukrainian SSR); Mr. Riikonen (Finland); Mr. Robinson (United Kingdom);

Employer members: Miss Hak; Mr. Lacasa Aso; Mr. Saïd;

Worker members: Mr. Mehta; Mr. Svenningsen; Mr. Zimba;

(b) to provide for a one-day meeting of the working party in connection with the 231st Session of the Governing Body;

(c) to invite Austria to be represented at the working party by one person each from government, employers' and workers' circles;

(d) to maintain the confidential character of the study until the working party had approved its report;

(e) to instruct the working party to report to the Governing Body at its 232nd Session (February–March 1986).

Requests from non-governmental international organisations wishing to be represented at the 71st (1985) Session of the International Labour Conference: First report of the Officers of the Governing Body

The Director-General was authorised—

(a) to invite the 37 organisations listed below to be represented at the 71st (1985) 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 agenda items in which they had stated a special interest;

(b) to inform the organisations concerned that they might nominate one person only for each of the agenda items in respect of which their interest had been recognised by the Selection Committee of the Conference.

Employers' organisation: Federation of European Wholesale and International Trade Associations.

Workers' organisations: African Committee for Trade Union Co-ordination and Action against Apartheid and Colonialism; Arab Federation of Oil, Mining and Chemical Workers; Arab Federation of Printing and Information Workers; Commonwealth Trade Union Council; Federation of Associations and Unions of the International Civil Service; International Confederation of Arab Trade Unions; International Confederation of Public Service Officers; International Federation of Chemical, Energy and General Workers' Unions; International Federation of Commercial, Clerical, Professional and Technical Employees; International Textile, Garment and Leather Workers' Federation; International Transport Workers' Federation; Latin American Central of Workers; Liaison Committee of Engineers, Supervisory and Managerial Staff and Technicians; Permanent Congress of Trade Union Unity of Latin American Workers (CPUSTAL); Public Services International; Trade Unions International of Food, Tobacco, Hotel and Allied Industries' Workers; Trade Unions International of Workers of the Building, Wood and Building Materials Industries; Trade Unions International of Workers in Commerce; Union of European Associations of Bank Employees; World Confederation of Organisations of the Teaching Profession.

Other organisations: Amnesty International; Asbestos International Association; Collegium Ramazzini; European Confederation of Agriculture; European Social Security Institute; International Association against Torture; International Association for Educational and Vocational Guidance; International Association of Labour Inspection; International Commission of Jurists; International Federation of
Women Lawyers; International Round Table for the Advancement of Counselling; United Towns Organisation; World Association of Girl Guides and Girl Scouts; World Association of Women Executives; Women's International Democratic Federation; World Jewish Congress.

Representation presented by the National Trade Union Co-ordinating Council (CNS) of Chile under article 24 of the Constitution alleging non-observance of international labour Conventions Nos. 1, 2, 24, 29, 30, 35, 37, 38 and 111 by Chile.

The Governing Body decided that the representation was receivable, and set up a committee with the following composition to examine it:

**Government member:** Mr. Heldal (Norway);

**Employer member:** Mr. Lacasa Aso;

**Worker member:** Mr. Svenningsen.

**Programme of Meetings**

**Programme for 1985**

**Tenth Asian Regional Conference**

The Governing Body authorised its Officers to approve on its behalf the exact dates and place of the Tenth Asian Regional Conference.

**Programme for 1986**

The Governing Body took note of the information provided in the Office paper, including the fact that, after consulting the Officers of the Governing Body, the Director-General was proposing that the 72nd (1986) Session of the Conference should begin on Wednesday, 4 June and continue until Wednesday, 25 June 1986, thus reverting to the usual practice.

* * *

The Governing Body approved the following programme of meetings for the remainder of 1985 and 1986:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>2-13 September</td>
<td>Joint FAO/ILO/IMO Working Group to Prepare a Document for Guidance on Fishermen's Training and Certification (Second Meeting)</td>
<td>London</td>
</tr>
<tr>
<td>3-10 September</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers</td>
<td>Paris</td>
</tr>
<tr>
<td>9-18 September</td>
<td>Meeting of Experts on Safety and Health in Construction</td>
<td>Geneva</td>
</tr>
<tr>
<td>18-26 September</td>
<td>Forestry and Wood Industries Committee (First Session)</td>
<td>&quot;</td>
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<tr>
<td>30 September–4 October</td>
<td>Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries</td>
<td>&quot;</td>
</tr>
<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
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<tr>
<td>1–4 October</td>
<td>Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation</td>
<td>Geneva</td>
</tr>
<tr>
<td>8–15 October</td>
<td>Joint Meeting on Employment and Conditions of Work in Health and Medical Services</td>
<td>„</td>
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<tr>
<td>15–21 October</td>
<td>Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry</td>
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</tr>
<tr>
<td>1–15 November</td>
<td>231st Session of the Governing Body and its Committees</td>
<td>„</td>
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<tr>
<td>16 November</td>
<td>Meeting of the European members of the Governing Body</td>
<td>„</td>
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<tr>
<td>3–5 December</td>
<td>Panel of the Advisory Committee on Rural Development</td>
<td>„</td>
</tr>
<tr>
<td>4–12 December</td>
<td>Third Tripartite Technical Meeting for the Leather and Footwear Industry</td>
<td>„</td>
</tr>
<tr>
<td>16–20 December</td>
<td>Joint IMO/ILO Committee on Training (Seventh Session)</td>
<td>London</td>
</tr>
<tr>
<td>First fortnight in December</td>
<td>Tenth Asian Regional Conference</td>
<td>To be determined</td>
</tr>
<tr>
<td>1986</td>
<td></td>
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</tr>
<tr>
<td>17 February–6 March</td>
<td>232nd Session of the Governing Body and its Committees</td>
<td>Geneva</td>
</tr>
<tr>
<td>6–19 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>„</td>
</tr>
<tr>
<td>18–26 March</td>
<td>Twelfth Regional Conference of American States Members of the International Labour Organisation</td>
<td>Montreal</td>
</tr>
<tr>
<td>16–24 April</td>
<td>Petroleum Committee (Tenth Session)</td>
<td>Geneva</td>
</tr>
<tr>
<td>22–25 April</td>
<td>Consultative Meeting on a World Training Conference</td>
<td>„</td>
</tr>
<tr>
<td>5–16 May</td>
<td>Preparatory Technical Maritime Conference</td>
<td>„</td>
</tr>
<tr>
<td>26–31 May and immediately after the Conference</td>
<td>233rd Session of the Governing Body and its Committees</td>
<td>„</td>
</tr>
<tr>
<td>4–25 June</td>
<td>72nd Session of the International Labour Conference</td>
<td>„</td>
</tr>
<tr>
<td>16–23 September</td>
<td>Meeting of Experts on the Revision of the ILO Manual of Industrial Radiation Protection</td>
<td>„</td>
</tr>
<tr>
<td>September</td>
<td>Meetings of Experts on the Revision of the Indigenous and Tribal Populations Convention (No. 107)</td>
<td>„</td>
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<tr>
<td>September</td>
<td>Meeting on Settlement of Labour Disputes in the Public Service</td>
<td>„</td>
</tr>
<tr>
<td>30 September–7 October</td>
<td>Meeting of Experts on Occupational Safety and Health and Working Conditions Specifications in Transfer of Technology to Developing Countries</td>
<td>„</td>
</tr>
<tr>
<td>10–21 November</td>
<td>234th Session of the Governing Body and its Committees</td>
<td>„</td>
</tr>
<tr>
<td>November</td>
<td>Meeting on Employment, Structural Adjustment and Equity</td>
<td>„</td>
</tr>
<tr>
<td>3–11 December</td>
<td>Iron and Steel Committee (Eleventh Session)</td>
<td>„</td>
</tr>
<tr>
<td>To be determined</td>
<td>Joint FAO/ILO/IMO Working Group to Prepare a Document for Guidance on Fishermen’s Training and Certification (Third Meeting)</td>
<td>London</td>
</tr>
</tbody>
</table>
Proposed calendar for Industrial Committee-type meetings, 1987–1994

The following calendar was approved in principle. The periods shown span two weeks each—from a Monday to a Friday—within which meetings can be held:

<table>
<thead>
<tr>
<th>1987</th>
<th>1991</th>
</tr>
</thead>
<tbody>
<tr>
<td>19–30 January</td>
<td>21 January–1 February</td>
</tr>
<tr>
<td>30 March–10 April</td>
<td>15–26 April</td>
</tr>
<tr>
<td>21 September–2 October</td>
<td>23 September–4 October</td>
</tr>
<tr>
<td>30 November–10 December</td>
<td>2–13 December</td>
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<table>
<thead>
<tr>
<th>1988</th>
<th>1992</th>
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</thead>
<tbody>
<tr>
<td>18–29 January</td>
<td>20–31 January</td>
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<tr>
<td>11–22 April</td>
<td>30 March–10 April</td>
</tr>
<tr>
<td>19–30 September</td>
<td>21 September–2 October</td>
</tr>
<tr>
<td>5–16 December</td>
<td>30 November–11 December</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>1989</th>
<th>1993</th>
</tr>
</thead>
<tbody>
<tr>
<td>16–27 January</td>
<td>18–29 January</td>
</tr>
<tr>
<td>10–21 April</td>
<td>19–30 April</td>
</tr>
<tr>
<td>18–29 September</td>
<td>20–29 September</td>
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<tr>
<td>4–15 December</td>
<td>6–17 December</td>
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</table>

<table>
<thead>
<tr>
<th>1990</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>22 January–2 February</td>
<td>17–28 January</td>
</tr>
<tr>
<td>7–18 May</td>
<td>18–29 April</td>
</tr>
<tr>
<td>17–28 September</td>
<td>19–30 September</td>
</tr>
<tr>
<td>3–14 December</td>
<td>5–16 December</td>
</tr>
</tbody>
</table>

APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Joint Meeting on Employment and Conditions of Work in Health and Medical Services
(Geneva, 8–15 October 1985)

The Governing Body appointed Mr. Hill (Jamaica) as Chairman of the Joint Meeting.

Panel of the Advisory Committee on Rural Development (Geneva, 3–5 December 1985)

The following delegation was appointed:
Government member: Mr. Albalate Lafita (Spain);
Employer member: Mr. Said;
Worker member: Mr. Mehta; substitute: Mr. Mohamed.

Third Tripartite Technical Meeting for the Leather and Footwear Industry (Geneva, 4–12 December 1985)

The following delegation was appointed:
Government member: Mr. de Carvalho Lopes (Brazil);
Employer member: Mr. Pierides;
Worker member: Mr. Sudono.

Tenth Asian Regional Conference

In addition to its Chairman, the Governing Body appointed the following delegation:
Government member: Mr. Joukov (USSR);
Employer member: Mr. Lindner;
Worker member: Mr. Briki.

Election of the Officers of the Governing Body for 1985–86

The Governing Body elected Mr. Oechslin as its Chairman, Mr. Kebede (Ethiopia) as Government Vice-Chairman and Mr. Muhr as Worker Vice-Chairman for the year 1985–86. It noted that Mr. Lindner would act as spokesman for the Employers' group.
**Official Measures Taken regarding Decisions of the International Labour Conference**

Ratifications and Denunciation 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 denunciation 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, denunciation 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>Australia</td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>10 September 1985</td>
<td>10 September 1986</td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
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<tr>
<td>Cyprus</td>
<td>Termination of Employment Convention, 1982 (No. 158)</td>
<td>5 July 1985</td>
<td>5 July 1986</td>
</tr>
<tr>
<td></td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
<td></td>
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<tr>
<td></td>
<td>Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)</td>
<td></td>
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<tr>
<td>Greece</td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td>31 July 1985</td>
<td>31 July 1986</td>
</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td></td>
<td></td>
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<tr>
<td>Country</td>
<td>Convention</td>
<td>Ratification Date</td>
<td>Compliance Date</td>
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</tr>
<tr>
<td>Iraq</td>
<td>Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)</td>
<td>15 August 1985</td>
<td>6 months after the date of registration of the last of the ratifications meeting the requirements laid down in Article 26, paragraph 2, of the Convention.</td>
</tr>
<tr>
<td>Solomon Islands</td>
<td>Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)</td>
<td>6 August 1985</td>
<td>6 August 1985</td>
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<tr>
<td></td>
<td>Right of Association (Agriculture) Convention, 1921 (No. 11)</td>
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<td></td>
<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></td>
<td>Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)</td>
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<td></td>
<td>Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</td>
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<td></td>
<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>Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)</td>
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<td>Underground Work (Women) Convention, 1935 (No. 45)</td>
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<td>Labour Inspection Convention, 1947 (No. 81)</td>
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<td>Labour Clauses (Public Contracts) Convention, 1949 (No. 94)</td>
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<td></td>
<td>Protection of Wages Convention, 1949 (No. 95)</td>
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<td></td>
<td>Seafarers' Identity Documents Convention, 1958 (No. 108)</td>
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</tbody>
</table>

*Following the admission of the Solomon Islands to the International Labour Organisation, the Government of the Solomon Islands confirmed that it continued to be bound by the obligations formerly entered into on its behalf by the United Kingdom in respect of the above-mentioned Conventions.*
<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></td>
<td>Occupational Safety and Health Convention, 1981 (No. 155)</td>
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<td></td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
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<tr>
<td></td>
<td>Maintenance of Social Security Rights Convention, 1982 (No. 157)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)</td>
<td>13 August 1985</td>
<td>13 August 1986</td>
</tr>
</tbody>
</table>

**II. Denunciation**

United Kingdom  Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)²  25 July 1985  25 July 1986

**III. Declarations**

United Kingdom  Food and Catering (Ships' Crews) Convention, 1946 (No. 68)  9 August 1985  9 August 1985

Applicable without modification: Isle of Man

This declaration supersedes a declaration of decision reserved registered on 22 September 1960.

Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Applicable without modification: Isle of Man  1 July 1985  1 July 1985

Notification of the Coming into Force of the Maintenance of Social Security Rights Convention, 1982 (No. 157)

Article 22 of the Maintenance of Social Security Rights Convention, 1982 (No. 157), adopted by the International Labour Conference at its 68th Session on 21 June 1982, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.
The ratifications by Sweden and Spain were registered by the Director-General of the International Labour Office on 18 April 1984 and 11 September 1985 respectively. The Convention will accordingly come into force on 11 September 1986.

The present notification is made in accordance with the provisions of Article 24 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations.


2 The Government has indicated that this decision has been taken following the consultations required by the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and, in addition, has communicated a note indicating the reasons for this decision in the following terms: "The over-riding concern of the United Kingdom is to maximise employment opportunities, particularly for young people, and in this field flexibility and freedom of action are essential. The terms of the Convention restrict flexibility in this area of vital public concern, and accordingly the Government considers that its provisions are no longer appropriate for the United Kingdom."
Textiles Committee

(Eleventh Session, Geneva, 10–18 October 1984)

CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 82) concerning Security of Employment and Income in the Light of Structural Changes in the Textiles Industry

The Textiles Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 10 to 18 October 1984,
Having discussed the report (Report II) on “Security of Employment and Income in the Light of Structural Changes in the Textiles Industry” which had been prepared by the International Labour Office;
Adopts this eighteenth day of October 1984 the following conclusions:

General considerations

1. Important structural changes are taking place today in the textiles industry in both industrialised and developing countries. In some cases these structural changes have seriously affected employment of textile workers, entailing substantial and lasting reductions in employment in many countries.

2. The causes of structural change vary widely from one country to another. They include technological innovation and changes in the patterns of international trade.

3. For the past decade, structural changes in the textiles industry have occurred in the context of a decline in the rate of economic growth and recession in many countries. This has made adjustments to structural changes and the preservation of employment and income security all the more difficult.

4. Under these circumstances, it is crucially important that vigorous efforts should be made by governments, employers and workers of textile-producing countries to strengthen the viability and competitive vitality of the textiles industry of their respective countries, bearing in mind, in particular, the obligations of the governments concerned to adopt certain social and economic policies under the framework of international trade agreements in textiles to which they are parties.

5. In order to maintain labour standards designed to improve the levels of working and living conditions and to promote sound industrial relations in textile-producing countries, efforts should be made to implement ILO standards, especially 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 Equal Remuneration Convention, 1951 (No. 100), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Termination of Employment Convention, 1982 (No. 158), where ever this has not yet been done.

1 Adopted unanimously.
Information, consultation, negotiation

6. When an enterprise has to take measures to adapt to structural changes, the employer should provide the workers' representatives with information about the situation and consult them about measures to improve the prospects of the undertaking.

7. When, in order to meet the enterprise's difficulties, the employer contemplates the introduction of major changes in production, programme, organisation, structure or technology that may entail substantial changes in jobs and working conditions, or terminations, or both, the employer should consult the workers' representatives as early as possible, so that alternative approaches to the problems of the undertaking can be considered, without precluding the need for negotiating the terms and conditions of such changes.

8. When such changes may entail terminations, all parties should be guided by the provisions of the ILO Termination of Employment Convention (No. 158) and Recommendation (No. 166), 1982.

9. When arrangements for adjustment to structural change include financial and/or other forms of assistance by public authorities at the level of the enterprise, of the industry as a whole, or of certain sections of the industry, the workers' representatives should be informed of and consulted on the means of obtaining such assistance.

10. The purpose of the consultations and any negotiations mentioned in paragraphs 7 and 9 should be to avert or minimise terminations and to mitigate their effects, without prejudice to the efficient operation of the undertaking, by appropriate methods such as those mentioned in paragraphs 12–23 of this document.

11. Governments should, in accordance with national law and practice, encourage consultations and negotiations as mentioned in paragraphs 6, 7 and 9.

Measures to enhance employment security at the enterprise level

12. When structural change endangers the continued full operation of the enterprise and some or all of its jobs, the employer and workers have a common interest in attempting to reinforce the undertaking's economic strength as the base of employment security.

13. Such attempts should, to the greatest extent possible, seek to increase the firm's revenue in various ways including, for instance, diversification within or outside the textiles industry or specialisation of its product range. To the extent that these measures are successful, workers should be entitled to a fair share in their results.

14. To the extent that restoring the enterprise's viability depends on cost reduction, the employer and workers have a common interest in improving the undertaking's productivity. The introduction, for this purpose, of new equipment, processes, organisation and conditions of work should provide for information to and consultation with workers' representatives leading, where considered necessary by the parties, to negotiations on the optimum level of employment and income consistent with the continued efficient operation of the undertaking.

