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244th Session of the Governing Body of the International Labour Office

(Geneva, 13–17 November 1989)

The 244th Session of the Governing Body of the International Labour Office was held from Monday 13 to Friday 17 November 1989 under the chairmanship of Mr. D. Poulter (Government representative, Australia).

The agenda was as follows:
1. Approval of the minutes of the 243rd Session.¹
2. Date, place and agenda of the 78th Session (1991) of the International Labour Conference.
5. Reports of the Committee on Freedom of Association.
6. Reports of the Programme, Financial and Administrative Committee.
7. Report of the Allocations Committee.²

¹ The Governing Body approved the minutes.
² No paper was before the Governing Body on this item.
³ The Governing Body took note of the report.
13. Report of the Committee on Multinational Enterprises.\(^1\)
15. International Institute for Labour Studies: Report on the 31st Session of the Board of the Institute.\(^1\)
16. Composition and agenda of standing bodies and meetings.
17. Symposia, seminars and similar meetings.\(^2\)
   Supplementary reports:
   — Appointment of Deputy Director-General.
   — Complaint concerning the observance by Nicaragua 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 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers’ delegates to the 73rd Session of the International Labour Conference under article 26 of the Constitution of the ILO.
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.\(^3\)

**DATE, PLACE AND AGENDA OF THE 78TH SESSION (1991) OF THE INTERNATIONAL LABOUR CONFERENCE**


Having regard to the standing items which would necessarily be before the Conference and the items likely to be carried forward from the preceding session, the Governing Body decided that the agenda of the session should be as follows:

* **Standing items**

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.

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\(^1\) The Governing Body took note of the report.
\(^2\) The Governing Body took note of the Office paper.
\(^3\) For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
Items placed on the agenda by the Conference or the Governing Body

IV. Working conditions in hotels, restaurants and similar establishments *(second discussion).*

V. Protection of workers' claims in the event of the insolvency of their employer *(first discussion).*

VI. Application of modern agricultural technology *(general discussion).*

The Governing Body noted that the Conference would also have before it a special report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia.

**ACTION ON THE RESOLUTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS 76TH SESSION (1989)**

1. **Resolution on ILO action concerning indigenous and tribal peoples**

   The Governing Body requested the Director-General *(a)* when communicating the resolution to the governments of member States and, through them, to employers' and workers' organisations, to draw their special attention to operative paragraphs 1 to 4 relating to national action, pointing out in particular the suggestions for collaboration and consultation with organisations and institutions of indigenous and tribal peoples; *(b)* when communicating the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and the resolution to the international organisations concerned, to discuss arrangements similar to those specified in paragraph 9 of the Office paper with these organisations, and with others as might appear appropriate, for participation in the supervision of the application of Convention No. 169; *(c)* to undertake discussions with the international organisations mentioned in paragraph 11 of the Office paper, and with others as appropriate, with a view to collaborating in developing activities to achieve the objectives of the Convention, and to take steps to facilitate the co-ordination of such efforts among the different international organisations; *(d)* to take or intensify the action indicated in subparagraphs *(a)* to *(d)* of operative paragraph 6 of the resolution, within existing budgetary resources, and to consider the allocation of resources for these purposes in future programme and budget proposals; *(e)* to present proposals for a survey at the appropriate time, under article 19 of the Constitution, on Convention No. 169; and *(f)* to take steps to implement the provisions of subparagraphs *(f)* and *(g)* of operative paragraph 6 of the resolution, in particular in the preparation of programme and budget proposals in the future.

2. **Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work**

   The Governing Body requested the Director-General *(a)* to assess the size of the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work within the work programme of the International Occupational Safety and Health Information Centre (CIS) for 1990–91 and to prepare a report on the findings; *(b)* to develop programme proposals regarding harmonisation of the criteria, classification and labelling of chemicals used at work when preparing the programme and budget proposals for 1992–93; *(c)* to promote co-operation with other international organisations as indicated in the resolution; and

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1 For the texts of the resolutions see *Official Bulletin*, 1989, Series A, No. 2.
(d) when communicating the resolution to governments and, through them, to employers' and workers' organisations, as well as to the international organisations concerned, to draw their special attention to the provisions of operative paragraphs (a) and (c).

REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION


With regard to the 269th Report, the Governing Body decided to refer the complaint as a whole to a Commission of Inquiry for examination, in conformity with article 26, paragraph 3, of the Constitution of the ILO.\(^3\)

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\(^{1}\) See also p. 6 below.

\(^{2}\) The texts of the reports are reproduced in Series B of the Official Bulletin.

\(^{3}\) See also pp. 6 and 17 below.
Programme and budget for 1988–89

Regular budget account and Working Capital Fund

The Governing Body authorised the Director-General to submit proposals for any necessary transfers within the 1988–89 expenditure budget to the Chairman of the Governing Body for his approval, in accordance with the usual practice, prior to the closing of the 1988–89 accounts in January 1990, subject to confirmation of such approval by the Governing Body at its 245th Session (February–March 1990).

Financial questions relating to the International Institute for Labour Studies

The Governing Body accepted the contributions and gifts as set out in the paper submitted to the Committee on this item, and endorsed the programme and approved the budget for the International Institute for Labour Studies for 1990 and 1991 as set out in the relevant paper.

Proposed 1990–91 budgets for extra-budgetary accounts

Joint ILO/International Social Security Association account (ILO/ISSA)

The Governing Body approved the 1990–91 income and expenditure budget for the Joint ILO/ISSA account, as set out in Appendix II to the paper submitted to the Committee on this item.

International Occupational Safety and Health Information Centre (CIS)

The Governing Body approved the proposed 1990–91 income and expenditure budget for the International Occupational Safety and Health Information Centre (CIS), as set out in the Appendix to the paper submitted to the Committee on this item.

Inter-American Vocational Training Research and Documentation Centre (CINTERFOR)

The Governing Body approved the proposed 1990–91 income and expenditure budget for the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) extra-budgetary account, as set out in Appendix I to the paper submitted to the Committee on this item.

Other financial and general questions

Appointments to the Investments Committee of the International Labour Organisation

The Governing Body reappointed Mr. Yves Oltramare, Baron Sirtema van Grovestins and Mr. Jean Pierre Cuoni as members of the Investments Committee of the International Labour Organisation for a period of three years expiring on 31 December 1992.

Proposal with a view to acceptance of the gift by the Government of Côte d'Ivoire of a piece of land and a structure for the purpose of housing the ILO Regional Office for Africa

The Governing Body decided to propose to the International Labour Conference for adoption at its 77th Session (June 1990) a draft resolution concerning the acceptance, under article 12, paragraph 1, of the Financial Regulations, of the gift by
the Government of the Republic of Côte d'Ivoire of a piece of land and a structure on which premises for the use of the ILO Regional Office in Abidjan would be fitted out.

It gave approval in principle to pursuing the study and preparing the plans and cost estimates relating to the restoration work for the ILO Regional Office in Abidjan; agreed, subject to the acceptance of the gift by the International Labour Conference, that the cost of the conversion work for the ILO Regional Office in Abidjan, estimated at 430 million francs CFA, equivalent to approximately US$1,330,000, should be charged to the Building and Accommodation Fund; and authorised the charging of a sum of US$350,000, to be financed from savings under Part I of the Programme and Budget for 1988–1989, to major programme 290 (Other budgetary provisions) and its assignment to the Building and Accommodation Fund.

It also noted that the Committee had decided to establish a Building Subcommittee with the following composition, which would meet at the beginning of the Governing Body's 245th Session to examine the plans and cost estimates of the conversion work for the ILO Regional Office in Abidjan and to make recommendations to the Committee at that session:

- Government members: France; Liberia;
- Employer members: Mr. Georget; Mr. Lounis Khodja;
- Worker members: Mr. Adiko; Mr. Ali Ibrahim.

Financial arrangements for a Commission of Inquiry to examine the complaint concerning the observance by Romania of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made by delegates to the 76th Session (1989) of the Conference under article 26 of the Constitution of the ILO.

The Governing Body decided that a fee of US$250 per day should be paid to each member of the Commission of Inquiry; and that the cost of the Commission in 1990–91, estimated at US$440,000, should be financed in the first instance from savings in Part I of the 1990–91 budget, or, failing that, be charged to Part II (Unforeseen Expenditure).

Financial arrangements for a Commission of Inquiry concerning the observance by Nicaragua 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 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

The Governing Body decided that a fee of US$250 per day should be paid to each member of the Commission of Inquiry; and that the cost of the Commission in 1990–91, estimated at US$425,000, should be financed in the first instance from savings in Part I of the 1990–91 budget, or, failing that, be charged to Part II (Unforeseen Expenditure).

**Personnel questions**

Report of the International Civil Service Commission

Fifteenth Annual Report of the International Civil Service Commission

The Governing Body endorsed the recommendations of the International Civil Service Commission to effect changes in the methodology for adjusting pensionable...
remuneration and to extend for new officials the mandatory age of separation from 60 to 62, subject to approval by the United Nations General Assembly; and authorised the Director-General to give effect in the ILO, through appropriate amendments to the Staff Regulations, to the measure decided on by the General Assembly in respect of the Commission's recommendations on changes in the methodology for adjusting pensionable remuneration and the extension of the mandatory age of separation from the date(s) of implementation decided by the General Assembly.

Pensions questions

*Extension of the terms of reference of the Special Payments Fund*

The Governing Body amended the terms of reference of the Special Payments Fund with immediate effect to provide for payments on an *ex gratia* basis, without entering into any contractual obligations, to former ILO officials and the survivors of former ILO officials, in accordance with the criteria set out in paragraph 5 of the paper submitted to the Committee on this item; authorised the Board of Trustees of the Special Payments Fund to make such payments to persons meeting those criteria in 1989, and to reconsider their requests in the coming years; and authorised the coverage of the expenditure necessitated by this enlargement of the terms of reference by the resources currently available in the Fund, as approved under Major Programme 290 (Other Budgetary Provisions) of the 1990–91 Programme and Budget.

*Report of the United Nations Joint Staff Pension Board*

The Governing Body noted the results of the actuarial valuation of the Fund as at 31 December 1988 and the measures proposed by the Board to eliminate the current actuarial imbalance; and authorised the Director-General to apply the amended rate(s) of pension contributions as set out in paragraph 4 of the paper submitted to the Committee on this item in accordance with the decisions taken by the United Nations General Assembly at its 44th Session (1989), and decided that the estimated cost of up to US$1.5 million should be financed from savings in Part I of the Budget on the understanding that the Director-General would make alternative proposals at a later stage should this prove to be impossible.

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

*Application of Conventions and Recommendations*

*Form for reports (article 22 of the Constitution) on the application of ratified Conventions*

The Governing Body approved the report form for the Indigenous and Tribal Peoples Convention, 1989 (No. 169), as appended to the report.

*Choice of Conventions and Recommendations on which reports should be required in 1991 and 1992 under article 19 of the Constitution*

The Governing Body decided to request governments to submit reports under article 19 of the Constitution on the following instruments:

in 1991: the Minimum Wage-Fixing Machinery Convention (No. 26) and Recommendation (No. 30), 1928; the Minimum Wage Fixing Machinery (Agriculture) Convention (No. 99) and Recommendation (No. 89), 1951; and the
Minimum Wage Fixing Convention (No. 131) and Recommendation (No. 135), 1970;
in 1992: the Workers with Family Responsibilities Convention (No. 156) and
Recommendation (No. 165), 1981.

Standing Orders

Consideration by the Governing Body of formal and ceremonial matters

The Governing Body amended its Standing Orders by introducing a new paragraph in article 2, between paragraphs 2 and 3, in the following terms: When the Governing Body has before it a matter of a purely ceremonial nature, the Chairman may decide to speak alone on behalf of the Governing Body or to appoint, following appropriate consultations, another member or deputy member for this purpose; and decided that, in the event of the death or retirement of a member of the Governing Body or a senior official of the Office, a memorial book should be opened for contributions and signature in which members of the Governing Body might record what they wished to say and which would then be presented to the family of the deceased or to the retiring member or official after the session.

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Arrangements for the seventh general review of the membership of the Industrial and Analogous Committees

The Governing Body (a) decided that the seventh general review of the membership of the Industrial and analogous Committees should be carried out at its 248th Session (November 1990); (b) authorised the Director-General to ask applicant States, for the seventh general review, (i) to supply information either on the numbers of persons employed in the industry or sector concerned, or on production in this industry or sector, or on both, (ii) to supply information on any other factors which in their view lend importance in their country to the industry or sector concerned, and (iii) to list, in order of preference, the Committees for which they are candidates; (c) requested the Office to provide information on the extent of participation by applicant States in the work of the Committee(s) of which they have been a member; (d) set the date for the receipt by the Office of applications and supporting information for the seventh general review at 15 June 1990; (e) decided that the method of selection of applicant States for membership in Industrial and analogous Committees should be amended as follows: (i) one-quarter of the seats in each Committee should be filled by the applicant member States with the largest world industrial interest in the industry in question. In cases where division of the number of seats on a particular Committee by four did not result in a whole number, the number of seats allotted in application of this criterion should be the quotient resulting from the division of the total number of seats by four, rounded up to the next whole number, (ii) a first ballot should be held in the Industrial Activities Committee to fill one-half of the remaining seats, bearing in mind: (a) the relative importance either of the number of persons employed in the sector concerned or of production in that sector; (b) appropriate geographical distribution; and (c) any other factor which rendered the sector of importance in the countries concerned. Where the division by two of the number of remaining seats does not result in a whole number, the result should be rounded up to the next whole number, (iii) countries tying for the last place in the first ballot should be taken into consideration for the second ballot, (iv) the Industrial Activities Committee should fill the remaining seats by a second ballot, to be held on the day following the
announcement of the results of the first ballot, bearing in mind: (a) the relative importance either of the number of persons employed in the sector concerned or of production in that sector; (b) appropriate geographical distribution; and (c) any other factor which rendered the sector of importance in the countries concerned, (v) in the event of a tie for the last seat in the second ballot, the choice between the countries concerned should be determined by the Industrial Activities Committee in a further vote, and (vi) each applicant country should obtain a seat on at least one Industrial Committee, and for this purpose account should be taken of the first preference expressed by each country; and (f) decided that the title of the Chemical Industries Committee should remain unchanged.

Questions relating to the Standing Orders of Industrial and Joint Committee-type Meetings

The Governing Body decided that (a) the present sets of Standing Orders for Industrial and analogous Committees and Joint Committees should be amalgamated into a single document, in the manner suggested in paragraph 2 of the paper submitted to the Committee on this item; that (b) in the case of Industrial Committee-type meetings, a Government Vice-Chairman should be appointed to preside over the discussion of the single technical agenda item and to chair the working party established to draw up draft conclusions; that (c) in the case of the Joint Committee on the Public Service and the standing technical meetings, the plenary general discussion should be presided over by the Chairman appointed by the Governing Body and his or her two Vice-Chairmen, whereas the discussion of the single technical agenda item and working party established to draw up draft conclusions should be presided over by the Chairman; and that (d) the size of the working party to draw up draft conclusions should remain flexible within an upper limit of four regular members from each group.

Twelfth Session of the Metal Trades Committee:
Effect to Be Given to Conclusions and Resolutions of the Committee

The Governing Body (a) authorised the Director-General to communicate the texts adopted by the Metal Trades Committee at its Twelfth 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 employers’ and workers’ organisations concerned; (b) authorised him 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. 97) concerning productivity and new production processes in the metal trades and their effect on employment and conditions of employment, and to (ii) the report and conclusions (No. 98) concerning young workers in the metal trades; (c) requested him, when transmitting the Note on the Proceedings of the Twelfth Session of the Committee to governments and, through them, to the employers’ and workers’ organisations concerned, to appeal to them to be more co-operative in providing information to the ILO, as well as to appeal to governments to ensure observance of freedom of association and respect for trade union rights; and further (d) requested him (i) to draw the attention of governments and, through them, that of the employers’ and workers’ organisations concerned, as

1 For the texts of the conclusions and resolutions adopted by the Committee see p. 27 below.
well as that of international employers' and workers' organisations concerned, to the conclusions and resolutions listed in section I, group C of the Classification, (ii) to continue to bear in mind, when drawing up the future programme of work of the Office, 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, and (iii) to bear in mind the wishes expressed by the Committee in the relevant paragraphs of its conclusions No. 97 (on productivity and new production processes in the metal trades and their effect on employment and conditions of employment) and No. 98 (on young workers in the metal trades) when preparing the future programme of work of the Office.

With regard to resolutions Nos. 99 to 105 adopted at the Twelfth Session of the Committee, the Governing Body (a) agreed to bear in mind the wishes expressed by the Committee in the relevant paragraphs of its resolution No. 105; and (b) requested the Director-General to undertake the action requested by the Committee in the relevant paragraphs of its resolutions Nos. 99 to 105 and to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Committee in the relevant paragraphs of those resolutions.

**Ninth Session of the Committee on Work on Plantations:**

**Effect to Be Given to the Conclusions and Resolutions of the Committee**

The Governing Body (a) authorised the Director-General to communicate the texts adopted by the Committee on Work on Plantations at its Ninth Session (i) to governments, informing them that the Governing Body had taken note of the texts and requesting them to communicate these texts to the employers' and workers' organisations concerned, and (ii) to the international organisations of employers and workers concerned; (b) authorised him 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. 80) concerning conditions of employment and work on plantations, including the provision of basic needs, with special reference to seasonal workers, women and young workers, and to (ii) the report and conclusions (No. 81) concerning the role of the plantations sector in rural development, with special reference to questions of employment; (c) requested him (i) to draw the attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that of international employers' and workers' organisations concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification, (ii) when planning the future programme 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, and (iii) to bear in mind the wishes expressed by the Committee in the relevant paragraphs of its conclusions Nos. 80 and 81 when preparing the future programme of work of the Office.

With regard to resolutions Nos. 82 to 88 adopted at the Ninth Session of the Committee, the Governing Body (a) agreed to bear in mind the wishes expressed by the Committee in the relevant paragraphs of its resolutions Nos. 82 to 86; and (b) requested the Director-General to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Committee in the relevant paragraphs of its resolutions Nos. 82 to 88.

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1 For the texts of the conclusions and resolutions adopted by the Committee see p. 43 below.
Second Joint Meeting on Conditions of Work of Teachers: Composition and Agenda

The Governing Body decided that (a) the Second Joint Meeting on Conditions of Work of Teachers should be held as proposed; that (b) the report for the meeting should cover the issues listed in paragraph 12 of the paper submitted to the Committee on this item; that (c) the meeting should be composed as follows: 20 Worker members and up to four private Employer members, the number of Government members (at least 16) depending on the total number of private employers' representatives appointed; that (d) the Governments of the following 16 countries should be invited to send representatives to the meeting: Argentina, Denmark, Egypt, France, Ghana, Jamaica, Japan, New Zealand, Pakistan, Portugal, Senegal, Thailand, USSR, United States, Venezuela, Zimbabwe; that (e) the Governments of the following countries should be placed on the reserve list: Brazil, Canada, China, Côte d'Ivoire, Hungary, India, Italy, Malaysia, Philippines, United Republic of Tanzania; and that (f) the closing date for the acceptance of invitations should be set at 31 October 1990.

Second Session of the Joint Committee for Postal and Telecommunications Services: Composition and Agenda

The Governing Body decided that (a) the Joint Committee for Postal and Telecommunications Services should be composed of 20 Worker members, up to four private Employer members, and from 16 to 20 Government members, depending on the total number of private employers' representatives appointed; that (b) the Governments of the following 16 countries should be invited to send representatives to the Second Session of the Joint Committee: Algeria, Australia, Brazil, Canada, Japan, Malaysia, Nigeria, Pakistan, Senegal, Spain, Sweden, USSR, United Kingdom, United States, Venezuela, Zambia; that (c) the Governments of the following countries should be placed on the reserve list: China, Egypt, German Democratic Republic, India, Italy, Jamaica, Philippines, Uruguay, Zimbabwe (due account being taken of the particular interest expressed by the Governments of China and India in participating); that (d) the closing date for the acceptance of invitations should be set at 31 October 1990; and that (e) the agenda for the meeting as proposed by the First Session of the Joint Committee should be as follows:

(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.

Composition of the Meeting of Experts on Civil Aviation

The Governing Body (a) authorised the Director-General to invite the Governments of the following countries to propose nominations for the Meeting of Experts on Civil Aviation: Australia, Brazil, Egypt, France, India, Kenya, Nigeria, USSR, United Kingdom, United States; and (b) placed the Governments of the following countries on the reserve list: Argentina, Canada, Federal Republic of Germany, Hungary, Japan, Morocco, Pakistan, Senegal.
Fifth Tripartite Technical Meeting for Mines other than Coal Mines: Invitation of Intergovernmental and Non-governmental International Organisations

The Governing Body authorised the Director-General to invite seven intergovernmental and ten non-governmental international organisations to be represented by observers at the meeting.¹

Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel: Invitation of Non-Governmental International Organisations

The Governing Body authorised the Director-General to invite four non-governmental international organisations to be represented by observers at the meeting.¹

REPORT OF THE COMMITTEE ON OPERATIONAL PROGRAMMES

Tripartite participation in technical co-operation activities

The Governing Body requested the Director-General to keep it regularly advised, through its Committee on Operational Programmes, of the implementation of the strengthened arrangements agreed at the meeting held on 9 June 1988 between the Associate Administrator of the UNDP and representatives of the Employers’ and Workers’ groups of the Governing Body.

REPORT OF THE COMMITTEE ON DISCRIMINATION


The Governing Body (a) took note of the report; and (b) authorised the Director-General (i) to communicate the report to the governments of member States and, through them, to the employers’ and workers’ organisations concerned, to the intergovernmental organisations concerned and to the non-governmental international organisations having full consultative status, as well as to the other bodies and organisations concerned, and (ii) to take the experts’ conclusions and recommendations into account in drawing up future programme proposals.

REPORT OF THE COMMITTEE ON MULTINATIONAL ENTERPRISES

The Governing Body noted that the Committee had postponed its consideration of the items on its agenda to the Governing Body’s 245th Session in February–March 1990.

REPORT OF THE COMMITTEE ON EMPLOYMENT

Plan of action for training, retraining and labour mobility

The Governing Body endorsed the agenda for action outlined in paragraphs 59 to 91 of the paper submitted to the Committee on this item, subject to a number of amendments to be made in agreement with the Officers of the Committee.

¹ The list of the organisations invited to be represented is contained in the report submitted to the Governing Body under the tenth item on its agenda.
Report of the Tripartite Symposium on Structural Adjustment and Employment in Africa
(Nairobi, 16–19 October 1989)

The Governing Body (a) took note of the report and conclusions of the Tripartite Symposium on Structural Adjustment and Employment in Africa; (b) authorised the Director-General to communicate the report and conclusions to the governments of member States of the African region and, through them, to the employers’ and workers’ organisations concerned, and also to the non-governmental international organisations having full consultative status, as well as to the other bodies and organisations concerned; and (c) requested him to take these conclusions into account in planning further ILO action in general, and particularly in Africa, and in drawing up future programme proposals.

Adjustment, employment and labour market policies

The Governing Body endorsed the proposal that the ILO should undertake advisory missions in specific countries on labour market issues related to structural adjustment, and noted that such missions would be undertaken at the request of governments and subject to availability of resources.

Composition and Agenda of Standing Bodies and Meetings

The Governing Body reappointed, for a period of three years, the following members of the Committee: Mr. Prafullachandra Natvarlal Bhagwati (India); Sir William Douglas (Barbados); Mr. Arnold Gubinski (Poland); Mr. Benjamin Obi Nwabueze (Nigeria); Mr. José Maria Ruda (Argentina).

Joint Maritime Commission (Twenty-sixth Session)

The Governing Body approved the following agenda for the Twenty-sixth Session of the Joint Maritime Commission:

1. Changes in shipboard environment and in the characteristics of seafarers’ employment.
2. Revision of the Placing of Seamen Convention, 1920 (No. 9).
3. Revision of the Labour Inspection (Seamen) Recommendation, 1926 (No. 28).
4. Review of the application and implementation of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147).
6. Wages, Hours of Work and Manning (Sea) Recommendation (Revised), 1958 (No. 109):
   (a) mechanism and procedure for the periodic revision of the minimum basic wage for able seamen;

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1 The names, titles and functions of the persons appointed by the Governing Body, as well as an indication of the organisations and bodies invited to be represented at these meetings, can be found in the papers submitted to the Governing Body under the 16th item on its agenda.
(b) minimum pay or wages for able seamen in ships employing extra numbers of ratings;
(c) possible updating of wage figures.


Subcommittee on Seafarers' Welfare of the Joint Maritime Commission (Fifth Session)

The Governing Body approved the following agenda for the Fifth Session of the Subcommittee on Seafarers' Welfare of the Joint Maritime Commission:

1. The international co-ordination of welfare activities for seafarers.
2. Welfare services for seafarers' families.

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

The Governing Body decided to reconstitute the Joint Committee, and that the new term of office of the Joint Committee should expire on 31 December 1994. It noted that the Director-General of UNESCO intended to propose to the Executive Board of UNESCO the reappointment of two members of the Joint Committee from among those previously nominated by UNESCO, namely, Mr. S. S. Fall (Senegal) and Mr. E. G. Sapogov (USSR), and to submit new nominations from the Arab States, the Caribbean, Europe and Asia. It reappointed Mrs. E. Gachukia (Kenya) and The Hon. Mr. Justice L. T. Olsson (Australia), as members and appointed Miss A. G. Ali (Pakistan), Mr. P. R. Costa Souza (Brazil), Miss A.-L. Hostmark Tarrou (Norway) and Mr. M. Thompson (Canada) as new members of the Joint Committee. It asked the Director-General to convey to Mrs. M. Gosselin, Mr. F. Meyers, the Hon. R. Nettleford and Mrs. M. Silva its gratitude for their contribution to the work of the Joint Committee, and to express its special appreciation to Mr. F. Meyers, the Chairman of the Joint Committee's Fifth Session and a member since its inception. Finally, it noted that the Executive Board of UNESCO would be duly informed of the appointments made by the Governing Body, and that it would in turn be informed of the appointments made by UNESCO as soon as the decisions were taken.

Meetings


The Governing Body appointed as experts to attend the meeting Mr. A. P. Blokhin, Chairman of the RSFSR State Committee on Labour and Social Questions, to replace Mr. E. D. Malinine (USSR), Mr. M. A. Abejón (Spain) to replace Mr. F. Crone (Netherlands) and Mr. K. Lakov (Bulgaria) to replace Mr. N. Behar (Bulgaria).

It authorised the Director-General to invite two non-governmental international organisations to be represented by observers at the meeting.

Joint IMO/ILO Committee on Training
(Eighth Session, Geneva 24–28 September 1990)

The Governing Body approved the following agenda: fatigue as a factor in the manning and safety of ships. It decided that the Joint Committee should have the same composition as at its Seventh Session, that is, 14 members appointed by the ILO (seven Shipowner and seven Seafarer members) and six appointed by the IMO.
Meeting of Experts on Safety and Health in Surface Mining Operations  
(Geneva 11–18 September 1990)

The Governing Body agreed to change the title of this meeting to read as follows: Meeting of Experts on Safety and Health in Open-Cast Mines. It approved the following agenda for the meeting: Examination and approval of a Code of Practice on Safety and Health in Open-Cast Mines; and decided that the meeting should be composed of seven experts appointed after consultations with governments, seven after consultations with the Employers' group and seven after consultations with the Workers' group of the Governing Body. It noted that, in order to obtain the seven government nominations, the Director-General intended to consult the Governments of Australia, Canada, China, India, Peru, the USSR and Zambia, and to obtain substitute nominations, if necessary, from the Governments of Brazil, the German Democratic Republic, the United States and Zaire. It further noted that he intended to invite four intergovernmental organisations to be represented at the meeting, and authorised him to invite six non-governmental international organisations to be so represented.

Meeting of Experts on the Social Protection of Homeworkers  
(Geneva 1–5 October 1990)

The Governing Body approved the following agenda for the meeting:

1. To examine the nature, extent and problems of home working;
2. To assess national experience in the protection and organisation of homeworkers;
3. To advise on approaches and measures that could lead to more effective protection for homeworkers in member States;
4. To advise on future ILO action concerning home work, including the possible need for new international labour standards.