15. In order to avert or minimise termination of employment, there should be negotiation, where this is considered necessary by the parties concerned, on all appropriate arrangements of work and working time of workers and machines as well as internal redeployment of personnel, which are compatible with the economic and technological requirements of the enterprise. In this connection, regard should be given to the workers' earnings.

The role of the public authorities

16. The role of the public authorities in individual countries varies according to their political and social systems, the extent of participation of the public authorities in the ownership of the textiles industry, where such participation exists, and the effectiveness of collective bargaining. A common feature of all cases is that financial or other appropriate intervention by the public authorities should be considered only if its perceived advantages exceed its perceived costs; however, the perception of advantages and costs itself will differ from case to case.

17. Relevant action of the public authorities should normally be taken at the national and industry level, in the light of their responsibilities for overall economic and social policies,
including their concern with international trade and their role in fulfilling the objectives of international trade agreements in textiles to which they are parties. At each level of decision, there should be consultation regarding action contemplated by public authorities with appropriate representatives of employers and workers, so that alternative approaches can be attained.

18. In countries whose textiles industry is adversely affected by international competition, action by the public authorities should include measures to encourage enterprises that are less competitive to consider moving into other lines of production or into other sectors of the economy. Government action may also include financial and technical assistance to the restructuring of individual enterprises, especially small- and medium-sized enterprises and, for instance, to research and development for the benefit of the industry as a whole. However, such aid and assistance should not have the effect of distorting competition.

19. With regard to redundancies arising from structural change, the government should normally provide employment market services to facilitate the re-engagement of workers either within or outside the textile industry and financial aid to facilitate their relocation and retraining if necessary. It may also supplement existing financial benefits for workers with a view to facilitating early retirement, appropriate arrangements of work and working time of workers and unavoidable terminations of employment. Where workers' organisations are weak or non-existent it is particularly important that the government, in accordance with national law and practice, should set minimum standards of employment and income security.

**Workforce reduction**

20. When, as a result of structural changes, an enterprise must reduce its workforce, and if termination of employment or temporary lay-offs are inevitable as a means of achieving the workforce reduction, the selection by the employer of workers to be affected by these measures should be made according to criteria established wherever possible in advance, having regard to Paragraph 23 of the ILO Termination of Employment Recommendation, 1982 (No. 166).

21. When an employer contemplates terminations of employment or temporary lay-offs as a means of workforce reduction, he should—

(i) give the workers affected by these measures a reasonable period of notice or compensation in lieu thereof;

(ii) provide the workers' representatives concerned in good time with relevant information including the reasons for the terminations or lay-offs contemplated and the criteria applied for the selection of the workers affected;

(iii) give, in accordance with national law and practice, the workers' representatives concerned, as early as possible, an opportunity for consultation on the application of the criteria mentioned in (ii) above, as well as measures to mitigate the adverse effects of the terminations or lay-offs; and

(iv) notify, in accordance with national law and practice, the competent authority as early as possible, giving relevant information, including a written statement of the reasons for the terminations or lay-offs, the number and categories of workers likely to be affected and the period over which the terminations or lay-offs are intended to be carried out;

(v) assist, if possible and where necessary, the workers affected in the search for suitable alternative employment, for example through direct contacts with other employers.

22. Workers whose employment has been terminated for reasons of an economic, technological, structural or similar nature should in accordance with national law and practice be provided with adequate severance allowances or unemployment benefits or a combination of both, as appropriate.

**Future ILO action**

23. The ILO should expand its programme for assistance in the development of small-scale enterprises in developing countries to include strengthening of small-scale enterprises in the textiles industry affected by structural change by way of appropriate management training and development. The ILO should seek to introduce additional systems of monitoring in relation to such programmes.
24. The ILO should also give special attention in its training programmes for developing countries to the needs for improved training methodologies for the training of workers in the textiles industry, the production of training material for this purpose, and assistance in the setting up of training schemes and courses. The services of the ILO’s Turin Centre should be used to the fullest extent in such activities. The ILO should seek to introduce additional systems of monitoring in relation to such programmes.

Conclusions (No. 83) concerning Occupational Safety and Health in the Textiles Industry¹

The Textiles Committee of the International Labour Organisation,

Having met in Geneva, in its Eleventh Session, from 10 to 18 October 1984,

Having considered the report (Report III) on “Occupational safety and health in the textiles industry”, which had been prepared by the International Labour Office;

Adopts, this eighteenth day of October 1984, the following conclusions:

General considerations

1. Considerable success has been achieved in the textiles industry in the field of prevention of occupational hazards and diseases. While modern techniques and new processes introduced into the workplace have eliminated or reduced certain hazards and increased and/or improved productivity, they also have sometimes created or increased other hazards. In the latter cases, appropriate preventive measures should be identified and implemented.

2. According to national practice, joint action by employers and workers and collective bargaining have an important role in implementing occupational safety and health standards in so far as they complement and make more precise effective standard-setting and enforcement machinery. Employers and workers at the level of the enterprise should develop a system for ensuring compliance with standards in order to supplement the compliance capabilities.

3. In certain countries older machinery is commonly used in the textiles industry. The cost-effectiveness of adapting such machinery to comply with minimum standards of safety and to minimise, as far as feasible, noise and dust emissions, as compared with replacing them with modern and safer ones, should be considered by investors.

4. Technological developments in the textiles industry leading to modernisation and automation are causing increased productivity as well as in some cases improved safety and health at work. However, the new technologies may create new hazards and may possibly decrease employment opportunities in the industry.

5. Improved facilities for pre-employment medical examination and periodic health surveillance of workers (with appropriate safeguards), mechanisms for greater exchange of information on chemical and physical hazards, and better training of workers in occupational safety and health for active participation and co-operation in promoting safety and health in the textiles industry are amongst the more important areas requiring attention. Governments and employers should therefore take steps to provide such improved facilities.

6. The revision or establishment of international standards and the promotion of the application of Conventions and Recommendations and codes of practice are important elements in increasing protection in the textiles industry. However, timely preparation and immediate distribution of practical guidelines that could be of use in formulating and implementing rules and regulations at the enterprise level are equally important and every effort should be made by all concerned in carrying out these activities.

Prevention of occupational exposure and risks

7. The prevalence of byssinosis in the textiles industry is a major concern in most countries throughout the world. As research studies, so far, have not been able to attribute the occurrence

¹ Adopted unanimously.
of this lung disease to a single causative agent contained in cotton dust, dust control measures should be further improved to minimise airborne dust concentrations in the working environment, particularly in areas where raw cotton is being processed. Further research should be encouraged to identify the causative agents.

8. Improved methods of mechanical harvesting, better storage of raw cotton to prevent fungal contamination and the application of effective engineering and environmental control measures have been known to reduce the incidence of byssinosis. The use of textile machines incorporating dust exhaust ventilation systems should be encouraged to ensure more efficient means of control.

9. While the accident pattern is similar and the frequency of accidents in the textiles industry may be lower than in other industries, the predominance of textiles industries, particularly in developing countries, tends to expose untrained and unskilled workers to the risk of accident. The situation is more severe due to the relative preponderance of antiquated machinery and the likelihood that this may be a worker's first work experience. Adequate training of new-comers, retraining and continuous training of all workers in safe practices is of cardinal importance.

10. Continuous long hours of work resulting in fatigue increase the accident potential. Work organisation should, wherever possible, aim at gradual reduction of long hours of work, particularly during the night shift, in order to contribute to improved accident prevention.

11. A certain number of textile workers may be exposed to high levels of noise causing hearing loss and other non-aural health impairment. Furthermore, noise interferes with perception of acoustic warning and alarm signals and makes verbal communication difficult or impossible, and this in turn affects work performance and safety. The following measures should be considered in order to protect workers against exposure to noise in the textiles industry:
   — comprehensive plans for improving the acoustic environment, as a component of the national and enterprise level occupational safety and health programmes, with tripartite participation, should be initiated and implemented;
   — international activities for standardisation of occupational exposure limits to noise and emission of noise from textiles machinery should be encouraged;
   — designers and producers of textiles machinery should be encouraged to decrease progressively the noise emission of newly manufactured machinery;
   — the design of textile plants and construction materials used should contribute to the suppression of noise;
   — where engineering control measures are inadequate the use of personal protective equipment in noisy workplaces should be encouraged through active programmes of hearing conservation;
   — pre-employment and periodic medical examinations should be provided for workers exposed to excessive noise levels and appropriate preventive and curative measures taken at signs of early health impairment.

12. Occupational exposure limits should not be regarded as a dividing line between safe and unsafe exposure. Hence, there should be a continuous effort by the employers, with the cooperation of the workers, to reduce exposure to airborne toxic substances and physical agents.

13. There is a need for internationally agreed testing methods for prediction of long-term toxicity and delayed effects of new chemicals used in the textiles industry, as well as internationally standardised labelling of toxic chemicals in the language of the user country.

14. Search for substitutes for toxic chemicals used in the textiles industry should be promoted and workers should be kept fully informed of the hazards of substances used and of measures for prevention of harmful exposure. The use of toxic chemicals should be eliminated where feasible.

15. Countries which do not have a list of standards of exposure limits should be encouraged to adopt one based on already published lists of standards and on a priority basis with regard to the textiles industry. These steps would assist in preventing the import of hazardous industrial processes to those countries from countries where stringent regulations prohibit the operation of such processes.
Other measures for improving the working environment

16. At the enterprise level, the most beneficial conditions of work should be identified and implemented in co-operation between employers and workers, with due consideration to the application of ergonomic principles, organisation of work, distribution of work, speed of work, workload and shift work in order to decrease adverse health effects and monotony.

17. In instances where night work may be necessary for technological or economic reasons, employers should make every possible effort to restrict night work because of its detrimental effects on normal social life and its possible adverse health effects.

18. Certain conditions of work in the textiles industry have been acknowledged to make some groups of workers, such as young workers, pregnant women, mothers who are breastfeeding babies and males or females of fertile age more susceptible to health hazards than other groups of workers. Child workers are the most vulnerable. Protection of the health of vulnerable groups may require the application of special means of statutory protection, such as application of age limits, maximum permissible weights which may be carried or prohibition of employment in certain classified work processes or exposure to chemicals exhibiting genetic effects.

19. All workers should be adequately trained in safe working practices and their health should be subject to appropriate supervision on a regular basis.

20. Account should be taken both of the potential benefits of changing technology and of the potential risks. Changing technology in the textiles industry tends to reduce manual tasks on the one hand, but could introduce other work stresses and even the threat of diminishing employment opportunities.

21. Wherever substantive technological changes are to be introduced these should lead to communication between employers and workers according to national legislation, collective bargaining agreements or national practice in order to facilitate a smooth transition.

Developing countries

22. Some developing countries cannot afford improved technology and are compelled to live with older machinery and processes, some of which are unsafe. This situation should be corrected by prohibiting the import or export of machinery which does not meet internationally recognised safety standards.

23. The workers in small-scale enterprises face special problems, particularly in developing countries. They are usually unorganised and may not be covered under statutory occupational safety and health provisions. Considering the magnitude of the labour force employed in the textiles industry in the developing countries, those member States should take appropriate measures to afford full protection to these workers against occupational hazards and excessive hours of work.

24. Developing countries are particularly constrained by the dearth of health-care facilities in case of occupational injury or illness. Noting the preponderance of the textiles industry in developing countries, the national authorities should consider utilising public resources to improve the health-care facilities at present available to the workers.

The role of governments, employers, workers and their organisations

25. The member States should take steps to implement the provisions of the international standards to improve the working environment in the textiles industry. Action to ratify the ILO Guarding of Machinery Convention, 1963 (No. 119), the Occupational Cancer Convention, 1974 (No. 139), the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), and the Occupational Safety and Health Convention, 1981 (No. 155), should be actively pursued. The Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), should also be ratified by member States.

26. Member States should make the enforcement machinery more effective in order to ensure the application of safety and health standards in all textile factories. Adequate training
should be provided for official inspectors to enable them to play an advisory and promotional role in addition to their enforcement obligations.

27. In accordance with national practice, legislation should provide for and encourage the establishment of safety and health committees in which representatives of employers' and workers' organisations take part. Adequate training, guidance and advice should be provided for members of these committees by the national authorities, institutions, research organisations, technical assistance organisations and employer and labour organisations to enable them to play an active role in promoting safety and health in the textiles industry by, among other things, identifying potential hazards and taking appropriate preventive measures, training and educating workers in safe practices and other promotional activities.

28. Governments should, in consultation with the social partners and other interested bodies, establish national policies, legislation and standards on occupational safety and health in tripartite consultation, and ensure their application and enforcement with regard to the textiles industry. Governments in co-operation with employers' and workers' organisations should consider the long-term environmental impact resulting from activities of the textiles industry.

29. Application of the principles laid down in the ILO Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164), 1981, will ensure:

(a) the establishment of national policies on occupational safety and health, in consultation with the most representative organisations of employers and workers (this is a responsibility of governments);

(b) promulgation of national occupational safety and health standards and action at national level with regard to enforcement of standards during design and construction of undertakings; determination of prohibition or limitation of exposure to hazardous substances or agents; application of procedures for notification of occupational accidents and diseases by employers; application of safety and health standards by the designers, manufacturers, exporters and importers of equipment and machinery; and co-ordination of national activities on safety and health at work (this is also a government responsibility); and

(c) action at the level of the undertaking:

(i) by the employers with regard to safety of equipment and processes, protection of workers against injury at work, and occupational health services or similar facilities; and

(ii) by the workers and their representatives to co-operate with the employers in the fulfilment of the above-stated obligations placed upon the latter. Such co-operation should include the right of a worker to report forthwith to his immediate supervisor situations where imminent dangers to life and health are believed to exist and the remedial action needed to be taken by the employer before the worker is required to resume work as laid down in Articles 13 and 19 (f) of the Occupational Safety and Health Convention, 1981 (No. 155).

Only four countries having so far ratified Convention No. 155, there is an urgent need for member States to give due consideration to its early ratification.

30. Training is a vital element in promoting safety and health in the textiles industry and is required at all levels including, for example, national planners; senior managers and technical specialists in industry; supervisors and foremen; workers and their representatives; recognised official and professional inspectors; occupational safety and health specialists; and more particularly employers in small-scale enterprises; and even the self-employed worker. Appropriate measures should be taken by the national authorities and by employers' and workers' organisations to ensure that required training is provided at all levels.

Future ILO action

31. Setting international standards remains a key means of ILO action for protecting workers and improving the working environment. The ILO should also pay special attention to promoting the ratification and implementation of already existing instruments by member States, in particular the Occupational Safety and Health Convention, 1981 (No. 155), as regards the textiles industry. ILO activities should include support for national, regional and
international tripartite meetings directed at increasing awareness and preparation and dissemination of explanatory notes on key provisions of the Conventions.

32. The existing systems of reporting occupational injuries in different countries have demonstrated the difficulties encountered in establishing a comparable review of the situation in the textiles industries throughout the world. The ILO should endeavour to achieve an international comparable basis for registration and notification of occupational accidents and diseases that would help national authorities to identify and analyse occupational risks, classified by cause, sex and age, and afford protection.

33. The ILO should attempt to identify the safety and health problems of developing countries, especially with respect to the negative effects of transfer of technology. Tripartite national symposia should be encouraged and supported on a more regular basis.

34. The ILO should publish and disseminate practical guides and information at least in the official languages of the ILO that would be of immediate benefit to the employers, workers and their representatives to improve safety and health in the textiles industry. These include practical guides on application of ergonomics and the use of anthropometric data in the design of equipment and organisation of work; a system of checklists for safety at work, starting from simple ones for practical application on the shop floor by the workers and extending to more detailed ones for promoting a system of self-inspection to maintain and improve safe and healthy working conditions.

35. Certain workers in the textiles industry continue to be exposed to toxic chemicals and carcinogenic substances. Until such exposures are eliminated, and harmless or less harmful substitutes found, the ILO should continue to give attention to the preparation and dissemination of information on hazards and means of protection to those directly concerned, such as workers, employers and their organisations, and the inspectorate. The International Occupational Safety and Health Information Centre (CIS) or the International Occupational Safety and Health Hazard Alert System should be used for this purpose. The practical content of such information should be directly usable by the receivers to improve safety and health.

36. The ILO should further promote its technical co-operation activities for strengthening the capabilities of national occupational safety and health institutions, more specifically in developing countries.

Resolution (No. 84) concerning the Publication in Spanish of the Reports of the Textiles Committee

The Textiles Committee of the International Labour Office, Having met in Geneva in its Eleventh Session from 10 to 18 October 1984, Considering that more than 300 million people in more than 20 countries throughout the world speak Spanish, and that, moreover, most of those countries were founder Members of the International Labour Organisation in 1919, Considering that six countries attending the session use Spanish as a working language, Considering further that the publication of the reports of the Committee in Spanish would ensure greater universality as well as a better participation by the Government, Employers' and Workers' delegates attending the session who use that language; Adopts this eighteenth day of October 1984 the following resolution:

The Textiles Committee urges the Governing Body of the International Labour Office to allocate the necessary funds in the budget of the Organisation for the publication of the reports in Spanish at forthcoming sessions of the Textiles Committee.

Resolution (No. 85) 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 Eleventh Session from 10 to 18 October 1984,

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1 Adopted by consensus.
2 Adopted unanimously.
Considering the rapid economic and social developments which are taking place in the textiles industry and the need for the ILO Textiles Committee to meet more frequently in order to discuss these developments in a tripartite framework,

Considering the importance of the textiles industry for balanced world development, which makes it necessary for the ILO to strengthen its activities in the field of this industry;

Adopts this eighteenth day of October 1984 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 intervals, in any case not longer than four years between each session and the next one, and if not to include in its Programme and Budget proposals for the holding of small tripartite meetings which should deal with specific problems arising in the textiles industry;

(2) to consider the possibility of including the following subjects as technical items in the agenda of the Twelfth Session of the Committee:
   (a) working conditions in the textiles industry in the light of technological changes;
   (b) vocational training and retraining in the textiles industry;

(3) to request the Director-General to expand the ILO's training activities for textile workers, in particular in the field of training methodologies and materials.

Resolution (No. 86) concerning Multinational Enterprises in the Textiles Industry

The Textiles Committee of the International Labour Organisation,

Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,

Considering that in 1977 the ILO Governing Body adopted the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,

Noting that, since the Tenth Session of the Textiles Committee in 1978, multinational enterprises have expanded their activities,

Considering that in some developing countries the multinational enterprises are active in the production and trade of wool, cotton and other raw textile materials and products,

Welcoming the ILO's research activities regarding multinational enterprises in the textiles industry,

Considering the need for the ILO to continue to analyse and publicise developments concerning MNEs in the textiles industry and the social consequences of their activities;

Adopts this eighteenth day of October 1984 the following resolution:

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

(1) to urge the governments of ILO member States to give effect to the provisions of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;

(2) to request the Director-General to continue the ILO's action for the promotion and the full implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and to report to the Textiles Committee at its next session on the application of the Declaration in the textiles industry.

Resolution (No. 87) concerning Free Trade Zones and the Textiles Industry

The Textiles Committee of the International Labour Organisation,

Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,

Considering that the textiles industry constitutes a sizeable part of the investments in Free Trade Zones (FTZs),

Recognising that major incentives granted by various governments to investors in Free Trade Zones are financial, fiscal and economic in character,

1 Adopted unanimously.
2 Adopted by consensus.
Recognising also that cost factors are often a major attraction for investors;
Adopts this eighteenth day of October 1984 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office to request the Director-General:
(1) to devote attention in the context of the ILO's research and information activities to the identification and publication of the special problems and conditions of workers employed in FTZs;
(2) to promote the full application in FTZs of relevant ILO Conventions and of the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;
(3) to convene as soon as practicable a tripartite seminar dealing with the problems of workers employed in FTZs;
(4) to devote attention to the problems with which workers in FTZs may be confronted in his general report for the next session of the Textiles Committee, subject to the provisions contained in paragraph 14, subparagraph (c), of the text entitled "Purposes and Functions of Industrial and Analogous Committees".

Resolution (No. 88) concerning Technological Change in the Textiles Industry¹

The Textiles Committee of the International Labour Organisation,
Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,
Considering that in the last decade the pace of technological change in the textiles industry has accelerated,
Recognising that the need to protect workers from the health and safety hazards of the workplace has also speeded up the utilisation of safer, quieter, cleaner and more productive technologies,
Considering that the increasing pace of technological change has social consequences,
Stressing that governments and employers' and workers' organisations share a heavy responsibility in order to improve employment, wages and working conditions,
Taking into account the fact that the two subcommittees of the session include in their conclusions provisions concerning the implications of technological change for occupational safety and health, security of employment and income,
Noting the adoption by the International Labour Conference of the Employment Policy Convention, 1964 (No. 122), and the Employment Policy Recommendation, 1984 (No. 169);
Adopts this eighteenth day of October 1984 the following resolution:
The Textiles Committee invites the Governing Body of the International Labour Office to call upon the governments of the ILO member States to adopt policies and, where appropriate, plans that will further full employment, encourage worker training and retraining in the textile industry and provide adequate financial support to the workers concerned.

Resolution (No. 89) concerning Equal Pay for Work of Equal Value²

The Textiles Committee of the International Labour Organisation,
Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,
Emphasising the universally recognised principle of equal pay for work of equal value as laid down in the Equal Remuneration Convention, 1951 (No. 100),
Considering the steadily increasing number of women employed in the textiles industry,
Recognising that, despite some progress achieved in a number of countries with respect to the application of the principle of equal pay for work of equal value, women workers are often still subject to discrimination and lower wages than their male colleagues;

¹ Adopted by consensus.
² Adopted unanimously.
Adopts this eighteenth day of October 1984 the following resolution:

The Textiles Committee invites the Governing Body of the International Labour Office to call upon all ILO member States to ratify Convention No. 100 and to ensure its full application in practice.

**Resolution (No. 90) concerning Migrant Workers**

The Textiles Committee of the International Labour Organisation,
Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,
Emphasising the fact that in many countries the textile industry employs a great number of migrant workers;
Adopts this eighteenth day of October 1984 the following resolution:

The Textiles Committee requests the Governing Body of the International Labour Office to appeal to member States to conclude international agreements aimed at the regulation and protection of the interests of migrant workers and to ratify and respect all relevant ILO Conventions relating to the right to equality of treatment.

**Resolution (No. 91) concerning Youth and Children in the Textiles Industry**

The Textiles Committee of the International Labour Organisation,
Having met in Geneva in its Eleventh Session from 10 to 18 October 1984,
Noting that in the textiles industry in a number of countries unemployment among young people is growing more rapidly than that of other categories,
Noting that young people are being more seriously hit by unemployment and are not being guaranteed vocational training, which results in a lack of prospects for their situation and their development in general,
Considering the importance of the participation of young people in the development of the textiles industry, as well as the responsibility of the ILO concerning unemployment among young people,
Recalling that the International Labour Conference at its 69th Session in June 1983 welcomed resolution No. 34/151 of 1979 and resolution No. 35/126 of 1980, adopted by the United Nations General Assembly, which declared 1985 as International Youth Year,
Recalling also resolution No. 36/28 of 1981 in which the General Assembly approved a specific programme of measures and activities to be implemented before International Youth Year,
Considering that these measures are not being sufficiently implemented, particularly in the textiles industry;
Adopts this eighteenth day of October 1984 the following resolution:

The Textiles Committee recommends the Governing Body of the International Labour Office to invite member States:

1. to promote the implementation of the ILO resolution concerning youth employment adopted at the 64th Session of the International Labour Conference in June 1978;
2. to ensure the adoption of standards regarding vocational training of young people in the light of technological developments and to increase funds for the improvement of the living standards of young people in the cultural, social and educational fields;
3. to guarantee to young people access to education at all levels, encourage the creation of employment, and in particular facilitate access to their first job after finishing school;
4. to ensure vocational training facilitating access to all professions in the textiles industry, taking into account new technologies;

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1 Adopted unanimously.
(5) to create vocational guidance centres with an active participation of employers' and workers' organisations, which may call on other relevant institutions where necessary;
(6) to ratify and implement the Minimum Age Convention, 1973 (No. 138).

Classification of the Conclusions and Resolutions Adopted by the Textiles Committee at Its Ten 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).
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).

1 Adopted unanimously.

2 The following conclusions and resolutions were declared at previous sessions to be outdated or to 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. 71 Conclusions concerning training requirements in the textiles industry in the light of changes in the occupational structure (Tenth Session).

No. 72 Conclusions concerning conditions of work in the textiles industry, including problems related to organisation of work (Tenth Session).

No. 74 Resolution concerning employment and working conditions in the textiles industry (paragraph 1) (Tenth Session).

No. 75 Resolution concerning implementation of the conclusions and resolutions adopted at the previous sessions of the Textiles Committee (paragraph 1) (Tenth Session).

No. 76 Resolution concerning carcinogenic substances in the textiles industry (Tenth Session).

No. 77 Resolution concerning trade union rights and the right to organise and to bargain collectively in the textiles industry (paragraph 2) (Tenth Session).

No. 79 Resolution concerning statistical data for the textiles industry (paragraph (a)) (Tenth Session).

No. 81 Resolution concerning working mothers employed in the textiles industry (paragraph 1) (Tenth 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

No. 73 Resolution concerning the future work of the ILO in the field of the textiles industry (paragraph 2) (Tenth Session).

No. 77 Resolution concerning trade union rights and the right to organise and to bargain collectively in the textiles industry (paragraph 3) (Tenth Session).

No. 78 Resolution concerning multinational enterprises in the textiles industry (paragraph 3) (Tenth Session).

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).

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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).

No. 71 Conclusions concerning training requirements in the textiles industry in the light of changes in the occupational structure (paragraphs 36–38) (Tenth Session).

No. 73 Resolution concerning the future work of the ILO in the field of the textiles industry (paragraphs 3–5) (Tenth Session).

No. 74 Resolution concerning employment and working conditions in the textiles industry (Tenth Session).

No. 75 Resolution concerning implementation of the conclusions and resolutions adopted at the previous sessions of the Textiles Committee (paragraph 2) (Tenth Session).

No. 76 Resolution concerning carcinogenic substances in the textiles industry (Tenth Session).

No. 77 Resolution concerning trade union rights and the right to organise and to bargain collectively in the textiles industry (paragraphs 1, 2 and 4) (Tenth Session).

No. 78 Resolution concerning multinational enterprises in the textiles industry (paragraphs 1 and 2) (Tenth Session).

No. 79 Resolution concerning statistical data for the textiles industry (Tenth Session).

No. 80 Resolution concerning industrial home work (Tenth Session).

No. 81 Resolution concerning working mothers employed in the textiles industry (Tenth Session).
Joint Committee for Postal and Telecommunications Services

(First Session, Geneva, 27 November–5 December 1984)

RESOLUTIONS AND CONCLUSIONS ADOPTED

Resolution (No. 1) concerning Working Hours in Postal and Telecommunications Services

The Joint Committee for Postal and Telecommunications Services,

Having met in Geneva in its First Session from 27 November to 5 December 1984,

Noting that the nature, organisation and public demand for postal and telecommunications services make it necessary for certain services to be provided 24 hours per day and seven days per week,

Considering that this requires some postal and telecommunications employees to work hours that are extremely variable and frequently include substantial periods of night or shift work,

Noting also that the rapid introduction of technological changes in postal and telecommunications services creates particular concern about future levels of employment and that the changing nature of work available will oblige the workers affected to adapt themselves to different skill requirements and working conditions,

Considering that a reduction in working hours could be one means of allowing workers to share in the benefits of the introduction of new technology and higher productivity;

Adopts this fifth day of December 1984 the following resolution:

The Joint Committee for Postal and Telecommunications Services invites the Governing Body of the International Labour Office:

(1) to urge member States and employers' and workers' organisations to consider measures which would allow for the reduction of all forms of working time, by agreement between the parties;

(2) to include in the agenda of the next meeting of the Joint Committee on Postal and Telecommunications Services a comprehensive report on the question of working time in postal and telecommunications services.

Resolution (No. 2) concerning Freedom of Association and the Right to Collective Bargaining in Postal and Telecommunications Services

The Joint Committee for Postal and Telecommunications Services,

Having met in Geneva in its First Session from 27 November to 5 December 1984,

Considering that the promotion and protection of the rights of freedom of association and collective bargaining are fundamental aims of the ILO,

Noting with grave concern that in some countries postal and telecommunications workers are denied these rights and that in other countries these rights are restricted,

Reaffirming that the principles of the right to organise and bargain collectively, as enshrined in the Conventions of the International Labour Organisation, apply to all workers and therefore to all postal and telecommunications workers,

Emphasising the important role which the International Labour Organisation has played, and must continue to play, in the protection and promotion of trade union rights;
Adopts this fifth day of December 1984 the following resolution:
The Joint Committee for Postal and Telecommunications Services invites the Governing Body of the International Labour Office:

(1) to call upon member States to take steps with a view to ratifying and effectively applying to postal and telecommunications workers 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), and the Labour Relations (Public Service) Convention, 1978 (No. 151);

(2) to urge the Director-General to make every effort and to use his good offices to promote and encourage the protection of freedom of association and the right to organise and to bargain collectively.

Resolution (No. 3) concerning Technological Changes in Postal and Telecommunications Services

The Joint Committee for Postal and Telecommunications Services,
Having met in Geneva in its First Session from 27 November to 5 December 1984,
Recalling that the Joint Meeting on Conditions of Work and Employment in Postal and Telecommunications Services, convened by the Governing Body of the ILO in March 1977, adopted conclusions on the effects of technological changes on conditions of work and employment in postal and telecommunications services,
Reaffirming that mechanisation and the introduction of new technologies in postal and telecommunications services should be pursued in order that they benefit workers, minimise the costs of services to the public and improve their quality and range,
Considering that, if implemented, the conclusions of the Joint Meeting would serve to increase the efficiency and effectiveness of services, provide users with the best possible services and, at the same time, ensure that after negotiations with workers' organisations full account is taken of the consequences of change for workers, its impact on job security, career prospects and general working conditions,
Considering that, to this end, methods and procedures for consultation and negotiations on all the aspects of working and employment conditions affected by technological change should be agreed between the workers' organisations and employers concerned: the objective of such procedures should be to enable employees to exert an influence on the introduction of major technological change and therefore their representatives should be consulted and employees informed, at the preparatory stage, regarding proposals and their effects; in this regard, ongoing consultations should take place at all appropriate levels and on all relevant aspects of change and they should be based on equal access to information,
Noting that since the Joint Meeting in 1977 the rapid introduction of technological changes in postal and telecommunications services has continued and that it is one of the influences leading to important structural changes in the sector,
Recognising that in the past the effect of these developments has been felt first and most strongly in the industrialised countries,
Considering that the changes now taking place have a significant impact also on developing countries and could have important repercussions for economic and social development,
Noting therefore that technological changes are affecting ever greater numbers of postal and telecommunications workers and give rise to serious concern about levels of employment and job security, conditions of work, work skills, career prospects and other aspects of work and employment;
Adopts this fifth day of December 1984 the following resolution:
The Joint Committee for Postal and Telecommunications Services invites the Governing Body of the International Labour Office:

(1) to draw to the special attention of all member States the conclusions of the Joint Meeting on Conditions of Work and Employment in Postal and Telecommunications Services held
in 1977, and to request them to take fully into account these conclusions whenever technological changes are introduced into their postal and telecommunications services;

(2) to ensure that the ILO keeps under constant review the effects which technological changes introduced in postal and telecommunications services have on the conditions of work and employment of postal and telecommunications employees;

(3) to put on the agenda of the next session of the Joint Committee for Postal and Telecommunications Services the subject of technological change in postal and telecommunications services, and to include in the report on this item a review of the actions taken to apply the conclusions of the 1977 Joint Meeting referred to above.

Resolution (No. 4) concerning Women and Workers with Family Responsibilities Employed in Postal and Telecommunications Services

The Joint Committee for Postal and Telecommunications Services,

Having met in Geneva in its First Session from 27 November to 5 December 1984,

Noting that the Declaration of Philadelphia, 1944, concerning the Aims and Purposes of the International Labour Organisation recognises that “all human beings, irrespective of race, creed or sex, have the right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity” and that since then the ILO and numerous other organisations, including the United Nations, have adopted international instruments concerning equality of opportunity for men and women,

Recalling that the 67th Session of the International Labour Conference, in 1981, adopted the Workers with Family Responsibilities Convention (No. 156) which stresses, in particular, that to guarantee such equality, each member State should aim to enable persons with family responsibilities, who are engaged or wish to engage in employment, to exercise their right to do so without being subject to discrimination and without conflict between their employment and family responsibilities,

Recalling that the Third Session of the Joint Committee on the Public Service (Geneva, 1983) adopted Conclusions (No. 8) concerning the situation of women in the public service,

Stressing that in most countries postal and telecommunications services employ a large number of women and in certain countries they are even in a majority,

Noting that even if the principle of equality between men and women is recognised in postal and telecommunications services in most countries, women are in reality too often subject to discrimination from the time of their recruitment, and frequently find themselves confined to lower paid jobs,

Noting that the growing unemployment resulting from the present economic crisis particularly affects women,

Considering also that many women working in postal and telecommunications services encounter serious difficulties in reconciling their family and employment responsibilities;

Adopts this fifth day of December 1984 the following resolution:

The Joint Committee for Postal and Telecommunications Services invites the Governing Body of the International Labour Office to appeal to member States to take measures with the aim of guaranteeing equal rights for men and women in employment in postal and telecommunications services. These measures should include:

— the elimination in all aspects of employment of discrimination based on sex;
— the application of the principle of “equal pay for work of equal value”;
— the granting to women of the same opportunity as men to hold all jobs in postal and telecommunications services;
— access to crèches, nurseries, pre-school centres, etc., to allow postal and telecommunications workers with family responsibilities to reconcile these responsibilities with their employment responsibilities and aspirations;

— the granting of parental leave and the obligation of the postal and telecommunications service, as an employer, to guarantee re-employment at the end of such leave and the provision of all the means and facilities necessary to return to employment.
Resolution (No. 5) concerning Youth Unemployment

The Joint Committee for Postal and Telecommunications Services,
Having met in Geneva in its First Session from 27 November to 5 December 1984,
Stressing the importance of the participation of young workers in the development of postal and telecommunications services,
Stressing the importance of postal and telecommunications services as one of the major employers in each country,
Declaring that unemployment constitutes a waste of precious human resources and that it is socially damaging,
Noting therefore that unemployment is unacceptable and that it has now reached alarming levels in numerous countries,
Reaffirming that full employment should be a high priority of all governments,
Emphasising that young people are one of the categories most affected by unemployment and that this has serious consequences for them,
Recalling that the 69th Session of the International Labour Conference (1983) supported the resolution of the United Nations (No. 35/126 of 1980) proclaiming 1985 International Youth Year, and the fact that the ILO Governing Body has included an item on youth on the agenda of the 1986 Session of the International Labour Conference;
Adopts this fifth day of December 1984 the following resolution:
The Joint Committee for Postal and Telecommunications Services invites the Governing Body of the International Labour Office:
— to encourage the competent authorities especially concerned with postal and telecommunications services to take whatever steps possible to reduce youth unemployment,
— to take note of the interest and concern of the Committee regarding this issue.