It decided that the meeting should be composed of six experts appointed after consultations with governments, six after consultations with the Employers' group and six after consultations with the Workers' group of the Governing Body; and noted that, in order to obtain the six government nominations, the Director-General intended to consult the Governments of Italy, Kenya, the Philippines, the United Kingdom, the United States and Venezuela, and to obtain substitute nominations, if necessary, from the Governments of Hungary, Mexico and Pakistan.

Advisory Committee on Rural Development (Geneva, 22–30 October 1990)

The Governing Body approved the nominations of nine members and four substitutes made after consultations with governments and of 12 members and three substitutes made after consultations with the Workers' group.

Meeting of Experts on the Prevention of Major Hazards (Geneva, 8–17 October 1990)

The Governing Body approved the following agenda for the meeting: Examination and approval of a Code of Practice on the Prevention of Major Hazards. It decided that the meeting should be composed of seven experts appointed after consultations with governments, seven after consultations with the Employers' group and seven after consultations with the Workers' group of the Governing Body; and noted that, in order to obtain the seven government nominations, the Director-General intended to consult the Governments of India, Mexico, the Netherlands, Thailand, the United Kingdom, the United States and the USSR, and to obtain substitute nominations, if necessary, from the Governments of Brazil, the German Democratic Republic, Indonesia and Zimbabwe. Furthermore, it noted that he intended to invite ten intergovernmental organisations to be represented at the meeting,
and authorised him to invite six non-governmental international organisations to be so represented.

Meeting of Experts on Safety and Health in Construction

The Governing Body approved the following agenda for the meeting: Examination and approval of a Code of Practice on Safety and Health in Construction. It decided that the meeting should be composed of seven experts appointed after consultations with governments, seven after consultations with the Employers’ group and seven after consultations with the Workers’ group of the Governing Body; and noted that, in order to obtain the seven government nominations, the Director-General intended to consult the Governments of Brazil, France, the Philippines, Poland, Singapore, the United Republic of Tanzania and the United States, and to obtain substitute nominations, if necessary, from the Governments of Argentina, Japan, Kenya and the USSR. Furthermore, it noted that he intended to invite three intergovernmental organisations to be represented at the meeting, and authorised him to invite three non-governmental international organisations to be so represented.

Eighth International Conference on Occupational Lung Diseases (formerly Pneumoconioses Conference)

The Governing Body authorised the Director-General to accept with appreciation the generous offer of the Federal Ministry of Labour and Social Affairs of Czechoslovakia to host the Eighth International Conference on Occupational Lung Diseases (formerly Pneumoconioses Conference) in 1992.

Meeting of Experts on Statistics of Strikes and Lock-Outs (Geneva, 23–27 April 1990)

The Governing Body approved the nominations of seven members and seven substitutes made after consultations with the Employers’ group and of seven members and one substitute made after consultations with the Workers’ group.


The Governing Body approved the nominations of four members and six substitutes made after consultations with the Employers’ group and of nine members and nine substitutes made after consultations with the Workers’ group.

Report of the Director-General

Obituary

The Governing Body paid tribute to the memory of Mr. Ananda Gopal Mukherjee, former Worker member of the Governing Body, and asked the Director-General to convey its sympathy to the family of Mr. Mukherjee and to the Indian National Trade Union Congress.

Composition of the Governing Body, Governing Body committees and various bodies

The Governing Body took note that, in accordance with article 5, paragraph 5, of the Standing Orders, the Employers’ group had made the following appointments: following the resignation of Mr. N. Saïd, Mr. A. I. Gazarine had been appointed as a
regular member of the Governing Body; Mr. Gazarine had been replaced as a deputy member by Mr. M. A. Lounis Khodja; and Mr. Lounis Khodja had in turn been replaced as a substitute member by Mr. A. M'Kaissi, member of the Executive Bureau of the Tunisian Union of Industry, Commerce and Handicrafts (UTICA); Mr. Said had been replaced as a regular member of the Board of the International Institute for Labour Studies by Mr. R. Decosterd.

It also took note that, in accordance with article 5, paragraph 5, of the Standing Orders, the Workers' group had appointed Mr. A. Rios, President of the Confederation of Workers of Venezuela, to replace Mr. J. J. Delpino as a regular member of the Governing Body and as a member of the committees of which Mr. Delpino was a member; and that, as from the 245th Session of the Governing Body, Mr. Rios would replace Mr. Crean as a substitute member of the Industrial Activities Committee, Mr. Crean taking the place of Mr. Delpino as a substitute member of the Committee on Freedom of Association.


The Governing Body declared the procedure closed.

Appointment of Deputy Director-General

The Governing Body took note of the appointment of Mrs. Mary Chinery-Hesse as Deputy Director-General in charge of technical co-operation and field programmes for a period of five years from 1 November 1989.

Complaint concerning the observance by Nicaragua of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers' delegates to the 73rd Session of the International Labour Conference under article 26 of the Constitution of the ILO

The Governing Body appointed the Commission of Inquiry as follows:

Chairman: Mr. Sette Camara (Brazil), former Vice-President of the International Court of Justice.

Members: Mr. René Ricardo Mirolo (Argentina), Professor of Law at the University of Córdoba.

Mr. José Vida Soria (Spain), Rector of the University of Granada.

It noted that, in accordance with the usual practice, the Commission would establish its own procedure in conformity with the provisions of the Constitution.

1 See also pp. 4 and 6 above.
The Governing Body approved the following programme of meetings for the remainder of 1989 and for 1990.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>29 November–5 December</td>
<td>Tripartite Meeting of Experts on the Employment and Training Implications of Environmental Policies in Europe</td>
<td>Geneva</td>
</tr>
<tr>
<td>6–14 December</td>
<td>Hotel, Catering and Tourism Committee (First Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>15 February–2 March</td>
<td>245th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>5–6 March</td>
<td>Advisory Meeting of Governing Body members from Asia</td>
<td>&quot;</td>
</tr>
<tr>
<td>8–21 March</td>
<td>Committee of Experts on the Applications of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>28 March–5 April</td>
<td>Fifth Tripartite Technical Meeting for Mines Other than Coal Mines</td>
<td>&quot;</td>
</tr>
<tr>
<td>23–27 April</td>
<td>Meeting of Experts on Statistics of Strikes and Lockouts</td>
<td>&quot;</td>
</tr>
<tr>
<td>9–17 May</td>
<td>Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel</td>
<td>&quot;</td>
</tr>
<tr>
<td>24 May–2 June</td>
<td>246th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>6–27 June</td>
<td>77th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>28 June</td>
<td>247th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>11–18 September</td>
<td>Meeting of Experts on Safety and Health in Open-Cast Mines</td>
<td>&quot;</td>
</tr>
<tr>
<td>24–28 September</td>
<td>Joint ILO/IMO Committee on Training (Eighth Session)</td>
<td>&quot;</td>
</tr>
<tr>
<td>September–October</td>
<td>Tripartite Symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean</td>
<td>Santiago, Chile</td>
</tr>
<tr>
<td>1–5 October</td>
<td>Meeting of Experts on the Social Protection of Homeworkers</td>
<td>Geneva</td>
</tr>
<tr>
<td>8–17 October</td>
<td>Meeting of Experts on the Prevention of Major Hazards</td>
<td>&quot;</td>
</tr>
<tr>
<td>9–17 October</td>
<td>Meeting of Experts on Civil Aviation</td>
<td>&quot;</td>
</tr>
<tr>
<td>22–30 October</td>
<td>Advisory Committee on Rural Development</td>
<td>&quot;</td>
</tr>
<tr>
<td>1–16 November</td>
<td>248th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>21–29 November</td>
<td>Tripartite Meeting on Conditions of Employment and Work of Journalists</td>
<td>&quot;</td>
</tr>
<tr>
<td>5–13 December</td>
<td>Third Tripartite Technical Meeting for the Printing and Allied Trades</td>
<td>&quot;</td>
</tr>
</tbody>
</table>
The Governing Body appointed Mr. J. Dias (Sri Lanka) as the Government member of its delegation to the session and Chairman of the Committee.

The Governing Body appointed the following as its delegation to the meeting:

Government member and Chairman of the Committee: Mr. Y. G. Zvenigorodsky (USSR).
Employer member: Mr. M. Arbesser Rastburg (Austria).
Worker member: Mr. N. L. Zimba (Zambia).
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 under-mentioned ratifications of international labour Conventions and the 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</th>
<th>Date on which ratification will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Declaration, in accordance with Article 16, paragraph 3, of the Convention, of the acceptance of the provisions of Article 11 of Part II of the Convention. This declaration cancels the declaration, transmitted at the time of the ratification of the Convention, by which Australia excluded Article 11 of Part II from its acceptance of the Convention in accordance with Article 16, paragraph 2.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brazil</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>11 October 1989</td>
<td>11 October 1990</td>
</tr>
<tr>
<td>Colombia</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>7 December 1989</td>
<td>7 December 1990</td>
</tr>
</tbody>
</table>

1 Period covered: 16 October to 31 December 1989.
<table>
<thead>
<tr>
<th>Country</th>
<th>Convention</th>
<th>Ratification Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>Guarding of Machinery Convention, 1963 (No. 119)</td>
<td>22 December 1989</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 17, paragraph 1, the Government has excluded from the scope of the Convention machinery subject to national naval inspection.</em></td>
<td>22 December 1990</td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)</td>
<td>22 December 1989</td>
</tr>
<tr>
<td>Finland</td>
<td>Forty-Hour Week Convention, 1935 (No. 47)</td>
<td>23 November 1989</td>
</tr>
<tr>
<td></td>
<td>Employment Service Convention, 1948 (No. 88)</td>
<td>23 November 1990</td>
</tr>
<tr>
<td>German Democratic Republic</td>
<td>Holidays with Pay Convention (Revised), 1970 (No. 132)</td>
<td>8 November 1989</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 3, paragraph 2, of the Convention, the minimum length of the holiday specified is 18 working days. In accordance with Article 15, paragraph 2, of the Convention, the obligations of the Convention have been accepted both in respect of employees in economic sectors other than agriculture and in respect of employees in agriculture.</em></td>
<td>8 November 1990</td>
</tr>
<tr>
<td></td>
<td>Continuity of Employment (Seafarers) Convention, 1976 (No. 145)</td>
<td>8 November 1989</td>
</tr>
<tr>
<td></td>
<td>Nursing Personnel Convention, 1977 (No. 149)</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>&quot;</td>
</tr>
<tr>
<td>Germany, Federal Republic of</td>
<td>Occupational Health Services Convention, 1985 (No. 161)</td>
<td>&quot;</td>
</tr>
<tr>
<td>Greece</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>14 November 1989</td>
</tr>
<tr>
<td></td>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td>17 October 1989</td>
</tr>
<tr>
<td></td>
<td>Human Resources Development Convention, 1975 (No. 142)</td>
<td>&quot;</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification</td>
</tr>
<tr>
<td>------------</td>
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</tr>
<tr>
<td>Hungary</td>
<td>Social Security (Seafarers) Convention (Revised), 1987 (No. 165)</td>
<td>14 December 1989</td>
</tr>
<tr>
<td></td>
<td><em>The Government has accepted the obligations of Article 9 of the Convention in respect of the branches mentioned in Article 3 (b), (d) and (e).</em></td>
<td></td>
</tr>
<tr>
<td>Italy</td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
<td>8 November 1989</td>
</tr>
<tr>
<td></td>
<td><em>Acceptance of all the articles of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</em></td>
<td></td>
</tr>
<tr>
<td>Switzerland</td>
<td>Seafarers' Welfare Convention, 1987 (No. 163)</td>
<td>15 November 1989</td>
</tr>
<tr>
<td>Uruguay</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>16 November 1989</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td></td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>14 December 1989</td>
</tr>
<tr>
<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td></td>
</tr>
<tr>
<td>Denmark</td>
<td>Guarding of Machinery Convention, 1963 (No. 119)</td>
<td>22 December 1989</td>
</tr>
<tr>
<td></td>
<td><em>Not applicable: Faeroe Islands, Greenland.</em></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Not applicable: Faeroe Islands, Greenland.</em></td>
<td></td>
</tr>
</tbody>
</table>
Communications Pursuant to the Provisions of the Accommodation of Crews Convention (Revised), 1949 (No. 92)

Article 1, paragraph 5, of the Accommodation of Crews Convention (Revised), 1949 (No. 92), provides that:

any of the requirements contained in Part III of this Convention may be varied in the case of any ship if the competent authority is satisfied, after consultation with the organisations of shipowners and/or the shipowners and with the bona fide trade unions of seafarers, that the variations to be made provide corresponding advantages as a result of which the over-all conditions are not less favourable than those which would result from the full application of the provisions of the Convention; particulars of all such variations shall be communicated by the Member to the Director-General of the International Labour Office, who shall notify the Members of the International Labour Organisation.

The following particulars of variations made in this connection have been communicated to the Director-General:

*Sweden* (ratification: 18.7.1950)

"Modern ships represent a high level of technology. This, in turn, requires skilled personnel and makes it possible to reduce the number of crew members. These facts contribute to an evolution towards social equality between different categories on board. In the light of this Sweden has, on the requests of the owners concerned, in some cases granted exceptions from Article 11 of the Convention (cf. Article 1, paragraph 5), by accepting a messroom common to master, officers and ratings. This was done after consultation with the bona fide trade unions of seafarers. The competent authority is satisfied that in these cases the arrangements provide corresponding advantages, as a result of which the over-all conditions are not less favourable than those which would result from the full application of the provisions of the Convention." (Report under article 22 of the Constitution for the period 1975–80.)

"During the period 1984–88 the National Administration of Shipping and Navigation has granted exemptions in a number of cases from the provisions of Article 11, paragraph 3, of the Convention, by permitting common mess facilities for officers and ratings. The Administration, which is the competent authority in these questions, has been satisfied, after consultation with the organisations of shipowners and seafarers and with the shipowners in question, that these variations provide corresponding advantages, as a result of which the over-all conditions are not less favourable than those which would result from the full application of the provisions of the Convention." (Report for the period 1984–88.)

*United Kingdom* (ratification: 6.8.1953)

"Statement showing the extent to which typical exceptions provided for in paragraph 5 of Article 1 of the Convention have been issued (as modified by United Kingdom adoption of Convention No. 133)
<table>
<thead>
<tr>
<th>Article</th>
<th>Requirement</th>
<th>Circumstances in which exceptions were made after consultation with organisations of shipowners and seafarers</th>
</tr>
</thead>
<tbody>
<tr>
<td>9(1)</td>
<td>That sleeping rooms and messrooms shall be lighted by natural light</td>
<td>*A number of ships have accommodation spaces near the waterline where it would be imprudent for reasons of safety, to fit side-scuttles. All spaces are adequately lit by artificial light.</td>
</tr>
<tr>
<td>10(1)</td>
<td>That sleeping rooms shall be situated above the load line</td>
<td>*A number of ships have cabins near the waterline. The floor of the lowest accommodation is not more than 1.2 metres below the Summer Load Waterline.</td>
</tr>
<tr>
<td>11(2)</td>
<td>That separate messrooms be provided</td>
<td>Communal messing and recreational facilities are provided in a number of ships.</td>
</tr>
</tbody>
</table>

* Principally passenger ships of all sizes and other "specialised service" ships of under 1,600 GRT such as offshore support, seismic, tugs and similar. The advantages provided as a result of such exceptions are generally a better layout and provision of facility for the crew than would otherwise be practicable.” (Report under article 22 of the Constitution for the period 1984–88.)
Participation of Hong Kong in the Activities of the International Labour Organisation: Communications from the Governments of the United Kingdom of Great Britain and Northern Ireland and of the People's Republic of China

COMMUNICATION FROM THE GOVERNMENT OF THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND TO THE DIRECTOR-GENERAL

Sir,

I am instructed by Her Majesty's Principal Secretary of State for Foreign and Commonwealth Affairs to refer to article 1(2) of the Constitution of the International Labour Organisation, by virtue of which the United Kingdom is a member of the International Labour Organisation. As a result of the United Kingdom's membership, Hong Kong is now participating in ILO activities, and international labour Conventions are applied to it, under the relevant articles of the ILO Constitution concerning "Non-Metropolitan Territories" and this situation will continue until 1 July 1997.

I am also instructed to state that, having regard to the Joint Declaration of the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the People's Republic of China on the question of Hong Kong, signed at Beijing on 19 December 1984, the United Kingdom will restore Hong Kong to the People's Republic of China with effect from 1 July 1997 and that the United Kingdom will continue to have international responsibility for Hong Kong until that date.

I should be grateful if the contents of this Note could be placed formally on record and brought to the attention of other member States of the ILO.

Please accept, Sir, the assurances of my highest consideration.

(Signed)

1 September 1989

J. A. Sankey,
Ambassador and Permanent Representative,
UK Mission,
Geneva.

COMMUNICATION FROM THE GOVERNMENT OF THE PEOPLE'S REPUBLIC OF CHINA

(Translation)

Mr. Director-General,

Upon the instruction of the Minister of Foreign Affairs of the People's Republic of China, I, with reference to the future relationship between the Hong Kong Special Administrative Region of the People's Republic of China and the International Labour Organisation as from 1 July 1997, have the honour to submit to Your Excellency the Declaration of the Government of the People's Republic of China (one copy in Chinese, one in English), as enclosed.

I should be grateful if the contents of this Declaration could be formally placed on record and brought to the attention of other member States of the ILO.
I avail myself of this opportunity to renew to the Director-General the assurances of my highest consideration.

(Signed)

1 September 1989

Fan Guoxiang,
Ambassador Extraordinary and Plenipotentiary,

DECLARATION OF THE GOVERNMENT OF THE PEOPLE'S REPUBLIC OF CHINA

In accordance with the Joint Declaration of the Government of the People's Republic of China and the Government of the United Kingdom of Great Britain and Northern Ireland on the question of Hong Kong, signed in Beijing on 19 December 1984, the People's Republic of China will resume the exercise of sovereignty over Hong Kong with effect from 1 July 1997. Hong Kong will, as from that date, become a Special Administrative Region of the People's Republic of China and will enjoy a high degree of autonomy, except in foreign and defence affairs which are the responsibilities of the Central People's Government of China.

The People's Republic of China is a member of the International Labour Organisation. At present, Hong Kong, under arrangements made by the UK Government in accordance with relevant articles of the ILO Constitution relating to "Non-Metropolitan Territories", participates in ILO activities and has international labour Conventions applied to it. With effect from 1 July 1997 the Hong Kong Special Administrative Region, as an inseparable part of the territory of the People's Republic of China, will not be and should not be deemed to be a "Non-Metropolitan Territory". However, the Hong Kong Special Administrative Region will be autonomous in the enactment of labour legislation and in the administration of labour affairs. Therefore, for the purpose of enabling the Hong Kong Special Administrative Region to continue its participation in International Labour Organisation activities and to continue to have international labour Conventions applied to it, the relevant articles of the International Labour Organisation Constitution will be applied, by analogy, to the Hong Kong Special Administrative Region.
CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 97) concerning Productivity and New Production Processes in the Metal Trades and Their Effect on Employment and Conditions of Employment

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988;
Adopts this fifteenth day of December 1988 the following conclusions:

General considerations

1. The Metal Trades Industries are undergoing a number of fundamental changes. These regard the composition of output, methods of production, including the organisation of the production process, as well as changes in material technology.

2. Parallel to and often associated with the introduction of new microelectronic-related hardware is the use of the new organisational forms, such as, just-in-time (JIT) systems and group technology (GT).

3. The introduction of new technologies can have a large impact on productivity, standards of living and quality of life. Other factors, such as changes in capacity utilisation and in the composition of output also affect productivity.

4. Skill requirements are changing at all levels and for all functions in metal trades firms. More and more employees are working in functions demanding higher education and better training.

5. The choice in the introduction of new technologies is not one of "technology" or "no technology". Rather, it is the choice of the appropriate level of technology. Such a choice should take account of the stage of development of the economy, the effect on competitiveness and profitability of the new technology and also its ability to improve living standards and employment.

Skill development

6. The continuous development of relevant skills is crucial for productivity and employment growth. It allows existing enterprises to operate successfully and is central to the creation of new firms. It enhances individuals' opportunity to maintain and increase employability, earnings potential and fulfilment of their aspirations.

7. Continuous education and training programmes are needed for employees at all levels of the enterprise. There should be more short programmes for updating and extending employees' knowledge and skills. It should be particularly necessary to promote more broadly based, multidisciplinary programmes for employees. Technical education institutions should be adapted to the rapidly changing realities in plants, and thus expose trainees to the problems of

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1 Adopted unanimously.
changing technology. The growing need for multidisciplinary training in preference to specialisation should be given due consideration in developing curricula for the training of employees.

8. Access to higher education should be open to those who have completed vocational training, to those who have acquired the skills through technical education, and to those who have upgraded their skills through shop-floor experience.

9. Vocational training institutions should teach people not only about new technologies, but also train them in taking decisions, prepare them for teamwork and for taking more responsibilities and include provisions to make them aware of other issues pertaining to their employment, for instance health and safety issues. In this context reference is made to the appropriate Conventions of the ILO.

10. Vocational training should provide a broad basic qualification as a prerequisite for job-related and general further training, aimed in particular to allow employees to adjust flexibly to new job structures, production methods and technologies. This will enable them to adapt to technological change and improve their career prospects, as well as contributing to an improvement in productivity. It will also assist them to cope with any possible associated occupational risks. They should have the opportunity to take part in further training, on-the-job training and retraining measures, so as to protect their vocational qualifications, mobility and job security. More and better use should be made of apprenticeship programmes. In economically depressed regions, timely encouragement of and assistance for vocational training is a particularly important factor for stimulating development.

11. It should be made easier for companies and individuals to tailor training to their particular needs with regard to content and duration in a manner appropriate to national conditions and practices after consultation with the worker representatives. This may involve progressively dividing education and training programmes into smaller units for young workers and for retraining of adults.

12. Co-operation between employers and workers and their representatives, as defined in clause 11 above, is essential for designing and updating training programmes. Where the State provides training, the social partners should be involved in the development and definition of programmes. Where there is a provision for private sector representation, that provision should include equal representation for worker representatives.

Key factors for faster growth of output and employment

13. Profitability is the key factor for the industry's ability to sustain growth and thereby create additional employment. Profitability is enhanced through the utilisation of modern technology to increase productivity. Productivity gains should be used to ensure adequate productive investment, improve returns to shareholders and provide employees with improved wages and working time arrangements.

14. Further development of the industry relies on a macro-economic environment favourable to productive investment with low interest rates, and avoidance of instability in foreign exchange markets. Governments have a major role to play in assisting with these matters. Unstable exchange rates in particular pose a threat to workers and employers as they can make undertakings uncompetitive and cause job loss without any change in relative productivity. Governments should also make their contribution to the improvement of the economic, social and physical infrastructure, promote research and development, encourage product innovation as well as the importation of appropriate technologies. A fair distribution of income would strengthen the purchasing power of the population and stimulate demand.

15. Employers should make every effort to retrain and redeploy workers whose skills have become redundant because of the introduction of new technology. Where this cannot be done, government, employers and workers should co-operate in devising programmes to help with retraining and the search for a suitable job.

16. Rapid technological change could be a contributing factor to the trend towards a society divided between highly skilled workers and workers who are untrained — and often unemployed. Corrective measures should be taken to enhance economic growth and employment creation to reduce the maldistribution of opportunities between workers with full-time, secure, skilled and well-paid jobs on the one side and the unemployed and workers with temporary or short-time jobs and irregular and poorly paid work on the other.
International action for higher growth

17. There is a need for world-wide co-ordination of policies. The ILO should play a positive role for the sharing of ideas and concepts with a view to enhancing the mutual stimulation of economic and social development in all countries. Governments and relevant international organisations should develop and effectively co-ordinate both employment and economic recovery programmes and take measures for a stable world monetary system and a sustained flow of capital towards job-creating investments, particularly in developing countries. Countries with large surpluses in their balance of payments have a special role to play to take measures to the furtherance of world trade.

18. Labour standards should promote efficiency and quality as well as equity. Companies should become more competitive through enhanced efficiency, the adoption of new technologies and cost improvement techniques. Productivity, rather than low wages and avoidance of international labour standards, should enhance competitiveness.

Employment and working time

19. In spite of the divergent views about the economic desirability of reducing working time, it could none the less be considered that this may fall within the framework of policies for improved working conditions and a better working life that takes into account both the social interest in this objective and the economic implications for the enterprise. In this regard collective bargaining is an excellent and flexible means that would allow both employers and workers to deal with the problem on a pragmatic and realistic basis that takes into account their mutual interest and that of the society.

Employment and developing countries

20. There are differences in the economic and employment situation of different groups of developing countries. It is difficult to put them into a general perspective. The situation in the newly industrialised countries contrasts markedly with that in the least developed countries. In all cases the metal trades are a key factor for economic development. In many developing countries growth and employment prospects for the metal trades are inadequate. They should expand their internal market wherever possible with a view to improving living standards. Public investments should be geared towards promoting production and satisfying the needs of the population, and should particularly be stimulated in such sectors as low-cost housing, infrastructure projects, transport, education, health and welfare.

Employment and robots

21. Planners of work organisation should ensure that unskilled jobs are minimised and instead create ergonomically designed workplaces for the workers concerned. The installation of robots and other new technologies should be preceded by consultations in accordance with recognised practices. Assurance of health and safety standards should be respected and education and training provided.

Shift work

22. Regular night and shift work could confuse workers' biological rhythm and social and cultural life. For technical and/or economical reasons shift work may have to be utilised to the fullest extent possible. Where such work is necessary, workers should be fully informed and involved, in accordance with national law, practice, and provisions of collective agreements.

New forms of organisation

23. In many sectors the use of new technologies may lead to new forms of work organisation, thus confirming that the design of work and technology can be combined in different ways. The new forms of organisation should aim at the development of production techniques and procedures adapted to the needs of the enterprises and the workers. In many cases, possibilities exist for structuring working conditions more humanely, at no greater cost.
and without labour reductions. New methods of work organisation should be introduced in accordance with recognised national practices, including consultation.

24. Constant attention should be given to a humane organisation of work and technology. Occupational strain, health hazards, work intensity and stress should be reduced. In order to minimise the imposition of new forms of control and surveillance, communication and cooperation between management and workers and among workers themselves should be improved. Disabled workers and workers who have become injured or sick as a result of their job should wherever possible be provided with a suitable job.

25. New work organisations which improve quality achievements, reduce labour turnover and absenteeism and reduce requirements for indirect support staff, can be facilitated by the application of new technology. Organisational evolution must accompany technical evolution.

26. Worker motivation schemes, the development of an effective career path and improved access to training, will lead to enhanced work satisfaction and higher productivity. Workers and employers have a shared interest in embracing change and accommodating new mutually agreed work practices.

New materials

27. The use of new materials presents an opportunity to develop new products and markets, and increase productivity. However, before introducing new materials, care must be taken to ensure that there is no adverse effect on the health of the people involved. There should be continuous monitoring of the effects of these new materials and the related data should be made available to the workers. The technical design of production processes should ensure that the effects of gases, vapours, dusts or physical limit values for noise or vibrations are within the permissible limits.

28. Technological measures should ensure that these fixed limit values are never exceeded, in order to prevent workers being exposed to health hazards. Regular independent medical check-ups should be introduced wherever workers are exposed to harmful substances.

29. On the basis of this information, employers and workers should work together in eliminating the hazards and occupational diseases involved in utilising and applying new materials on the shop floor. It should become a self-evident part of modern occupational safety and health policy that workers who have to use dangerous materials or substances should, as a matter of routine, also be given adequate training in the protective measures that have to be taken.

Action by the ILO

30. With a view to improving productivity and employment opportunities the ILO should continue to undertake in-depth studies on the evolution of the metal trades industry in developing countries, thus providing valuable examples and guidance for governments, employers' and workers' organisations, who share the responsibility for promoting economic and social progress.

31. The ILO, together with the World Health Organisation (WHO), should continue their efforts to disseminate information about the properties of dangerous substances and about the necessary protective measures, in a form which is easy to understand in day-to-day practice. Metal trades firms, which normally do not employ chemistry or physics specialists, are in particular need of clear information that can be understood and applied by workers and their supervisors in the metal trades industries. Workers' and their representatives in the plant, especially health and safety committees, should be given sufficient information to enable them to play their role fully, including detailed information on the composition of new products. They should have reasonable access to enable them to call in experts when necessary.