Resolution (No. 6) concerning the ILO’s Activities in the Field of Posts and Telecommunications

The Joint Committee for Postal and Telecommunications Services,
Having met in Geneva in its First Session from 27 November to 5 December 1984,
Welcoming the holding of this first session of the Joint Committee concerning questions relating to posts and telecommunications, following a recommendation by the Joint Committee on the Public Service,
Emphasising that the postal and telecommunications services in each country constitute one of the largest employers of labour, one of the largest investors and one of the largest customers of industry,
Recalling that as a result the postal and telecommunications services are a vital element in the economic and social infrastructure of society and that they have a substantial influence on the development of the economy and the quality of life of every citizen,
Recalling the Conclusions (No. 9) of the Third Session of the Joint Committee on the Public Service concerning the effects of structural and technological developments on employment in the public services and those adopted by the Joint Meeting on Conditions of Work and Employment in Postal and Telecommunications Services (Geneva, March 1977),
Taking into account the fact that there are categories of workers who are not recognised as part of the regular postal and telecommunications personnel but nevertheless carry out jobs in the field of posts and telecommunications, especially in postal agencies, sub-post offices, etc.,
Noting that the legal status of workers in the postal and telecommunications services and therefore their employment conditions and their rights depend to a large extent on the fact that they are employed by organisations under public, semi-public or private law,
Considering that some categories of workers in postal and telecommunications services perform specific duties which cannot be compared with any job in other sectors of activity,
Considering, finally, that the aim of the postal and telecommunications services is to provide
a reliable and efficient communications system for the whole population in all parts of the
country and at reasonable rates;

Adopts this fifth day of December 1984 the following resolution:
The Joint Committee for Postal and Telecommunications Services invites the Governing
Body of the International Labour Office to:
(a) convene the second session of the Committee in 1988;
(b) include the following items on the agenda for this second session;
   (1) an examination of general developments in the postal and telecommunications services,
       including freedom of association and the right to bargain collectively;
   (2) consequences of technological developments in the postal and telecommunications
       services, together with an examination of the conditions governing participation in
       decision-making concerning the introduction and utilisation of new technologies;
   (3) the length of working time in the postal and telecommunications services, with regard to
       the working week, the working year and total working life;
(c) include the following studies in the ILO's programme of activities for posts and
    telecommunications:
   (1) a study on the situation of workers permanently performing jobs full time or part time
       within postal and telecommunications services but without belonging to the regular staff
       of the postal and telecommunications services;
   (2) a comparative study on the employment conditions and rights, especially trade union
       rights, of workers in the postal and telecommunications services employed by postal and
       telecommunications organisations under public, semi-public and private law;
   (3) a study on the pay, and employment conditions of specific categories of workers within
       the postal and telecommunications services, particularly:
       (i) mail distribution staff (letter carriers);
       (ii) telephone exchange maintenance staff;
   (4) a study on the possibility of carrying out technical co-operation activities between the
       ILO and its member States and among member States with respect to posts and
       telecommunications, for example in the field of vocational training, with bipartite
       participation;
(d) include the postal and telecommunications services in any study that might be carried out
     by the ILO with regard to non-established staff in the public service.

Conclusions (No. 7) concerning Methods of Wage Determination in the Postal and
Telecommunications Sector

The Joint Committee for Postal and Telecommunications Services,
Having met in Geneva, in its First Session, from 27 November to 5 December 1984,
Having examined the report presented to it by the International Labour Office on methods of
wage determination in the postal and telecommunications sector;
Adopts this fifth day of December 1984 the following conclusions:

General considerations

1. Postal and telecommunications services are an indispensable element in the economic
structure; they contribute vitally to the efficiency and development of industry, commerce and
other services.
2. They are major employers of labour and their expansion has a multiplier effect on general
levels of employment because of their crucial place in the economy.
3. Good communications services also confer personal and social benefits on users in the
form of reduced transportation costs, better social contacts and a higher quality of life.
4. Despite recent changes in the structure of postal and telecommunications services in a
number of countries, they generally continue to be considered as public services, the aim of which
is to provide, at a reasonable cost, reliable and efficient communications to all sections of the population in all regions of the country.

5. Given that postal and telecommunications services often form part of the community services which fall within the public sector, wages and conditions of employment will often (and specially where there is a monopoly) be subject to the same procedures and arrangements as the rest of the public sector.

6. Given the importance and nature of postal and telecommunications services, governments have a special interest in these services, whether they be private or public. It must, however, be recognised that if postal and telecommunications services are to function efficiently and to adapt to the many changes currently taking place, they must be able to pursue policies which will enable them to attract and retain sufficient and appropriately qualified workers. Success in attaining this objective will, to a great extent, be determined by the ability of postal and telecommunications undertakings to ensure that the wages and conditions of employment are perceived as serving the interests of both workers and employers and are such as to attract and retain appropriate staff.

7. Special regulations may be determined by national law or practice for the implementation of these conclusions for the postal and telecommunications administrations.

8. It would assist in staffing postal and telecommunications undertakings if there is the necessary authority to allow management and trade unions representing workers in the sector to determine wages by collective bargaining.

Institutional procedures for wage determination

9. It is noted that the wages of a large number of postal and telecommunications employees are determined through collective bargaining but that there are some who are denied this right.

10. It is desirable that all postal and telecommunications workers, without distinction, should, through their trade unions, have the right to collective bargaining with regard to the determination of wages.

11. The Joint Committee notes the relevant provisions of ILO Conventions Nos. 98, 151 and 154 and Recommendation No. 163. Governments should take measures to encourage and promote the full development of machinery for collective bargaining between employers and trade unions with a view to the regulation of terms and conditions of employment by means of collective agreements.

12. Although the procedures for bargaining collectively may differ from one country to another, it is advisable that these procedures be negotiated and agreed to with the trade unions concerned.

13. In countries where collective bargaining leading to the determination of wages of postal and telecommunications workers takes place at different levels, the parties concerned should ensure that there is co-ordination between the levels and that postal and telecommunications trade unions and management are represented at these different levels.

14. Collective bargaining should aim to achieve collective agreements on wages which can be implemented promptly and fully by the authorities concerned.

15. Procedures for the determination of wages and other conditions of employment and for the settlement of disputes should be the subject of collective bargaining between the employers and the trade unions. Provision should also be made for the settlement of disputes through independent and impartial machinery such as mediation, conciliation and voluntary arbitration, established in such a manner as to ensure the confidence of the parties involved. Decisions of these bodies should be fully and promptly implemented.

16. This machinery should be conceived in such a way as to contribute to the promotion of collective bargaining and must not serve as a substitute for, or hinder normal collective bargaining.

Determination of wage levels

17. In recent years workers in some countries, including postal and telecommunications workers, have experienced a stagnation or decline in real pay. Frequently, this has been a result, not of the economic situation of the sectors involved, but of the pay policies and austerity measures taken by governments.
18. When national pay restraint policies are applied, postal and telecommunications workers should not be singled out for harsher treatment than other categories of workers.

19. In this respect, it must be recalled that the ILO Committee on Freedom of Association has insisted that any pay restraint policy should apply for a limited period only and be accompanied by appropriate safeguards. Moreover, such pay policies, if imposed arbitrarily by governments, clearly constitute a violation of the principle of free collective bargaining.

20. It is clear that levels of pay in postal and telecommunications services will be determined in relation to a number of factors including, for example, comparison with similar jobs in other sectors, changes in the cost of living, the ability of the enterprise or undertaking to pay, changes in productivity, skills and qualifications required, etc.

21. The weight given to these diverse factors will depend upon the traditions and circumstances in different countries. It is, however, in the interests of the services, the employers and the workers in the sector for levels of remuneration to be fair and appropriate. To this end, certain principles must be followed with regard to the determination of levels of remuneration provided by the employer:

(a) All elements of remuneration must be open to periodic review and adjustment on the basis of collective bargaining with the trade unions concerned.

(b) Changes in elements of remuneration must be the subject of collective bargaining with the trade unions concerned.

(c) There should be no discrimination. All postal and telecommunications employees should receive equal remuneration for work of equal value.

(d) Where comparability is an element in determining remuneration of postal and telecommunications employees, the methodology used for making comparisons should be clearly understood and established in such a way as to ensure the confidence of the parties involved. Relevant data should be equally available to both partners in negotiations. Where systems of comparison have been agreed with trade unions, they should only be changed or suspended following negotiations with the trade unions concerned.

(e) Trade unions must be given access to all information regarding the financial situation of the enterprise or administration which is considered necessary for collective bargaining on levels of wages and remuneration and which is permitted under the rules relating to public or private undertakings.

(f) Where important elements of remuneration are dependent upon changes in output or in productivity, whether due to the introduction of new technology or reorganisation of work, it is essential that the methods of measuring output or productivity should be clear, compatible with the concept of public service and, where possible, agreed with the trade unions concerned and that the payments linked to output or productivity should be subject to collective bargaining with the unions concerned.

22. The remuneration of part-time postal and telecommunications workers should also be established in accordance with the principles mentioned above.

23. Rapid technological changes being introduced in postal and telecommunications services often require workers to adapt to new situations through retraining or the acquiring of new skills. It is important that grading and pay structures should be flexible enough to recognise this. In addition, the pay, conditions and acquired rights of any workers affected by these changes should be the subject of collective bargaining.

Structure and composition of remuneration

24. The major factor determining the remuneration of individual postal and telecommunications workers is the pay and grading structures which exist in most postal and telecommunications undertakings. Pay and grading structures should be so designed as to reflect the staffing needs of the postal and telecommunications sector, encourage the retention of existing staff and offer reasonable opportunities for progression and promotion.

25. Seniority is in some countries an important factor influencing progression within given grades or categories, and promotion. Where promotion is based on individual merit, and where qualifications and merit are equal, seniority should prevail. The systems and methods of appraisal should be the subject of collective bargaining with the trade unions concerned.
26. It is advisable, in the light of technical and other changes taking place, that classification systems should be regularly reviewed in consultation with the unions concerned and any changes in the systems should be the subject of collective bargaining.

27. Wherever job evaluation systems are employed in order to review grading structures, the system to be used and the results of group evaluation exercises should be the subject of collective bargaining with the trade unions.

28. According to the ILO Report, the principle of equal pay for men and women is recognised by postal and telecommunications services in many countries. A particular problem arises, however, when a large proportion of employees are women and when they are concentrated in certain jobs or categories. When reviewing pay and grading structures it is, therefore, essential, if the principle of equal pay for work of equal value is to be fully implemented, to ensure that the jobs predominantly occupied by women are not systematically undervalued.

29. Although the grading structures and the associated pay scales agreed in postal and telecommunications services will be the main influence on the remuneration received by postal and telecommunications employees, other bonuses, payments and allowances related to specific duties or conditions of work or to the cost of living, either generally or in different localities, can form a part of total remuneration.

30. If the purposes of grading systems and pay scales are not to be undermined, it is advisable that other elements of remuneration be periodically reviewed. Wherever appropriate and possible, such payments should be consolidated into the normal pay scales.

Conclusions (No. 8) concerning the Working Environment and Safety and Health

The Joint Committee for Postal and Telecommunications Services,
Having met in Geneva, in its First Session, from 27 November to 5 December 1984,
Having examined the report presented to it by the International Labour Office on the working environment and safety and health;
Adopts this fifth day of December 1984 the following conclusions:

Technological changes and their influence on occupational safety and health

General considerations

1. The introduction of new techniques in postal and telecommunications services has led to a decrease in certain physical risks for some categories of workers. This is to some extent offset, however, by the emergence of some new physical and psycho-social hazards arising from the use of new technologies as well as the changes which they entail.

2. It should be noted that more and more workers in the postal and telecommunications sector, as in other sectors, are called upon to use visual display units. Consequently, the ILO should intensify activities concerning studies of the hazards and the working environment for this type of equipment.

3. Finally, it is necessary to stress the fact that health, safety and the working environment are of concern to everybody. Consequently, decisions in this area should be taken after consultation with the trade unions or workers' representatives, as appropriate.

Postal services

4. In many countries, postal administrations and enterprises have taken rationalisation, mechanisation and automation measures. Numerous services have, however, not been—or not yet been—affected by these measures. This is particularly the case of material handling (which is only partially mechanised), counter services (where automation is only beginning), sorting of letters and packets (where manual sorting is still largely used), delivery and outdoor work (where it is difficult to foresee total mechanisation), etc.
5. In fact, the introduction of new technologies has affected the largest sorting centres and services such as the postal cheque, savings bank, salaries and personnel services, and stock management.

**Telecommunications**

6. Telecommunications services have been in the past and continue to be significantly more affected by the introduction of new technologies than the postal services. Many of the services have been affected and some new systems entail hazards.

**Main occupational safety and health hazards and problems**

7. Like workers in all industries, workers in postal and telecommunications services are exposed to occupational hazards, some of which are specific. Mention should be made, inter alia, of the following:

(i) **Postal services**

   (a) **Indoor workers (machine and manual)**
   
   **Hazards**
   
   — material handling,
   — operating equipment,
   — restricted substances,
   — environmental factors and influences,
   — repetitive motion;
   
   **Types of injury**
   
   — strains, sprains, back injuries,
   — serious injury and death,
   — other physical effects;

   (b) **Counter and clerical workers**
   
   **Hazards**
   
   — material handling,
   — attack (armed),
   — staffing levels,
   — environmental effects,
   — restricted substances;
   
   **Types of injury**
   
   — strains, sprains, back injuries,
   — serious injury and death,
   — stress;

   (c) **Outdoor distribution workers**
   
   **Hazards**
   
   — material handling,
   — attack (armed and animals),
   — weather and traffic,
   — environmental factors (railway stations and airports);
   
   **Types of injury**
   
   — bites,
   — serious injury and death,
   — strains, sprains, back injuries,
   — varicose veins.
(ii) Telecommunications

(a) External operations

Hazards
— heights and climbs,
— weather,
— falls, burns, explosions, emissions, power supplies and transmissions,
— hazardous substances or materials,
— confined spaces,
— traffic;

Types of injury
— serious injury and death,
— burns;

(b) Internal operations

Hazards
— hazardous substances or materials,
— electrocution,
— radiation;

Types of injury
— serious injury and death,
— burns;

(c) Telephonists

Hazards
— acoustic shock,
— stress,
— repetitive motion,
— environmental effects;

Types of injury
— impaired hearing,
— serious injury,
— repetitive strain injury.

Occupational safety and health legislation

8. Legislation should be drawn up and periodically revised in consultation with the trade unions and workers’ representatives, as appropriate, and should be applicable to all workers in all sectors, stressing the preventive character of measures related to safety and health and the work environment and taking account of technological, scientific and medical developments in order to ensure that the law should not be rapidly outdated.

9. This legislation should be based on existing international standards such as the Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164) of 1981. It should apply not only to the prevention of physical hazards but, as far as practicable, to any risks of a psychological character and their possible social consequences.

10. In accordance with the provisions of the Labour Inspection Convention, 1947 (No. 81), national legislation should ensure the existence of a system of labour inspection to secure the application of legal provisions, in particular those related to safety and health and the working environment, with staff and conditions of work independent of any change of government or any external influence.

11. The legislation should provide for the establishment of safety and health committees or of safety and health representatives, depending on the size of the workplace. This legislation should also establish guidelines for the composition and the functioning of these committees and for the responsibilities, rights and guarantees of both the committees and the safety and health representatives.
12. According to the Occupational Safety and Health Convention, 1981 (No. 155), the legislation should provide that any worker must give immediate notice of a situation presenting imminent and serious danger to his life and health and that the employer cannot request him to resume work until remedial measures have been taken.

Legislation, organisation and functioning of occupational health services

13. Postal and telecommunications workers should be covered by an occupational health service with the resources and the medical, technical, psycho-social, para-medical and administrative personnel necessary for the discharge of its functions, and which is familiar with the specific hazards of the sector, as well as with the means to prevent them. These occupational health services should act as professionally independent advisory services to the employer, the workers and their representatives.

14. The postal and telecommunications occupational health service should co-operate closely with the trade unions and workers' representatives, as appropriate, and all bodies responsible for safety and health and the working environment. It should not confine itself to aspects of work alone, but should take into consideration all factors liable to affect workers' health and well-being.

15. The role of the postal and telecommunications occupational health service should be essentially preventative in character. In particular, it should be responsible for the medical examination at recruitment, periodic medical examination, and special examination for certain categories of employees.

16. A postal and telecommunications occupational health service should carry out research and studies into all aspects of workers' health. These studies could include such subjects as psychosomatic disorders, social consequences of occupational hazards, new materials and products, the effects of non-ionising radiation, etc.

17. A postal and telecommunications occupational health service should be authorised to enter all postal and telecommunications offices and services and to take cognisance of all information it deems useful, subject to national laws regarding confidentiality.

18. It has the duty to give its advice and to make recommendations on all aspects related to safety and health and the working environment and should also have the duty to recommend the immediate cessation of any kind of work or any work procedure that it considers dangerous for the worker or workers concerned.

19. The occupational health service should oversee first-aid services and, should the need arise, provide emergency medical services.

20. The occupational health service should be responsible for advising on the integration of disabled workers and those whose health calls for special precautions in special jobs which they are able to perform, and on the reintegration of victims of occupational sickness and accident.

21. All costs related to occupational health services should be at the expense of the employer or government.

Inspection

22. The labour inspectorate should have authority extending to the postal and telecommunications services.

23. The labour inspection service should have an adequate number of personnel with the competence required to carry out their tasks, especially with regard to occupational safety and health. The personnel should have the benefit of continuous training taking into account, in particular, rapid technological changes and the risks that they might entail.

24. In conformity with the Labour Inspection Convention, 1947 (No. 81), the labour inspectors should have the right, without prejudice to any legal or administrative appeal provided for under national legislation, to order or have an order made for immediately enforceable measures to be taken to eliminate any defects observed in installation, layout or working methods that they may consider constitute a threat to the health and safety of the worker.
25. In accordance with the Occupational Safety and Health Convention, 1981 (No. 155), the enforcement system should provide for adequate penalties for violations of the laws and regulations.

The participation of workers in health and safety activities and in health and safety committees

26. In principle, all postal and telecommunications offices and services should have a health and safety representative or a committee, the latter being composed of representatives of the employer and the workers, at least on an equal basis. The participation of trade union representatives in health and safety committees must not affect the independence and the rights of the trade unions.
27. Health and safety committees should have the responsibility to examine and analyse occupational hazards and recommend means to prevent them.
28. The committee should have access to all the information and facilities it deems necessary for the proper discharge of its functions. All normal operating expenses arising from the committees' functions should be covered by the employer or government.

Measures to improve occupational safety and health and the working environment

29. It is essential that measures to improve safety and health and the working environment are taken at all levels, at all stages, and for all categories of workers, including those needing special provisions (the young, pregnant women, the handicapped, etc.) in consultation with the trade unions and workers' representatives, as appropriate, particularly in the framework of collective agreements. These measures should aim at the prevention of all occupational hazards and fair treatment for the workers concerned and possibly their dependants.
30. The preventive measures should be designed to provide a working environment where the worker is protected, as far as reasonably practicable, from any physical, mental or social harm by rules appropriate to the technological and social level of society.
31. A worker involved in an occupational accident or disease, if he continues to work, should be guaranteed employment at a reasonable level or, if possible, at an equivalent level and have his promotion rights preserved. In addition, fair compensation proportionate to any loss sustained should be granted to the worker or his dependants.
32. It is the responsibility of the employer to put into practice any measures decided upon in consultation with the trade unions or workers' representatives, as appropriate, in respect of safety and health and the working environment, thereby aiming to make available to the workers a working environment free of risk.
33. Provisions for the postal and telecommunications sector should be decided in consultation with the trade union or workers' representatives, as appropriate, and take into account the physical, psychological and social hazards specific to the sector.

Occupational safety and health training

34. Practical and appropriate training in matters of safety and health and the working environment, having, as its object, to teach all staff the precautions to take to ensure their own safety, that of their colleagues and, where appropriate, that of the users, should be given:
   — to all staff when they take up their work when there are any modifications of tasks, equipment, materials, products used or arrangement of buildings which could create new hazards or when taking up work after a prolonged break in service;
   — to health and safety representatives and committee members; and
   — to administrators responsible for services or sectors.
35. In principle, training in health and safety and working environment matters should be organised within working hours.
36. Questions concerning safety and health and the working environment should be included in the programmes of institutions of technical and higher education in postal and telecommunications services.
37. All the expenses arising from such training should be covered by the employer or the government.

Statistics

38. In order to allow for useful comparisons between different postal and telecommunications administrations or enterprises and between different sectors of activities, the International Labour Office should continue and intensify its efforts to harmonise procedures for the notification and registration of occupational accidents and diseases, including work currently under way in standard setting, for the adoption of a new international instrument.
Conclusions (No. 17) concerning the Social Effects of Technological Developments in the Food and Drink Industries, Including Those Arising from New Production Methods, and the Need for Training and Retraining

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984, Adopts, this thirteenth day of December 1984, the following conclusions:

General considerations

1. The global production of food and drink is crucially important to human welfare. Carefully planned and balanced technological advance is an important aspect for meeting the economic, social and humanitarian responsibilities and demands placed on the food and drink industries. A satisfactory rate of technological progress requires the close co-operation of governments, employers, workers, trade unions and/or workers' representatives.

2. The food and drink industries play a key role in the operation of the "food chain" since they interface with the production of raw commodities on the one hand and distribution services on the other. This is an important reason for the necessity of a tripartite collaboration in connection with technological advance in these industries.

3. Often national policies tend to subsume these industries into agricultural or industrial sectors. The food and drink industries have sufficient intrinsic importance to warrant treatment as an independent component of many nations' overall economic strategy. When a food policy would benefit the food and drink industries, promote national economic aims and benefit society at large, all parties involved in the industries have the responsibility to present a case for such a policy to the appropriate national authorities.

Technological change and employment

4. When assessing the causes, extent and duration of unemployment in the food and drink industries, one should be aware that the introduction of new technologies is one variable involved. Account should also be taken of national fiscal and monetary policies, conditions of world trade, foreign exchange policies, demographic shifts, investment policies, changing patterns of consumer demand and other factors impinging on labour requirements in the industry.

5. In consideration of the importance of introducing new technology in a rational manner, employers, workers, trade unions and/or workers' representatives should take into account paragraph 20 of the Termination of Employment Recommendation, 1982 (No. 166), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), of the ILO, with particular attention being paid to Part IV of Recommendation No. 169.

Adopted unanimously.
6. When the introduction of new technology results in labour surpluses, appropriate agreed action should be taken, as far as possible and practicable, to retain displaced workers by transferring them to similar tasks without loss of earnings wherever possible or, after adequate training, to different tasks within other segments of the enterprise, also without loss of earnings wherever possible; furthermore, the displaced workers could be utilised to replace workers leaving the enterprise through normal attrition; other measures should be undertaken to retain workers. This action should be implemented on the basis of appropriate manpower planning, which should be established, agreed upon and reviewed when and as necessary by employers, workers, trade unions and/or workers’ representatives.

Training, retraining and education at enterprise and other levels

7. Training systems have their own specific national characteristics and vary from one country to another. Therefore, there is no single model that would be universally applicable to all vocational training activities. However, there are bipartite or tripartite systems of co-operation, common to all countries, for the constant adjustment of training to technological development.

8. In view of long-term implications of technological development, governments should strive continuously to adjust and adapt their national education and training systems to changing skill requirements and to realistic conditions of the employment market in general in close co-operation with the employers, workers, trade unions and/or workers’ representatives.

9. When the introduction of new technologies results in the need for the definition of new occupations and jobs, and the identification of new skill requirements and training or retraining needs, these should be arrived at in close consultation and negotiation, as appropriate, between the different units and organisations concerned with these questions and the employers, workers, trade unions and/or workers’ representatives.

10. In order to satisfy the immediate training and further training needs at sectoral and enterprise levels, consequent to the introduction of new technologies and processes, governments should make every possible effort so that employers, workers, trade unions and/or workers’ representatives arrive at agreements which, if appropriate, are suitably integrated into more comprehensive agreements which aim at preventing or mitigating, to the greatest extent possible, any adverse effects of technological change.

11. Training and further training programmes to train workers at enterprise and other levels in the skills necessary for the operation of the whole range of technological change introduced in enterprises in the food and drink sector should:
   — be agreed upon by employers, workers, trade unions and/or workers’ representatives;
   — be free from discriminatory practices on the grounds of race, sex, age and ideology;
   — be given during regular working hours without any loss of salary and be free of charge to the workers receiving it;
   — be provided in the most adequate setting (i.e. centres, training workshops, on the job, etc.), account being taken of the fact that training should not be considered exclusively from the point of view of economic gain but also from the educational and human point of view;
   — take into consideration appropriate government schemes and policies.

12. Any training effort—within or outside the enterprises—should be considered part and parcel of national endeavours of continuous education and training.

13. In order to facilitate the upgrading, updating and further training and qualification of workers, they should be provided with paid training time, whenever this is necessary, taking into consideration national legislation and existing practice, where appropriate.

Developing countries

14. New technology is a reality in the present-day world, and, in the short term, hitherto technologically less advanced countries should be prepared to introduce new technology into their industry; this transfer is in general offered by the developed countries. It is not too early, therefore, to begin a conscious and deliberate effort, where appropriate on a tripartite basis, to incorporate the accumulation of local technological capacity in the food and drink industry.
This effort should vigorously promote and market indigenous products which have potential and which have not been fully developed. It is in general undesirable that obsolete and inappropriate technology should be transferred to developing countries.

15. In the past two decades there has been a marked expansion in South-South trade in capital goods and other manufactured items. A similarly dynamic exchange of food and drink products among Third World countries should be promoted. This interaction should be extended to include South-South co-operation on technological matters concerning food and drinks processing and manufacture.

16. Free and easy access to new technology would stimulate food and drink production. This is especially true for developing countries which are generally obliged to obtain most of their technologies from the industrialised countries. Projects involving technological change should be undertaken in accordance with national policies and objectives, and therefore should be carried out with the approval of the governments, where appropriate, and the involvement of the employers, workers, trade unions and/or workers' representatives of the receiving countries. Trade unions may request and receive advice and assistance from international trade union organisations. Every effort should be made to ensure that there is no loss of jobs in developing or developed countries.

17. Increasing trade protectionism by developed countries discourages the full technological development of world food and drink production. This burden is especially heavy for developing countries, many of which must export goods, including food and drink products, in order to service international indebtedness. Multilateral trade agreements, concluded with the aim of developing global commerce in food and drink products, should be adhered to.

18. The technological requirements for improving the food and drink industries will vary according to the degree of technological development already attained. In this regard, food and drink production in the traditional rural sector and urban informal sector of developing countries will ordinarily be better served by a gradual, but continuous, upgrading of technology rather than an abrupt leap into employing the most modern methods of production.

**ILO action**

19. The ILO is requested to establish an adequate system for monitoring and periodically reporting on the degree of adherence to Conventions and Recommendations which concern amongst other matters the social consequences of applying new technology to the food and drink industries.

20. The ILO is urged to expand on its past endeavours involving research, technical co-operation and the collection and distribution of information on technological change in the food and drink industries and the social consequences that result.

21. The ILO, whenever it is co-operating with other international organisations, especially in the field of technical co-operation, should endeavour to implement tripartism.

22. The Steering Committee had referred to the Subcommittee a resolution concerning employment. This resolution was considered by the officers of the Subcommittee in the context of the work of the Working Party. Following discussions on the substance of this resolution, an agreed text of the operative part of the resolution was submitted for consideration by the Subcommittee. The Subcommittee discussed these proposals and agreed on the following:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(1) to request the Director-General to study the current state of the right of employers, workers, trade unions and/or workers' representatives to bargain over the effects on workers of employers' decisions reducing or eliminating employment, with a view to making recommendations on further ILO action if necessary, especially pertaining to collective bargaining;

(2) to recommend governments:

(a) to ratify and implement the Termination of Employment Convention, 1982 (No. 158), as well as to ensure the full application of the Termination of Employment Recommendation, 1982 (No. 166);
(b) to recommend the adoption of all appropriate measures and policies for ensuring employment growth in the food and drink industries. Adequate considerations and safeguards should be provided to ensure minimal unemployment and to promote mutual agreement between employers, workers, trade unions and/or workers' representatives, with regard to:

— employment practices, with a view to reducing unemployment while maintaining existing terms and conditions of employment;
— seeking to provide for negotiated work schedules in keeping with the spirit and principles of the Forty-Hour Week Convention, 1935 (No. 47), and in line with the growth of productivity and cost saving;
— facilitating training and retraining programmes with a view to reintegrating unemployed workers in the food and drink industries.

Conclusions (No. 18) concerning Occupational Safety, Health and Working Environment in the Food and Drink Industries

The Food and Drink Industries Committee of the International Labour Organisation,
Having met in Geneva, in its First Session, from 5 to 13 December 1984,
Having considered the report (Report III) on “Occupational safety and health and working environment in the food and drink industries”, which had been prepared by the International Labour Office;
Adopts, this thirteenth day of December 1984, the following conclusions:

General considerations

1. Considerable success has been achieved in the food and drink industries in the improvement of the working environment. Nevertheless, the prevention of occupational injuries and diseases remains an area of continuing concern. Activities to improve safety and health in the working environment need to continue to be given high priority.

2. There has been rapid progress in the introduction of new technologies in the food and drink industries. These developments have resulted in a number of cases in increased productivity as well as improved safety and health at work. However, new technologies may bring about new hazards in the workplace, including physiological and psychological hazards.

3. The information available indicates that in some sectors of the food and drink industries injuries at the work site are frequent and that the occupational diseases common are infectious and parasitic diseases of animal origin transmissible to men (zoonotic diseases), skin diseases and respiratory disorders.

4. The full evaluation of the extent of occupational safety and health problems in the food and drink industries is difficult in view of the lack of statistical data in most countries, and of a standardised reporting system. Consequently, comparisons between countries become difficult. Appropriate action should be taken at all levels to promote the identification and notification of occupational injuries and diseases and their causes.

5. Co-operative action by employers and workers is important in implementing occupational safety and health standards. Measures should be taken at all levels, particularly at the enterprise level and, in accordance with national practice, a system(s) should be developed for ensuring compliance with established international standards.

6. Safety and health in the food and drink industries can be improved/promoted by, among others, pre-employment medical examination and regular periodic health surveillance of workers, more frequent exchange of information on health hazards, and training of workers in occupational safety and health. Governments, employers and workers as well as safety and health institutions should therefore endeavour to meet these objectives.

1 Adopted unanimously.
7. The revision or establishment of international standards and the promotion of the application of Conventions and Recommendations and codes of practice are important elements in increasing safety and health protection in the food and drink industries.

8. A high priority should be given to further research to identify possible occupational hazards and work-related health impairment, and all measures taken to minimise the exposure of workers to existing and potentially harmful factors in the working environment and to protect their health.

Prevention of occupational risks

9. Frequent causes of occupational injuries in the food and drink industries are falls and, in the meat-processing industry, cuts. Further measures should therefore be taken to minimise (a) the risk of slipping by e.g. installing appropriate floors and the issue and use of correct shoes, (b) the risks of cutting, by training in appropriate work practice and use of protective equipment. Further research should also be encouraged for the optimum ergonomical design and use of protective equipment, and prevention of other serious problems like back injuries as well as emerging problems such as carpal tunnel syndrome.

10. Food and drink industries present a link between the producer of primary products and the consumer. The working environment in the food and drink industries may influence and may be influenced by the quality of both the primary and final products, e.g. animal carriers of pathogenic germs or their parts can infect workers in the food industry as well as consumers. In view of this relationship, agricultural authorities and government health services should be requested to continue to take all necessary steps to prevent zoonoses. The co-operation of the relevant government services and institutions is highly important in this field.

11. Many chemical substances are being used in the food and drink industries as preservatives, food additives, colorants, components of wrapping materials, cleaning materials, etc. Some skin and respiratory infections are attributable to the results of the use of a number of these, as well as to the effect of materials of animal and vegetable origin. Moreover, some of the chemicals may exert general toxicity or have delayed adverse health effects. A continuous effort should be made to protect workers against skin contact and exposure to harmful airborne substances. Toxic substances should not be used until safe handling and working practices are available to protect the worker adequately.

12. A certain number of workers in the food and drink industries may be exposed to high-level noise causing hearing loss and non-aural health effects. Designers and producers of machinery should be encouraged to design and use equipment, material, plants and machinery in order to achieve a progressive reduction of noise emission. Where technical control measures are not reasonably practicable, and as a consequence noise control is insufficient, then personal protective equipment should be provided in noisy workplaces and its use made mandatory.

13. The use of new technologies may be connected with potential risks. Conditions have been mentioned which may cause health impairment due to their repetitive nature, or present additional stress due to repetitive processes, monotony and new working situations to which the worker may not have been fully adapted or trained. Possible health effects of technological changes should be evaluated at appropriate intervals, and preventive measures taken as necessary.

14. Wherever substantive technological changes involving occupational safety and health aspects are to be introduced, these should lead to consultations between employers and workers and/or their respective organisations in accordance with international labour standards, national practice and/or collective agreements.

15. All workers and/or their organisations should be kept informed of all known hazards involved in their work and of the measures of prevention. They should be adequately trained in safe working practices.

16. The health of workers exposed to occupational hazards should be subject to appropriate supervision on a regular basis in accordance with the provisions of international labour standards.

17. At the enterprise level, there should be consultations between employers and workers and/or their respective organisations regarding conditions of work involving occupational safety and health. Such consultations might have regard to the application of ergonomic
principles, organisation of work, distribution of work, speed of work, workload and shift work with a view to minimising adverse health effects.

Design of machinery

18. Machine designers and suppliers of tools and equipment should be made more aware of safety and health standards and of existing legal requirements and what constitutes good engineering practice in ergonomic terms.

19. Emphasis should be given to the ergonomic design of tools, machinery, workplaces and work processes.

20. Food and drink industries should use equipment which meets the health and safety standards, even when such equipment is old or second hand.

Developing countries

21. Certain developing countries have difficulties in acquiring improved technology and are compelled to use older machinery and processes, some of which may be unsafe. Measures should be taken to ensure that imported or exported machinery meets internationally recognised safety standards.

22. The workers in small-scale enterprises, including the informal sector, face special problems, particularly in developing countries. They are usually unorganised and may not be covered under statutory occupational safety and health provisions. Considering the magnitude of the labour force employed in the food and drink industries in the developing countries, those member States should endeavour to provide full protection against occupational hazards and excessive hours of work to these workers.

23. Multinational enterprises in the food and drink industries are invited to observe the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

The role of governments, employers, workers and their organisations

24. The member States should take steps to implement the provisions of international standards to improve the working environment in the food and drink industries. Action to ratify the ILO Guarding of Machinery Convention, 1963 (No. 119), the Occupational Cancer Convention, 1974 (No. 139), the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), and the Occupational Safety and Health Convention, 1981 (No. 155), should be actively pursued. Member States are also urged to ratify the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

25. Up-to-date and relevant national legislation on occupational safety and health should be drawn up and periodically revised in collaboration with the employers, workers' representatives and/or their respective organisations, and maximum use should be made of international labour standards and codes of practice.

26. The national enforcement machinery should effectively ensure the application of safety and health standards in the food and drink industries. Adequate training should be provided to official inspectors to enable them to play an advisory and promotional role in addition to their enforcement obligations.

27. Employers shall be required to see that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.

28. The workers should be required to comply with safety procedures relating to the prevention and control of, and protection against, occupational hazards at their workplaces.

29. In accordance with ILO standards and national law and practice, all enterprises in the food and drink industries should have a safety and health representative and/or a committee, the latter being composed of representatives of the employers and the workers.

30. Safety and health committees should have the responsibility of examining and analysing occupational hazards and recommend both preventive and remedial action. Members of safety and health committees should be given protection from dismissal and other measures prejudicial to them while exercising their functions in the field of occupational safety and health.
31. The committee should have access to all relevant and appropriate information and facilities it deems necessary for the proper discharge of its functions. All normal and reasonable operating expenses arising from the committee’s functions should be covered by the employer or government in accordance with national law and practice.

32. Training is a vital element in promoting safety and health in the food and drink industries. Appropriate measures should be taken by the national authorities, employers’ and workers’ organisations to promote training at all levels at no cost to the worker; employers and workers in small-scale enterprises should be a high-priority target group for such training.

**Future ILO action**

33. Setting international standards remains a key means of ILO action for protecting workers and improving the working environment. The ILO should also pay special attention to promoting the ratification and implementation of existing instruments by member States, in particular, the Occupational Safety and Health Convention, 1981 (No. 155), as regards the food and drink industries. ILO activities should include support for national, regional and international tripartite meetings directed at increasing awareness and preparation and dissemination of explanatory notes on key provisions of the Conventions.

34. The existing system of reporting occupational injuries and diseases in different countries has demonstrated some deficiencies and the difficulties encountered in establishing a comparable review of the situation in the food and drink industries throughout the world. The ILO should endeavour to achieve an international comparable standard basis for registration and notification of occupational injuries and diseases in the food and drink industries that would help national authorities to identify and analyse occupational risks, classified by cause, sector of production, sex and age, etc., and afford protection.

35. The main purpose of statistical analysis of occupational injuries and diseases is the development of measures of prevention. However, if a clear relation between a disease and the work performed has been established the ILO should consider the possibility of including the disease in the list of occupational diseases appended to the Employment Injury Benefits Convention, 1964 (No. 121).

36. A great deal of information and knowledge on occupational hazards and the means of prevention and protection has been accumulated at the national and international levels. However, it is dispersed and access to it may be difficult. The ILO should give continuing attention to collection of data on specific subjects of occupational safety and health in the food and drink industries, as well as their distribution to the potential users, such as employers, workers and their organisations, labour inspectorates, etc. The International Occupational Safety and Health Information Centre (CIS) or the International Occupational Safety and Health Hazard Alert System should be used for this purpose.

37. In all educational and training activities of the ILO, the occupational safety and health component should be present.