32. The ILO, together with other international organisations, in particular the WHO, should sponsor research on the harmful health effects of introducing new materials and technologies; the research data should be made available to governments, employers' and workers' organisations and other competent authorities, especially in developing countries.

33. The ILO and the WHO should disseminate new information concerning occupational diseases and hazards, and should renew, on a regular basis, the publications on admissible levels of toxic substances.
Conclusions (No. 98) concerning Young Workers in the Metal Trades

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Having discussed the report (Report III) on "Young workers in the metal trades" which had been prepared by the International Labour Office;
Adopts this fifteenth day of December 1988, the following conclusions:

General considerations

1. The employment-related problems of both young men and young women workers are a universal concern. The nature and extent of the problem are influenced by level of development, political system, economic conditions and socio-cultural factors. But in general, young people bear a disproportionate burden of prevailing employment problems.

2. The severe economic recession of the late 1970s and the early 1980s, which aggravated the situation of the marketplace and had a major impact on employment trends and prospects throughout the world, greatly affected the number of entry-level jobs for young people. At the same time massive structural and technological change greatly influenced the types and the contents of jobs available to young people and, in particular, their skill requirements.

3. In view of the changing demographic trends, the youth employment problem in the coming years is likely to become increasingly one of a qualitative nature in market economy countries as in industrialised planned economy countries. The mismatches between the education acquired and the skills required are emerging as a dominant policy concern. These mismatches exist in developing countries as well, but for most low-income countries the absolute levels of youth unemployment and underemployment remain dominant preoccupations.

4. Notwithstanding the downward trend in growth of employment in manufacturing, this sector remains vital to a healthy and growing national economy. In view of the crucial linkages between manufacturing and a growing services sector, it must be recognised that manufacturing does and should continue to make an important contribution to an overall increase in jobs throughout the economy, especially where advanced industries are being developed.

5. By virtue of their size, diversity and links to other sectors of the economy, the metal trades are of great importance in overall policy aimed at generating additional employment for young workers. Yet, while the industrialised countries currently provide almost 90 per cent of employment within the world metal engineering industries, the prospects for future employment growth in the metal industries within these countries remain limited.

6. The industries comprising the metal trades present the full range of employment problems and possibilities found on a global scale. These run the gamut from the world-wide structural problems, massive relocation and enormous job loss of the shipbuilding industry to dynamic growth and changing job requirements in areas such as electronic engineering, aerospace and telecommunications. Thus severe shortages with respect to certain categories of skilled workers exist alongside a decline in the total number of workers employed in the metal trades and high levels of overall youth unemployment.

7. Within the metal trades, shortages exist not only in higher skills areas such as advanced engineering and the application of new technologies to information handling but in traditional craft skills as well. In some countries shortages have been observed of blue-collar workers, including sheet metalworkers, machinists, pipe fitters, welders and other skilled craftsmen.

8. Despite the decline in overall employment levels in the metal trades, recruitment difficulties have arisen in many countries and in a number of industries. Some concern has been expressed that an image problem exists within the metal trades. The traditional terms used to describe certain occupations or types of training may no longer correspond to current realities. Stereotyped views of particular trades or the job content of specific occupations appear to be prejudicial to the recruitment of young people, in particular young women, to a broad spectrum of jobs. At the same time, there are many signs that very practical steps are being taken to solve recruitment difficulties and, in the process, to improve the image of metal trade industries.

Adopted unanimously.
9. Education and training systems often appear to be lagging behind the world of work. They are not developing fast enough to provide the new technical skills and qualifications required for changing job structures and the increasing introduction of high technologies as well as the social skills necessitated by changes in work processes and the workplace environment.

10. Basic training approaches vary from country to country, often reflecting long-standing traditions with respect to vocational skills training. These range from systems where vocational education and training form a major part of secondary education and sometimes are even first introduced in primary school to systems where the training of skilled workers largely takes place in vocational schools. In the dual system theoretical education in vocational institutes is combined with training and practical work experience in enterprises. Special training schemes of both limited and long duration often link training in enterprises, in large part financed by the State, with a set number of weeks or hours per week of off-the-job training. Overall, vocational education appears to be expanding somewhat faster than general education in developing countries.

11. In many countries there are special regulations governing the employment and protection of young people as regards their minimum age for admission to employment, hours and conditions of work, occupational safety and health, and protection against dangerous conditions of work. Such regulations are of particular importance to the metal trades.

Employment promotion

12. The objective of creating jobs for young men and young women must form part of a total approach to employment. Job creation can best take place in a healthy, dynamic and growing economy with financially healthy enterprises. It is the role of government through its overall economic, financial, industrial, regional and social policies to establish the conditions conducive to generating increased and sustainable employment. Expansion of trade, without protectionism, facilitates a long-term growth in output and jobs from which all countries stand to benefit.

13. The metal trade industries can and must play an important role in tackling the problems of youth unemployment. The metal trades should play an active part in the pursuit of policies for economic revival, job creation and world-wide economic and social development. At the same time, international co-operation aimed at helping the developing countries realise their employment growth potential in the metal industries is to be encouraged. This can aid global recovery and contribute to overall job creation for young people, with special attention to the employment needs of disadvantaged young people and young people who suffer from physical handicaps.

14. In the industrialised countries those metal industries which are contracting and undergoing structural change should benefit from a policy environment which facilitates the adjustment process and ultimately opens up new prospects for development. Every opportunity should be taken to innovate so as to expand job opportunities. Such innovation should be compatible with environmental protection.

15. While the best stimulus for the hiring and training of young people is a healthy macro-economic climate conducive to growth and employment creation, in situations of massive unemployment, governments, under certain circumstances, both quantitative and qualitative, may wish to offer subsidies to employers with a view to absorbing more of the young people who are coming on the labour market. While there may not be complete agreement on the place and value of subsidies, where they are offered it should be for the purpose of achieving a net addition to the number of jobs created and/or the provision of quality training. The use of subsidies may be administered on a tripartite basis.

16. A permanent concern is to do more to build or strengthen bridges between education and industry, and initiatives by both the social partners are required. Measures to provide more information to schools concerning employment opportunities within the metal trades have met with some success and should be encouraged. Student and teacher visits to workplaces; company visits to schools; videotapes for schools, as well as other materials that describe career options, and adopted school programmes are illustrative of ways to tackle the problem.

17. The use of youth trainees to speak at schools about job opportunities in the metal trades appears to be an especially innovative approach to communicating with young people about the metal trades. Retirees can play a similar role. Moreover, open-house days where students and
parents alike may visit industrial locations can help to shape mutually reinforcing positive attitudes on both their parts.

18. As positive images are often greatly influenced by the language we use, better terminology may be used to describe traditional occupations whose job content has changed considerably in recent years.

19. Much more needs to be done to fully integrate young women into the metal trades. To begin, there is a need to tackle the image problem which reflects, in part, stereotyped attitudes towards certain occupations as male jobs and it is essential that this situation be corrected as soon as possible. Special efforts must be made to ensure that as part of compulsory education all young women have access to the same career information, school subjects and eventual qualifications as young men and that subsequently they should receive the same opportunities to pursue further training. Recruitment efforts on behalf of young women must be stepped up and special consideration might be given to young women, where they are under-represented, when applications are selected for particular jobs or apprenticeships. Wage discrimination, where it exists, should be eliminated.

20. Vocational guidance counsellors have an important role to play in facilitating young persons' transition from school to work. Yet the task of guidance counsellors can be made much easier if employers and trade union representatives actively participate through their direct contacts with schools and the provision of current information on metal trade industries. Employers and trade unions, together with governments, can make contributions to forward-looking analyses of future trends in jobs and skills. At the same time, vocational guidance counsellors should benefit from refresher courses, upskilling and industry exposure to help them keep abreast of new methods as well as the opportunities available in the metal trades.

21. The tripartite approach should be fully maintained in the promotion of employment of young people in the metal trades: governments must create the legal conditions and employers and trade unions the collective agreements necessary for promoting and safeguarding the interests of young workers. It should be regarded as a right of young people to have their interests protected by law and/or collective agreement. Tripartism should also extend to training where, although precise roles will be influenced by prevailing tradition and practices with respect to education and training, employers and trade unions have key roles to play in formulating and implementing on-the-job training programmes within the legal framework established by governments.

**Education and training**

22. Changing job structures and rapid technological changes call for a broader range of skills than the education system has provided in the past. To fill the emerging jobs, young people must increasingly acquire skills in such fields as information technology, electronics, pneumatics, hydraulics and computer numerical control (CNC) technology. At the same time, it is necessary to give attention to the personal and social skills which help the young person to more fully integrate and participate in his or her working environment.

23. The dual system, which provides a relatively successful model for combining enterprise-based and off-the-job training, needs to be further modernised and adapted to the requirements of rapid technological progress. Everywhere, curricula need to be continually revised in the light of changing industrial developments—particularly the introduction of new technologies—and the increasing demands by industry for higher level qualifications and skills.

24. While other essentially school-based or enterprise-based approaches may also perform well, a precondition for the success of any system is that it must provide quality training leading to some recognisable qualification(s). Training programmes that are broad-based and meet the growing demand for skilled workers, possessing cognitive and diagnostic skills in addition to manual skills, are especially to be encouraged. Where training programmes financed by the government or otherwise are used to provide certain youth target groups with initial training and employment, every effort should be made to ensure that they offer practical training and experience and a strong likelihood of either continuing employment or follow-up job opportunities.

25. For small-scale enterprises, which do not have the funds, know-how and technical facilities to organise their own vocational training programmes, the utilisation of training
centres and more co-operation between small and large enterprises in training matters is necessary. In developing countries, where small-scale enterprises, artisan trades and informal sector establishments comprise a large and often vibrant segment of the metal trades and of the national economy, training assistance, possibly as an outcome of tripartite agreements, would be especially useful. Governments should acknowledge both the need for adequate financing and the recognition of trade union rights in accordance with the Freedom of Association and the Protection of the Right to Organise Convention (No. 87), 1948.

26. High technology skills call for repeated retraining in short courses in view of technological change and the updating that is required. It is necessary to ensure that new technologies are properly assimilated and practised. Continuing attention to retraining and further skill acquisition also can help to reduce a rapid turnover among young people. As regards further training, paid educational leave should be offered in accordance with the provisions of the Paid Educational Leave Convention (No. 140), 1974 and governments which have not yet ratified the Convention should consider doing so.

Conditions of work

27. It is necessary continually to emphasise measures that protect the occupational safety and health of young workers. Protective legislation and regulations already exist in many countries; more needs to be done to ensure that they are consistently applied and enforced, especially in developing countries. At the same time, the social partners should endeavour to provide adequate information and instruction to young workers and trainees concerning accident prevention, health protection, the handling of toxic substances and proper rest periods, especially in relation to night work. Particular attention should be given to the application of the Minimum Age for the Admission to Employment Convention (No. 138), 1973.

The role of the ILO

28. The ILO should continue to carry out selective, in-depth studies on measures and special programmes which have been successful in creating long-term employment for young workers, especially in developing countries. Such studies should aid the ILO in establishing, for young workers, guide-lines on their rights based on international labour standards and progressive national laws and practices.

29. The ILO should promote exchanges of experience between its member States on how they are dealing with youth unemployment. In this fashion the ILO could serve as a clearing-house for information on successful experiences and practices with respect to the promotion of youth employment.

30. The ILO should provide extensive documentation on educational and training systems which have responded best to the needs, interests and qualification requirements of young workers in the metal trades. The ILO should also encourage the orientation of young men and young women towards the metal trades and documentation should be made available on the experiences of various countries which have developed action in this regard. The ILO should ensure that special attention is given to the needs of young workers when planning and implementing vocational training programmes and should consider possible adaptations of the Modules of Employable Skills (MES) system to meet their special circumstances.

31. In monitoring the application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the ILO should put special emphasis, within the framework of the Declaration, on the commitments of metal trade multinationals to co-operate with governments and trade unions with a view to creating jobs and providing skills for young workers.

32. With a view to bringing about the general improvement of health, safety and working conditions for young workers in the metal trades, the ILO should continue to collect and distribute basic information on health and safety hazards as well as on actual practices with respect to the observance of relevant international labour standards on working conditions, safety and health and the work environment.
Resolution (No. 99) concerning the Contribution of the Metal Trades to the Improvement of the Industrial Environment

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Recalling resolution No. 74 concerning dangers of pollution of the work environment and health hazards resulting from processes in the metal trades, adopted at its Ninth Session, and resolution No. 94 concerning occupational safety and health in the metal trades, adopted at its Eleventh Session,
Considering that there are workplaces in metal trades production where dangerous substances are used and appropriate measures should be taken,
Noting the importance of information about hazards arising from the use of dangerous materials at the workplace and to this effect the importance of the International Hazard Alert System;
Considering that special attention should be drawn to migrant workers,
Considering the importance of international harmonisation and information of protection measures,
Recognising that the erroneous use of dangerous substances in the metal trades may have a direct impact on environmental pollution during their handling and their storage and through the distribution of products containing dangerous substances,
Recognising the role of the metal trades in the development and production of installations and equipment for environmental protection and the effects this has on employment creation and sustainable economic growth;
Adopts this fifteenth day of December 1988 the following resolution:
The Metal Trades Committee invites the Governing Body of the International Labour Office:
(1) to appeal to governments not to export dangerous waste to developing countries;
(2) to call upon governments in developing countries to refuse collaboration in this malpractice and to support these governments in their efforts;
(3) to call upon governments to ratify and implement appropriate ILO Conventions relevant to the working environment;
(4) to call upon employers and workers and their representatives to co-operate in order to minimise hazards in the workplace;
(5) to request the Director-General to:
   (a) include in the technical co-operation for developing countries and other work programmes, projects regarding employment promotion and protection of the industrial environment;
   (b) study the feasibility of an internationally harmonised classification and labelling system of dangerous substances in a language understandable by workers which determines hazardous properties including the effects of long-term exposure of workers to these materials and inform all concerned by the regular publication of threshold limit values;
   (c) promote programmes on protection against hazardous substances with special emphasis on migrant workers and other workers entering the industry unprepared for such hazards;
   (d) include in the ILO training programmes information about hazards and protective measures related to the handling and disposal of hazardous waste and dangerous materials;
   (e) co-operate with all relevant international organisations of the United Nations system engaged in health and safety and environmental protection.

1 Unanimously adopted.
Resolution (No. 100) concerning Hazards to Safety and Health in Specific Metal Trades Activities

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Recalling the ILO Code of Practice on safety and health in shipbuilding and ship repairing,
Noting the arduous and hazardous working conditions in ship breaking operations and in
building, maintaining and repairing offshore installations,
Concerned about catastrophic accidents on offshore installations;
Adopts this fifteenth day of December 1988 the following resolution:
The Metal Trades Committee invites the Governing Body of the International Labour Office:
(1) to appeal to governments:
   (a) to ensure that technical inspection of the working conditions on construction,
       maintenance and repair of offshore installations be carried out by qualified and
       competent authorities;
   (b) to ensure full application of appropriate safety and health standards on construction,
       maintenance and repair of offshore installations and on ship breaking operations;
(2) to appeal to employers to:
   follow up, for safety and health in the construction of fixed offshore installations, the
   application of the ILO Code of Practice on safety and health in the construction of fixed
   offshore installations in the petroleum industry;
(3) to request the Director-General to:
   include in the work programme of the ILO measures for the improvement of safety, health
   and working conditions in ship breaking operations.

Resolution (No. 101) concerning Continuous Further Training

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Recalling its resolution No. 57 concerning tripartite action regarding vocational training in
the metal trades,
Recalling conclusions No. 72 of the Metal Trades Committee concerning training at
different levels in the metal trades, with particular reference to the developing countries,
Recalling the Paid Educational Leave Convention, 1974 (No. 140) and the Paid Educational
Leave Recommendation, 1974 (No. 148), adopted by the International Labour Conference,
Considering the Human Resources Development Convention, 1975 (No. 142), and the
Human Resources Development Recommendation, 1975 (No. 150), adopted by the Interna­
tional Labour Conference at its 60th Session,
Recognising that the metal trades have special training requirements particularly with
regard to the emergence of new technologies,
Noting that workers in the metal trades have to adjust to product innovation and
production process changes throughout their working lives,
Considering that metal trades workers' employment security and their career prospects
depend to a large extent upon their adjustment to such changes and that older workers might
find it particularly difficult to adapt to the impending changes,
Adopts this fifteenth day of December 1988 the following resolution:
The Metal Trades Committee invites the Governing Body of the International Labour Office:
(1) to appeal to governments and through them to employers' and workers' organisations in the
metal trades:

1 Unanimously adopted.
(a) to promote and strengthen the continuous further education and training of metalworkers with special attention to equality between men and women;
(b) to devise up-to-date transferable and high-quality training programmes to this effect and to set up and support special facilities for such training;
(c) in accordance with national law and practice and collective agreements and for a specified period to grant adequate paid leave to workers in the metal trades to enable them to participate in such training;
(d) to encourage workers to make use of further training possibilities offered during and outside working hours by employers or public authorities;
(2) to request the Director-General to take measures to strengthen the metal trades training activities of the ILO International Centre for Advanced Technical and Vocational Training in Turin.

Resolution (No. 102) concerning Diversification of Production and Protection of Employment in the Metal Trades

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Noting that some regions which heavily rely on the metal industry are now affected by structural unemployment,
Considering the threats of manpower cuts in various metal industries including shipbuilding, and certain branches of mechanical engineering,
Pointing to the need for revitalisation of entire regions and industries depending on metal trades activities through diversification of production and investment programmes as a measure to create employment,
Being concerned that reconversion of important activities in the metal trades be thoroughly considered, and implemented, in a timely manner,
Recalling its resolution No. 93 concerning employment and social policies to cope with structural change, which stressed the importance of full employment policies,
Noting the factual ILO studies completed so far on the potential employment effects of disarmament and the conversion of industry,
Pointing to the huge possibilities which exist in the metal trades for product and process innovation, which need to be further exploited in order to stimulate demand, economic growth and thus employment;
Adopts this fifteenth day of December 1988 the following resolution:
The Metal Trades Committee invites the Governing Body of the International Labour Office:
(1) to appeal to governments:
   (a) to step up their efforts in promoting effective labour policies for conversion and diversification;
   (b) to intensify their efforts for the revitalisation of metal trades industries in regions undergoing deindustrialisation;
   (c) to promote further tripartite consultation on such programmes;
   (d) to encourage research and development in the field of diversification;
(2) to request the Director-General to continue to gather from all constituents of the ILO information on initiatives undertaken by governments, employers' and workers' organisations concerning diversification and conversion projects and to disseminate this information in a suitable way.

1 Unanimously adopted.
Resolution (No. 103) concerning Multinational Enterprises in the Metal Trades

The Metal Trades Committee of the International Labour Organisation,  
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,  
Recalling its resolutions Nos. 87 and 95 concerning multinational enterprises in the metal trades,  
Considering the ongoing globalisation of the world economy and the role of multinational metal trades enterprises in this process,  
Considering also the existence of export processing zones where national and multinational enterprises are active including in the electronics sector and component manufacturing,  
Noting the increasing pace at which mergers and regroupings of metal trades multinationals occur as well as the amount of international trade;  
Adopts this fifteenth day of December 1988 the following resolution:  

The Metal Trades Committee invites the Governing Body of the International Labour Office:  

(1) to promote the following:  
   (a) the implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy to be consistently applied by national and multinational enterprises including those in export processing zones;  
   (b) in accordance with paragraph 26 of the Declaration, in the event of mergers and regroupings, timely information should be made available to workers' representatives, in order to mitigate adverse effects to the greatest possible extent;  
   (c) the implementation of paragraphs 46 and 47 of the Tripartite Declaration concerning the holding of meetings of workers' representatives in multinational companies;  
   (d) the above-mentioned Declaration to be taken into account in the ongoing negotiations in the United Nations Commission on Transnational Corporations;  

(2) to request the Director-General:  
   (a) to continue to follow up on the request for action expressed in resolutions Nos. 87 and 95;  
   (b) to conduct a study on the impact of intra-firm trade within the metal trades sector on employment patterns and employment conditions, as well as a study on the impact of technology transfer within multinationals in the electronics sector on employment patterns and employment conditions.

Resolution (No. 104) concerning Freedom of Association and Collective Bargaining in the Metal Trades

The Metal Trades Committee of the International Labour Organisation,  
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,  
Noting that workers in the metal trades and their independent organisations in some parts of the world are experiencing serious problems with regard to the full respect for their trade union rights and their recognition as equal partners in genuine collective bargaining,  
Recognising that freedom of association and the right to organise and collective bargaining are basic human rights,  
Recalling, therefore, the previous resolutions concerning the freedom of association adopted by earlier sessions of the Metal Trades Committee,  
Pointing in particular to the right of workers to establish and to join organisations of their own choosing, free of outside interference,  
Reaffirming the terms of the resolution No. 76 on international fair labour standards unanimously adopted by the Ninth Session of the Committee, which emphasises the need for

1 Unanimously adopted.
the ILO to co-operate with governments and employers' and workers' organisations in encouraging more effective implementation of ILO international standards, such as those dealing with trade union rights and free collective bargaining;

Adopts this fifteenth day of December 1988 the following resolution:

The Metal Trades Committee invites the Governing Body of the International Labour Office:

(1) to appeal to governments to ratify and fully implement basic human rights conventions such as Conventions Nos. 87, 98 and 135;
(2) to request the Director-General to continue to monitor the observance of freedom of association and trade union rights in the metal trades industry, and for this purpose to devote special attention to this question in his general report to the Thirteenth Session of the Committee on the basis of progress reports to be submitted by member States.

Resolution (No. 105) concerning the Future Work of the ILO and the Agenda of the Thirteenth Session of the Metal Trades Committee

The Metal Trades Committee of the International Labour Organisation,
Having met in Geneva, in its Twelfth Session, from 7 to 15 December 1988,
Noting the profound transformation throughout the metal trades arising from the rapid introduction of new technologies and structural change towards a global economy,
Considering the urgent need for employment creation and social protection and acknowledging the contribution which collective bargaining in the metal trades and legislative improvements can make towards social progress and development,
Recognising the need for both healthy and safe workplaces in the metal trades and a sound industrial environment, especially in view of the increasing introduction of new production processes, substances and products with unidentified health and safety hazards and their rapid spread throughout the world,
Noting that the electrical and electronics sector has become one of the basic industries in the new age of high technologies,
Stressing the importance of a harmonious development of the metal trades industry worldwide, and urging, therefore, the attainment of fair working conditions for metalworkers in industrial and developing countries alike,
Regretting that the Office has not undertaken a study on absenteeism as unanimously requested by the Eleventh Session of the Metal Trades Committee;
Adopts this fifteenth day of December 1988 the following resolution:

The Metal Trades Committee invites the Governing Body of the International Labour Office:

(1) to consider the following subjects as technical items to be included in the agenda of the Thirteenth Session of the Metal Trades Committee:
   (a) the impact of structural adjustment on employment and social policies in the metal trades;
   (b) the importance of training, further training and retraining in the metal trades;
(2) to request the Director-General to study:
   (a) the specific problems of the electrical and electronics workers;
   (b) absenteeism in the metal trades;
(3) to do whatever possible to ensure that future sessions of the Metal Trades Committee take place at shorter intervals.

1 Unanimously adopted.
Classification of the Conclusions and Resolutions Adopted by the Metal Trades Committee at its Eleven 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. 13. Resolution concerning unemployment insurance and social security (First Session, 1946)

Group B: Conclusions and resolutions, or parts thereof, which, for the time being, would not appear to call for further information

No. 30. Resolution concerning systems of wage calculation in the metal trades (Third Session, 1949)

No. 45. Memorandum concerning the regularisation of production and employment at a high level in the metal trades (Fifth Session, 1954)

No. 49. Resolution concerning automation in the metal trades (Sixth Session, 1957)

No. 56. Conclusions concerning working conditions and safety in shipbuilding and ship repairing in the metal trades (paragraphs 1–32) (Seventh Session, 1962)

No. 57. Resolution concerning tripartite action regarding vocational training in the metal trades (clauses (a) and (b)) (Seventh Session, 1962)

No. 63. Conclusions concerning international co-operation in dealing with manpower, social and labour problems in the metal trades in the developing countries (paragraphs 1–28) (Eighth Session, 1965)

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable

No. 55. Conclusions concerning the acceleration of technological progress and its influence on the effective utilisation of manpower and the improvement of workers' income in the metal trades (except paragraphs 6 and 32) (Seventh Session, 1962)

No. 64. Conclusions concerning the role of employers' and workers' organisations in programming and planning in the metal trades (Eighth Session, 1965)

No. 65. Resolution concerning a reduction in hours of work without reduction of income in the metal trades (Eighth Session, 1965)

No. 71. Conclusions concerning problems of adjustment and income maintenance arising from structural change and economic fluctuations in the metal trades (except paragraph 5) (Ninth Session, 1971)

No. 72. Conclusions concerning training at different levels in the metal trades, with particular reference to developing countries (paragraphs 1–28) (Ninth Session, 1971)

No. 82. Conclusions concerning safety, health and working environment in the metal trades (Tenth Session, 1977)

No. 83. Conclusions concerning the employment consequences of scientific, technological and structural developments in the metal trades of industrialised and developing countries (Tenth Session, 1977)

No. 89. Conclusions concerning collective bargaining as a means of improving the working and living conditions of workers in the metal trades (Eleventh Session, 1983)

1 Adopted unanimously.

2 The following conclusions and resolutions are outdated or superseded and are eliminated from the classification: Nos. 3, 4, 5, 6, 7, 8, 10, 11, 12, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31, 32, 33, 34, 36, 37, 38, 39, 40, 41, 42, 43, 44, 46, 47, 48, 50, 51, 52, 53, 58, 59, 60, 61, 62, 68, 70, 73, 74, 75, 78, 79, 80, 81, 84, 87 and 88.
No. 90. Conclusions concerning training and retraining of men and women workers in the metal trades, with special reference to technological changes (Eleventh Session, 1983)

No. 92. Resolution concerning freedom of association and tripartite consultation in the metal trades (Eleventh Session, 1983)

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. 1. Resolution concerning international standardisation of statistics of accidents and occupational diseases (First Session, 1946)

No. 2. Resolution concerning international standardisation of warning signs (First Session, 1946)

No. 9. Resolution concerning wages and freedom of association in underdeveloped regions (First Session, 1946)

No. 10. Resolution concerning production and employment (First Session, 1946)

No. 18. Resolution concerning the definition of "metal trades" (Second Session, 1947)

No. 35. Resolution concerning human relations (Fourth Session, 1952)

No. 45. Memorandum concerning the regularisation of production and employment at a high level in the metal trades (Fifth Session, 1954)

No. 55. Conclusions concerning the acceleration of technological progress and its influence on the effective utilisation of manpower and the improvement of workers' income in the metal trades (paragraphs 6 and 32) (Seventh Session, 1962)

No. 56. Conclusions concerning working conditions and safety in shipbuilding and ship repairing (paragraphs 33–36) (Seventh Session, 1962)

No. 63. Conclusions concerning technical co-operation in dealing with manpower, social and labour problems in the metal trades in the developing countries (paragraphs 39 and 40) (Eighth Session, 1965)

No. 91. Resolution concerning the future work of the ILO and agenda of the 12th Session of the Metal Trades Committee (paragraph 1) (Eleventh Session, 1983)

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

No. 30. Resolution concerning systems of wage calculation in the metal trades (Third Session, 1949)

No. 54. Resolution concerning the use of German and Spanish at sessions of the Metal Trades Committee (Sixth Session, 1957)

No. 56. Conclusions concerning working conditions and safety in shipbuilding and ship repairing (paragraphs 37–39) (Seventh Session, 1962)

No. 57. Resolution concerning tripartite action regarding vocational training in the metal trades (clauses (c) and (d)) (Seventh Session, 1962)

No. 63. Conclusions concerning international co-operation in dealing with manpower, social and labour problems in the metal trades in the developing countries (paragraphs 29–38 and 41) (Eighth Session, 1965)

No. 65. Resolution concerning a reduction in hours of work without reduction of income in the metal trades (Eighth Session, 1965)

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.

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No. 66. Resolution concerning women workers in the metal trades (Eighth Session, 1965)
No. 67. Resolution concerning labour statistics in the metal trades (Eighth Session, 1965)
No. 69. Resolution concerning future action of the International Labour Organisation relating to the metal trades (Eighth Session, 1965)
No. 71. Conclusions concerning problems of adjustment and income maintenance arising from structural change and economic fluctuations in the metal trades (paragraph 5) (Ninth Session, 1971)
No. 72. Conclusions concerning training at different levels in the metal trades, with particular reference to developing countries (paragraphs 29–34) (Ninth Session, 1971)
No. 76. Resolution concerning international fair labour standards (Ninth Session, 1971)
No. 77. Resolution concerning harmonisation of employment conditions for manual and non-manual workers (Ninth Session, 1971)
No. 85. Resolution concerning reduction of working time (Tenth Session, 1977)
No. 86. Resolution concerning income security in the metal trades (Tenth Session, 1977)
No. 91. Resolution concerning the future work of the ILO and agenda of the Twelfth Session of the Metal Trades Committee (paragraphs 2–4) (Eleventh Session, 1983)
No. 92. Resolution concerning freedom of association and tripartite consultation in the metal trades (paragraph 2) (Eleventh Session, 1983)
No. 93. Resolution concerning employment and social policies to cope with structural change (Eleventh Session, 1983)
No. 94. Resolution concerning occupational safety and health in the metal trades (Eleventh Session, 1983)
No. 95. Resolution concerning multinational enterprises in the metal trades (Eleventh Session, 1983)
No. 96. Resolution concerning the publication of the reports of the Metal Trades Committee in additional languages (Eleventh Session, 1983).
Committee on Work on Plantations
(Ninth Session, Geneva, 12–20 April 1989)

CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 80) concerning conditions of employment and work on plantations, including the provision of basic needs, with special reference to seasonal workers, women and young workers

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989; Adopts this twentieth day of April 1989 the following conclusions:

Working and living conditions

1. Conditions of work and life of plantation workers vary among countries and even among plantations within the same country because of differences in size, crops, location, level of productivity, financial capability and degree of unionisation. Further, it is observed that in some countries there have been structural changes in the plantation sector. In some cases there have been significant improvements in working and living conditions, especially in the availability of social and welfare facilities and services. However, despite improvements and progress in a number of countries, some of the problems which were identified at previous sessions of the Committee are still prevalent in many countries. Improvements in the conditions of work and life in plantations should therefore be of continuing concern and an object of increased cooperation between governments, employers and workers and their organisations.

2. There are several factors which hinder improvements in working and living conditions. These include the decline and fluctuation in the real prices of plantation products on world markets which restrict the financial capacity of plantations, the low degree of unionisation and the workers' limited capability to engage in collective bargaining, the budgetary constraints facing governments, and, in some cases, the instability of employment relations. These varied configurations in the nature and capability of plantations and the multiplicity of intertwined factors impinging on them should be taken into account in the assessment of working and living conditions and the possibilities to bring about improvements. It is important to note that the task of improving working and living conditions in plantations is a shared responsibility between governments, employers and workers and their organisations.

3. In view of the fact that employers (or growers) have little influence on the behaviour of prices, and since world prices for plantation products are largely determined by non-producing countries, a forum should be established under the auspices of the ILO which includes producing, processing and consuming countries. In this regard, the possibility of widening the membership of the Committee on Work on Plantations or taking any other appropriate measures may be worth considering.

4. The financial constraints arising from world markets are sometimes accentuated by government taxation and expenditure policy. The plantation economy cannot be viewed as a permanent source of surplus. Taxation rates are sometimes too high, and these sometimes are not accompanied by comparable levels of public expenditure in this sector. If plantations are to play a major role in national development as sources of foreign exchange and public revenue, the people who live on them are entitled to their equitable share of public expenditure. Governments must therefore review their fiscal priorities in relation to the plantation sector.

1 Adopted unanimously.
with a view to ensuring that the objective of surplus extraction does not undermine the foundations of this sector and the welfare of its workers.

5. Improvements in remuneration and working and living conditions and increases in productivity should be viewed jointly. Increases in productivity are essential to promote and sustain improvements in remuneration and working and living conditions. While employers have the major responsibility for the introduction of measures to improve productivity, trade unions also have an important role in encouraging and educating their members in this respect. However, the equity aspect, namely the equitable sharing of the benefits from increased productivity and job security, also needs to be given equal attention by employers. These two considerations reafirm the need for involvement by employers and workers in dealing with the problems and constraints faced in bringing about improvements.

6. The length of hours of work and the organisation of working time are important concerns of both employers and workers. These are covered in national legislation or collective agreements in many countries. Malpractices may, however, exist in some cases, and there is room for improvement. The effective enforcement of national legislation and regulations would contribute to regulating hours of work and should therefore constitute an object of public policy.

7. Efforts at adjusting hours of work must take into account the particularities of work on plantations, especially seasonality, and the need for flexibility in the organisation of work. The link between excessive working hours, payment by results and seasonality may not be uniform in all plantations and should therefore be studied by the ILO in consultation with the three social partners in order to identify policy options.

8. While permanent employment is most desirable, the recruitment of temporary and seasonal workers introduces and provides flexibility in organising production and work. Temporary and seasonal employment in plantations has also the added advantage of providing income-earning opportunities for unemployed and underemployed rural workers. On the other hand, such workers tend to work excessively long hours because of the seasonal pressure of work, the desire on the part of the workers to maximise earnings and the prevalence of the system of payment by results. The situation may vary from one type of plantation to another, and the specificities of each type of plantation and the mode of recruitment and remuneration need to be considered in designing remedies. Further, where work is of a permanent nature and labour is available, recruitment of labour on a contract for services basis should be discouraged.

9. Where the living conditions of temporary and seasonal workers are poor, special efforts should be made by governments and employers, with the co-operation of workers and their organisations, to bring about improvements.

10. Women workers are becoming an increasingly important part of the plantation workforce in many countries. They continue to be faced with special problems, as is the case in some countries, either because of unequal and discriminatory treatment and/or because of their dual responsibility at work and at home. Governments and employers' and workers' organisations should actively promote equal rights and opportunities in conditions of work and employment. There should be no discrimination in the conditions of service and employment of women workers. Measures to break the cycle of poor preparation for employment and restriction to low-paying positions should be taken by such means as improved training opportunities. In order to enable them to meet their work and family responsibilities, measures should be taken to provide them with maternity protection by granting them maternity leave where this is not provided and the adoption, where possible, of paternity leave policies, as has been done in some countries. These should be complemented by child-care services and facilities. Child care and development is a national responsibility and should be viewed as a national undertaking whose benefits transcend the plantation sector. Its execution should therefore be a joint responsibility of the three social partners, especially of government and employers, in accordance with national law and practice.

11. In spite of improvements and national laws adopted in a number of countries prohibiting child labour, the problem still persists; and this is a result and manifestation of poverty in plantations. The human dimension of this problem is so overwhelming that vigorous efforts are called for to prohibit the employment of children especially in dangerous, unhealthy and arduous work. Since poverty is usually related to family size, family welfare planning and workers' education should be promoted. In addition, the expansion and availability of schools and opportunities for vocational training should be accelerated if the campaign against child labour is to succeed.
12. The provision of adequate housing and related services for plantation workers is a social responsibility. In addition, it can improve the welfare of workers and contribute to increased worker productivity. There has been some progress here and there, and in certain cases, such as those characterised by labour shortages, housing standards are even higher than those set in national legislation and regulations. Yet the situation needs further improvement. In some cases housing is in short supply and standards remain low, even where they are set out in legislation or regulations.

13. The persistence of deficits in adequate housing supply and the difficulties in home ownership schemes may be due to various reasons such as fluctuations in the world price of plantation products, shortage of private and public funds, land scarcity and population pressure. In some cases, the housing problem is one of tenure related to the fact that access to housing is subject to the conditionality of employment on plantations.

14. The seriousness and multiplicity of constraints and the problems faced in housing therefore call for more vigorous action by employers as well as governments and workers. The provision of housing and related basic services should be an integral part of a national housing policy and rural development programmes. Opportunities for worker home ownership should be actively encouraged and provided for by such means as land grants and credit, taking into account the historical and geographical particularities of different types of plantations. Worker home ownership provides a feeling of security, and contributes to improved productivity and a better quality of life. Tripartite collaboration and action, with a strong government involvement, is essential for the promotion and success of home ownership schemes.

15. There has been considerable progress in some plantations in the provision of basic needs services, which have led to significant improvements in certain social indicators, such as infant mortality, incidence of still births, life expectancy, etc. However, considerable inadequacies remain, and facilities in some plantations should be improved. Improvements in plantation workers' housing should be accompanied by greater efforts to meet other areas of basic needs, especially in respect of potable drinking-water, adequate sanitation, health, schooling and other services essential for a healthy habitat. Co-operatives can play an important role in this regard and therefore should be encouraged.

16. Schooling opportunities both for children and adults should be expanded on plantations. Workers, employers and governments have a joint responsibility in eradicating adult illiteracy. However, the provision of primary and secondary education in plantations is a national responsibility and should be undertaken within the framework of a national education policy and human resources development programme. To the extent possible and where appropriate, governments should ensure the provision and expansion of vocational training.

17. The health status of plantation workers is a matter of serious concern. There are two somewhat distinct aspects to this: occupational and work-related health problems and non-occupational ones. Governments have a major responsibility for the improvement of the health of their population, including those on plantations. The provision of health services on plantations could form part of the national primary health-care programme, and could therefore be reinforced as part of such a programme. Employers should ensure that their obligations to prevent occupational health and safety risks are fully met. Workers affected by occupational and health hazards should be taken care of through appropriate workers' compensation schemes. These obligations include the implementation of safety practices and provision of protective clothing and equipment in the use of agro-chemicals such as pesticides.

18. Growing alcohol and drugs consumption has disastrous repercussions on employers and workers and their families. Alcohol and drug abuse is a social problem which may be manifested at the workplace. It is therefore essential that employers, workers and their organisations intensify the fight against alcohol and drug abuse in collaboration with the national authorities through, for example, the establishment of prevention and assistance programmes at the workplace.

Role of government and employers' and workers' organisations

19. The improvement of the working and living conditions of plantation workers and their families should be the constant concern of governments, employers and workers and their organisations.
20. Plantations are an integral part of the national economy. Plantation workers and their families are entitled to equal benefits as is the rest of society. They should therefore be provided with such services as education, health, child care, etc., as part of the national educational or primary health care or child development programme. Similarly, the provision of physical infrastructures, such as roads, is primarily a governmental responsibility which should be exercised with greater vigour.

21. Legislation and regulations have an important role in setting minimum standards in respect of hours of work, child employment, housing and various other aspects of working and living conditions. However, governments have to strengthen their enforcement and inspection machinery in order to ensure that standards are properly observed.

22. Governments have an important role to play in facilitating co-determination, tripartism, self-regulation and other potential means of promoting and protecting workers' welfare. Laws and regulations should as far as practicable be in line with international labour standards. Governments should take the initiative to establish and promote the setting up of tripartite machinery at all levels and to create a conducive framework for tripartite participation and consultation. While drawing up national fiscal policy, governments should bear in mind its impact on plantations. Governments could, and should, promote alternative livelihood programmes. They should also give increasing attention to information dissemination, especially as regards national legislation and international standards and workers' rights.

23. The ability of governments to meet national aspirations is, however, limited as is their ability to provide for an effective enforcement and labour inspection system that can ensure compliance with national labour standards. Employers and workers and their organisations should ensure that they too fulfil their obligations under national laws and regulations. They could and should develop and implement social and welfare schemes and ensure self-regulation as regards labour standards.

24. Employers and their organisations have a social responsibility for the welfare and working and living conditions of their workers. Since plantations are, in many cases, isolated, they have direct responsibility for ensuring that the welfare of their workers is improved and protected, that safety and health services are adequately provided and that national standards are observed. Efforts already being undertaken by employers to improve working and living conditions should be promoted and expanded.

25. Workers' organisations can play a constructive role in the improvement of the working and living conditions of their members and in the sustained development of the plantation sector. Some workers' organisations are already carrying out self-help and co-operative schemes and a variety of services aimed at meeting the needs of workers, and such efforts should be promoted and expanded. Another area in which they should be active is in the field of workers' education, concerning such areas as productivity, family welfare, and workers' rights. The participation of women and youth in trade union activities should be actively encouraged by workers' organisations.

The role of the ILO

26. The ILO should endeavour to give increased attention to providing support for governments and workers' and employers' organisations to improve conditions of work and life in the plantation sector, more than has been hitherto the case.

27. Fluctuations and decline in the price of plantation products have a serious impact on improvements in the working and living conditions of plantation workers. But this does not necessarily mean that booms in the world market would automatically result in improved conditions of work and life. The ILO should examine the impact of international prices and commodity trade agreements on working and living conditions and employment in plantations and plantation economies. The ILO should also expand its research, training, programme development and information dissemination activities, including:

- sector and crop-specific studies on working and living conditions on plantations and family welfare planning;
- an in-depth study on the establishment of a comprehensive social security system for plantation workers;
— wide dissemination of international labour Conventions and Recommendations and securing the observance of international labour standards on the organisation of workers and freedom of association;

— organisation and intensification of workers' education programmes in the plantation sector; and

— increased technical assistance to governments and workers' and employers' organisations in the development and implementation of policies and programmes aimed at the improvement of the conditions of work and life, occupational health and safety, and overall welfare of plantation workers.

Conclusions (No. 81) concerning the role of the plantation sector in rural development, with special reference to questions of employment

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989; Adopts this twentieth day of April 1989 the following conclusions:

General considerations

1. Plantations play an important role in promoting national development. Export crops remain a major source of foreign exchange earnings for a number of developing countries. The decline of world prices for plantation products in real terms has, however, had an adverse effect on all countries concerned and in many cases has made it necessary to reduce production levels in the plantation sector. In these circumstances, government policies and action by the ILO and other international bodies should be geared to promoting the recovery of the plantation sector. In particular, international agencies should assist developing countries in the provision of better market access for both raw materials and finished products and also in the eradication of tariff and non-tariff barriers for plantation products, and particularly processed products derived from plantation crops. International co-operation should also aim to promote transfers of technical and marketing know-how between producing countries and to facilitate the mutually beneficial transfer of viable processing and manufacturing facilities from developed to developing countries.

2. The plantations also play an important role in promoting the development of rural areas in many developing countries. They provide employment on a large scale and contribute to improving rural facilities in the fields of education and health. Government policy should be designed to secure the full potential of the plantation sector to contribute to the promotion of economic and social development.

3. The plantation sector can and must play an important role in tackling the problems of rural unemployment and underemployment. High levels of unemployment and underemployment will, in the long run, damage the social fabric of societies and lead to an increase in crime rates, juvenile delinquency and drug abuse. It is therefore in the interests of all that action is taken to avoid such situations. Governments, in co-operation with the social partners, should design and implement strategies for economic growth, job creation and social development, including family planning.

Employment issues

4. In some countries plantations are facing growing labour shortages and cannot attract enough workers for their needs, particularly during periods of peak labour demand. Migration from rural areas has been accelerated by insufficiently attractive rural employment opportunities and social amenities. Migration from rural areas can best be reduced by promoting a dynamic and growing rural economy. Plantations can encourage the population to remain in rural areas by providing attractive employment, working and living conditions. Governments, through their overall economic, financial and social policies should establish conditions

1 Adopted unanimously.
conducive to generating employment in the plantation sector and aim to secure the provision of adequate social amenities and physical infrastructures.

5. In many parts of the developing world there is a growing tendency to hire temporary and casual workers to work on plantations. Sometimes, with the modernisation of the production process, a more pronounced cyclical pattern in labour demand has emerged. In some countries the increased use of temporary and casual workers has aggravated existing problems of unemployment and underemployment. The use of such labour should be limited to the minimum possible. The remuneration and other benefits of temporary and casual workers should be such as to provide these workers with an adequate standard of living, taking into account the conditions applicable to permanent workers.

6. In some cases mechanisation has been introduced as a result of labour shortages. In other cases, mechanisation has been motivated by higher yields and has contributed to higher levels of unemployment in rural areas. While recognising that mechanisation may be required to maintain a competitive position in world markets, efforts should be made wherever necessary by the social partners to minimise its adverse effects on employment and other social factors.

7. The production of plantation crops provides for backward and forward linkages, such as primary processing, which generate employment and contribute to economic growth. To ensure that the rural areas fully benefit from these linkages, governments should provide institutional support and promote, where appropriate, the establishment of industries, such as fertiliser plants and processing factories, etc., near the areas where the crops are cultivated.

Additional income earning

8. To increase the incomes of plantation households, efforts should be made to provide these households with the means to obtain additional income from other sources. Where there is surplus land, small plots should be made available to families for food cultivation. Skills training, marketing advice, credit facilities and incentives should also be provided to develop cottage industries through undertakings such as co-operatives.

Training

9. Rural development cannot be achieved without adequate education and training of the rural population. Training can be of particular assistance in developing self-employment schemes, modernising plantations through the introduction of mechanisation and technical change, and attracting industries to rural areas. Governments, workers' and employers' organisations should jointly plan and implement appropriate training and retraining schemes.

Migrant labour

10. In countries where a significant proportion of the plantation labour force consists of international migrant workers, these workers might sometimes face particular problems, such as abuses by labour contractors, inferior wages and restricted access to adequate housing and other benefits. Where appropriate, international migrant workers in plantations should be hired on the basis of intergovernmental agreements, with the full consultation of both employers' and workers' organisations, to ensure their full protection.

Food production

11. In many developing countries the agricultural sector has the dual role of producing food in order to achieve food security and cultivating export crops to earn foreign exchange. Striking the correct balance between these twin goals is an important but difficult task. There is often little flexibility to move from one crop to another, due to the suitability of land or legal impediments. Market forces determine the most appropriate crops to be produced. However, as the necessary basic food needs of the population are a key social concern in countries with serious food shortages, care should be taken, in such cases, to ensure that the expansion of non-food crops does not result in a reduction in the availability of food.
Size of production unit

12. Both large-scale plantations and small farms have an important role to play in promoting rural development. Large-scale plantations generally give higher yields per hectare than small-scale farms and are in a better position to provide adequate health and educational facilities. More research is needed to obtain more precise data on the economic and social benefits of different sizes of holdings.

Nucleus estate and outgrower schemes

13. Nucleus estate and smallholder schemes (NES) can be an effective means of increasing benefits for smallholders in plantation agriculture. However, difficulties such as low productivity, the lack of adequate credit and marketing facilities point to the need for more information so that adequate precautions can be taken in the design of future programmes.

Data collection

14. To promote a dynamic plantation sector that will provide adequate employment opportunities, governments, the social partners and international organisations will need adequate and reliable data on economic and social aspects. Governments should, therefore, in consultation with the social partners, taking into account national practices, collect relevant data on the plantation sector on a regular basis, for example through agricultural censuses. Copies of any reports submitted to the ILO should be provided to employers' and workers' organisations as a matter of course.

Tripartite consultations

15. Tripartite consultations are considered desirable for the promotion of a dynamic and efficient plantation sector that would encourage employment growth.

The role of the ILO

16. The ILO, in collaboration and co-operation with the competent United Nations agencies, where necessary, should upon request help developing countries realise their employment growth potential in the plantation sector by assisting governments in the formulation and implementation of policies relating to marketing, investment, wages and credit.

17. The ILO should play an active role in assisting plantation workers' organisations to set up income-generating schemes and to provide other types of co-operation in the social field, such as family education.

18. The ILO should initiate studies to examine the situation of international migrant workers in the plantation sector and assist member States to introduce arrangements governing the recruitment and employment of such workers that guarantee their basic legal rights. Furthermore, the ILO should actively promote the ratification of the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and assist member States in its implementation.

19. The ILO should examine the economic and social benefits of different sizes of holdings in the plantation sector, with particular reference to agrarian reform policies. Particular attention should be paid to improving the potential of nucleus estate and smallholder schemes to contribute to rural and national development.

20. The ILO should use its influence in the international community to draw attention to the harmful and damaging effects of the continuous decline in real prices of plantation products on the producers and the consequential adverse effects on the working and living conditions of plantation workers.

21. In view of the importance of the plantation sector in promoting economic and social development in developing countries and the large number of workers it employs in these countries, consideration should be given to convening the Committee on Work on Plantations more frequently. Priority should be given to locating its sessions in developing countries.
Resolution (No. 82) concerning the importance of international labour standards for the plantation sector

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,
Noting the significant structural changes in the plantation sector particularly in respect of organisation of enterprises, and employment and utilisation of labour,
Considering the need for increased awareness of the relevance and application of international labour standards to the plantation sector,
Emphasising the need for protection of the fundamental rights of plantation workers as set out in the Universal Declaration of Human Rights and the Declaration of Philadelphia;
Adopts this twentieth day of April 1989 the following resolution:
The Committee on Work on Plantations invites the Governing Body of the International Labour Office:
(1) to instruct the Director-General:
   (a) to undertake a study of labour legislation specific to plantation workers in member States, and to examine the extent to which that legislation meets the principles contained in international labour standards;
   (b) to examine the relevance and application of existing international labour standards to work on plantations, and make appropriate recommendations for revision of existing standards and/or adoption of new standards wherever necessary;
(2) to urge all member States to ratify and implement existing international labour standards relevant to the plantation sector, in particular, the Plantations Convention, 1958 (No. 110), and Recommendation, 1958 (No. 110), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152).

Resolution (No. 83) concerning migrant labour in the plantation sector

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,
Noting the incidence in some countries of migration of labour in the plantation sector,
Noting also that the terms and conditions of employment of migrant workers are in some cases inferior to those of resident plantation workers,
Emphasising the importance of the equal treatment of all workers;
Adopts this twentieth day of April 1989 the following resolution:
The Committee on Work on Plantations invites the Governing Body of the International Labour Office:
(1) to instruct the Director-General to undertake a survey on the extent and characteristics of the employment of migrant labour on plantations, after appropriate tripartite consultations;
(2) to call on member States to establish appropriate tripartite machinery to ensure full consultation with the social partners on all questions pertaining to migrant labour, in particular ensuring equal treatment between migrants and resident workers.

Resolution (No. 84) concerning commodity prices and quality of life of plantation workers

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,

1 Adopted unanimously.
Noting the stagnation of living standards and the quality of life in plantations in some countries,

Considering that prices of plantations products are unstable in international markets and have declined in real terms over the years, which has contributed to low and fluctuating incomes of plantation owners and workers,

Noting that international commodity agreements have not been able to protect adequately the interests of producing countries;

Adopts this twentieth day of April 1989 the following resolution:

The Committee on Work on Plantations invites the Governing Body of the International Labour Office to instruct the Director-General to undertake a detailed study on the consequences of declining and fluctuating commodity prices on employment, incomes and the quality of life in the plantation sector.

Resolution (No. 85) concerning occupational safety and health on plantations¹

The Committee on Work on Plantations of the International Labour Organisation,

Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,

Considering that all workers have a right to safe and healthy working conditions and environment, and that prevention of occupational accidents and diseases is better than cure and compensation,

Noting that changes in technology and production processes in the plantation sector, particularly in regard to the use of pesticides and other chemicals, call for new safety and health measures,

Concerned at the possibility of the use in some countries of chemical substances banned elsewhere,

Noting the possible ill effects of the use of agro-chemical products among plantation workers,

Noting that women and young people require special attention in respect of safety and health,

Noting the need for more information on safety and health requirements specific to occupations and crops,

Noting the need for adequate compensation for the victims of occupational accidents and disease in the plantation sector,

Noting also the need for increased resources for the formulation and implementation of workers' education programmes on occupational safety and health;

Adopts this twentieth day of April 1989 the following resolution:

The Committee on Work on Plantations calls upon the Governing Body of the International Labour Office:

(1) To instruct the Director-General:

(a) to undertake in collaboration with the WHO and FAO, and with full involvement of the social partners, research into, and classification of, health and safety hazards in the plantation sector specific to occupations, crops, and technologies, giving specific attention to the possible importation and use in some countries of chemical substances banned elsewhere and to the special problems of women and young workers;

(b) on the basis of the results of this research, to recommend appropriate action in respect of the revision or adoption, as appropriate, of international labour standards;

(c) to allocate adequate resources for the formulation and implementation of effective programmes of workers' education in the field of occupational health and safety, giving special attention to the needs of women workers;

(2) to call on member States:

(a) to establish adequate systems of compensation for victims of occupational accidents and disease in the plantation sector;

¹ Adopted unanimously.
(b) to ratify and implement the Occupational Safety and Health Convention, 1981 (No. 155), and Recommendation, 1981 (No. 164), and the Protection of Workers' Health Recommendation, 1953 (No. 97), as well as the Occupational Health Services Convention, 1985 (No. 161), and Recommendation, 1985 (No. 171);

(c) to carefully screen chemicals that are to be imported for use on plantations with a view to taking appropriate action to protect the safety and health of workers and their families.

Resolution (No. 86) concerning freedom of association in the plantation sector

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,
Underlining the repeated appeal to all member States to implement the terms 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),
Noting that only 26 governments have ratified the Rural Workers' Organisations Convention, 1975 (No. 141),
Noting with concern the difficulties encountered by plantation workers in some countries in organising themselves into trade unions;
Adopts this twentieth day of April 1989 the following resolution:
The Committee on Work on Plantations invites the Governing Body of the International Labour Office:

(1) to call on member States:
   (a) to ratify and implement the terms of Conventions Nos. 87 and 98;
   (b) also to ratify and implement the terms of Convention No. 141, and accept the Rural Workers' Organisations Recommendation, 1975 (No. 149);
(2) to instruct the Director-General to compile information available in the ILO on the violation of freedom of association in the plantation sector.

Resolution (No. 87) concerning plantation development for employment and social objectives

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,
Noting the expansion of the plantation sector in many countries,
Noting that this expansion should continue to give due consideration to economic and social benefits;
Adopts this twentieth day of April 1989 the following resolution:
The Committee on Work on Plantations invites the Governing Body of the International Labour Office to instruct the Director-General to undertake a study on the implications of plantation development for the fulfilment of employment objectives and meeting the social needs of the nation.

Resolution (No. 88) concerning future ILO activities on plantations

The Committee on Work on Plantations of the International Labour Organisation, Having met in Geneva, in its Ninth Session, from 12 to 20 April 1989,
Emphasising that freedom of association is a basic human right which should be respected in all member States,
Emphasising also that full respect of trade union rights including the right to collective bargaining is essential to harmonious labour relations in the plantation sector,

Adopted unanimously.
Noting that employment and quality of life on plantations are important areas of consideration for national economic and social development,

Recognising that in order to remain viable while economic circumstances deteriorate the plantation industry needs to constantly increase productivity,

Noting the role of productivity on the improvement of incomes and the well-being of workers in plantations,

Considering that in order to improve productivity on plantations, workers and managers need to constantly improve and widen their skills,

Concerned that population pressure is a major problem in a large number of countries with important plantation sectors,

Considering that family welfare schemes can contribute significantly to the health of women workers, the quality of life and living standards and the reduction of infant mortality and unemployment,

Considering also that tripartite co-operation can greatly enhance the effectiveness of family welfare schemes on plantations;

Adopts this twentieth day of April 1989 the following resolution:

The Committee on Work on Plantations invites the Governing Body of the International Labour Office:

(1) to convene at the earliest opportunity, and in any case not later than 1993, the Tenth Session of the Committee on Work on Plantations;

(2) to consider the following subjects for inclusion as technical items in the agenda of the Tenth Session of the Committee:

(a) labour relations in the plantation sector, with special reference to trade union rights and collective bargaining;

(b) employment characteristics and quality of life on plantations;

(c) productivity improvements in plantations, with special reference to:

— technology;
— work methods and practices;
— education and training;
— workers' remuneration;

(d) problems of population pressure on plantations: the need for tripartite co-operation;

(3) to ensure the availability of adequate resources to implement the decisions of the Ninth Session of the Committee;

(4) to take the necessary steps to strengthen all areas of work pertaining to rural employment, with particular emphasis on strengthening and upgrading the status of the existing Advisory Committee on Rural Development.

Classification of the conclusions and resolutions adopted by the Committee on Work on Plantations at its eight 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. 1. Resolution concerning recruitment and engagement of labour for plantations.

No. 8. Resolution concerning health and social security of plantation workers.

No. 45. Resolution concerning stabilisation of commodity prices.

Group B: Conclusions or resolutions, or parts thereof, which for the time being would not appear to call for further information

No. 3. Resolution concerning hours of work, the weekly rest and holidays for plantation workers.