38. The ILO should pay attention to occupational safety and health problems of small-scale enterprises, and encourage member States to take efficient action in this direction. The experience, practice and reports from the countries should be carefully analysed and disseminated.

39. The ILO should promote research, particularly in the field of epidemiology, on the relation between working environment in the food and drink industries and health or disease, on ergonomics, particularly in view of new technologies, on safety in machine design, and on toxicology, particularly in view of the many chemical substances being used in the food and drink industries.

**Resolution (No. 19) concerning Future ILO Action in the Food and Drink Industries Sector**

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984,

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1 Adopted unanimously.
Considering that the food and drink industries are an important economic activity in many countries, that they have a key position in the strategy of essential needs defined by the ILO and that they can play a considerable role in the creation of employment,

Considering that the existence of free and democratic trade union and employers' organisations is essential to the development of the food and drink industries and that it would be desirable in this respect to examine in particular the application of 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), and the Workers' Representatives Convention (No. 135) and Recommendation (No. 143), 1971,

Considering that the application of certain new technologies and forms of communication between employers and workers may in some cases not be reconcilable with the application of the principles of the aforementioned international instruments,

Considering that rapidly changing skill requirements in the food and drink industries require the attention of the Committee,

Considering that it is important to provide participants in future sessions of the Food and Drink Industries Committee with the fullest possible information, including the legislation and collective agreements in force,

Considering that freedom of association is a constitutional obligation for all member States;

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office to:

(a) convene as soon as possible and not later than 1989 the Second Session of the Food and Drink Industries Committee,

(b) consider the following subjects for inclusion as technical items on the agenda of the Second Session of the Committee:

— freedom of association and the right to organise, industrial relations and collective bargaining in the food and drink industries,

— skill requirements, vocational training and retraining in the food and drink industries,

(c) invite the member States to organise regular and frequent tripartite consultations at the national level in the food and drink industries sector as provided for by the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152), with a view to the examination of the problems of the food and drink industries,

(d) call upon the governments of member States, in supplying information to future sessions of the Committee and in considering action to be taken regarding resolutions and conclusions of this Committee, to consult the national organisations of employers and workers concerned in the manner described in Convention No. 144 and Recommendation No. 152,

(e) request the Director-General to see that the information collected by the International Labour Office for future sessions of the Committee covers not only the ratification of the ILO Conventions and the position of national legislations, but also the relevant collective agreements, labour relations practice and other elements,

(f) request the Director-General to carry out studies on the problems of expansion of employment in the food and drink industries in developing countries.

Resolution (No. 20) concerning the Publication in Spanish of the Reports of the Food and Drink Industries Committee

The Food and Drink Industries Committee of the International Labour Organisation, 
Having met in Geneva, in its First Session, from 5 to 13 December 1984, 
Considering that Spanish is the working language used by several countries represented at the session,

Considering further that the publication of the reports in Spanish would have given them wider dissemination and have permitted fuller participation of the delegates to the session who use this language;

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office to allocate sufficient funds, in the budget of the Organisation, for the publication in Spanish of the reports for future sessions of the Committee.

Resolution (No. 21) concerning Freedom of Association

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984,

Considering that while freedom of association and the right of workers and employers to organise are recognised as basic human rights, some workers in the food and drink industries do not enjoy these basic human rights,

Considering that a minority of ILO member States has not yet ratified 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), and that a majority of member States has not yet ratified the Workers' Representatives Convention, 1971 (No. 135),

Considering that the application of these Conventions often remains unsatisfactory, as the instances of violation of these basic rights documented by the ILO Freedom of Association Committee show,

Considering that the observance of the principles contained in the Workers' Representatives Recommendation, 1971 (No. 143), also remains unsatisfactory,

Considering that the affiliation of trade unions and employers' associations to international organisations is in the interests of workers and employers and can assist in the functioning of the International Labour Organisation and its Industrial Committees;

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(a) to continue and strengthen the action taken by the ILO to promote in all member States the principle of freedom of association and the ensuing rights of workers in the food and drink industries to be represented by freely elected, independent and democratic trade unions of their own choosing, without any influence or interference on the part of governments and employers which violates the principles of the relevant ILO instruments; this principle of freedom of association applies also to employers;

(b) to strengthen the action taken by the ILO to promote the principle of freedom of association to allow trade unions to affiliate to international organisations of their choice and to derive all benefits of such affiliation without influence and interference on the part of employers and governments; this principle of freedom of association applies also to employers;

(c) to include in the General Report comprehensive information on possible obstacles which impede implementation of freedom of association or collective bargaining in the food and drink industries, and to propose remedial measures.

Resolution (No. 22) concerning the World Food Problem

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984,

Having noted the resolution concerning freedom from hunger adopted by the International Labour Conference in 1961,

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1 Adopted unanimously.
2 Adopted by consensus.
Considering that the Universal Declaration of Human Rights provides that "everyone has the right to a standard of living adequate to the health and well-being of himself and of his family, including food . . .",

Believing that food self-sufficiency must be given priority by governments among the aims to be achieved through national implementation of basic needs strategies,

Considering that, despite increasing food production on a world scale and large food surpluses in certain areas, the world food situation has deteriorated in the last two decades and that millions of people are victims of hunger and malnutrition, particularly in developing countries, especially in Sub-Saharan Africa,

Considering that food aid cannot represent a long-term solution to the problem of hunger and that vast resources are spent unproductively while funds are lacking in many countries for the development of necessary food resources, and that priority should be given to the production of essential foodstuffs,

Reaffirming points (1) to (9) of the Resolution (No. 3) on world food problems and technical assistance to developing countries in the food and drink industries, adopted by the First Tripartite Technical Meeting for the Food Products and Drink Industries (Geneva, December 1963);

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(1) to call upon all member States to take, as a matter of extreme urgency, effective measures to overcome the world food problems and to strengthen international co-operation with a view to ensuring lasting solutions to these problems;

(2) to call upon the governments of member States to give priority, when implementing basic needs strategies, to the aim of achieving food self-sufficiency and to make sure that the required expansion of the food and drink industries is encouraged by their policies;

(3) to invite the Director-General to carry out studies and increase technical co-operation programmes in order to strengthen the contribution which the ILO should make in the framework of national and international efforts to solve the world food problem in the short and long term;

(4) to appeal to:

(a) the governments of member States and to other potential donors to contribute to multilateral funds;

(b) financial institutions to consider special arrangements that would facilitate the acquisition of loans by countries affected by the food crisis.

Resolution (No. 23) concerning Multinational Enterprises in the Food and Drink Industries

The Food and Drink Industries Committee of the International Labour Organisation,

Having met in Geneva, in its First Session, from 5 to 13 December 1984,

Considering that the Governing Body of the ILO adopted in 1977 a Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,

Welcoming the initiation by the Office of a study on the social and labour practices of multinational companies in the food products and drink industries and the strengthening of the follow-up machinery in respect of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(1) to call upon the governments of the member States of the ILO to encourage the full implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;

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1 Adopted unanimously.
(2) to strengthen ILO action towards the implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and to request the Director-General to report to the next session of the Food and Drink Industries Committee regarding progress in the implementation of this Declaration in the food industries sector;

(3) to continue to promote, within the framework of the Tripartite Declaration, the widest possible observance by multinational enterprises of the ILO Conventions and Recommendations referred to in the Declaration;

(4) to make the ILO study on social and labour practices of multinational enterprises a subject for discussion at the next session of the Committee within the framework of the General Report for that session.

Resolution (No. 24) concerning the Problems of Women Workers Employed in the Branches of the Food and Drink Industries

The Food and Drink Industries Committee of the International Labour Organisation,
Having met in Geneva, in its First Session, from 5 to 13 December 1984,
Considering that a high proportion of workers employed in the food and drink industries are women,

Considering that one of the ILO's aims, as defined in the Constitution, is to defend and promote the rights of women workers in particular and that, in accordance with the Declaration of Philadelphia, the ILO must work towards ensuring that all countries adopt programmes aimed, in particular, at defending and promoting the interests of women workers, especially in situations where particular developments could affect the skill requirements, health and employment security of women workers in these industries,

Recalling the Resolution (No. 15) concerning the employment of women, adopted by the Second Tripartite Meeting for the Food Products and Drink Industries (Geneva, October 1978),

Recognising that, despite the progress achieved in several countries with regard to the application of the principle of equal pay for work of equal value, women workers continue to be disadvantaged in terms of pay, job opportunities, promotion, access to higher skills and protection against redundancy,

Considering that in the context of the world-wide economic crisis, with rising unemployment and pressures generated by traditional social patterns attributing to women a disproportionate share of family responsibilities, some governments have adopted policies that do not facilitate women workers' access to the labour market;

Adopts, this thirteenth day of December 1984, the following resolution:

The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(a) to continue and strengthen its efforts in urging governments to ratify the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers with Family Responsibilities Convention, 1981 (No. 156), and to apply the Workers with Family Responsibilities Recommendation, 1981 (No. 165);

(b) to continue to monitor their application and to prepare regular reports on this subject;

(c) to encourage the introduction of new forms of work organisation creating the possibility for workers of both sexes to better realise their full potential and in this way dismantle the barriers which exist on the labour market and which are a hindrance to the advancement of women in society as a whole;

(d) to encourage the introduction of specific training for women workers so that they are able to gain access to an equal distribution of opportunities, especially when new methods of work are introduced;

1 Adopted by consensus.
(e) to encourage measures to counteract the occurrence of discriminatory policies of redundancy which are based on traditional patterns of family life, and which have been reintroduced during the present recession, and thus have forced women to leave their employment in favour of men;

(f) to encourage the introduction of negotiated working time schedules which would favour a redistribution of family and social duties.

Resolution (No. 25) concerning the Definition of the Scope of the Food and Drink Industries Committee

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984, Bearing in mind the need to ensure the fullest possible comparability of national statistical data to be used for composing the Committee and in preparing its work; Adopts, this thirteenth day of December 1984, the following resolution: The Food and Drink Industries Committee invites the Governing Body of the International Labour Office:

(a) to adopt as the official definition of the scope of the Committee the relevant parts of the United Nations International Standard Industrial Classification of All Economic Activities;

(b) to request the Director-General to bring to the attention of the Governing Body his recommendations on any further or additional proposals concerning branches or activities that should be included in the coverage of the Committee.

Resolution (No. 26) concerning the Role of Producer-owned Food and Drink Industries

The Food and Drink Industries Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 5 to 13 December 1984, Considering that producer-owned industries play an important part in many countries in ensuring an adequate domestic supply of food and drink; Adopts, this thirteenth day of December 1984, the following resolution: The Food and Drink Industries Committee invites the Governing Body of the International Labour Office to request the Director-General to bear in mind, in dealing with the food and drink industries, the role and experience of various types of co-operative enterprises.

Classification of the Conclusions and Resolutions Adopted by the First and Second Tripartite Technical Meetings for the Food Products and Drink Industries

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

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1 Adopted unanimously.
2 Adopted by consensus.
3 At the Second Tripartite Technical Meeting for the Food Products and Drink Industries, 1978, the following texts were considered to call for no further action and were eliminated from the classification: Nos. 3 (paras. 1 and 10), 7 (paras. 1 and 3), 8 and 10 (para. (a)).
4 It is recommended that the following texts, adopted by the previous Tripartite Technical Meetings, should be considered as implemented and therefore not calling for any further action and that they should be eliminated from the classification: Nos. 13 (paras. (a) and (b) and 15 (para. (a)).
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.


2. Conclusions concerning health, hygiene and safety in the food products and drink industries (First Tripartite Technical Meeting, 1963).


12. Conclusions concerning appropriate technology for employment creation in the food-processing and drink industries of developing countries (Second Tripartite Technical Meeting, 1978).

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.


2. Conclusions concerning health, hygiene and safety in the food products and drink industries (paragraphs 4 and 12) (First Tripartite Technical Meeting, 1963).

3. Resolution on world food problems and technical assistance to developing countries in the food products and drink industries (paragraphs 2–9) (First Tripartite Technical Meeting, 1963).


12. Conclusions concerning appropriate technology for employment creation in the food-processing and drink industries of developing countries (paragraphs 6, 12, 14, 16, 17 and 18) (Second Tripartite Technical Meeting, 1978).


15. Resolution concerning the employment of women (paragraphs (b) and (c)) (Second Tripartite Technical Meeting, 1978).

Inland Transport Committee


CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 114) concerning the Working and Social Conditions of Boatmen in Domestic and International Inland Navigation, Including Legal Protection and Repatriation, as well as Occupational Safety and Health Aspects Connected with the Application of New Technologies

The Inland Transport Committee of the International Labour Organisation, Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985, Having examined the report (Report II) prepared by the Office on “The Working and Social Conditions of Boatmen in Domestic and International Inland Navigation, including Legal Protection and Repatriation as well as Occupational Safety and Health Aspects connected with the Application of New Technologies”;
Adopts, this thirty-first day of January 1985, the following conclusions:

General considerations

1. In most countries, the inland water transport industry is composed of an organised modern sector and an unstructured sector. The term “organised modern sector” as used in these conclusions should be understood to apply generally to all enterprises where an employment relationship exists. The term “unstructured sector” should be understood to refer to that sector of the industry which is composed of self-employed boatmen and other operators who come to a lesser degree under the purview of labour legislation and who are generally not party to collective agreements even though they may, on occasion, employ a small number of workers. The term “boatman” is defined as all crew members working on vessels operating on inland waterways.

2. Improved productivity in the industry enhances its competitive and complementary position vis-à-vis other means of inland transport and should therefore receive special attention by all concerned, particularly in view of its impact on employment creation and job security.

3. In most countries, and in some cases, there is less extensive labour and social legislation applying to the unstructured sector and whatever exists is often inadequately applied. This situation, which at any rate must take into account limits compatible with health and safety and the requirements for an adequate return on investment in both sectors, tends to affect the relative competitive situation of the two sectors and could adversely affect social progress.

4. Action taken to harmonise working and social conditions should not result in any lowering of existing conditions.

5. It is desirable that there should be the greatest possible similarity between the working conditions in the two sectors and that working conditions in the industry as a whole, notwithstanding special aspects and conditions of the inland water transport industry, should not be less favourable than those in other comparable industries.

6. Specific solutions need to be found, in keeping with national practice, so that the provisions of labour legislation and collective agreements, which are essentially based on the existence of an employment relationship, can be extended to self-employed boatmen and other operators in the unstructured sector.

1 Adopted unanimously.
7. The need for harmonising certain working conditions between the two sectors in the interests of navigational safety, as well as the importance of vocational and continuous training for the improvement of both safety and working conditions, should be recognised as a necessity for the entire industry.

8. The improvement of working and social conditions of boatmen should be sought, as appropriate, through collective bargaining, labour legislation and regulations, international agreements or other means.

**Technological changes**

9. Largely because of the advantages it offers in terms of savings in energy, inland navigation is going through a period of accelerated development reflected in the expansion of waterway networks, modernisation of fleets and equipment, and the introduction of new technology for handling increased cargo and traffic.

10. Push-tow convoys, containerisation, roll-on roll-off techniques, faster and larger vessels, speedy mechanical cargo handling and waterway development and conservancy can improve productivity and performance in the industry.

11. Such technological changes frequently have an impact on working conditions. In introducing them, efforts should therefore be made to ensure that working conditions are made commensurate with these technological changes.

12. Certain technological changes and, in particular, those resulting in longer distances being travelled through continuous (day and night) navigation or a combination of river and sea navigation, can affect both working and social conditions of the crews. In addition to their potential impact on working hours, rest periods, night rest, leave and repatriation, such changes may also affect requirements relating to crew accommodation, welfare facilities on board or in ports, schooling facilities and various other social conditions such as the duration of separation from families, particularly in view of the different regulatory framework for inland and sea-going navigation.

13. Adequate information for, and consultation with, the workers concerned is essential and some problems should, where applicable, be the subject of collective bargaining.

14. Equitable sharing of the benefits of technological changes is important and can go a long way in ensuring their acceptance and proper utilisation by the workers concerned.

15. Technological changes can also have an impact on employment, including crew composition, competency requirements and training. It is also recognised that, where major technological changes are being brought about for the first time on a large scale, particularly in developing countries, they can be very expensive. In these situations the issues relating, in particular, to crew composition and working norms should be settled with the parties concerned, keeping in view the overall viability of the individual units in the industry and the social benefits accruing from these changes to the economy, giving due consideration to the effect on job security.

**Occupational safety and health**

16. As a general rule, technological improvements result in a reduction of physical effort. On the other hand, they may, in some cases, call for increased mental and nervous concentration and, as a result, lead to increased stress. Some technology may also involve new hazards.

17. It is essential that safety and occupational health regulations for inland navigation should be laid down by the competent authorities, that their observance be ensured through inspection and that such regulations be periodically revised in the light of changes. In this regard, it is necessary for the competent authorities to ensure that adequate safety and health information, training and equipment is provided to boatmen.

18. Safety and health in inland navigation, including the safety of ships and crews, is a primary responsibility of governments, managements and workers. Safety and health rules must be laid down by governments and procedures for their enforcement should be subject to consultation with the workers' representatives or their unions, where these exist, and the
employers or their associations. Even where there are no workers' representatives or unions, these rules must be laid down bearing in mind the safety and health requirements of workers.

19. Safety and health considerations should be taken into account at the design stage of the equipment; they should be a primary criterion for selecting equipment and for the initial and periodic renewal of certification of inland navigation craft.

20. Harmonisation of safety regulations and exchange of knowledge and experience on this matter between countries, in particular that relating to new techniques and equipment and marking and transportation of dangerous cargoes, should receive special attention. The development of such regulations, their periodical updating and effective application, should be the subject of continuing attention at the national and international levels.

21. The competent authorities should give adequate attention to the safety and health problems of operators in the unstructured sector who sometimes lack the necessary training, information and equipment. Such attention is necessary, both in the interest of the boatmen and their families, who often live and work on board, and in the interest of the safety of inland navigation as a whole. Action for the improvement of the conditions of boatmen in the unstructured sector poses particular problems of regulation and inspection and, as such, calls for solutions which take local conditions into account.

**Hours of work and rest periods**

22. Hours of work of boatmen in the organised modern sector vary considerably between countries and even within countries. Excessively long hours of work endanger both the workers' health and safety in navigation. Action to regulate working hours through legislation and, where applicable, through collective agreements is essential.

23. Where applicable and necessary, where inland navigation is carried out across national borders, the standardisation of working hours should be sought through bilateral, regional or inter-regional agreements.