1 Adopted unanimously.
No.  7. Resolution concerning the education and training of plantation workers (except paragraph 3).
No. 12. Resolution concerning the establishment of medical care services.
No. 14. Resolution concerning sanitation and water supply on plantations.
No. 30. Conclusions concerning living and working conditions and productivity on plantations (except paragraphs 9 and 15).
No. 31. Resolution concerning possible measures within the countries and industries concerned for stabilising employment and earnings of plantation workers (except paragraph 9).
No. 39. Resolution concerning promotion and development of a co-operative movement for plantation workers.
No. 46. Resolution concerning special measures to be taken against seasonal unemployment of plantation workers.
No. 63. Conclusions concerning conditions of work of women and young workers on plantations.

**Group C:** Conclusions and resolutions, or parts thereof, on which further information is considered desirable

No. 18. Resolution concerning job classification.
No. 21. Resolution concerning the regulation of wages on plantations.
No. 40. Resolution concerning the extension of social security to plantation workers and their families.
No. 44. Resolution concerning fixing of minimum wages.
No. 52. Conclusions concerning labour inspection on plantations.
No. 53. Resolution concerning follow-up action on conclusions and resolutions of the Committee on Work on Plantations.
No. 62. Conclusions concerning social consequences of technological development on plantations.
No. 69. Conclusions concerning collective bargaining problems and practices on plantations and the exercise of trade union rights.
No. 70. Conclusions concerning housing, medical and welfare facilities and occupational safety and health on plantations (except paragraph 39).
No. 75. Conclusions concerning training and retraining of workers and managers in plantations (except paragraphs 19 and 20).
No. 76. Conclusions concerning occupational safety and health on plantations, with special reference to mechanisation and the use of chemicals and to labour inspection (except paragraphs 38 and 42).
No. 78. Resolution concerning the right to organise and to negotiate in the plantation sector (paragraph 1).
No. 79. Resolution concerning the position of women workers on plantations (paragraph 1).

**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. 1. Resolution concerning recruitment and engagement of labour for plantations.
No. 5. Resolution concerning workers' housing on plantations.
No. 19. Resolution concerning methods of stabilising employment and earnings of plantation workers.
No. 29. Resolution concerning the need for international action in the field of commodity regulation.
No. 30. Conclusions concerning living and working conditions and productivity on plantations (paragraphs 9 and 15).

No. 31. Resolution concerning possible measures within the countries and industries concerned for stabilising employment and earnings of plantation workers (paragraph 9).

No. 45. Resolution concerning stabilisation of commodity prices.

No. 54. Resolution concerning the role of the plantation industry in economic development (except paragraphs 1 and 7).

No. 55. Resolution concerning measures for the stabilisation of plantation commodity markets.

No. 57. Resolution concerning concerted national and international action to assist plantation workers in the promotion and development of co-operative movements.

No. 59. Resolution concerning education and training facilities for plantation workers and their children.

No. 62. Conclusions concerning social consequences of technological development on plantations.

No. 64. Resolution concerning the obtaining of information by the International Labour Organisation from territories under a colonial regime or foreign domination.

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

No. 42. Resolution concerning workers' housing.

No. 60. Resolution concerning regional action by the International Labour Organisation.

No. 65. Resolution concerning the future work of the International Labour Organisation in respect of plantations (except paragraph (b)).

No. 67. Resolution concerning freedom of association and the exercise of trade union rights on plantations.

No. 70. Conclusions concerning housing, medical and welfare facilities and occupational safety and health on plantations (paragraph 39).

No. 71. Resolution concerning the future programme of work of the International Labour Organisation in the plantation sector (except paragraphs 2 and 5).

No. 74. Resolution concerning international trade in plantation products and international prices.

No. 75. Conclusions concerning training and retraining of workers and managers in plantations (paragraphs 19 and 20).

No. 76. Conclusions concerning occupational safety and health on plantations, with special reference to mechanisation and the use of chemicals and to labour inspection (paragraphs 38 and 42).

No. 77. Resolution concerning future activities of the ILO in the plantation sector (except paragraph 5).

No. 78. Resolution concerning the right to organise and to negotiate in the plantation sector (paragraph 2).

No. 79. Resolution concerning the position of women workers on plantations (paragraph 2).
The 77th Session of the International Labour Conference was held from Wednesday, 6 June, to Wednesday, 27 June 1990, under the presidency of Mr. Alberto Jorge Triaca, Minister of Labour and Social Security of Argentina. The agenda of the session was as follows:

**Standing items**
I. Reports of the Governing Body and of the Director-General.
II. Programme and budget proposals and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.

**Items placed on the agenda by the Conference or the Governing Body**
IV. Night work (*second discussion*).
V. Safety in the use of chemicals at work (*second discussion*).
VI. Working conditions in hotels, restaurants and similar establishments (*first discussion*).
VII. Promotion of self-employment (*general discussion*).

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1 The texts of the instruments, resolutions and other decisions adopted by the Conference appear on pp. 71-123 below. More detailed information on the proceedings of the Conference, including the names of participants, the verbatim record of plenary sittings, committee reports, etc., is to be found in the *Record of Proceedings* of the 77th Session, which consists of the 34 issues of the *Provisional Record* (to which corrigenda have been added where appropriate) and the list of delegations published in the course of the session, and a complementary part published after its close and containing the table of contents and an index to speakers in plenary sitting.
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 Action against Apartheid in South Africa and Namibia adopted by the Conference in 1988, as well as a report on the subject by the Governing Body Committee on Discrimination, submitted in pursuance of operative paragraph 5(b) of the Declaration.
Composition of the Governing Body
of the International Labour Office for the Period 1990-93

As a result of the elections carried out by the respective electoral colleges of the International Labour Conference on 13 June 1990, the composition of the Governing Body of the International Labour Office for the period 1990-93 is as follows:

Regular members

<table>
<thead>
<tr>
<th>Government members:</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Australia</td>
<td>Japan&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>Lesotho</td>
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<tr>
<td>Belgium</td>
<td>Madagascar</td>
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<tr>
<td>Brazil</td>
<td>Mexico</td>
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<td>Bulgaria</td>
<td>Morocco</td>
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<td>Byelorussian SSR</td>
<td>Nigeria</td>
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<td>Cameroon</td>
<td>Philippines</td>
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<tr>
<td>Canada</td>
<td>Togo</td>
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<tr>
<td>China&lt;sup&gt;1&lt;/sup&gt;</td>
<td>USSR&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>United Arab Emirates</td>
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<tr>
<td>France&lt;sup&gt;1&lt;/sup&gt;</td>
<td>United Kingdom&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>Germany, Federal Republic of&lt;sup&gt;1&lt;/sup&gt;</td>
<td>United States&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>India&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Uruguay</td>
</tr>
<tr>
<td>Italy&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Venezuela</td>
</tr>
</tbody>
</table>

Employer members:

Mr. M. Eurnekian (Argentina)
Mr. A. Gazarin (Egypt)
Mr. J. von Holten (Sweden)
Mr. A. Katz (United States)
Mr. W.-D. Lindner (Federal Republic of Germany)
Miss A. M. Mackie (United Kingdom)
Mr. F. Moukoko Kingue (Cameroon)

Worker members:

Mr. J. E. Baker (United States)
Mr. A. El-Ammawy (Egypt)
Mr. M. Ferguson (Australia)
Mr. V. G. Gopal (India)
Mr. M. Kebe (Guinea)
Mr. Y. Maruyama (Japan)
Mr. R. Mercier (Canada)
Mr. J. Morton (United Kingdom)

Mr. M. Nasr (Lebanon)
Mr. J.-J. Oechslin (France)
Mr. T. D. Owuor (Kenya)
Mr. A. Periquet (Philippines)
Mr. J. de Regil Gómez (Mexico)
Mr. A. Tabani (Pakistan)
Mr. H. Tsujino (Japan)

Mr. J. Mugalla (Kenya)
Mr. G. Muhr (Federal Republic of Germany)
Mr. A. Rios (Venezuela)
Mr. A. Sánchez Madariaga (Mexico)
Mr. J. Svenningsen (Denmark)
Mr. G. I. Yanaev (USSR)

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

Government deputy members:

Argentina  
Bolivia  
Central African Republic  
Congo  
Czech and Slovak Federal Republic  
Denmark  
Honduras  
Indonesia  
Ireland  
Kenya  
Malawi  
Malta  
New Zealand  
Niger  
Pakistan  
Peru  
Romania  
Tunisia

Employer deputy members:

Mr. A. Al-Jassem (Kuwait)  
Mr. D. Chanaiwa (Zimbabwe)  
Miss C. Hak (Netherlands)  
Mr. J. M. Lacasa Aso (Spain)  
Mr. A. Lounis Khodja (Algeria)  
Mr. C. McVeigh (Canada)  
Mr. A. Muyumbu (Burundi)  
Mr. B. M. Noakes (Australia)  
Mr. G. C. Okogwu (Nigeria)  
Mr. J. Santos Neves (Brazil)  
Mrs. L. Sasso-Mazzufferi (Italy)  
Mr. C. Seck (Senegal)  
Mr. H. G. Villalobos (Venezuela)  
Mr. J. Williams (Barbados)

Worker deputy members:

Mr. K. Ahmed (Pakistan)  
Mr. M. Blondel (France)  
Mr. M. Bonmati Portillo (Spain)  
Mr. M. Bustos (Chile)  
Mr. L. Kaczynski (Poland)  
Mr. B. Karambe (Mali)  
Mr. N. Kombo (Zaire)  
Mr. D. T. Mendoza (Philippines)  
Mr. M. P. Sundaram (Sri Lanka)  
Mr. E. Tchinde (Togo)  
Mr. R. Vanni (Italy)  
Sir Franck Walcott (Barbados)  
Mr. M. Zeidan (Lebanon)  
Mr. N. L. Zimba (Zambia)

Employer and Worker substitute deputy members

Employer substitutes:

Mr. M. Arbesser-Rastburg (Austria)  
Mr. P. Arets (Belgium)  
Mr. K. Atasayar (Turkey)  
Mr. A. Dajani (Jordan)  
Mr. C. Dambe (Botswana)  
Mr. R. Décosterd (Switzerland)  
Mr. F. Diaz Garaycoa (Ecuador)  
Mr. W. Durling (Panama)  
Mr. J. Escobar Padrón (Colombia)  
Mr. L. Glele (Benin)  
Mr. R. Gurdian (Nicaragua)  
Mr. Harjono (Indonesia)  
Mr. J. Kaswarra (Uganda)  
Mr. M. Mallia (Malta)  
Mr. S. Marshall (New Zealand)  
Mr. A. M'Kaisi (Tunisia)  
Mr. M. Montt Balmaceda (Chile)  
Mr. M. A. Ould Sidi Mohamed (Mauritania)  
Mr. A. Pierides (Cyprus)  
Mr. R. Tarneja (India)  
Mr. O. Toure (Mali)  
Mr. J. Varela Traverso (Uruguay)  
Mr. E. A. Williams (Ghana)
Worker substitutes¹:

Mr. A. Djefal (Algeria) 
Mr. A. Cortizo Thaumaturgo  
(Brazil) 
Mr. J. Carrillo Rojas (Colombia) 
Mrs. M. de Vits (Belgium) 
Mr. M. Osman (Djibouti) 
Mr. G. Sibanda (Zimbabwe) 
Mrs. R. Dreifuss (Switzerland) 
Mr. J. Torres Couto (Portugal) 

Mr. K. Douglas (New Zealand) 
Mr. D. Fouda Sima (Cameroon) 
Mr. J. Chavez (Ecuador) 
Mr. M. Ioannou (Cyprus) 
Mr. L. Titimur (Papua New Guinea) 
Mr. M. Abuzeid (Libyan Arab Jamahiriya) 

¹ In order of priority.
Agreement concerning the Social Security of Rhine Boatmen (Revised) Adopted at Geneva on 30 November 1979

NOTIFICATION OF THE NETHERLANDS ON THE AMENDMENTS TO ANNEX VIII (APPLICATION OF THE NETHERLANDS LEGISLATION) OF THE AGREEMENT CONCERNING THE SOCIAL SECURITY OF RHINE BOATMEN (REVISED), ADOPTED AT GENEVA ON 30 NOVEMBER 1979

Corrigendum

In point 1, paragraph (b), of the modifications introduced by the Netherlands\(^1\), “Article 21” should be read in place of “Article 2”.

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Official Measures Taken regarding Decisions of the International Labour Conference¹

Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986²

Ratifications and acceptances

In accordance with Article 3 of the Instrument for the amendment of the Constitution of the International Labour Organisation, 1986, the following ratifications and acceptances have been communicated to the Director-General of the International Labour Office:

<table>
<thead>
<tr>
<th>State</th>
<th>Measure</th>
<th>Date received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comoros</td>
<td>Ratification</td>
<td>13 June 1990</td>
</tr>
<tr>
<td>Czechoslovakia</td>
<td>Acceptance</td>
<td>23 April 1990</td>
</tr>
<tr>
<td>German Democratic Republic</td>
<td>Acceptance</td>
<td>22 March 1990</td>
</tr>
<tr>
<td>Romania</td>
<td>Ratification</td>
<td>14 May 1990</td>
</tr>
<tr>
<td>Sudan</td>
<td>Ratification</td>
<td>6 June 1990</td>
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<tr>
<td>Yugoslavia</td>
<td>Ratification</td>
<td>9 January 1990</td>
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</tbody>
</table>

The total number of ratifications and acceptances thus rose to 73, including three by States of chief industrial importance.

¹ Period covered: 1 January 1990 to 30 June 1990.
² For the text of this Instrument, see Official Bulletin, 1986, Series A, No. 2, p. 60.
Ratifications and Denunciation of International Labour Conventions, Declaration concerning the Application of a Convention 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 below-mentioned ratifications and denunciation of international labour Conventions, declaration concerning the application of a Convention 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/denunciation/declaration</th>
<th>Date on which ratification/denunciation/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td>30 March 1990</td>
<td>30 March 1991</td>
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<tr>
<td>Bolivia</td>
<td>Asbestos Convention, 1986 (No. 162)</td>
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<tr>
<td>Brazil</td>
<td>Workers’ Representatives Convention, 1971 (No. 135)</td>
<td>18 May 1990</td>
<td>18 May 1991</td>
</tr>
<tr>
<td>Brazil</td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
<td>27 June 1990</td>
<td>27 June 1991</td>
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<tr>
<td>Brazil</td>
<td>Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)</td>
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<tr>
<td>Brazil</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td>Brazil</td>
<td>Occupational Health Services Convention, 1985 (No. 161)</td>
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<tr>
<td>Brazil</td>
<td>Asbestos Convention, 1986 (No. 162)</td>
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<tr>
<td>Country</td>
<td>Convention</td>
<td>Date</td>
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<tr>
<td>Colombia</td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
<td>23 March 90</td>
<td>23 March 91</td>
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<tr>
<td></td>
<td>Acceptance of Articles 7-8 and 10-15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</td>
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<tr>
<td>Czechoslovakia</td>
<td>Protection of Wages Convention, 1949 (No. 95)</td>
<td>11 January 90</td>
<td>11 January 91</td>
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<tr>
<td></td>
<td>Social Security (Minimum Standards) Convention, 1952 (No. 102)</td>
<td></td>
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<tr>
<td></td>
<td>In accordance with Article 2(b) of the Convention, the obligations of the Convention have been accepted in respect of Parts II, III, V, VII to X.</td>
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<tr>
<td></td>
<td>Hygiene (Commerce and Offices) Convention, 1964 (No. 120)</td>
<td>11 January 90</td>
<td>11 January 91</td>
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<tr>
<td></td>
<td>Invalidity, Old-Age and Survivors’ Benefits Convention, 1967 (No. 128)</td>
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<tr>
<td></td>
<td>In accordance with Article 2, paragraph 2, of the Convention, the obligations of the Convention have been accepted in respect of Part III.</td>
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<tr>
<td></td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
<td>11 January 90</td>
<td>11 January 91</td>
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<tr>
<td></td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
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<td>Seafarers’ Welfare Convention, 1987 (No. 163)</td>
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<td></td>
<td>Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)</td>
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<td>Safety and Health in Construction Convention, 1988 (No. 167)</td>
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<tr>
<td>Ecuador</td>
<td>Asbestos Convention, 1986 (No. 162)</td>
<td>11 April 90</td>
<td>11 April 91</td>
</tr>
<tr>
<td>Finland</td>
<td>Holidays with Pay Convention (Revised), 1970 (No. 132)</td>
<td>15 January 90</td>
<td>15 January 91</td>
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<tr>
<td></td>
<td>Pursuant to Article 3, paragraphs 2 and 3, of the Convention, the minimum length of the holiday specified is four weeks.</td>
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<tr>
<td></td>
<td>In accordance with Article 15, paragraph 2, of the Convention, the obligations of the Convention have been accepted both in respect of employees in economic sectors other than agriculture and in respect of employees in agriculture.</td>
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<tr>
<td></td>
<td>Seafarers’ Annual Leave with Pay Convention, 1976 (No. 146)</td>
<td>15 January 90</td>
<td>15 January 91</td>
</tr>
<tr>
<td></td>
<td>In pursuance of Article 3, paragraphs 2 and 3, of the Convention, the Government has specified that the length of the annual leave is 30 calendar days.</td>
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<tr>
<td>Greece</td>
<td>Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)</td>
<td>19 June 90</td>
<td>19 June 91</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/denunciation/declaration</td>
<td>Date on which ratification/denunciation/declaration will take effect</td>
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<tr>
<td>Guatemala</td>
<td>White Lead (Painting) Convention, 1921 (No. 13)</td>
<td>5 January 1990</td>
<td>5 January 1990</td>
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<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>27 April 1990</td>
<td>27 April 1991</td>
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<tr>
<td></td>
<td>In pursuance of Article 2, paragraphs 1 and 4 of the Convention, the minimum age of 14 years has been specified.</td>
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<tr>
<td>Iceland</td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>22 June 1990</td>
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<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
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<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
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<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<tr>
<td>Malta</td>
<td>Medical Examination (Seafarers) Convention, 1946 (No. 73)</td>
<td>18 May 1990</td>
<td>18 November 1990</td>
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<tr>
<td></td>
<td>Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</td>
<td></td>
<td>18 May 1991</td>
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<td></td>
<td>Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)</td>
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<td>Benzene Convention, 1971 (No. 136)</td>
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<td>Nursing Personnel Convention, 1977 (No. 149)</td>
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<tr>
<td>Norway</td>
<td>Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)</td>
<td>19 June 1990</td>
<td>Twelve months after the date of registration of a second ratification</td>
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<td></td>
<td>Indigenous and Tribal Peoples Convention, 1989 (No. 169)</td>
<td>19 June 1990</td>
<td>Twelve months after the date of registration of a second ratification</td>
</tr>
<tr>
<td>Spain</td>
<td>Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)</td>
<td>3 July 1990</td>
<td>3 July 1991</td>
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<tr>
<td></td>
<td>Repatriation of Seafarers Convention (Revised), 1987 (No. 166)</td>
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</tbody>
</table>
II. Denunciation

Malaysia

Abolition of Forced Labour Convention, 1957 (No. 105) 1

10 January 1990 10 January 1991

III. Declaration [of acceptance of obligations under a ratified Convention]

On 10 January 1990 the Director-General registered a declaration, communicated by the Government of India, under Article 3 of the Minimum Age (Underground Work) Convention, 1965 (No. 123). The minimum age of 18 years has been specified.

1 The text of the communication concerning the denunciation by Malaysia of this Convention reads as follows:

"I have the honour to refer to Convention No. 105 concerning the Abolition of Forced Labour, adopted by the General Conference of the International Labour Organisation at its Fortieth Session in Geneva on 25 June 1957, and ratified by the Government of Malaysia on 13 October 1958, and to inform you that following consultations with the representatives of employers’ and workers’ organisations at the National Labour Advisory Council, the Government of Malaysia has decided to and does hereby denounce the said Convention in accordance with the terms of Article 5 of the same.

I have further the honour to inform you that notwithstanding this act of denunciation, the Government of Malaysia continues to adhere to Convention No. 29 concerning Forced Labour which it has also ratified and which adequately and satisfactorily meets the needs and protection of workers against forced labour in Malaysia."
<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>France</td>
<td>The following Conventions have been declared applicable without modification to French Southern and Antarctic Territories:</td>
<td>13 March 1990</td>
<td>13 March 1990</td>
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<tr>
<td></td>
<td>Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)</td>
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<td>Placing of Seamen Convention, 1920 (No. 9)</td>
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<td>Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)</td>
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<td>Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)</td>
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<td>Seamen’s Articles of Agreement Convention, 1926 (No. 22)</td>
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<td>Repatriation of Seamen Convention, 1926 (No. 23)</td>
<td>18 June 1990</td>
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<td>Officers’ Competency Certificates Convention, 1936 (No. 53)</td>
<td>13 March 1990</td>
<td>13 March 1990</td>
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<tr>
<td></td>
<td>Minimum Age (Sea) Convention (Revised), 1936 (No. 58)</td>
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<td>Food and Catering (Ships’ Crews) Convention, 1946 (No. 68)</td>
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<td>Certification of Ships’ Cooks Convention, 1946 (No. 69)</td>
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<tr>
<td></td>
<td>Medical Examination (Seafarers) Convention, 1946 (No. 73)</td>
<td>13 March 1990</td>
<td>13 March 1990</td>
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<td>Certification of Able Seamen Convention, 1946 (No. 74)</td>
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<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
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<td>Accommodation of Crews Convention (Revised), 1949 (No. 92)</td>
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<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
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<td>Seafarers’ Identity Documents Convention, 1958 (No. 108)</td>
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<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
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<td>Convention</td>
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<tr>
<td>Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)</td>
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<tr>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>18 June 1990</td>
<td>18 June 1990</td>
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</tbody>
</table>

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 Repatriation of Seafarers Convention (Revised), 1987 (No. 166)

Article 15 of the Repatriation of Seafarers Convention (Revised), 1987 (No. 166), adopted by the International Labour Conference at its 74th Session on 9 October 1987, 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 Hungary and Spain were registered by the Director-General of the International Labour Office on 14 March 1989 and 3 July 1990 respectively. The Convention will accordingly come into force on 3 July 1991.

The present notification is made in accordance with the provisions of Article 17 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.
Conventions, Recommendations, Protocol, Resolutions, Additional Texts and Decisions Adopted by the International Labour Conference at Its 77th Session

(Geneva, 1990)

Conventions

Convention 170

Convention concerning Safety in the Use of Chemicals at Work

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 77th Session on 6 June 1990, and
Noting that the protection of workers from the harmful effects of chemicals also enhances the protection of the general public and the environment, and
Noting that workers have a need for, and right to, information about the chemicals they use at work, and
Considering that it is essential to prevent or reduce the incidence of chemically induced illnesses and injuries at work by:

(a) ensuring that all chemicals are evaluated to determine their hazards;

(b) providing employers with a mechanism to obtain from suppliers information about the chemicals used at work so that they can implement effective programmes to protect workers from chemical hazards;

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 77th Session of the Conference.

2 Adopted on 25 June 1990 by 391 votes in favour, none against, with one abstention.
providing workers with information about the chemicals at their workplaces, and about appropriate preventive measures so that they can effectively participate in protective programmes;

(d) establishing principles for such programmes to ensure that chemicals are used safely, and

Having regard to the need for co-operation within the International Programme on Chemical Safety between the International Labour Organization, the United Nations Environment Programme and the World Health Organisation as well as with the Food and Agriculture Organisation of the United Nations and the United Nations Industrial Development Organisation, and noting the relevant instruments, codes and guide-lines promulgated by these organisations, and

Having decided upon the adoption of certain proposals with regard to safety in the use of chemicals at work, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-fifth day of June of the year one thousand nine hundred and ninety the following Convention, which may be cited as the Chemicals Convention, 1990:

PART I. SCOPE AND DEFINITIONS

Article 1

1. This Convention applies to all branches of economic activity in which chemicals are used.

2. The competent authority of a Member ratifying this Convention, after consulting the most representative organisations of employers and workers concerned, and on the basis of an assessment of the hazards involved and the protective measures to be applied:

(a) may exclude particular branches of economic activity, undertakings or products from the application of the Convention, or certain provisions thereof, when:

(i) special problems of a substantial nature arise; and

(ii) the overall protection afforded in pursuance of national law and practice is not inferior to that which would result from the full application of the provisions of the Convention;

(b) shall make special provision to protect confidential information whose disclosure to a competitor would be liable to cause harm to an employer’s business so long as the safety and health of workers are not compromised thereby.

3. This Convention does not apply to articles which will not expose workers to a hazardous chemical under normal or reasonably foreseeable conditions of use.

4. This Convention does not apply to organisms, but does apply to chemicals derived from organisms.

Article 2

For the purposes of this Convention:

(a) the term “chemicals” means chemical elements and compounds, and mixtures thereof, whether natural or synthetic;
(b) the term “hazardous chemical” includes any chemical which has been classified as hazardous in accordance with Article 6 or for which relevant information exists to indicate that the chemical is hazardous;

(c) the term “use of chemicals at work” means any work activity which may expose a worker to a chemical, including:

(i) the production of chemicals;
(ii) the handling of chemicals;
(iii) the storage of chemicals;
(iv) the transport of chemicals;
(v) the disposal and treatment of waste chemicals;
(vi) the release of chemicals resulting from work activities;
(vii) the maintenance, repair and cleaning of equipment and containers for chemicals;

(d) the term “branches of economic activity” means all branches in which workers are employed, including the public service;

(e) the term “article” means an object which is formed to a specific shape or design during its manufacture or which is in its natural shape, and whose use in that form is dependent in whole or in part on its shape or design;

(f) the term “workers’ representatives” means persons who are recognised as such by national law or practice, in accordance with the Workers’ Representatives Convention, 1971.

PART II. GENERAL PRINCIPLES

Article 3

The most representative organisations of employers and workers concerned shall be consulted on the measures to be taken to give effect to the provisions of this Convention.

Article 4

In the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, each Member shall formulate, implement and periodically review a coherent policy on safety in the use of chemicals at work.

Article 5

The competent authority shall have the power, if justified on safety and health grounds, to prohibit or restrict the use of certain hazardous chemicals, or to require advance notification and authorisation before such chemicals are used.

PART III. CLASSIFICATION AND RELATED MEASURES

Article 6

CLASSIFICATION SYSTEMS

1. Systems and specific criteria appropriate for the classification of all chemicals according to the type and degree of their intrinsic health and physical hazards and for assessing the relevance of the information required to determine whether a chemical is hazardous shall be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.
2. The hazardous properties of mixtures composed of two or more chemicals may be determined by assessments based on the intrinsic hazards of their component chemicals.

3. In the case of transport, such systems and criteria shall take into account the United Nations Recommendations on the transport of dangerous goods.

4. The classification systems and their application shall be progressively extended.

**Article 7**

LABELLING AND MARKING

1. All chemicals shall be marked so as to indicate their identity.

2. Hazardous chemicals shall in addition be labelled, in a way easily understandable to the workers, so as to provide essential information regarding their classification, the hazards they present and the safety precautions to be observed.

3.(1) Requirements for marking or labelling chemicals pursuant to paragraphs 1 and 2 of this Article shall be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.

(2) In the case of transport, such requirements shall take into account the United Nations Recommendations on the transport of dangerous goods.

**Article 8**

CHEMICAL SAFETY DATA SHEETS

1. For hazardous chemicals, chemical safety data sheets containing detailed essential information regarding their identity, supplier, classification, hazards, safety precautions and emergency procedures shall be provided to employers.

2. Criteria for the preparation of chemical safety data sheets shall be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.

3. The chemical or common name used to identify the chemical on the chemical safety data sheet shall be the same as that used on the label.

**Article 9**

RESPONSIBILITIES OF SUPPLIERS

1. Suppliers of chemicals, whether manufacturers, importers or distributors, shall ensure that:

   (a) such chemicals have been classified in accordance with Article 6 on the basis of knowledge of their properties and a search of available information or assessed in accordance with paragraph 3 below;

   (b) such chemicals are marked so as to indicate their identity in accordance with Article 7, paragraph 1;

   (c) hazardous chemicals they supply are labelled in accordance with Article 7, paragraph 2;

   (d) chemical safety data sheets are prepared for such hazardous chemicals in accordance with Article 8, paragraph 1, and provided to employers.
2. Suppliers of hazardous chemicals shall ensure that revised labels and chemical safety data sheets are prepared and provided to employers, by a method which accords with national law and practice, whenever new relevant safety and health information becomes available.

3. Suppliers of chemicals which have not yet been classified in accordance with Article 6 shall identify the chemicals they supply and assess the properties of these chemicals on the basis of a search of available information in order to determine whether they are hazardous chemicals.

PART IV. RESPONSIBILITIES OF EMPLOYERS

Article 10
IDENTIFICATION

1. Employers shall ensure that all chemicals used at work are labelled or marked as required by Article 7 and that chemical safety data sheets have been provided as required by Article 8 and are made available to workers and their representatives.

2. Employers receiving chemicals that have not been labelled or marked as required under Article 7, or for which chemical safety data sheets have not been provided as required under Article 8, shall obtain the relevant information from the supplier or from other reasonably available sources, and shall not use the chemicals until such information is obtained.

3. Employers shall ensure that only chemicals which are classified in accordance with Article 6 or identified and assessed in accordance with Article 9, paragraph 3, and labelled or marked in accordance with Article 7 are used and that any necessary precautions are taken when they are used.

4. Employers shall maintain a record of hazardous chemicals used at the workplace, cross-referenced to the appropriate chemical safety data sheets. This record shall be accessible to all workers concerned and their representatives.

Article 11
TRANSFER OF CHEMICALS

Employers shall ensure that when chemicals are transferred into other containers or equipment, the contents are indicated in a manner which will make known to workers their identity, any hazards associated with their use and any safety precautions to be observed.

Article 12
EXPOSURE

Employers shall:
(a) ensure that workers are not exposed to chemicals to an extent which exceeds exposure limits or other exposure criteria for the evaluation and control of the working environment established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards;
(b) assess the exposure of workers to hazardous chemicals;
(c) monitor and record the exposure of workers to hazardous chemicals when this is necessary to safeguard their safety and health or as may be prescribed by the competent authority;
(d) ensure that the records of the monitoring of the working environment and of the exposure of workers using hazardous chemicals are kept for a period prescribed by the competent authority and are accessible to the workers and their representatives.

Article 13
OPERATIONAL CONTROL

1. Employers shall make an assessment of the risks arising from the use of chemicals at work, and shall protect workers against such risks by appropriate means, such as:
   (a) the choice of chemicals that eliminate or minimise the risk;
   (b) the choice of technology that eliminates or minimises the risk;
   (c) the use of adequate engineering control measures;
   (d) the adoption of working systems and practices that eliminate or minimise the risk;
   (e) the adoption of adequate occupational hygiene measures;
   (f) where recourse to the above measures does not suffice, the provision and proper maintenance of personal protective equipment and clothing at no cost to the worker, and the implementation of measures to ensure their use.

2. Employers shall:
   (a) limit exposure to hazardous chemicals so as to protect the safety and health of workers;
   (b) provide first aid;
   (c) make arrangements to deal with emergencies.

Article 14
DISPOSAL

Hazardous chemicals which are no longer required and containers which have been emptied but which may contain residues of hazardous chemicals, shall be handled or disposed of in a manner which eliminates or minimises the risk to safety and health and to the environment, in accordance with national law and practice.

Article 15
INFORMATION AND TRAINING

Employers shall:
(a) inform the workers of the hazards associated with exposure to chemicals used at the workplace;
(b) instruct the workers how to obtain and use the information provided on labels and chemical safety data sheets;
(c) use the chemical safety data sheets, along with information specific to the workplace, as a basis for the preparation of instructions to workers, which should be written if appropriate;
(d) train the workers on a continuing basis in the practices and procedures to be followed for safety in the use of chemicals at work.
Article 16

CO-OPERATION

Employers, in discharging their responsibilities, shall co-operate as closely as possible with workers or their representatives with respect to safety in the use of chemicals at work.

PART V. DUTIES OF WORKERS

Article 17

1. Workers shall co-operate as closely as possible with their employers in the discharge by the employers of their responsibilities and comply with all procedures and practices relating to safety in the use of chemicals at work.

2. Workers shall take all reasonable steps to eliminate or minimise risk to themselves and to others from the use of chemicals at work.

PART VI. RIGHTS OF WORKERS AND THEIR REPRESENTATIVES

Article 18

1. Workers shall have the right to remove themselves from danger resulting from the use of chemicals when they have reasonable justification to believe there is an imminent and serious risk to their safety or health, and shall inform their supervisor immediately.

2. Workers who remove themselves from danger in accordance with the provisions of the previous paragraph or who exercise any other rights under this Convention shall be protected against undue consequences.

3. Workers concerned and their representatives shall have the right to:
   (a) information on the identity of chemicals used at work, the hazardous properties of such chemicals, precautionary measures, education and training;
   (b) the information contained in labels and markings;
   (c) chemical safety data sheets;
   (d) any other information required to be kept by this Convention.

4. Where disclosure of the specific identity of an ingredient of a chemical mixture to a competitor would be liable to cause harm to the employer's business, the employer may, in providing the information required under paragraph 3 above, protect that identity in a manner approved by the competent authority under Article 1, paragraph 2 (b).

PART VII. RESPONSIBILITY OF EXPORTING STATES

Article 19

When in an exporting member State all or some uses of hazardous chemicals are prohibited for reasons of safety and health at work, this fact and the reasons for it shall be communicated by the exporting member State to any importing country.
Article 20

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

Article 21

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

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

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

Article 22

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

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

Article 23

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

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

Article 24

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

Article 25

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.
Article 26

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 22 above, if and when the new revising Convention shall have come into force;

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

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

Article 27

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

IN FAITH WHEREOF we have appended our signatures this twenty-fifth day of June 1990.

The President of the Conference,
JORGE TRIACA

The Director-General of the International Labour Office,
MICHEL HANSENNE

Convention 171

Convention concerning Night Work

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 77th Session on 6 June 1990, and Noting the provisions of international labour Conventions and Recommendations on the night work of children and young persons, and specifically the provisions in the Night Work of Young Persons (Non-Industrial Occupations) Convention and Recommendation, 1946, the Night Work of Young Persons (Industry) Convention (Revised), 1948, and the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921, and

1 Adopted on 26 June 1990 by 348 votes in favour, 24 against, with 15 abstentions.
Noting the provisions of international labour Conventions and Recommendations on night work of women, and specifically the provisions in the Night Work (Women) Convention (Revised), 1948, and the Protocol of 1990 thereto, the Night Work of Women (Agriculture) Recommendation, 1921, and Paragraph 5 of the Maternity Protection Recommendation, 1952, and Noting the provisions of the Discrimination (Employment and Occupation) Convention, 1958, and
Noting the provisions of the Maternity Protection Convention (Revised), 1952, and
Having decided upon the adoption of certain proposals with regard to night work, which is the fourth item on the agenda of the session, and
Having determined that these proposals shall take the form of an international Convention,
adopts this twenty-sixth day of June of the year one thousand nine hundred and ninety the following Convention, which may be cited as the Night Work Convention, 1990:

**Article 1**

For the purposes of this Convention:

(a) the term "night work" means all work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m., to be determined by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements;

(b) the term "night worker" means an employed person whose work requires the performance of a substantial number of hours of night work which exceeds a specified limit. This limit shall be fixed by the competent authority after consult- ing the most representative organisations of employers and workers or by collective agreements.

**Article 2**

1. This Convention applies to all employed persons except those employed in agriculture, stock raising, fishing, maritime transport and inland navigation.

2. A Member which ratifies this Convention may, after consulting the representative organisations of employers and workers concerned, exclude wholly or partly from its scope limited categories of workers when the application of the Convention to them would raise special problems of a substantial nature.

3. Each Member which avails itself of the possibility afforded in paragraph 2 of this Article shall, in its reports on the application of the Convention under article 22 of the Constitution of the International Labour Organisation, indicate the particular categories of workers thus excluded and the reasons for their exclusion. It shall also describe all measures taken with a view to progressively extending the provisions of the Convention to the workers concerned.

**Article 3**

1. Specific measures required by the nature of night work, which shall include, as a minimum, those referred to in Articles 4 to 10, shall be taken for night workers in order to protect their health, assist them to meet their family and social responsibilities, provide opportunities for occupational advancement, and compensate them appropriately. Such measures shall also be taken in the fields of safety and maternity protection for all workers performing night work.
2. The measures referred to in paragraph 1 above may be applied progressively.

Article 4

1. At their request, workers shall have the right to undergo a health assessment without charge and to receive advice on how to reduce or avoid health problems associated with their work:
   (a) before taking up an assignment as a night worker;
   (b) at regular intervals during such an assignment;
   (c) if they experience health problems during such an assignment which are not caused by factors other than the performance of night work.

2. With the exception of a finding of unfitness for night work, the findings of such assessments shall not be transmitted to others without the workers' consent and shall not be used to their detriment.

Article 5

Suitable first-aid facilities shall be made available for workers performing night work, including arrangements whereby such workers, where necessary, can be taken quickly to a place where appropriate treatment can be provided.

Article 6

1. Night workers certified, for reasons of health, as unfit for night work shall be transferred, whenever practicable, to a similar job for which they are fit.

2. If transfer to such a job is not practicable, these workers shall be granted the same benefits as other workers who are unable to work or to secure employment.

3. A night worker certified as temporarily unfit for night work shall be given the same protection against dismissal or notice of dismissal as other workers who are prevented from working for reasons of health.

Article 7

1. Measures shall be taken to ensure that an alternative to night work is available to women workers who would otherwise be called upon to perform such work:
   (a) before and after childbirth, for a period of at least sixteen weeks of which at least eight weeks shall be before the expected date of childbirth;
   (b) for additional periods in respect of which a medical certificate is produced stating that it is necessary for the health of the mother or child:
      (i) during pregnancy;
      (ii) during a specified time beyond the period after childbirth fixed pursuant to subparagraph (a) above, the length of which shall be determined by the competent authority after consulting the most representative organisations of employers and workers.

2. The measures referred to in paragraph 1 of this Article may include transfer to day work where this is possible, the provision of social security benefits or an extension of maternity leave.

3. During the periods referred to in paragraph 1 of this Article:
   (a) a woman worker shall not be dismissed or given notice of dismissal, except for justifiable reasons not connected with pregnancy or childbirth;
the income of the woman worker shall be maintained at a level sufficient for
the upkeep of herself and her child in accordance with a suitable standard of
living. This income maintenance may be ensured by any of the measures listed
in paragraph 2 of this Article, by other appropriate measures or by a combina-
tion of these measures;
(c) a woman worker shall not lose the benefits regarding status, seniority and
access to promotion which may attach to her regular night work position.

4. The provisions of this Article shall not have the effect of reducing the
protection and benefits connected with maternity leave.

**Article 8**

Compensation for night workers in the form of working time, pay or similar
benefits shall recognise the nature of night work.

**Article 9**

Appropriate social services shall be provided for night workers and, where
necessary, for workers performing night work.

**Article 10**

1. Before introducing work schedules requiring the services of night workers,
the employer shall consult the workers' representatives concerned on the details of
such schedules and the forms of organisation of night work that are best adapted to
the establishment and its personnel as well as on the occupational health measures
and social services which are required. In establishments employing night workers
this consultation shall take place regularly.

2. For the purposes of this Article the term “workers' representatives” means
persons who are recognised as such by national law or practice, in accordance with
the Workers' Representatives Convention, 1971.

**Article 11**

1. The provisions of this Convention may be implemented by laws or
regulations, collective agreements, arbitration awards or court decisions, a
combination of these means or in any other manner appropriate to national
conditions and practice. In so far as they have not been given effect by other
means, they shall be implemented by laws or regulations.

2. Where the provisions of this Convention are implemented by laws or
regulations, there shall be prior consultation with the most representative
organisations of employers and workers.

**Article 12**

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

**Article 13**

1. This Convention shall be binding only upon those Members of the
International Labour Organisation whose ratifications have been registered with
the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

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

**Article 14**

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

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

**Article 15**

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

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

**Article 16**

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

**Article 17**

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

**Article 18**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 14 above, if and when the new revising Convention shall have come into force;
as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

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

Article 19

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

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1990.

The President of the Conference,

JORGE TRIACA

The Director-General of the International Labour Office,

MICHEL HANSENNE

RECOMMENDATIONS

Recommendation 177

Recommendation concerning Safety in the Use of Chemicals at Work

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 77th Session on 6 June 1990, and
Having decided upon the adoption of certain proposals with regard to safety in the use of chemicals at work, which is the fifth item on the agenda of the session, and
Having determined that these proposals shall take the form of a Recommendation supplementing the Chemicals Convention, 1990;
adopts this twenty-fifth day of June of the year one thousand nine hundred and ninety the following Recommendation, which may be cited as the Chemicals Recommendation, 1990.

1 Adopted on 25 June 1990 by 389 votes in favour, none against, with no abstentions.
I. General provisions

1. The provisions of this Recommendation should be applied in conjunction with those of the Chemicals Convention, 1990 (hereafter referred to as “the Convention”).

2. The most representative organisations of employers and workers concerned should be consulted on the measures to be taken to give effect to the provisions of this Recommendation.

3. The competent authority should specify categories of workers who for reasons of safety and health are not allowed to use specified chemicals or are allowed to use them only under conditions prescribed in accordance with national laws or regulations.

4. The provisions of this Recommendation should also apply to such self-employed persons as may be specified by national laws or regulations.

5. The special provisions established by the competent authority to protect confidential information, under Article 1, paragraph 2(b), and Article 18, paragraph 4, of the Convention, should:
   (a) limit the disclosure of confidential information to those who have a need related to workers’ safety and health;
   (b) ensure that those who obtain confidential information agree to use it only to address safety and health needs and otherwise to protect its confidentiality;
   (c) provide that relevant confidential information be disclosed immediately in an emergency;
   (d) provide for procedures to consider promptly the validity of the confidentiality claim and of the need for the information withheld where there is a disagreement regarding disclosure.

II. Classification and related measures

Classification

6. The criteria for the classification of chemicals established pursuant to Article 6, paragraph 1, of the Convention should be based upon the characteristics of chemicals including:
   (a) toxic properties, including both acute and chronic health effects in all parts of the body;
   (b) chemical or physical characteristics, including flammable, explosive, oxidising and dangerously reactive properties;
   (c) corrosive and irritant properties;
   (d) allergenic and sensitising effects;
   (e) carcinogenic effects;
   (f) teratogenic and mutagenic effects;
   (g) effects on the reproductive system.

7. (1) As far as is reasonably practicable, the competent authority should compile and periodically update a consolidated list of the chemical elements and compounds used at work, together with relevant hazard information.
(2) For chemical elements and compounds not yet included in the consolidated list, the manufacturers or importers should, unless exempted, be required to transmit to the competent authority, prior to use at work, and in a manner consistent with the protection of confidential information under Article 1, paragraph 2 (b), of the Convention, such information as is necessary for the maintenance of the list.

LABELLING AND MARKING

8. (1) The requirements for the labelling and marking of chemicals established pursuant to Article 7 of the Convention, should be such as to enable persons handling or using chemicals to recognise and distinguish between them both when receiving and when using them, so that they may be used safely.

(2) The labelling requirements for hazardous chemicals should, in conformity with existing national or international systems, cover:

(a) the information to be given on the label including as appropriate:
   (i) trade names;
   (ii) identity of the chemical;
   (iii) name, address and telephone number of the supplier;
   (iv) hazard symbols;
   (v) nature of the special risks associated with the use of the chemical;
   (vi) safety precautions;
   (vii) identification of the batch;
   (viii) the statement that a chemical safety data sheet giving additional information is available from the employer;
   (ix) the classification assigned under the system established by the competent authority;

(b) the legibility, durability and size of the label;

(c) the uniformity of labels and symbols, including colours.

(3) The label should be easily understandable by workers.

(4) In the case of chemicals not covered by subparagraph (2) above, the marking may be limited to the identity of the chemical.

9. Where it is impracticable to label or mark a chemical in view of the size of the container or the nature of the package, provision should be made for other effective means of recognition such as tagging or accompanying documents. However, all containers of hazardous chemicals should indicate the hazards of the contents through appropriate wording or symbols.

CHEMICAL SAFETY DATA SHEETS

10. (1) The criteria for the preparation of chemical safety data sheets for hazardous chemicals should ensure that they contain essential information including, as applicable:

(a) chemical product and company identification (including trade or common name of the chemical and details of the supplier or manufacturer);

(b) composition/information on ingredients (in a way that clearly identifies them for the purpose of conducting a hazard evaluation);
hazards identification;
first-aid measures;
fire-fighting measures;
accidental release measures;
handling and storage;
exposure controls/personal protection (including possible methods of
monitoring workplace exposure);
physical and chemical properties;
stability and reactivity;
toxicological information (including the potential routes of entry into the body
and the possibility of synergism with other chemicals or hazards encountered
at work);
ecological information;
disposal considerations;
transport information;
regulatory information;
other information (including the date of preparation of the chemical safety
data sheet).

Where the names or concentrations of the ingredients referred to in
subparagraph (1) (b) above constitute confidential information, they may, in
accordance with Article 1, paragraph 2 (b), of the Convention, be omitted from
the chemical safety data sheet. In accordance with Paragraph 5 of this
Recommendation the information should be disclosed on request and in writing to
the competent authority and to concerned employers, workers and their
representatives who agree to use the information only for the protection of
workers' safety and health and not otherwise to disclose it.

III. RESPONSIBILITIES OF EMPLOYERS

MONITORING OF EXPOSURE

11. (1) Where workers are exposed to hazardous chemicals, the employer
should be required to:

(a) limit exposure to such chemicals so as to protect the health of workers;

(b) assess, monitor and record, as necessary, the concentration of airborne
chemicals at the workplace.

(2) Workers and their representatives and the competent authority should have
access to these records.

(3) Employers should keep the records provided for in this Paragraph for a
period of time determined by the competent authority.

OPERATIONAL CONTROL WITHIN THE WORKPLACE

12. (1) Measures should be taken by employers to protect workers against
hazards arising from the use of chemicals at work, based upon the criteria
established pursuant to Paragraphs 13 to 16 below.
(2) In accordance with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, a national or multinational enterprise with more than one establishment should provide safety measures relating to the prevention and control of, and protection against, health hazards due to occupational exposure to hazardous chemicals, without discrimination, to the workers in all its establishments regardless of the place or country in which they are situated.

13. The competent authority should ensure that criteria are established for safety in the use of hazardous chemicals, including provisions covering, as applicable:

(a) the risk of acute or chronic diseases due to entry into the body by inhalation, skin absorption or ingestion;
(b) the risk of injury or disease from skin or eye contact;
(c) the risk of injury from fire, explosion or other events resulting from physical properties or chemical reactivity;
(d) the precautionary measures to be taken through:
   (i) the choice of chemicals that eliminate or minimise such risks;
   (ii) the choice of processes, technology and installations that eliminate or minimise such risks;
   (iii) the use and proper maintenance of engineering control measures;
   (iv) the adoption of working systems and practices that eliminate or minimise such risks;
   (v) the adoption of adequate personal hygiene measures and provision of adequate sanitary facilities;
   (vi) the provision, maintenance and use of suitable personal protective equipment and clothing, at no cost to the worker where the above measures have not proved sufficient to eliminate such risks;
   (vii) the use of signs and notices;
   (viii) adequate preparations for emergencies.

14. The competent authority should ensure that criteria are established for safety in the storage of hazardous chemicals, including provisions covering, as applicable:

(a) the compatibility and segregation of stored chemicals;
(b) the properties and quantity of chemicals to be stored;
(c) the security and siting of and access to stores;
(d) the construction, nature and integrity of storage containers;
(e) loading and unloading of storage containers;
(f) labelling and relabelling requirements;
(g) precautions against accidental release, fire, explosion and chemical reactivity;
(h) temperature, humidity and ventilation;
(i) precautions and procedures in case of spillage;
(j) emergency procedures;
(k) possible physical and chemical changes in stored chemicals.

15. The competent authority should ensure that criteria consistent with national or international transport regulations are established for the safety of workers involved in the transport of hazardous chemicals, including provisions covering, as applicable:
(a) the properties and quantity of chemicals to be transported;
(b) the nature, integrity and protection of packagings and containers used in transport, including pipelines;
(c) the specifications of the vehicle used in transport;
(d) the routes to be taken;
(e) the training and qualifications of transport workers;
(f) labelling requirements;
(g) loading and unloading;
(h) procedures in case of spillage.

16. (1) The competent authority should ensure that criteria consistent with national or international regulations regarding disposal of hazardous waste are established for procedures to be followed in the disposal and treatment of hazardous chemicals and hazardous waste products with a view to ensuring the safety of workers.

(2) These criteria should include provisions covering, as applicable:
(a) the method of identification of waste products;
(b) the handling of contaminated containers;
(c) the identification, construction, nature, integrity and protection of waste containers;
(d) the effects on the working environment;
(e) the demarcation of disposal areas;
(f) the provision, maintenance and use of personal protective equipment and clothing;
(g) the method of disposal or treatment.

17. The criteria for the use of chemicals at work established pursuant to the provisions of the Convention and this Recommendation should be as consistent as possible with the protection of the general public and the environment and any criteria established for that purpose.

MEDICAL SURVEILLANCE

18. (1) The employer, or the institution competent under national law and practice, should be required to arrange, through a method which accords with national law and practice, such medical surveillance of workers as is necessary:
(a) for the assessment of the health of workers in relation to hazards caused by exposure to chemicals;
(b) for the diagnosis of work-related diseases and injuries caused by exposure to hazardous chemicals.

(2) Where the results of medical tests or investigations reveal clinical or preclinical effects, measures should be taken to prevent or reduce exposure of the workers concerned, and to prevent further deterioration of their health.

(3) The results of medical examinations should be used to determine health status with respect to exposure to chemicals, and should not be used to discriminate against the worker.

(4) Records resulting from medical surveillance of workers should be kept for a period of time and by persons prescribed by the competent authority.
(5) Workers should have access to their own medical records, either personally or through their own physicians.

(6) The confidentiality of individual medical records should be respected in accordance with generally accepted principles of medical ethics.

(7) The results of medical examinations should be clearly explained to the workers concerned.

(8) Workers and their representatives should have access to the results of studies prepared from medical records, where individual workers cannot be identified.

(9) The results of medical records should be made available to prepare appropriate health statistics and epidemiological studies, provided anonymity is maintained, where this may aid in the recognition and control of occupational diseases.

**FIRST AID AND EMERGENCIES**

19. In accordance with any requirements laid down by the competent authority, employers should be required to maintain procedures, including first-aid arrangements, to deal with emergencies and accidents resulting from the use of hazardous chemicals at work and to ensure that workers are trained in these procedures.

**IV. CO-OPERATION**

20. Employers, workers and their representatives should co-operate as closely as possible in the application of measures prescribed pursuant to this Recommendation.

21. Workers should be required to:

   (a) take care as far as possible of their own safety and health and of that of other persons who may be affected by their acts or omissions at work in accordance with their training and with instructions given by their employer;

   (b) use properly all devices provided for their protection or the protection of others;

   (c) report forthwith to their supervisor any situation which they believe could present a risk, and which they cannot properly deal with themselves.

22. Publicity material concerning hazardous chemicals intended for use at work should call attention to their hazards and the necessity to take precautions.

23. Suppliers should, on request, provide employers with such information as is available and required for the evaluation of any unusual hazards which might result from a particular use of a chemical at work.

**V. RIGHTS OF WORKERS**

24. (1) Workers and their representatives should have the right to:

   (a) obtain chemical safety data sheets and other information from the employer so as to enable them to take adequate precautions, in co-operation with their employer, to protect workers against risks from the use of hazardous chemicals at work;
(b) request and participate in an investigation by the employer or the competent authority of possible risks resulting from the use of chemicals at work.

(2) Where the information requested is confidential in accordance with Article 1, paragraph 2 (b), and Article 18, paragraph 4, of the Convention, employers may require the workers or workers' representatives to limit its use to the evaluation and control of possible risks arising from the use of chemicals at work, and to take reasonable steps to ensure that this information is not disclosed to potential competitors.

(3) Having regard to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, multinational enterprises should make available, upon request, to workers concerned, workers' representatives, the competent authority and employers' and workers' organisations in all countries in which they operate, information on the standards and procedures related to the use of hazardous chemicals relevant to their local operations, which they observe in other countries.

25. (1) Workers should have the right:

(a) to bring to the attention of their representatives, the employer or the competent authority, potential hazards arising from the use of chemicals at work;

(b) to remove themselves from danger resulting from the use of chemicals when they have reasonable justification to believe there is an imminent and serious risk to their safety or health, and should inform their supervisor immediately;

(c) in the case of a health condition, such as chemical sensitisation, placing them at increased risk of harm from a hazardous chemical, to alternative work not involving that chemical, if such work is available and if the workers concerned have the qualifications or can reasonably be trained for such alternative work;

(d) to compensation if the case referred to in subparagraph (1) (c) results in loss of employment;

(e) to adequate medical treatment and compensation for injuries and diseases resulting from the use of chemicals at work.

(2) Workers who remove themselves from danger in accordance with the provisions of subparagraph (1) (b) or who exercise any of their rights under this Recommendation should be protected against undue consequences.

(3) Where workers have removed themselves from danger in accordance with subparagraph (1) (b), the employer, in co-operation with workers and their representatives, should immediately investigate the risk and take any corrective steps necessary.

(4) Women workers should have the right, in the case of pregnancy or lactation, to alternative work not involving the use of, or exposure to, chemicals hazardous to the health of the unborn or nursing child, where such work is available, and the right to return to their previous jobs at the appropriate time.

26. Workers should receive:

(a) information on the classification and labelling of chemicals and on chemical safety data sheets in forms and languages which they easily understand;

(b) information on the risks which may arise from the use of hazardous chemicals in the course of their work;

(c) instruction, written or oral, based on the chemical safety data sheet and specific to the workplace if appropriate;
(d) training and, where necessary, retraining in the methods which are available for the prevention and control of, and for protection against, such risks, including correct methods of storage, transport and waste disposal as well as emergency and first-aid measures.

IN FAITH WHEREOF we have appended our signatures this twenty-fifth day of June 1990.

The President of the Conference,

JORGE TRIACA

The Director-General of the International Labour Office,

MICHEL HANSENNE

Recommendation 178

Recommendation concerning Night Work

The General Conference of the International Labour Organisation, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 77th Session on 6 June 1990, and Having decided upon the adoption of certain proposals with regard to night work, 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 Night Work Convention, 1990, adopts this twenty-sixth day of June of the year one thousand nine hundred and ninety the following Recommendation, which may be cited as the Night Work Recommendation, 1990:

I. GENERAL PROVISIONS

1. For the purposes of this Recommendation:
   
   (a) the term "night work" means all work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m., to be determined by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements;

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1 Adopted on 26 June 1990 by 341 votes in favour, 22 against, with 17 abstentions.
the term "night worker" means an employed person whose work requires the performance of a substantial number of hours of night work which exceeds a specified limit. This limit shall be fixed by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements.

2. This Recommendation applies to all employed persons, except those employed in agriculture, stock raising, fishing, maritime transport and inland navigation.

3. (1) The provisions of this Recommendation may be implemented by laws or regulations, collective agreements, arbitration awards or court decisions, a combination of these means or in any other manner appropriate to national conditions and practice. In so far as they have not been given effect by other means, they should be implemented by laws or regulations.

(2) Where the provisions of this Recommendation are implemented by laws or regulations, there should be prior consultation with the most representative organisations of employers and workers.

II. HOURS OF WORK AND REST PERIODS

4. (1) Normal hours of work for night workers should not exceed eight in any 24-hour period in which they perform night work, except in the case of work which includes substantial periods of mere attendance or stand-by, in cases in which alternative working schedules give workers at least equivalent protection over different periods or in cases of exceptional circumstances recognised by collective agreements or failing that by the competent authority.

(2) The normal hours of work of night workers should generally be less on average than and, in any case, not exceed on average those of workers performing the same work to the same requirements by day in the branch of activity or the undertaking concerned.

(3) Night workers should benefit to at least the same extent as other workers from general measures for reducing normal weekly hours of work and increasing days of paid leave.

5. (1) Work should be organised in such a way as to avoid, as far as possible, overtime by night workers before or after a daily period of work which includes night work.

(2) In occupations involving special hazards or heavy physical or mental strain, no overtime should be performed by night workers before or after a daily period of work which includes night work, except in cases of force majeure or of actual or imminent accident.