24. The introduction of technological changes permitting continuous day and night navigation makes legal regulation and enforcement of working hours, including a maximum daily work period enforced by legal sanctions, as well as rest periods, night rest, and the different work requirements on board, increasingly important. Legally permissible overtime should attract a higher rate of pay and/or compensatory rest time, in keeping with national law and practice.

**Paid leave**

25. Employed boatmen's entitlements to paid leave should not be less favourable than those in other comparable industries. Where, in the execution of their duties, they are required to work long hours and/or be away from home longer than an agreed or specified period, they should be entitled to adequate compensation in the form of paid leave entitlements, the duration of which should be established through collective agreements and/or legislation.

**Protection of young boatmen**

26. Regulation of working hours is particularly important for the protection of young boatmen in both sectors.

27. Measures for the protection of young boatmen through adequate training and supervision are also required. Young boatmen below an age to be determined by the competent authorities should not be made to work as full crew members and, in particular, should not be assigned to tasks having high health and safety risks.

**Minimum age of admission to employment**

28. The minimum age of admission to employment varies from country to country, depending largely on the stage of a country's economic and social development. However, the
minimum age of admission to employment in the inland water transport industry should in no case be lower than that in other comparable industries in the same country. It should be noted that the Minimum Age Convention, 1973 (No. 138), and Minimum Age Recommendation, 1973 (No. 146), also apply to inland water transport.

Medical examinations

29. Changes in the physical and mental workloads brought about by technological development, as well as the new health hazards caused by the increasing variety of goods carried by inland water transport, make periodic medical examinations of boatmen essential. The nature of both entrance and periodic medical examinations should be determined by the competent authority in due consultation with the employers' and workers' organisations concerned. Medical examinations should be carried out free of charge to the workers by doctors approved by the competent authority, and who, where possible, are familiar with the working conditions in inland water transport.

30. As regards medical examinations of young persons, it should be noted that the provisions contained in the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77), also apply to inland water transport, while the Medical Examination (Seafarers) Convention, 1946 (No. 73), also covers estuarial craft.

Vocational training and certificates of competency

31. Technological development in inland navigation calls for increased attention to be given to vocational training and retraining and certificates of competency for boatmen.

32. Minimum training requirements for the different categories of inland water transport and the skills for their respective crews need to be laid down and should be determined by the competent authority in consultation with the employers' and workers' organisations concerned so as to take into account the needs of the industry.

33. Where inland navigation is carried out across national frontiers, consultation, exchange of information and mutual agreement on skill requirements is desirable.

34. National laws and regulations and/or collective agreements should provide for the retraining and transfer to another occupation of boatmen found physically incapable of continuing in their trade. Alternatively, they should enable these boatmen to qualify for a welfare benefit.

Repatriation

35. In view of the tendency for inland water transport craft to cover increasingly long distances, including navigation beyond national borders or into the open sea, boatmen stranded away from the port of engagement, either as a result of illness or for any other reason beyond their control, should be entitled to return transportation at the expense of social insurance, if it exists, or of the employer or the national authorities concerned, as appropriate.

Legal protection

36. When, for reasons having to do with their employment, wage-earning boatmen abroad find themselves in conflict with the law of the country in which they happen to be, they should be entitled to legal protection at the cost of the employer. The employer or his agent should, in all cases, seek assistance from the consular services or any other competent authority concerned. In these and other situations, the legal protection abroad of boatmen should be provided for by the national authorities of the countries of origin, if necessary through bilateral or international agreements.
The role of public authorities

37. Government and public authorities have an important direct and indirect role for improving working and social conditions of boatmen. Legislation or regulations governing working conditions of boatmen should be enacted in close consultation with the employers' and workers' organisations concerned, where they exist. Where state-owned enterprises are important employers in inland water transport, they should play an important guiding role by acting as model employers.

38. Public authorities should ensure the application of the provisions of labour legislation through efficient inspection systems in keeping with national practices, including sanctions for non-observance, bearing in mind the provisions of the Labour Inspection Convention, 1947 (No. 81).

39. Workers, as well as employers, can play a positive role in supporting the inspection services and ensuring the application of the provisions of legislation and/or collective agreements, bearing in mind the provisions of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the ILO) Recommendation, 1976 (No. 152).

40. Where working conditions are primarily laid down by collective agreements, public authorities should, within the framework of legal possibilities and in concert with the employers and workers, examine the social benefits to be derived from extending the working conditions of such agreements to other groups of workers not directly covered by these collective agreements and, if feasible and necessary, should initiate action to extend them.

41. Public investment or government encouragement of investment in inland water transport and waterways in all countries, especially the developing countries, can substantially contribute to the economic viability of the industry and to its ability to afford improvement in working conditions and security of employment of boatmen. Such investment could be either capital or labour intensive according to the national situation.

42. Governments can also play an important role in alleviating the impact on the inland water transport industry of adverse climatic and economic factors which may affect the continuity of its operations and of employment. In this connection, government efforts to improve waterways can help to redress the seasonal nature of the occupation in some countries, thus improving both continuity of employment and return on investment.

Tripartite co-operation

43. Tripartite co-operation in the improvement of working conditions is essential and tripartite advisory bodies should be set up where appropriate in keeping with national practice.

Action at the international level

44. The ILO should pursue and intensify its efforts for the improvement of working and social conditions of boatmen through studies and research, standard setting, technical meetings and technical co-operation. Effective co-ordination with other international organisations should be ensured in this regard.

45. Specific activities that the ILO might undertake in the future could include the following:
(a) compilation and dissemination of a manual on the legislation and experience of various countries relating to working conditions in inland water transport;
(b) preparation and dissemination of a manual on occupational safety and health regulations in inland water transport;
(c) study on technological changes in inland water transport and their impact on working conditions, particularly intended for the guidance of developing countries;
(d) study on the extent of the application of international labour Conventions and Recommendations to workers in inland water transport including those in the unstructured sector;
(e) reporting on the application of the present conclusions to a forthcoming session of the Inland Transport Committee, to be convened within five years;
providing technical assistance in setting up and, where necessary, reviving training and
other facilities in countries requesting them and also providing help to any member in
implementing (a) through (d) above, if requested;

inclusion, in the workers' education programme of the ILO, of appropriate technical
assistance to boatmen's unions in the developing countries, where requested;

as further implementation of points (a) through (d), the ILO should encourage the
interchange of technical assistance between the developed countries and the developing
countries.

46. Bilateral or multilateral agreements are important instruments for the harmonisation of
working and other conditions in international waterways. Although experience so far has been
largely limited to social security matters, consideration should be given to extending the scope of
such agreements to other working conditions.

Conclusions (No. 115) concerning Occupational Safety and Health in Road Transport

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985, and
Having examined the report (Report III) prepared by the Office on "Occupational Safety
and Health in Road Transport";
Adopts, this thirty-first day of January 1985, the following conclusions:

Statistics

1. For a better understanding of the causes of occupational accidents and hazards, statistics
on occupational safety and health in the road transport industry should be collected and
analysed by governments, and should ideally include data on various categories of drivers, i.e.
wage earners, owner drivers, contract drivers or any other appropriate category, both on
national and international road transport operations. In addition, statistics should distinguish
between the different categories of vehicle, such as heavy and light transport vehicles and those
transporting passengers or goods. Furthermore, statistics should also ideally include informa­
tion on all related workers in the road transport industry, including 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, cargo handlers and maintenance crews. Employers
and workers should be encouraged to co-operate with governments or the appropriate
authorities in the collection of this data for analysis and dissemination.

2. At the national level, governments should be responsible for the collection and analysis of
the data collected. This analysis will provide a better understanding of the scope of the problems
involved in the industry and will assist all concerned in formulating protective programmes to
reduce or eliminate the hazards concerned.

3. At the international level, a standardised method of data collection and analysis to allow
for comparison between countries of occupational accident and hazard statistics relating to the
road transport industry should be instituted. This comparison will be useful in providing
countries with information on existing conditions, the analysis of trends and the effect of
occupational safety and health programmes used in other countries.

4. It would be appropriate for the ILO, as the acknowledged international agency, to co­
ordinate the activities intended to standardise the methods of data collection, analysis and
dissemination of the results.

Ergonomic design of vehicles

5. The ergonomic design of vehicles in the road transport industry is an important factor for
the workers' safety and health. Co-operation between governments, employers, workers, and

1 Adopted unanimously.
manufacturers should be encouraged in order to formulate specifications to be used in vehicle design that will reduce as much as possible the exposure to safety and health hazards. When new vehicles are designed, particular attention should be given to the cab, which is the primary working environment of the driver. In this connection consideration should be given to improved means of access to and egress from the vehicle, the ergonomic location of controls and of the micro-climatic conditions in the cab because they are so important in providing safe and healthy working conditions and decreasing the factors contributing to fatigue. Attention should also be paid to the different anthropometrical measurements which exist world-wide.

6. Apart from, inter alia, speed, high levels of noise and vibration inside the cab can be a particular hazard in the road transport industry. They create physical and mental stress on the driver. While there have been technical developments to reduce the levels of noise and vibration, employers and workers should co-operate in seeking, through manufacturers and others, to continue these improvements and to set acceptable standards, taking into account all relevant factors. The safety and health of the driver is paramount.

Cargo containers

7. The extensive use of containerised cargo in many parts of the world has had both positive and negative effects on the occupational safety and health situations in the road transport industry. While reducing some of the traditional hazards involved in the loading and unloading of cargo, there have been some new hazards as a result of overweight containers or containers whose centre of gravity is improperly located.

8. The problem of improperly loaded containers can be particularly acute where these containers have been loaded in one country, trans-shipped through a second country and delivered to a third country. In such a case the differing levels of training, legal requirements and road and other conditions complicate the problem.

9. In order to improve the situation, those responsible should provide special training or relevant information to the personnel engaged in the packing and/or the loading of containers and for this purpose standardised loading or packing methods should be developed and adhered to.

10. In all cases drivers should be provided with full documentation concerning the contents of the container and any special precautions to be taken. In particular, in the case of hazardous cargoes, governments, in co-operation with employers’ and workers’ representatives, should standardise the form of this documentation. In considering the responsibility for the correct weight and stability of the container, the involvement of the consignor and the consignee should be taken into account.

Driver fatigue

11. Drivers' hours and rest period regulations should take into consideration the appropriate provisions of the relevant instruments of the ILO. Governments, in consultation with employers' and workers' representatives, should fix maximum working and driving hours and the number and spacing of rest periods in order to minimise the effects of fatigue on drivers. Where appropriate these matters can be agreed upon without the intervention of government.

12. Employers should provide drivers with information concerning the symptoms of physical and mental fatigue and methods by which fatigue can be reduced.

13. Realising that monotony and excessive concentration on the part of drivers are major factors in contributing to mental fatigue, governments should take this into consideration when designing roadways, with particular attention given to the needs of heavy vehicle traffic in urban areas. Improved cab design, in particular the placement of controls and instruments, is another area in which improvements would lessen mental fatigue.

Organisation of occupational safety and health facilities

14. In order properly and effectively to enforce existing regulations for the road transport industry, governments, through the competent authorities, should provide an adequate number
of personnel, properly trained and equipped. Where appropriate, this staff should advise employers and workers or their representatives on successful accident prevention programmes and national activities in the field of occupational safety and health.

15. A sufficient number of vehicle inspection stations should be ensured by governments in order to carry out required inspections in a minimum of time.

16. Medical examinations may be required as a prerequisite to obtaining a licence to drive a commercial goods or passenger vehicle. In such cases the timing of periodic and special medical examinations and the necessary medical criteria should be fixed by regulations or as appropriate under national practice. Where for medical reasons a driver can no longer continue to drive, the employers should consider the possibility of alternative employment, where practicable, bearing in mind the needs of the enterprise, including the provision of the necessary training. Where this is not practicable, alternative solutions should be sought according to national practices.

17. Bipartite or tripartite occupational safety and health bodies should be set up and financed, according to national policies and practices, at the national level to advise governments, employers and workers on accident prevention activities. National legislation or agreement between employers' and workers' organisations should define the methods by which employer and worker safety representatives are nominated and elected.

18. Research should be undertaken at both the national and the international level to investigate the possible relationships between working conditions and occupational diseases or illnesses which affect workers in the road transport industry.

Training

19. The organisers of vocational training courses sponsored by governments, employers' or workers' organisations, should introduce occupational safety and health modules into existing vocational training schemes.

20. Particular attention should be paid in this respect to the needs of drivers of vehicles carrying hazardous cargo, loaders and unloaders of such cargo and cargo containers generally, and to the special needs of different countries.

21. Bipartite or tripartite machinery should be set up to oversee, evaluate and suggest improvements to existing training schemes and should further make suggestions, as appropriate, for the formulation and setting up of additional courses.

22. Governments should support training activities to the best of their abilities, including assistance in providing modern training simulators for realistic training, where appropriate.

23. Where a special hazard exists such as the conveyance of hazardous substances, governments should require employers to ensure that the driver of the vehicle has received adequate instruction and training to enable him to understand the nature of the dangers to which the substance being conveyed may give rise. In addition the driver should be trained to deal with any necessary emergency action as well as any duties which may be imposed on him by regulations controlling the conveyance of hazardous substances.

24. When a job change is involved or when new equipment or work methods that require retraining are being introduced, then such training should be provided.

25. Employers should provide vehicle maintenance personnel with basic general occupational safety and health training in addition to training on accident prevention in their specific trade.

Special considerations

26. Governments should pay particular attention to the design, building and maintenance of road systems adequate for modern, high-speed, heavy vehicles.

27. When designing these road systems, governments should also consider the problems of such vehicles sharing the road with non-motorised vehicles, of stray animals on the road, and of how to provide sufficient and adequate pedestrian protection.

28. Where government vehicle inspection systems are inadequate or totally absent, employers should be encouraged to institute a system of voluntary inspection and workers should co-operate in this effort by reporting vehicle defects as they are noted.
29. Special attention should be given by employers to the problems which may be caused by different levels of education when designing and implementing occupational safety and health training programmes.

30. Vehicle safety standards should be established and strictly adhered to through a system of periodic inspections. Both governments and employers should co-operate to reduce the number of substandard vehicles, be they new or old, on the road.

31. Governments should assist employers, to the extent possible, in the training of vehicle maintenance personnel and should simplify the procedures for the purchase of spare parts.

**Action by the ILO**

32. The ILO should continue to encourage and promote efforts at the international level to protect workers' safety and health, using the various means of action available to it (standard setting, technical co-operation, research, dissemination of information, tripartite meetings, etc.).

33. The ILO should continue to encourage the ratification of the Occupational Safety and Health Convention, 1981 (No. 155), and the application of this Convention and as far as possible the application of the Occupational Safety and Health Recommendation, 1981 (No. 164), by member States.

34. More vocational training programmes, according to the individual needs of member States, should be developed by the ILO and occupational safety and health subjects should be incorporated into vocational training courses. Occupational safety and health training activities in the road transport area should be expanded with particular attention paid to the need for specific training of drivers and cargo handlers of hazardous materials.

35. The ILO, in co-operation with the WHO and other competent organisations, should undertake research programmes concerning the problem of both physical and mental stress as they affect workers in the road transport industry of commercial goods and passenger vehicles. The results of these studies should be made available to governments, employers and workers.

36. In view of the widening technology gap that exists between developed and developing countries the ILO should establish programmes to assist developing countries to adjust to the rapid changes taking place in the road transport industry. In this regard, the ILO should organise seminars, training programmes and tripartite meetings at the regional, national and international levels in developing countries to educate and prepare workers to adapt to technological developments and their effects on occupational safety and health in the road transport industry.

**Resolution (No. 116) concerning the Promotion of Collective Bargaining in the Rail Industry**

The Inland Transport Committee of the International Labour Organisation,

Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,

Recalling the Conclusions (No. 85) concerning methods of collective bargaining and settlement of labour disputes in rail transport adopted by the Inland Transport Committee at its Eighth Session (November–December 1966) and the Resolution (No. 107) concerning trade union rights in the transport industry, adopted by the Committee at its Tenth Session (January 1980),

Emphasising that the conditions in certain railway networks under which workers are transferred, dismissed, reinstated, recruited or reassigned duties should be matters for collective bargaining;

Adopts, this thirty-first day of January 1985, the following resolution:

The Inland Transport Committee invites the Governing Body of the International Labour Office to request the governments of member States to encourage free collective bargaining and the conclusion of collective agreements, in accordance with ILO instruments, covering changes in conditions of employment arising from the restructuring or contraction of national railway systems and further to encourage measures appropriate to national conditions and practices in order to protect employment and prevent a deterioration of working conditions in rail transport.

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1 Adopted unanimously.
Resolution (No. 117) concerning Job Losses on the Railways

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Taking note of the closure of railway lines, railway stations, marshalling yards and
other connected facilities in many countries, in view of the loss of jobs this entails for the
workers;
Adopts, this thirty-first day of January 1985, the following resolution:
The Inland Transport Committee invites the Governing Body of the International Labour
Office to urge the member countries adopting such programmes to take account, as well as the
economic considerations, of the social consequences, particularly on employment.

Resolution (No. 118) concerning the Right of Workers in Transport Undertakings to Organise
and Bargain Collectively

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Taking note of the fact that certain transport activities are considered to be essential services
and that therefore the right to strike of the workers concerned is restricted;
Adopts, this thirty-first day of January 1985, the following resolution:
The Inland Transport Committee requests the Governing Body of the International Labour
Office to instruct the Director-General to arrange for a study of the laws, regulations and
practices in this regard in the various countries in order to ascertain whether workers of transport
undertakings enjoy the rights and guarantees which are essential for the normal exercise of
freedom of association under Conventions Nos. 87, 98 and 151.

Resolution (No. 119) concerning the Agenda of the Twelfth Session of the Inland Transport
Committee

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Adopts, this thirty-first day of January 1985, the following resolution:
The Eleventh Session of the Inland Transport Committee invites the Governing Body of the
International Labour Office to consider including the two following subjects in the agenda of the
Twelfth Session of the Committee:
(1) The social and legal protection (including repatriation) of inland transport workers engaged
in international transport during their temporary periods of work abroad.
(2) The consequences of modernisation and new technologies in inland transport, having regard
to the structure of employment, professional skills and methods of negotiation.