6. Where shift work involves night work:

(a) in no case should two consecutive full-time shifts be performed, except in cases of force majeure or of actual or imminent accident;

(b) a rest period of at least 11 hours between two shifts should be guaranteed as far as possible.

7. Daily periods of work which include night work should include a break or breaks to enable workers to rest and eat. The scheduling and total length of these breaks should take account of the demands placed on workers by the nature of night work.
III. **FINANCIAL COMPENSATION**

8. (1) Night work should generally give rise to appropriate financial compensation. Such compensation should be additional to the remuneration paid for the same work performed to the same requirements during the day and:
   
   (a) should respect the principle of equal pay for men and women for the same work, or for work of equal value; and
   
   (b) may by agreement be converted into reduced working time.

   (2) In determining such compensation, the extent of reductions in working hours may be taken into account.

9. Where financial compensation for night work is a normal element in a night worker’s earnings, it should be included in the calculation of the remuneration of paid annual leave, paid public holidays and other absences that are normally paid as well as in the fixing of social security contributions and benefits.

IV. **SAFETY AND HEALTH**

10. Employers and the workers’ representatives concerned should be able to consult the occupational health services, where they exist, on the consequences of various forms of organisation of night work, especially when undertaken by rotating crews.

11. In determining the content of the tasks assigned to night workers, account should be taken of the nature of night work and of the effects of environmental factors and forms of work organisation. Special attention should be paid to factors such as toxic substances, noise, vibrations and lighting levels and to forms of work organisation involving heavy physical or mental strain. Cumulative effects from such factors and forms of work organisation should be avoided or reduced.

12. The employer should take the necessary measures to maintain during night work the same level of protection against occupational hazards as by day, in particular avoiding, as far as possible, the isolation of workers.

V. **SOCIAL SERVICES**

13. Measures should be taken to limit or reduce the time spent by night workers in travelling between their residence and workplace, to avoid or reduce additional travelling expenses for them and to improve their safety when travelling at night. Such measures may include:

   (a) co-ordination between the starting and finishing times of daily periods of work which include night work and the schedules of local public transport services;
   
   (b) provision by the employer of collective means of transport for night workers where public transport services are not available;
   
   (c) assistance to night workers in the acquisition of appropriate means of transport;
   
   (d) the payment of appropriate compensation for additional travelling expenses;
   
   (e) the building of housing complexes within a reasonable distance of the workplace.

14. Measures should be taken to improve the quality of rest for night workers. Such measures may include:
(a) advice and, where appropriate, assistance to night workers for noise insulation of their housing;
(b) design and equipping of housing complexes which take into account the need to reduce noise levels.

15. Suitably equipped resting facilities should be made available to night workers in appropriate places in the undertaking.

16. The employer should take the necessary measures to enable workers performing night work to obtain meals and beverages. Such measures, devised in such a way as to meet the needs of night workers, may include:
(a) making available, at appropriate places in the undertaking, food and beverages suitable for consumption at night;
(b) access to facilities where workers may, at night, prepare or heat and eat food which they have brought.

17. The extent to which night work is performed locally should be one of the factors to be taken into consideration when deciding on the establishment of crèches or other services for the care of young children, choosing their location and determining their opening hours.

18. The specific constraints on night workers should be duly taken into consideration by the public authorities, by other institutions and by employers within the framework of measures to encourage training and retraining, as well as cultural, sporting or recreational activities for workers.

VI. OTHER MEASURES

19. At any point during pregnancy, once this is known, women night workers who so request should be assigned to day work, as far as practicable.

20. In cases of shift work, the special situation of workers with family responsibilities, of workers undergoing training and of older workers should be taken into consideration when decisions are taken on the composition of night crews.

21. Except in cases of force majeure or of actual or imminent accident, workers should be given reasonable notice of a requirement to perform night work.

22. Measures should be taken, where appropriate, to enable night workers, like other workers, to benefit from training opportunities including paid educational leave.

23. (1) Night workers who have completed a given number of years on night work should be accorded special consideration with respect to vacancies for day work for which they have the necessary qualifications.
(2) Preparations should be made for such transfers by facilitating the training of night workers where necessary for tasks normally performed by day.

24. Workers who have spent a considerable number of years as night workers should be accorded special consideration with respect to opportunities for voluntary early or phased retirement where such opportunities exist.

25. Night workers who have a trade union or workers' representation function should, like other workers who assume such a function, be able to exercise it in appropriate conditions. The need to carry out workers' representation functions
should be taken into consideration when decisions are made concerning assignment of workers’ representatives to night work.

26. Statistics on night work should be improved and studies on the effects of different forms of organisation of night work, particularly when carried out in the framework of shift systems, should be intensified.

27. Wherever possible, advantage should be taken of scientific and technical progress and of innovations relating to work organisation in order to limit recourse to night work.

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1990.

The President of the Conference,

JORGE TRIACA

The Director-General of the International Labour Office,

MICHEL HANSENNE

PROTOCOL

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

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 77th Session on 6 June 1990, and
Having decided upon the adoption of certain proposals with regard to night work, which is the fourth item on the agenda of the session, and
Having determined that these proposals shall take the form of a Protocol to the Night Work (Women) Convention (Revised), 1948 (hereinafter referred to as “the Convention”),
adopts this twenty-sixth day of June 1990 the following Protocol, which may be cited as the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948.

Article 1

1. (1) National laws or regulations, adopted after consulting the most representative organisations of employers and workers, may provide that variations in the duration of the night period as defined in Article 2 of the Convention and exemptions from the prohibition of night work contained in Article 3 thereof may be introduced by decision of the competent authority:

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1 Adopted on 26 June 1990 by 323 votes in favour, 7 against, with 27 abstentions.
(a) in a specific branch of activity or occupation, provided that the organisations representative of the employers and the workers concerned have concluded an agreement or have given their agreement;

(b) in one or more specific establishments not covered by a decision taken pursuant to clause (a) above, provided that:
   (i) an agreement has been concluded in the establishment or enterprise concerned between the employer and the workers' representatives concerned; and
   (ii) the organisations representative of the employers and the workers of the branch of activity or occupation concerned or the most representative organisations of employers and workers have been consulted;

(c) in a specific establishment not covered by a decision taken pursuant to clause (a) above, and where no agreement has been reached in accordance with clause (b) (i) above, provided that:
   (i) the workers' representatives in the establishment or enterprise as well as the organisations representative of the employers and the workers of the branch of activity or occupation concerned or the most representative organisations of employers and workers have been consulted;
   (ii) the competent authority has satisfied itself that adequate safeguards exist in the establishment as regards occupational safety and health, social services and equality of opportunity and treatment for women workers; and
   (iii) the decision of the competent authority shall apply for a specified period of time, which may be renewed by means of the procedure under sub-clauses (i) and (ii) above.

(2) For the purposes of this paragraph the term "workers' representatives" means persons who are recognised as such by national law or practice, in accordance with the Workers' Representatives Convention, 1971.

2. The laws or regulations referred to in paragraph 1 shall determine the circumstances in which such variations and exemptions may be permitted and the conditions to which they shall be subject.

**Article 2**

1. It shall be prohibited to apply the variations and exemptions permitted pursuant to Article 1 above to women workers during a period before and after childbirth of at least 16 weeks, of which at least eight weeks shall be before the expected date of childbirth. National laws or regulations may allow for the lifting of this prohibition at the express request of the woman worker concerned on condition that neither her health nor that of her child will be endangered.

2. The prohibition provided for in paragraph 1 of this Article shall also apply to additional periods in respect of which a medical certificate is produced stating that this is necessary for the health of the mother or child:
   (a) during pregnancy; or
   (b) during a specified time prolonging the period after childbirth fixed pursuant to paragraph 1 above.

3. During the periods referred to in paragraphs 1 and 2 of this Article:
   (a) a woman worker shall not be dismissed or given notice of dismissal, except for justifiable reasons not connected with pregnancy or childbirth;
the income of a woman worker concerned shall be maintained at a level sufficient for the upkeep of herself and her child in accordance with a suitable standard of living. This income maintenance may be ensured through assignment to day work, extended maternity leave, social security benefits or any other appropriate measure, or through a combination of these measures.

4. The provisions of paragraphs 1, 2 and 3 of this Article shall not have the effect of reducing the protection and benefits connected with maternity leave.

Article 3

Information on the variations and exemptions introduced pursuant to this Protocol shall be included in the reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation.

Article 4

1. A Member may ratify this Protocol at the same time as or at any time after its ratification of the Convention, by communicating its formal ratification of the Protocol to the Director-General of the International Labour Office for registration. Such ratification shall take effect 12 months after the date on which it has been registered by the Director-General. Thereafter the Convention shall be binding on the Member concerned with the addition of Articles 1 to 3 of this Protocol.

2. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications of this Protocol communicated to him by parties to the Convention.

3. The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications registered by him in accordance with the provisions of paragraph 1 of this Article.

Article 5

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

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1990.

The President of the Conference,

JORGE TRIACA

The Director-General of the International Labour Office,

MICHEL HANSENNE
RESOLUTIONS

I

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Working conditions in hotels, restaurants and similar establishments”¹

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 working conditions in hotels, restaurants and similar establishments,

Decides that an item entitled “Working conditions in hotels, restaurants and similar establishments” 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.

II

Resolution concerning assistance to Namibia¹

The General Conference of the International Labour Organisation,

Welcoming Namibia’s accession to independence and expressing the conviction that this constitutes a step towards equality, justice, peace and development in that country,

Welcoming the fact that, in becoming the 160th member State of the United Nations, Namibia is joining the concert of the nations of the world and is displaying its determination to co-operate and to play its part at the international level,

Congratulating Namibia in particular on its Constitution, which defines inter alia in article 95 the principles of its policy of social protection aimed at:

– active encouragement of the formation of independent trade unions to protect workers’ rights and interests and to promote sound labour relations and fair employment practices;

– membership of the International Labour Organisation (ILO) and [...] adherence to and action in accordance with the international Conventions and Recommendations of the ILO,

Considering that, by reason of the economic, social and political structures of the colonial and apartheid system, Namibia has to overcome considerable obstacles to its development in spite of its mining, fishery and extensive cattle-breeding resources,

Considering that international co-operation based on principles of solidarity and the sovereignty of each country is essential to assist the country to resolve a great number of social, economic, juridical and administrative problems,

¹ Adopted on 26 June 1990.
Welcoming the assistance already provided by the ILO and the measures being taken at present to draw up a global programme of future assistance to Namibia in agreement with the Government,

Considering it necessary that such efforts be developed, supported and supplemented by the international community as a whole;

1. Appeals to intergovernmental and non-governmental international organisations, to governments and to member States to reinforce multilateral or bilateral international co-operation with Namibia in the economic, social and cultural fields.

2. Requests the Governing Body of the International Labour Office to make resources available for the rapid implementation of a programme of activities within the ILO’s competence, covering in particular the following areas:
   - elimination of discrimination as defined in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and promotion of equality of opportunity and treatment between women and men in all programmes concerning the world of work;
   - re-entry into working life and vocational rehabilitation;
   - employment promotion and human resources development;
   - vocational training and management development;
   - workers’ education;
   - promotion of small and medium-sized enterprises in the context of the resolution and conclusions concerning the promotion of small and medium-sized enterprises adopted by the 72nd Session of the International Labour Conference;
   - labour administration and industrial relations;
   - labour and social security legislation in keeping with ILO standards,
   - independent workers’ and employers’ organisations.

III

Resolution concerning environment, development, employment and the role of the ILO

The General Conference of the International Labour Organisation,

Noting with deep concern that continuing environmental damage presents a serious and growing threat to the quality of human life and the prospects for future economic activity and employment throughout the world, and recognising that urgent and global action is vital to preserving the ecological balance of the world,

Convinced that environment goals and activities need to be defined in relation to development objectives and that economic and social policies should be elaborated with due account being taken of the need for the rational and harmonious utilisation of resources and to protect and improve the general and working environment, and that economic development and employment must be environmentally sound and sustainable if they are to constitute real sources of progress,

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1 Adopted on 26 June 1990.
Convinced that policy measures and tripartite co-operation at the national and international level can be used to create positive links between environmental protection and employment creation,

Deeply concerned about the practice of disposing of nuclear and other hazardous wastes in some developing countries, especially in Africa,

Recalling the need to strengthen regional and international co-operation for the development of activities to protect the environment and for the effective prevention of the illegal transfer of radioactive or toxic substances out of the countries that produce them to countries not having technical means for processing and eliminating them,

Noting with concern, in particular, the seriousness of the ecological situation in a number of member States of the ILO, for instance the situation resulting from the Chernobyl nuclear power plant accident, and aware of the urgent need to establish broad international co-operation on the elimination of the consequences of such accidents in the interests of all mankind,

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

Considering that efforts to preserve a healthy environment must be undertaken on the widest possible basis and must stem from active co-operation among all countries and the organisations of the United Nations system,

Considering that the concept of sustainable and environmentally sound development put forward in the report of the World Commission on Environment and Development (Brundtland report) and supported in a number of decisions taken by the United Nations and by the agencies within the United Nations system and included in the Director-General's Report ("sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs") should be a guiding principle for all relevant ILO activities and that the Organisation can and should make an effective contribution, in areas within its competence, to international efforts aimed at implementing the above concept,

Noting that the ILO's tripartite structure provides special opportunities for examining within its framework the social and economic aspects of environmental protection, including the consequences on employment, and for the governments and employers' and workers' organisations to devise appropriate measures, to exchange experience and information and to elaborate international labour standards,

Noting the increasing relationship between environmental issues and social and labour problems, particularly issues concerning employment, training and the development of enterprises, and noting also the special role that the ILO could play in studying this relationship,

Considering that technical co-operation with the ILO as well as sustained and increased assistance, including additional financial resources and transfer of technology from the international community should be made available to the developing countries, which are faced with numerous complex problems derived from their poverty and indebtedness, their population growth and the difficulties of participation in international markets and the related problems of economic and social recovery and the rapid deterioration of the environment,

Stressing also that policies for environmental protection should be based upon the universal application of the general principle that the cost of measures to prevent environmental pollution and to repair environmental damage should be borne by the polluter,
Welcoming United Nations General Assembly resolution 44/228 concerning the United Nations Conference on Environment and Development to be held in 1992 and noting that the ILO should make an appropriate contribution to the organisation of this conference,

Noting with interest the progress of the regional preparatory process for that conference,

Noting with appreciation the Report of the Director-General to the present session of the International Labour Conference, *Environment and the world of work*;

Noting also the views expressed in the debate on the Director-General's Report in the plenary of the 77th Session of the International Labour Conference,

Welcoming also the *ILO contribution to environmentally sound and sustainable development* submitted to the 44th Session of the General Assembly,

Recalling the resolutions concerning the questions of the environment and employment adopted by the Fourth European and the Seventh African Regional Conferences of the ILO,

Taking account of the conclusions of the ILO's Tripartite Meeting of Experts on Employment and Training Implications of Environmental Policies in Europe,

Recognising that "environmental concerns" have been established as one of the priority themes in the Medium-Term Plan for 1990-95 as well as in the Programme and Budget for 1990-91, and commending the Director-General for activities already undertaken or started in this area;

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

(a) take account of the analysis and recommendations contained in the Environmental Perspective and the report of the World Commission in determining their policies and programmes;

(b) promote employment policies and technologies which contribute to environmental protection and rehabilitation, and a clean and healthy working environment, and stimulate environmental activities which contribute to sound and lasting employment;

(c) strengthen regional and international co-operation on environmental protection to encourage policies based on environmentally sound and sustainable development;

(d) seek to establish an equitable system of international economic relations in order to stimulate and sustain environmentally sound development, especially in developing and the least developed countries;

(e) take necessary measures to ensure full collaboration with all concerned, including employers' and workers' organisations, in the formulation and implementation of integrated policies aimed at full employment and a clean and healthy environment, particularly the working environment;

(f) promote the restructuring of enterprises and other activities which impose a heavy burden on the environment so as to attain necessary environmental standards and economic growth as rapidly as possible, while maintaining or increasing, as far as possible, the number of jobs involved;

(g) take appropriate measures for the safety and health of workers and populations with regard to the problems posed by the production, transportation and storage of nuclear and hazardous products and to mobilise necessary means to eliminate the waste derived from these products in plants.
that are especially intended for that purpose, and to rehabilitate the areas that have been contaminated by the disposal of such wastes;

(h) refrain from introducing nuclear and other toxic wastes in developing countries, particularly in Africa, Asia and Latin America, and impose, in accordance with the principles enshrined in the relevant conventions, strict control on the transport and storage, in conditions offering every guarantee of safety, of such wastes in order to minimise transboundary movements and to prohibit their export to countries that do not have the technical means to process and eliminate them;

(i) offer the educational systems and the public the widest range of appropriate rapid information in order to enhance awareness of employment and population aspects of environmental issues and to generate active participation in the protection and the rational utilisation of natural resources and of the environment;

(j) assist developing countries in the carrying out of studies, the exchange of information and the gaining of access to the necessary new and safe technology and instruments to define standards and guarantee the protection of the environment, taking into account the need to grant these countries additional resources for the adequate solution of their pressing environmental problems;

(k) develop concerted strategies to provide adequate education and training to all parties involved in environmental protection;

(l) strengthen research, training and information activities in all areas concerning development, employment and environmental protection;

(m) develop and strengthen systems for environmental monitoring, protection and supervision;

(n) ratify and implement decisions and international conventions concerning the protection of nature and the environment;

(o) provide economic, financial and technical assistance for developing countries which refrain from utilising to economic advantage those globally scarce natural resources the depletion of which would harm the environment, and assist them to develop in a manner compatible with the conservation of the environment;

(p) make the fullest possible input to the 1992 United Nations Conference on Environment and Development and provide for full consultation with workers' and employers' organisations and tripartite involvement in the preparations for the Conference.

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

(a) to continue to explore ways and means of integrating environmental considerations in all relevant ILO activities, and to ensure that relevant ILO projects and programmes are screened in the light of their compatibility with sustainable and environmentally sound development;

(b) to carry out further research on the relationship between environment, employment and training and stimulate the exchange of relevant information and experience among the ILO's constituents;

(c) to ensure that activities aimed at creating environmentally sound and lasting employment, alleviating poverty and improving the working environment and conditions of life of the rural and urban poor in developing countries will be given due attention in the context of the ILO's technical co-operation programme;
(d) to provide all possible technical assistance to developing countries as regards the working environment and the employment and training aspects of environmental protection problems;

(e) to give increased attention to the linkages between the working environment and the general environment, particularly in the ILO’s technical co-operation activities and its work with international labour standards;

(f) to give increased attention to environmental education and training by integrating environmental considerations more effectively into training activities related to ILO programmes in all areas, including workers’ and employers’ education activities;

(g) to encourage world financial institutions to review their policies and programmes with a view to stimulating the growth of employment within the general framework of sustainable development;

(h) to conduct an analysis of the possible interrelationship between structural adjustment related to the need to maintain and improve the environment, on the one hand, and such social and labour problems as employment and training, on the other hand;

(i) in elaborating new and revising existing Conventions and Recommendations, to take due account of environmental aspects, with a view to protecting the working and general environment and promoting environmentally sound economic and social development;

(j) to co-operate closely with the United Nations Environment Programme and other concerned international organisations and agencies, including regional bodies, in order to take due account of the social and labour aspects of the environment problem in preparing new international agreements on environmental protection;

(k) to prepare an appropriate contribution to the United Nations Conference on Environment and Development to be held in 1992, including participation in the drafting of a document on environmental rights and obligations that may be considered by the Conference, taking into account existing international instruments;

(l) to ensure, on the basis, inter alia, of the proposals and suggestions put forward in the debate on his Report to the Conference, that environmental concerns falling within the mandate of the ILO continue to be one of the priorities in his programme and budget proposals for future biennia;

(m) to make specific provision in his 1992-93 budget proposals to institute appropriate follow-up by the ILO including the possibility of holding a high-level meeting to determine the appropriate reaction of the ILO to the conclusions and recommendations of the 1992 United Nations Conference on Environment and Development.

IV

Resolution concerning self-employment promotion

The General Conference of the International Labour Organisation,
Having taken note of Report VII on the promotion of self-employment;
1. Adopts the following conclusions;

1 Adopted on 27 June 1990.
2. Invites the Governing Body to request the Director-General:

(a) to bring these Conclusions to the attention of member States and of employers’ and workers’ organisations.

(b) to take the Conclusions into account in the preparation of the Programme and Budget proposals for the 1992-93 and subsequent biennia, and the next medium-term plan.

CONCLUSIONS CONCERNING THE PROMOTION OF SELF-EMPLOYMENT

INTRODUCTION

1. There is a new interest in the potential of non-agricultural self-employment for generating productive employment. This has come about as a conjuncture of several developments – slower growth throughout the world and the economic crisis in large parts of the Third World, which have led to a worsening of unemployment and poverty; the growing ascendency of free-market philosophies emphasising private initiative and enterprise as the mainspring of economic progress; and the parallel disillusionment with centralised planning and excessive public sector intervention as instruments for promoting growth. At the same time technological changes affecting production and communications have created new opportunities for the growth of self-employment by facilitating a shift towards more decentralised and flexible systems, presenting both benefits and risks. It can no longer be assumed that non-agricultural self-employment will follow the historical pattern and decline while full-time protected urban wage employment increases in the course of modernisation and development, even though a few countries continue to follow that path successfully.

2. In addition, and even in many countries which experienced reasonably satisfactory rates of economic growth in the second half of the 1980s, poverty persists and poverty alleviation programmes are a priority. Many among the working poor in urban areas are self-employed, trapped in low-productivity marginal activities. The promotion of productive self-employment is thus seen as one means of raising incomes to acceptable levels. Yet any effort to encourage self-employment has to take account of its down side – the fact that it involves assuming the substantial risks of unstable earnings and failure, and that workers may be exposed to hazards and a lack of social protection.

3. The categories of self-employment are not always clear cut and no unique definition serves all purposes. The non-agricultural self-employed – defined here as own-account workers and employers (working owners of unincorporated businesses) – create employment for themselves and for others, including regular and casual employees, unpaid family workers and apprentices. Members of producers’ co-operatives are also in principle counted as self-employed workers although data is seldom collected separately. There are some fundamental characteristics which distinguish the self-employed from wage employees. In particular they are distinguished by the mode of remuneration. The earnings of the self-employed represent a return on capital as well as labour, entrepreneurial skill and risk-taking, whereas the wage employee receives a payment for his or her labour. Unlike most wage employees, the self-employed person, whether own-account worker or employer, generally has a considerable degree of independence, controls labour time and use, is responsible for the range of economic and financial decisions and bears a major share of the risks of failure. He or she may be
operating at the margin of subsistence or reaping significant gains; there are disproportionate shares of both among the self-employed compared to wage employees in most countries.

4. Employment relationships are complex and do not all fit into neat conceptual categories. While the polar cases of pure wage and self-employment are simple to categorise, there are hybrid and intermediate cases which need to be recognised. Among these an important category is the nominal self-employed – those who are sometimes classified as self-employed in national statistics and who may consider themselves to be such, but who are in reality engaged in dependent employment relationships more akin to wage employment than to genuine autonomous self-employment. These intermediate relationships may arise either from dependence on a single supplier of inputs or distributor of products, or from being tied to a single owner of the means of production. It is important to recognise the existence of the nominal self-employed because they constitute an important potential source of those who can be assisted to become either genuinely self-employed or regular wage employees enjoying full benefits. While the appropriate means of action towards the nominal self-employed depend on specific contexts, it is nevertheless important to be aware of their problems in discussions of employment policy, including the promotion of self-employment.

5. A useful concept to introduce in discussions of issues relating to self-employment is that of the self-employment sector, which has a global application, being relevant to the industrialised countries of East and West as well as developing countries. This sector consists of all persons working in economic units owned and operated by the self-employed – own-account workers, working proprietors and all dependent workers associated with them – regular and casual wage employees, apprentices and unpaid family workers as well as members of producers’ co-operatives.

OBJECTIVES

6. The overall objective of policies concerning self-employment is the attainment of full, productive and freely-chosen employment with the distribution between self-employment and wage employment being determined by dynamic market forces subject to the maintenance of adequate social protection and respect for applicable international labour standards. This implies that:
(a) only freely chosen and productive forms of self-employment should be promoted – that is, those which enable individuals to fulfil their potential and give free rein to their creativity and initiative in a self-employment activity;
(b) low productivity but potentially viable self-employment activities should be upgraded. Productive alternatives – whether in wage or self-employment – should be promoted for those engaged in marginal or nominal self-employment activities;
(c) there should be no biases against the growth of socially desirable forms of productive self-employment;
(d) the self-employed should ultimately enjoy broadly similar social protection\(^1\) to that of other protected groups in each country. Economic and social policies should be sensitive to the need to raise the working conditions and social protection of all those engaged in the self-employment sector where these are below acceptable minimum levels;

\(^1\) Including labour rights.
the self-employed, like all workers and employers, shall have the assured right to form or join organisations of their own choosing, in conformity with ILO standards on freedom of association, and to pursue goals they set for themselves.

FRAMEWORK FOR PROMOTING SELF-EMPLOYMENT

7. The overall institutional and policy framework plays a crucial role in determining whether productive self-employment can reach its full potential and whether unproductive forms can be upgraded. Macro-economic instability, an inadequate or uncertain legal environment, overly bureaucratic regulation, and policy distortions and incentives favouring capital-intensive investment all interfere with the development of productive self-employment and may even encourage unproductive forms.

8. The promotion of self-employment must take account of its effect on four categories: productive and socially desirable types of self-employment; unproductive, undesirable and dead-end forms of self-employment; nominal self-employment involving disguised wage employment; and the employees of the self-employed. There is a wide range of self-employment activities, including high income activities such as in the liberal professions, average income activities in sales and services, and extremely low productivity and low income survival activities, such as petty trading, street-selling and repairing by own-account workers.

9. The objective in promoting self-employment is to improve overall labour productivity, the quality of employment, and the rate of economic growth through an increase in productive self-employment. This might entail a reduction rather than an increase in the proportion of workers in marginal, low productivity activities.

10. In a situation where the distribution of incomes and assets is not highly unequal and where there is an adequate social safety net the removal of unnecessary obstacles and distortions may be a sufficient condition for the successful promotion of self-employment. However, where endowments are highly unequal and in the absence of an adequate social safety net, a neutral environment will in fact favour those who are better endowed. In particular, the position of the poor who are engaged in marginal self-employment could deteriorate as a result of the operation of dynamic market forces. In some cases it is clearly important to recognise the need to avoid inequalities and to alleviate poverty through programmes targeted at the poor and the maintenance of a social safety net.

11. The scale of self-employment and some of the issues regarding its promotion are significantly different in industrialised economies than they are in developing economies. In developing countries it is often the case that low productivity activities are the predominant form of self-employment. In these countries it is important to ensure that the promotion of self-employment does not lead to a general deterioration of employment conditions with more people entering low productivity activities. In the Eastern European transition economies, only a very small proportion of the urban labour force is self-employed. These economies are engaged in a process of removing restrictions on private activity which were based on central planning, of developing the institutional and legal framework for a market economy, and of defining a new, more indirect role for the state in creating employment. Hence self-employment promotion is seen as a positive means of increasing job creation in the private sector. The industrialised
market economies generally possess the relevant framework and institutions. These countries are more particularly concerned with promoting self-employment in order to deal with their problems of unemployment and to facilitate the entry into self-employment of those persons who prefer it. The incidence of poverty in the self-employment sector is not as widespread nor as extreme as in developing countries. However, the quality of self-employment is of course an issue of concern to industrialised countries as well.

12. Although the promotion of self-employment confers many advantages, the existence of this source of employment growth should not give rise to complacency over the need to continue promoting growth in productive wage-employment. While the self-employment sector can serve as a refuge for the unemployed and the under-employed, governments should maintain an environment favourable to the growth of productive employment. A recognition of the advantages of growth in productive self-employment shall not divert attention from the fact that there are certain jobs in the self-employment sector which need to be either improved or eliminated. In particular, it is important to guard against the growth of precarious and dependent forms of nominal self-employment stemming from attempts to bypass protective social legislation and erode the employment security and earnings of affected workers.