Resolution (No. 120) concerning the Representation of Developing Countries

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Noting that only one-third of the countries invited to participate in this session are
developing countries,
Noting also the rapid development of big towns in the developing countries, which
accentuates proportionately the gravity of transport problems in general,

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1 Adopted unanimously.
Considering that all means of transport have a very important role to fill in the economic and social development of these countries;

Adopts, this thirty-first day of January 1985, the following resolution:

The Inland Transport Committee invites the Governing Body of the International Labour Office to take into account the particular interest of developing countries in problems of inland transport when reviewing the membership of Industrial Committees.

Resolution (No. 121) concerning the Publication in Spanish of the Reports of the Inland Transport Committee

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Considering that the publication in Spanish of the preparatory documents and reports of the Committee would permit fuller participation by delegates using this language,
Considering further that the publication of these documents in Spanish would give due satisfaction to the legitimate interest of the workers, employers and governments of Spanish-speaking countries that are not represented;
Adopts, this thirty-first day of January 1985, the following resolution:

The Inland Transport Committee invites the Governing Body of the International Labour Office to allocate adequate funds, in the budget of the Organisation, for the publication in Spanish of the preparatory documents and reports for the next session of the Inland Transport Committee.

Resolution (No. 122) concerning the Problems of Young Persons Employed in the Inland Transport Sector

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Recalling the resolution adopted by the General Assembly of the United Nations proclaiming 1985 International Youth Year and stressing the responsibility of the ILO in respect of the protection of rights, vocational training, employment and the protection of the health of the young, as defined in the Constitution and the Declaration of Philadelphia,
Recognising the immense importance of the participation of youth in the life and development of society in the economic, social, political and cultural areas,
Expressing deep regret at the increase—despite all the efforts made—of unemployment and involuntary part-time employment whose negative repercussions have a particular effect on young persons at the social, economic, technical and psychological levels,
Noting that, in order to guarantee the right of young persons to work, education and vocational training, the preparation and implementation of suitable teaching and employment programmes for the young and for the protection of their health are proving ever more indispensable;
Adopts, this thirty-first day of January 1985, the following resolution:

The Inland Transport Committee invites the Governing Body of the International Labour Office:
(1) to appeal to the member States of the ILO to adopt social and labour legislation designed to ensure the application of the Conventions, Recommendations and resolutions concerning the problems of youth adopted by the International Labour Organisation;
(2) to request the Director-General to see that the problems of young persons employed in inland transport are included in the studies undertaken by the International Labour Office and, to that end, that:

1 Adopted unanimously.
(a) the problems of young persons employed in inland transport are considered in the
documents being prepared for the item entitled “Youth problems” on the agenda of the
72nd Session of the International Labour Conference;
(b) the ILO develop co-operation with other international organisations which contribute to
the solution of the problems of young persons employed in the inland transport sector.

Resolution (No. 123) concerning Freedom of Association in the Inland Transport Industries

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Emphasising the important role of strong and independent workers' and employers' organisations in the process of democratic national development and in the creation of constructive industrial relations in the inland transport industries,
Recalling Resolution (No. 107) concerning trade union rights in the transport industry, unanimously adopted by the Committee at its Tenth Session (January 1980);
Adopts, this thirty-first day of January 1985, the following resolution:
The Inland Transport Committee invites the Governing Body of the International Labour Office:
(a) to consider what further measures can be taken to defend and promote freedom of association in inland transport and the ensuing right of workers and employers to be represented by freely elected, independent and democratic organisations;
(b) to include in General Reports for future sessions of the Inland Transport Committee information on cases of infringement concerning this sector which have been examined by the ILO Committee on Freedom of Association.

Resolution (No. 124) concerning ILO Technical Co-operation in the Field of Passenger Transport

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Noting that in different countries passenger transport needs are not fully satisfied,
Noting that passenger transport enterprises providing services to the public give valuable support to the national economy;
Adopts, this thirty-first day of January 1985, the following resolution:
The Inland Transport Committee invites the Governing Body of the International Labour Office to request the Director-General to assist the developing countries by the elaboration of a technical co-operation programme for such passenger transport services which should satisfy the needs of these countries.

Resolution (No. 125) concerning the Future Work of the ILO in Inland Transport

The Inland Transport Committee of the International Labour Organisation,
Having met in Geneva, in its Eleventh Session, from 23 to 31 January 1985,
Adopts, this thirty-first day of January 1985, the following resolution:
The Inland Transport Committee invites the Governing Body of the International Labour Office to:

1 Adopted unanimously.
(1) convene as soon as possible an Asian and Pacific regional meeting to discuss issues of particular importance concerning inland transport in the Asian and Pacific region;

(2) request the Director-General to carry out studies on the following subjects, with special reference to developing countries:

(a) conditions of the road network and motor vehicles and their effects on safety and health;

(b) training and retraining of drivers, loaders, as well as road users;

(c) role of the unorganised sector in road transport;

(d) the extent and depth of technological changes in inland navigation and their effects on the working and social conditions of boatmen;

(e) the norms for working hours and crew composition for inland navigation in the context of the need for modernisation of inland navigation.

Classification of the Conclusions and Resolutions Adopted by the Inland Transport Committee at its Ten 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

No. 22 Resolution concerning the early application of proposals and resolutions adopted by the Committee (Second Session, 1947).

Group B: Conclusions and resolutions, or parts thereof, which for the time being would not appear to call for further information

No. 9 Resolution on industrial relations in inland transport (Second Session, 1947)

No. 26 Resolution concerning protection of young workers on inland waterways (Third Session, 1949)

No. 28 Resolution concerning protection of young workers in family undertakings on inland waterways (Third Session, 1949)

No. 29 Resolution concerning educational opportunity for children of boatmen domiciled on board (Third Session, 1949)

No. 37 Resolution concerning labour problems arising out of the co-ordination of transport (Fourth Session, 1951)

No. 70 Resolution concerning the regularisation of employment of dockworkers (Sixth Session, 1957)

No. 78 Resolution concerning freedom of association in essential transport services (Seventh Session, 1961)

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable

Road transport

No. 51 Memorandum concerning conditions of employment in road transport (Fifth Session, 1954)

No. 67 Resolution concerning labour inspection in road transport (Sixth Session, 1957)

No. 74 Conclusions concerning the social consequences of changing methods and techniques in railways and road transport (Seventh Session, 1961)

1 Adopted unanimously.

2 The following conclusions and resolutions are outdated or superseded and are deleted from the classification: Nos. 6, 8, 10, 11, 13, 14, 15, 17, 19, 27, 30, 32–39, 43, 46, 47, 48, 49, 53, 55, 56, 57, 59, 60, 63, 64, 65, 68, 69, 71, 72, 77, 80, 84, 88, 89, 90, 92, 94, 95, 112 and 113.
No. 96 Conclusions concerning working conditions and safety provisions applying to persons employed in road transport (Ninth Session, 1972)
No. 97 Conclusions concerning basic and advanced vocational training in road transport (Ninth Session, 1972)

**Rail transport**

No. 73 Conclusions concerning general conditions of work of railwaymen (Seventh Session, 1961)
No. 74 Conclusions concerning the social consequences of changing methods and techniques in railways and road transport (Seventh Session, 1961)
No. 85 Conclusions concerning methods of collective bargaining and settlement of labour disputes in rail transport (Eighth Session, 1966)
No. 86 Conclusions concerning pay structure in rail transport (Eighth Session, 1966)
No. 104 Conclusions concerning vocational training and retraining of railwaymen (Tenth Session, 1980)
No. 105 Conclusions concerning working conditions in rail transport (Tenth Session, 1980)

**Work in ports**

No. 25 Resolution concerning the regularisation of employment of dockworkers (Third Session, 1949)
No. 52 Resolution concerning welfare facilities for dockworkers (Fifth Session, 1954)
No. 66 Resolution concerning methods of improving organisation of work and output in ports (Sixth Session, 1957)

**Technical co-operation**

No. 75 Resolution concerning technical assistance in the field of inland transport, point (c) (Seventh Session, 1961)

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**

No. 18 Resolution concerning the employment of women in inland transport (Second Session, 1947)
No. 20 Resolution concerning the co-ordination of the various forms of the transport industry (Second Session, 1947)
No. 62 Resolution concerning the protection of dockworkers against dust resulting from handling grain (Fifth Session, 1954)
No. 76 Resolution concerning co-ordination of transport (Seventh Session, 1961)
No. 78 Resolution concerning freedom of association in essential transport services (Seventh Session, 1961)
No. 79 Resolution concerning labour inspection in road transport (Seventh Session, 1961)
No. 96 Conclusions concerning working conditions and safety provisions applying to persons employed in road transport (Ninth Session, 1972)
No. 98 Resolution concerning the convening of regional meetings for inland transport (Ninth Session, 1972)
No. 101 Resolution concerning the obtaining by the International Labour Organisation of information on the conditions of life and work of transport workers (Ninth Session, 1972)

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1 These conclusions and resolutions cannot be considered out of date but they would not appear, for the time being, to call for immediate action by the Office.
No. 106 Resolution concerning the Main-Danube Canal (Tenth Session, 1980)
No. 107 Resolution concerning trade union rights in the transport industry (Tenth Session, 1980)
No. 108 Resolution concerning working time in the transport industry (Tenth Session, 1980)
No. 110 Resolution concerning the problems of drivers in international transport (Tenth Session, 1980)
No. 111 Resolution concerning the social and labour implications of energy issues in the transport industry (Tenth Session, 1980)

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

Transport in general

No. 44 Resolution concerning the transport and handling of dangerous goods (Fourth Session, 1951)
No. 54 Resolution concerning the use of Spanish as a working language in the Inland Transport Committee (Fifth Session, 1954)
No. 98 Resolution concerning the convening of regional meetings for inland transport (Ninth Session, 1972)
No. 102 Resolution concerning the improvement of the working environment and the protection of workers' health in the various sectors of transport (Ninth Session, 1972)
No. 103 Resolution concerning future action by the International Labour Organisation in the field of transport (Ninth Session, 1972)

Urban transport

No. 87 Resolution concerning conditions of work in urban transport services (Eighth Session, 1966)
No. 109 Resolution concerning urban transport (Tenth Session, 1980)

Road transport

No. 97 Conclusions concerning basic and advanced vocational training in road transport (Ninth Session, 1972), paragraph 29

Rail transport

No. 91 Resolution concerning railway modernisation and rationalisation (Eighth Session, 1966)
No. 104 Conclusions concerning vocational training and retraining of railwaymen (Tenth Session, 1980)
No. 105 Conclusions concerning working conditions in rail transport (Tenth Session, 1980)

Work in ports

No. 81 Resolution concerning safety and health of dock work (Seventh Session, 1961)
No. 93 Resolution concerning problems of dockworkers (Eighth Session, 1966)

Technical co-operation

No. 75 Resolution concerning technical assistance in the field of inland transport (Seventh Session, 1961)
No. 83 Resolution concerning vocational training in inland transport in developing countries (Seventh Session, 1961)
No. 99 Resolution concerning technical co-operation in road transport and other forms of inland transport (Ninth Session, 1972)
Advisory Committee on Technology

(First Session Geneva, 15–19 April 1985)

CONCLUSIONS ADOPTED

Conclusions concerning Item 1 on the Agenda

Action at the national level

To encourage appropriate technological choices, explicit technology policies ought to be carefully formulated and to the extent possible, harmonised and integrated with other socio-economic policies that affect the choice of technology.

Regular consultations between governments and employers' and workers' organisations can help formulate and implement explicit and implicit government policies that impinge on technology choices. The employers' and workers' organisations can assist in making their constituents aware of the extent of technology choices available and the positive and negative results of available alternatives.

In consultation with employers' and workers' organisations, governments can promote the selection and use of appropriate technologies through the establishment of a suitable policy framework. National tripartite meetings, such as those recommended by the ILO Tripartite Working Group on Appropriate Technologies (December 1980) can be held to address specific problems related to technologies appropriate for accelerated economic and social development.

Public and non-governmental institutions should be strengthened in order to carry out efficient, well-managed R and D, training and extension programmes in order to improve services to end-users of technology.

In consultation with employers' and workers' organisations, governments should consider some national institutional arrangements for assessing the socio-economic impact of technologies in order to gauge their appropriateness for achieving overall development goals. These arrangements are particularly relevant with respect to technologies imported from abroad where they were developed in the context of different needs and circumstances. Arrangements could include mechanisms for filtering out technologies found to be clearly detrimental to developing countries.

ILO action

The ILO should continue its efforts in respect of adapting and upgrading traditional technologies. This work should cover manufacturing, agriculture, rural enterprises and social services. However, the ILO should not neglect conventional technologies. They constitute the bulk of investment decisions and technical change associated with them could be inappropriate. The ILO's work on appropriate technologies should be organised in the context of general technological development.

The ILO can play an important role in continuing to monitor, assess and evaluate the socio-economic consequences of different technologies, e.g. through case studies of successes and failures and surveys of information published elsewhere. The ILO could play a larger role in identifying and analysing implicit and explicit technology policies in developing countries and take a lead in promoting a dialogue on how these policies influence the effective choice of appropriate technologies.

Information dissemination is an ILO function closely associated with its role of monitoring, assessing and evaluating technologies. Specifically, the ILO should:
through established channels for disseminating such information, continue to inform
government agencies, and national employers' and workers' organisations of various
technological alternatives and their positive and negative socio-economic consequences;

(b) supply information to other United Nations agencies as well as to national science and
technology institutions in order to create an awareness of the socio-economic impact
associated with different choices of technology;

(c) act as an information referral agency within the framework of the proposed United Nations
Global Information Network in helping to make ILO constituents aware of work by other
agencies involving the range of technologies available and their socio-economic effects.
(These activities should provide a good basis for the future establishment of a system
capable of handling a large amount of information in some standard, systematic and
consolidated fashion. Such a system could be used for collecting and distributing
information on alternative technologies and data pertaining to the socio-economic impacts
of these technologies.);

(d) prepare empirical assessments at the micro and macro levels. These could include analysis
and assessment of successful transfer or local generation of appropriate technology, and its
adaptation and improvement; and studies of the underlying causes of inappropriate
selection of technologies and of the constraints in the replication of successful cases of
appropriate technology.

Through its training programmes, the ILO should continue to promote the effective
application and diffusion of technologies which are appropriate for achieving established social
objectives. Activities should include technical training and retraining of workers, training at the
managerial level, and programmes geared to enhance the awareness of appropriate technologies
among policy- and decision-makers, workers, scientists and engineers. Where necessary, specific
training arrangements should be undertaken to minimise, as far as possible, the need for
expatriate technicians.

Conclusions concerning Item 2 on the Agenda

Action at the national level

Governments, in co-operation with employers' and workers' organisations, can assist in
adjustments to new technologies by the following means:

(a) gathering and disseminating information among employers' and workers' organisations for
the purpose of educating and training them about the new technology and their actual and
potential impacts in order to help them make sound decisions on technology-related
matters;

(b) encouraging the exchange of views on new technologies through organising symposia,
meetings and workshops with participation of both workers and employers;

(c) updating standards concerning working conditions and occupational health and safety to
accommodate changes associated with new technologies;

(d) encouraging and institutionalising an industrial relations environment in which workers
and employers meaningfully consult with each other concerning decisions to introduce new
technologies with regard to the socio-economic implications, the training and retraining
requirements, and the impact on health, safety, employment and working conditions.

Governments, employers' and workers' organisations can serve an important function by
keeping their constituents informed of new technological trends and their possible positive and
negative effects.

Governments, employers' and workers' organisations should share the responsibility for
training and retraining of workers and managerial staff involved in technological progress.
Governments can also play a primary role in helping people to adapt to new work and life
patterns.

ILO action

The ILO can assist its constituents in their efforts to adapt to new technology in the following
ways:
(a) disseminate information on new technology agreements between workers and employers in both developed and developing countries;

(b) help develop standards on occupational safety and health matters affected by new technologies and assist in formulating constructive inspection mechanisms.

(c) help develop sound and reasonable guide-lines for safeguarding individual privacy at the enterprise level.

The ILO should continue and intensify its training programme related to new technologies that will supplement or complement efforts by governments, employers and workers. The ILO can assist in developing viable training packages for labour inspectors to improve their level of competence for inspection and advising. The ILO can advise its constituents on the basis of comparative studies on the training programmes used in different countries in their efforts to adapt to new technology.

Although the Employers' members were of the opinion that the question of privacy was something to be considered in conjunction with other United Nations organisations, the Committee appeared to agree broadly that, in so far as the information on labour issues is concerned, the subject should be of concern to the ILO.

ILO research on new technologies should be action-oriented and geared to assist ILO constituents, especially in the developing countries. Areas for such investigative activities may include:

(a) the impact on the quantity and quality of employment on different groups of workers, in both industrialised and developing countries;

(b) the pattern of changing skills and occupational profiles;

(c) examination of the functioning of different arrangements for industrial relations, especially those that seem to function well;

(d) the effects of new technologies on:
   (i) the distribution of economic and social benefits;
   (ii) the shift in international competitiveness;
   (iii) the accumulation of indigenous technological capacities, including the ability to adapt new technologies to prevailing conditions, depending on the level of development and technical sophistication;

(e) positive alternatives for improving work content during the introduction of new technology.

At the present time, micro-electronics should continue to be ILO's concern in the field of new technologies. As other newly emerging technologies, especially modern biotechnology, edge more firmly into the applied stage, ILO activities should be adjusted accordingly.

Conclusions concerning Item 3 on the Agenda

Action at the national level

At present there is no widespread appreciation of technological blending because it is so new. For this reason governments, employers' and workers' organisations can perform a useful function in informing their constituents about blending as a technological alternative, and circulating information on what has been learned about successful and unsuccessful cases.

Governments, in consultation with social partners, and through appropriate technical and development institutes, can initiate relatively inexpensive and well-conceived experiments and pioneer projects involving the decentralised use of centrally provided and supported micro-computers in a rural setting.

In a setting of small manufacturing enterprises, employers' and workers' organisations can encourage experiments and pioneer projects involving decentralised use of a micro-computer with proper support, including training, through subcontracting arrangements.

ILO action

Since proper development of human resources is vital to a blending strategy, the ILO can be instrumental in:
(a) choosing appropriate mixes of training modules designed for new and traditional technologies and making them available to users;
(b) evaluating and improving these training packages, and;
(c) developing entirely new training packages.

The Committee recommended that the ILO should continue investigations in the area of blending, with more attention being paid to developing and elaborating a conceptual and analytical framework for the blending concept, and within this framework, doing rigorous empirically oriented case evaluations of the socio-economic impacts of technological blending.