13. The combination of these difficulties and opportunities means that in many countries the level of self-employment is in need of change. On the one hand, the growth of productive, remunerative self-employment may be constrained below its potential by policy distortions, incentive biases, and excessive institutional and regulatory obstacles. On the other hand, there are too many workers crowded in low-productivity and unremunerative self-employment activities which fail to meet minimum labour standards and which may be based on exploitative or highly dependent relationships. Further, some self-employment consists of socially unproductive activities; some entails marginal work in the form of nominal self-employment. And the employees of the self-employed may be particularly disadvantaged in terms of working conditions and protection.

NATIONAL POLICIES AND MEASURES

14. There are four main areas where policies and measures need to be developed and extended.

15. Overall policies and institutions
(a) Policies should be adopted which ensure macro-economic stability and the preconditions for steady economic growth. This will include policies and institutions which provide for the growth of dynamic market economies and the efficient allocation of resources, encourage the growth of private initiative and entrepreneurship, and which at the same time encourage full, productive and freely-chosen employment, equity, and adequate social protection for vulnerable workers, such as those in marginal self-employment activities, the nominal self-employed, unpaid family workers and the employees of the self-employed. Policies should be devised and implemented on the basis of tripartite consultations.

(b) The overall economic policy and institutional framework should be reviewed to identify obstacles to the growth of productive self-employment. These may include instability in macro-economic conditions, an inadequate or uncertain
legal and institutional framework governing private economic activity, regulations which unnecessarily restrict or inhibit access to self-employment, incentive biases against self-employment activities, and the special handicaps faced by the poor and other socially disadvantaged groups in gaining access to the productive assets and skills required for entry into self-employment. All such possible problem areas should be examined and reforms instituted where needed.

(c) Coverage of the self-employed in existing statistics should be improved and there is a need to generate, on a regular basis, more and better information on the numbers in self-employment, the economic and social characteristics of the self-employed, their earnings, hours and other conditions of work. Similar information should also be generated on the employees of the self-employed, unpaid family workers and the nominal self-employed. Labour market information systems should be expanded to include monitoring of changes in self-employment, and in the self-employment sector as a whole.

(d) Policy-oriented research in government agencies, universities and research institutes should seek to strengthen the knowledge base on the nature and characteristics of different types of self-employment, the aspirations of the self-employed and the obstacles to realising these, the characteristics of a policy, institutional and regulatory environment conducive to the growth of productive self-employment, and the relative social costs and benefits of different types of interventions to promote self-employment. Special attention should also be devoted to the self-employment problems faced by the poor and other disadvantaged groups and to the identification of cost-effective means of improving the employment conditions and social protection of the self-employed.

16. Direct promotional measures

(a) Government agencies, in collaboration with other appropriate institutions concerned with the issue, should identify strategic areas for initiatives to promote self-employment within the context of dynamic market forces subject to the maintenance of adequate social protection and respect for applicable international labour standards. These may include: efforts to raise productivity and earnings of those currently engaged in marginal, low-productivity but potentially viable self-employment activities; measures to improve the access of the actual and potential self-employed including the nominal self-employed to credit, productive inputs, training and technical assistance; infrastructural investment in areas such as transport and communications to improve the economic environment for employment promotion; and special support measures to strengthen the capabilities of the poor and other under-privileged groups to enter productive self-employment. Such promotional measures could well be based on the experience of pilot projects.

(b) Special measures should be linked to, and consistent with, overall policy and institutional reforms undertaken to promote self-employment. In designing these measures it will be important to promote activities where sufficient demand exists for the goods and services produced and where it is anticipated that these activities will be able to meet the test of market viability unaided by subsidies. It will also be necessary to assess the extent to which promoted activities displace existing viable producers and are redundant in that they provide support to producers who would have emerged in any case. Nor should promotion be extended to producers failing to observe labour and social legislation.
Improved access to credit, training and materials is an important element of direct promotional measures. Financial and training systems should therefore be reviewed to remove possible biases against the self-employed. Cost-effective credit and training programmes targeted on the current and potential self-employed should be designed and implemented, and successful programmes of this nature run by private organisations should be supported and strengthened. Training programmes should emphasise the development of basic business and vocational skills and entrepreneurship. Likewise, technical assistance programmes should aim at providing advice in the different fields of management development as well as at carrying out feasibility and economic studies.

All these measures should be implemented equitably; they should not be biased in favour of the better-off in the self-employment sector nor favour men over women. The allocation of resources for promotion should be based not only on economic efficiency criteria but also on social priorities. As such, they should not be directed only to those incipient entrepreneurs most likely to succeed but also should be used as a means of raising productivity and earnings of low income self-employed workers and the nominal self-employed.

Membership of co-operatives can constitute a significant form of self-employment. Special measures for the promotion of self-employment should therefore include the promotion of new co-operatives and the strengthening of existing ones, without disturbing their independence and their internal administration.

Direct promotional measures should be effectively targeted on the poor and other disadvantaged groups. In order to be effective this may involve fundamental measures such as investment in human resource development (including basic education and training, housing, health and nutrition) and improved access of the poor and other disadvantaged groups to productive assets.

Apart from a special focus on poverty groups, measures for the promotion of self-employment should also give special attention to: young persons, particularly those seeking their first job; the long-term unemployed in the industrialised market economies; workers likely to be displaced by structural adjustment and economic reforms; and retrenched public sector employees.

An institutional framework should be created which is conducive to collaborative and co-ordinated action by government and private agencies in the promotion of self-employment without being so rigid or cumbersome that initiative and pluralism are stifled.

The capacity of relevant government ministries to plan, implement, monitor and evaluate policies and programmes for the promotion of self-employment should be strengthened, where necessary.

Employment and other public offices should expand the scope of their operations to include counselling on self-employment opportunities based on information obtained from appropriate national and local-level agencies. Advisory services on training and credit facilities for the self-employed could also be included.

17. Labour standards and social protection

The coverage of appropriate international labour standards and national legislation should be extended to the self-employed and their employees. One area where the extension of protection is particularly urgent is that of
industrial accidents and occupational disease. Protection of workers including the nominal self-employed against subcontracting arrangements and labour contracts leading to their exploitation should be instituted and enforced where not already the case.

(b) Labour and other regulations which confer exemptions to many small enterprises and self-employment units such as household enterprises should be reviewed periodically to determine whether they continue to be justified. While some measure of flexibility in the coverage of regulations may be required in order to allow for the special problems and circumstances of the self-employed, it is also important to guard against the danger of over-generous exemptions which will perpetuate and encourage the proliferation of substandard self-employment and allow intolerable exposure to hazardous working conditions. Therefore any extension of coverage should take into account both the feasibility of adopting mandatory sanctions and the promotion of voluntary compliance.

(c) Subject to realistic financial constraints, the current state of social protection for self-employed workers should be reviewed and measures instituted to raise the social protection of the self-employed to levels comparable to those enjoyed by wage employees. The priority contingencies to be covered are sickness, invalidity and old age, funded either by government, employers or other voluntary schemes. Governments should try to guarantee, by some redistributive or any other measures, that those self-employed unable to contribute, particularly the poorest, are duly covered.

(d) Social protection of the self-employed should be extended progressively to various occupations and professions in consultation with representatives of the self-employed. Protection under statutory social security schemes could be envisaged on a voluntary basis. Organisations of the self-employed including co-operatives also have an important role in initiating schemes based on voluntary contributions and self-help principles.

(e) Targeted assistance to promote entry into self-employment by disadvantaged groups such as the handicapped, indigenous peoples and the long-term unemployed can serve as a useful complement to general welfare programmes. They can contribute to breaking the cycle of poverty. Similar assistance to improve productivity, working conditions and incomes of disadvantaged groups already in self-employment will help to close the gap in employment conditions between the self-employment and regular employment sectors.

(f) The paid and unpaid employees of the self-employed are particularly vulnerable where the self-employment unit is operating close to the margin. Due attention must be paid to the extension of labour standards and social protection to the employees of the self-employed with a view to attaining comparable levels of protection for workers in the self-employment and regular employment sectors.

(g) Where appropriate, greater protection is needed for unpaid family workers – especially children and contributing wives – who, in addition to receiving no direct compensation for their labour, are also not covered by most labour regulations or social protection. They may be further disadvantaged as a result of intra-household inequalities. The Minimum Age Convention, 1973 (No. 138), which concerns the admission of young persons to employment and to work, must be fully respected in this regard.

(h) Where they do not already exist, national tripartite consultative mechanisms should be set up to review the level of social protection of workers in the self-
employment sector, to determine gaps in protection, and to seek practical means of extending protection so that these workers can enjoy levels comparable to those of workers in the regular employment sector.

18. Organisation of the self-employed

(a) The adoption and implementation of basic labour standards including freedom of association, where they have not yet taken place, is an absolute priority.

(b) The self-employed shall have the right to form their own independent and voluntary organisations, with the right to define their own roles and to choose the nature of their affiliations if any. National-level associations may be needed in order to provide a range of services including information on laws and regulations and professional advisory services. Such associations can also serve as a lobby for the interests of the self-employed.

(c) Employers' organisations should maintain their traditional role of facilitating the development of self-employment and micro-enterprises as well as providing the anchor for the future development of their own organisations.

(d) Governments, and employers' and workers' organisations should facilitate the formation and strengthening of organisations of the self-employed. Employers' and workers' organisations and co-operatives can encourage the voluntary accession of the self-employed to their associations.

(e) Trade unions in particular should make a special effort to improve the employment conditions of employees in the self-employment sector. They also have an important role in enabling certain dependent workers such as the nominal self-employed to become genuinely self-employed, gaining independent access to sources of supply, finance and markets through collective action.

(f) Co-operatives, as an important form of association of self-employed producers, should extend their role in strengthening the economic and bargaining power of otherwise vulnerable producers and in channeling assistance including training to the poor. Collaboration between trade unions and co-operatives can be mutually beneficial and should be promoted.

(g) Local government, in co-operation with business associations, trade unions, corporations, academic and other non-governmental institutions should assist associations and organisations of the self-employed.

Priority areas for ILO action

19. The promotion of self-employment, like all ILO action, has to be undertaken within the framework of ILO standards. There are five main areas in which ILO activities need to be developed and extended. Within the following areas the ILO should:

20. Overall policy framework

(a) Contribute to the formulation of overall policies and the creation of an enabling environment for productive self-employment. Policy research, advisory missions, and national projects concerned with employment planning and policies should devote special attention to the relationship between the overall policy and institutional framework and the growth of self-employment and the self-employment sector. This area of work will involve analysing the nature and extent of policy and regulatory biases and distortions which affect
the potential for productive self-employment and the quality of employment in the self-employment sector. It will include a review of the effects of macro-economic and sectoral policies on the relative size and quality of wage and self-employment and seek to identify those policies which are conducive to the growth of productive self-employment.

(b) Undertake studies analysing the nature of self-employment growth in countries at different levels of development. These studies should document trends in productivity in different self-employment activities and their respective contributions to total growth in output. Those activities capable of generating desirable and productive work and the factors favouring their growth should be identified. On this basis effective strategies for promoting productive self-employment should be developed.

(c) Formulate recommendations as to how the promotion of productive self-employment could be used as an effective means of mitigating the social costs of structural adjustment. This should include studying the special problems of promoting self-employment in the transition economies of Eastern Europe as a basis for providing advisory services on policies and programmes for promoting productive self-employment.

(d) Disseminate information on the more successful experiences with promoting self-employment in an equitable manner and facilitate an exchange of national experiences especially at the regional level.

(e) Assist governments and the social partners to engage in a regular and substantive dialogue on the development of national strategies for the self-employment sector and on the macro and sectoral policies affecting the sector.

21. Data and analysis

(a) Promote the generation of more detailed and complete statistics and information on all aspects of self-employment and undertake further research on policy issues relating to the promotion of self-employment and the extension of social protection and labour standards to the self-employment sector. This will provide a sounder knowledge base for future discussions on the complex and new issue of the promotion of self-employment.

(b) Help national statistical offices to improve their collection of data on self-employment. To ensure international comparability it will be necessary to pursue the review of the international standard classification on status in employment to clarify distinctions between categories constituting the self-employed and the nominal self-employed.

(c) Assist in obtaining data on the employees of the self-employed, distinguishing them from other private sector employees in order to determine the size of the self-employment sector.

(d) Help in generating data on earnings, hours of work and conditions of employment of all workers in the self-employment sector which are required as a basis for developing employment policies and manpower planning. It is particularly important to explore methodologies for measuring income from self-employment so that the relative returns from wage employment and self-employment can be monitored.

(e) Assist in extending research on the range of forms and conditions of employment that lie between the extremes of autonomous self-employment and protected full-time wage employment. This will include further exploration of forms of nominal self-employment and sub-contracting arrangements as a step towards extending protection and recognition.
22. Special programmes

(a) Assist in the design of targeted promotional programmes and projects which improve the access of disadvantaged groups to the self-employment opportunities afforded by the overall economic, institutional and policy environment. The participation of the ILO is especially important for ensuring respect for basic labour standards and the selection of productive, potentially viable activities for support.

(b) Encourage a widening of the concept and application of labour market information systems to incorporate information on business developments including feedback on market conditions and possible saturation in particular occupations and branches of activity, as a means of identifying sectors with higher growth potential and thus guiding entry to productive self-employment.

(c) Continue its efforts in promoting the extension of institutional and non-institutional credit to poverty groups among the actual and potential self-employed.

(d) Develop innovative means of extending training, including basic vocational and managerial training and entrepreneurship development, to poverty groups, employees in the self-employment sector and the nominal self-employed in order to promote their successful entry into self-employment or other socially desirable forms of productive employment including wage employment. These may include group approaches, action and distance learning through mass media, the adaptation of training methodologies for trainees with low levels of literacy and the provision of training in basic book-keeping to enable the self-employed to monitor better their economic activities. A special effort must be made to ensure that women are reached and that their particular constraints are taken into account in such programmes.

(e) Reinforce the ILO’s role as a clearing house for information on appropriate technologies for use in self-employment activities and on effective programmes for upgrading technology in current self-employment activities. This outreach to the self-employed should involve advisory missions and support for technology centres as part of an effort to build up networks for widening access to relevant technologies.

(f) Analyse and disseminate information on successful national programmes for delivering assistance to disadvantaged groups and on strategies of direct intervention which have been more effective, with special emphasis on methodologies for assessing the viability of potential activities, for screening out non-viable ones and for evaluating the cost-effectiveness of programmes.

(g) Make a special effort to promote increased collaboration and the development of beneficial linkages between the public and private sectors in the monitoring and evaluation of promotional measures, taking advantage of its tripartite structure.

23. Labour standards and social security

(a) Prepare a classification of all Conventions and Recommendations directly applicable to the self-employed and publish it for the purpose of providing a guide for governments.

(b) Explore the law and practice with respect to the comparative coverage in national and international labour standards and regulations of the self-employed, the nominal self-employed, home-based workers and wage employees in both the self-employment and regular employment sectors. This is an essential step towards promoting the application of labour standards to all
workers, and it would also allow a determination of whether additional
standard-setting is appropriate.

c) Review the effect on the volume and quality of employment of the exclusion of
categories of self-employment units (such as family or other micro enterprises)
from certain instruments and from the application of certain regulations.

d) Identify and support innovative means of extending social security to the vast
numbers of marginal workers in the self-employment sector. This requires
research and consultation with governments on the most appropriate and cost-
effective means of adapting those social security benefits originally conceived
for full-time wage employment. This process of extending coverage should
involve the participation of representative organisations of self-employed
persons.

e) Assist in establishing national tripartite consultative mechanisms, where they
do not already exist, to monitor progress in the extension of appropriate
labour standards to the self-employment sector.

24. Organisation and promotional institutions

(a) Continue to facilitate the spread of democratic, representative organisations of
the self-employed, whether they take the form of trade unions, employers' or
producers' organisations, co-operatives, or other forms of voluntary
association. The ILO's valuable accumulated experience in this field, derived
from performing its lead role within the United Nations system in promoting
freedom of association and other fundamental human rights, should be
brought to bear in this area.

(b) Analyse and support successful experiences of an outreach by employers' and
workers' organisations to the self-employed and to the nominal self-employed
especially by the bureaux for employers' and workers' activities in
collaboration with the relevant departments of the ILO.

(c) Encourage the formation and extension of trade unions among the employees
of the self-employed.

(d) Contribute to the development of mutually supportive linkages between
enterprises, local governments, employers' organisations, trade unions, co-
operatives, small business associations, technology centres, academic and
training institutions, banks and other private institutions. The ILO can
contribute: by taking account of them in carrying out its advisory services and
technical co-operation activities; and by undertaking cross-country analyses of
the elements in national and micro-level policies and institutional
arrangements which support constructive interactions and hinder potential
abuses.

V

Resolution concerning the arrears of contributions of Romania

The General Conference of the International Labour Organisation,
Having regard to paragraph 7 of article 10 of the Financial Regulations;
Accepts the arrangement proposed by the Government of Romania for the
settlement of the arrears of contributions due for the period 1984 to 1989 to the
effect that:

1 Adopted on 12 June 1990.
(a) in 1990 Romania will pay in full its contribution for the year 1990;
(b) in subsequent years Romania will continue to pay its current contribution in full in the year for which it is due;
(c) Romania will settle the arrears that have accumulated up to and including 31 December 1989, amounting in total to 2,875,816 Swiss Francs, by the payment of eight equal annual instalments of 359,477 Swiss Francs, beginning in 1990.

VI

Resolution concerning the assessment of the contribution of the Republic of Yemen for 1991

The General Conference of the International Labour Organisation,
In accordance with article 9, paragraph 2, of the Financial Regulations, fixes the rate of contribution of the Republic of Yemen to the 1990-91 Programme and Budget of the International Labour Organisation for 1991 at 0.02 per cent.

VII

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 of the International Labour Organisation,
Extends the term of office of Mr. Jacques Ducoux (France) and the Honourable Miss Justice Carroll (Ireland) as judges for further periods of three years;
Decides to appoint as deputy judge of the Administrative Tribunal, for a term of three years from February 1991:
Mr. José Maria Ruda (Argentina).

VIII


The General Conference of the International Labour Organisation,

1 Adopted on 12 June 1990.
IX

Resolution concerning the acceptance of a gift by the Government of Côte d'Ivoire

The General Conference of the International Labour Organisation,
Accepts, pursuant to article 12, paragraph 1, of the Financial Regulations, the gift of the piece of land and structure in Abidjan made by the Republic of Côte d'Ivoire for the purpose of housing the premises of the ILO Regional Office for Africa, and expresses its deep gratitude to the Government of Côte d'Ivoire for its generosity.

X

Resolution concerning the Programme and Budget for 1990-91 and Working Capital Fund

The General Conference of the International Labour Organisation,
Decides that, as an exceptional measure and in derogation of article 21.2 of the Financial Regulations, not to add the amount of $2,161,224 representing the excess of budgetary expenditure over budgetary income in 1988-89 to Part III (Working Capital Fund) of the Programme and Budget for 1990-91.

XI

Resolution concerning the granting to Romania 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 Romania;
Decides that Romania 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 arrears of contributions of the Lao People’s Democratic Republic

The General Conference of the International Labour Organisation,
Having regard to paragraph 7 of article 10 of the Financial Regulations;
Accepts the arrangement proposed by the Government of the Lao People’s Democratic Republic for the settlement of the arrears of contributions due for the period 1985 to 1989 to the effect that:

1 Adopted on 12 June 1990.
2 Adopted on 12 June 1990 by 375 votes in favour, 0 against, with no abstentions.
3 Adopted on 25 June 1990.
(a) in 1990 the Lao People's Democratic Republic will pay in full its contribution for the year 1990;
(b) in subsequent years the Lao People's Democratic Republic will continue to pay its current contribution in full in the year for which it is due;
(c) the Lao People's Democratic Republic will settle the arrears that have accumulated up to and including 31 December 1989, amounting in total to 122,568 Swiss Francs, by the payment of three equal annual instalments of 40,856 Swiss Francs, beginning in 1990.

XIII

Resolution concerning the granting to the Lao People's Democratic Republic 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 Lao People's Democratic Republic;

Decides that the Lao People's Democratic Republic shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

ADDITIONAL TEXTS AND DECISIONS

Excerpt from the Report of the Committee on Action against Apartheid

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

1. The Committee examined the Special Report of the Director-General concerning the Application of the Declaration on Action against Apartheid, and the other documents submitted to it, including the reports of the Group of Independent Experts to follow up and monitor the implementation of sanctions and other action against apartheid. The Committee noted with interest the address by Mr. Nelson Mandela, Deputy President of the African National Congress, to the plenary sitting of the Conference on 8 June 1990.

2. The Committee takes note of the positive developments that have taken place in South Africa, including the release of Mr. Mandela, Mr. Mothopeng and other political prisoners, as well as the partial lifting of the state of emergency. The Committee expresses its satisfaction at the presence of and the contribution made by Mr. Mandela at the Conference and endorses his call for continued action, including sanctions, to combat the continuing practices of apartheid as they are still applied in South Africa.

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1 Adopted on 25 June 1990 by 335 votes in favour, 0 against, with no abstentions.
2 Adopted on 22 June 1990 by 359 votes in favour, 2 against, with 25 abstentions.
3. The Committee welcomes the adoption by consensus at the Special Session of the General Assembly in December 1989 by the United Nations of the Declaration on Apartheid and Its Destructive Consequences for Southern Africa.

4. The Committee also welcomes the accession to independence of Namibia on 21 March 1990, and the participation for the first time at the Conference of a tripartite delegation from the independent State of Namibia.

5. In the light of the foregoing discussions and conclusions, the Committee wishes to make the following recommendations:

(a) the Conference calls on all governments, employers’ and workers’ organisations, as well as the ILO, to make a special effort, within the context of the present situation, to ensure that concrete measures are taken with new urgency in the light of the changes which are at present taking place in South Africa to promote the total application of all the recommendations contained in the updated Declaration and its appended Programme of Action, as well as other action intended to end apartheid. Those governments which have so far not severed political and diplomatic relations with South Africa should begin implementation of this recommendation by downgrading their diplomatic missions in Pretoria and by insisting on numerical parity, in line with the Vienna Convention on Diplomatic Relations, for South Africa’s foreign missions, which, in violation of that Convention, are spreading false information on the situation in South Africa and are also known to be the prime instigators of sanctions-busting. It remains equally important that the constituent Members make increasing efforts towards special information campaigns to explain that the changes taking place in South Africa up to the present have not as yet affected the fundamental bases of apartheid;

(b) the Conference reiterates its appeal to governments to bring about:
- an embargo on South African coal;
- effective financial sanctions, aimed among other things at preventing the rolling over of existing loans; the banning of all new loans and trade credits (i.e. foreign finance); and that in no circumstances should guarantees be provided for trade credits;
- appropriate legislation to prevent the sale and transportation of oil to South Africa;
- an effective severance of air links so that certain companies cannot benefit from the withdrawal of others.

To this effect, the Conference calls for special target campaigns, with the fullest possible participation by all constituent Members;

(c) the Conference calls on all governments to adopt the following measures:
- to discourage emigration, in particular of skilled and semi-skilled workers, to South Africa, including those from Central and Eastern Europe;
- to ensure the candidates for emigration from South Africa do not enjoy any special privileges;

(d) the Conference calls upon employers’ organisations to urge multinational enterprises to disclose full information on the terms of disinvestment, including details of any links they intend to maintain with South African enterprises, and to negotiate the terms of disinvestment with the trade unions concerned;

(e) the Conference calls upon governments of member States which have adopted strict commercial embargoes on trade with South Africa to take all necessary steps to ensure that all enterprises concerned do not circumvent these by trading with South Africa through other countries which have not adopted similar legislation;

(f) the Conference notes with appreciation the agreement reached between SACCOLA on the one hand, and NACTU and COSATU on the other, on 7 May 1990, concerning amendments to the Labour Relations Act; the Conference strongly criticises any objection raised to this agreement – in particular by some employers and one racial union – which, according to the Minister of Manpower, prevent the amendments being passed during this session of Parliament and urges the Director-General to convey on its behalf a strong message to this effect to the South African Government; the Conference expresses the wish that this agreement be given legislative effect by the South African Parliament at its present session, in order to pre-empt increased industrial conflicts;
(g) the Conference calls upon trade unions to organise campaigns to prevent and/or publicise attempts by South African multinational enterprises to take over enterprises outside South Africa;

(h) the Conference calls upon employers in South Africa to form a non-racial employers' organisation;

(i) the Conference calls for concerted campaigns by all constituent Members to put pressure on the Government of South Africa to release all political and trade union detainees without exception, to lift all restrictions on those already released, to allow the return of all those in exile because of their political and trade union activities, and to proceed to end the current violence in Natal, especially by lifting the state of emergency which still applies to that province;

(j) the Conference calls for concerted campaigns by all constituent Members to put pressure on the Government of South Africa for the repeal of all apartheid laws;

(k) the Conference calls on the International Labour Office to finalise as speedily as possible the report on the gold trade with South Africa, requested by the 75th Session of the Conference, identifying practical measures that could be adopted by constituent Members in this respect;

(l) the Conference invites the Director-General to convey once again to the Union Bank of Switzerland its concern over the latter's continued support for the South African regime. The Director-General should express his dissatisfaction with the terms of the UBS reply to his recent letter. He is also called upon to find alternative banking facilities in the Palais des Nations for delegates attending the International Labour Conference, and to report on the subject to the Conference Committee on Action against Apartheid;

(m) the Conference notes with appreciation that, in accordance with the recommendation made at the 75th Session of the Conference, a group of three experts has been established whose work has been very useful to the Committee on Action against Apartheid. The Conference requests the Group of Independent Experts to supervise closely the replies to the questionnaire. The Conference also calls upon all the constituent Members to provide precise replies to the questionnaire. In addition, the Conference calls on the Director-General to do everything possible to ensure that the Group of Independent Experts has the necessary financial resources and personnel to carry out its task satisfactorily;

(n) the Conference urges the Director-General to continue to respond effectively to requests from the democratic South African workers' organisations for technical cooperation assistance within the field of competence of the ILO, such as the workshop held in May 1990 in Harare to discuss amendments to the Labour Relations Act, on condition that this assistance does not constitute in any way a violation of the policy of sanctions;

(o) the Conference urges the Government of South Africa to consent to the referral to the Fact-Finding and Conciliation Commission of the ILO of the complaint lodged by COSATU in 1988;

(p) the Conference calls on the Governing Body to examine the possibility of holding, before the next session of the International Labour Conference, a subregional tripartite conference to which, among others, the following should be invited: the democratic South African trade union organisations, the Organisation of African Trade Union Unity (OATUU), the World Federation of Trade Unions (WFTU), the World Confederation of Labour (WCL), the International Confederation of Free Trade Unions (ICFTU) and the South African Trade Union Co-ordination Council (SATUCC); the International Organisation of Employers and the Pan-African Employers' Confederation and other international employers' and workers' organisations; the Organisation of African Unity (OAU), and the South African Labour Commission (SALC). This conference should study concrete proposals for regional integration, including a post-apartheid South Africa which should be to the benefit of all the people and workers of the region, reexamine the programme of action in favour of the countries which have particularly suffered from South Africa's destabilisation policy, as well as the situation of migrant workers in South Africa;
the Conference should convey to the Government of South Africa that every measure be taken to speed up the process that would allow the creation of an appropriate climate for negotiations towards the total dismantling of apartheid and the creation of a non-racial democratic society based on one person, one vote on a common voters’ roll.

Namibia

(a) The Conference welcomes the accession of Namibia to independence, which has rendered obsolete the provisions of the Declaration and Programme of Action concerning the policy of apartheid in Namibia. It calls on the Governing Body to place on the agenda of the 78th Session of the International Labour Conference the question of the revision of the Declaration and the Programme of Action with a view to deleting all references to Namibia;

(b) the Conference calls upon all constituent Members and the ILO to take all measures necessary to provide to the Government, workers’ and employers’ organisations of Namibia all technical assistance in the reconstruction of this country. The Conference calls upon the Governing Body and the Director-General to do everything possible to ensure that the necessary financial and personnel resources are available to carry out this task.

Standing Orders

The Conference took a number of decisions concerning Standing Orders questions.

PART I

General Standing Orders

ARTICLE 2

Right of admission to sittings of the Conference

Paragraph 3 (j)

This provision now reads as follows:

(j) representatives of non-governmental international organisations with which it has been decided to establish consultative relationships and with which standing arrangements for such representation have been made and representatives of other non-governmental international organisations which have been invited by the Governing Body to be represented at the Conference;

Paragraph 4

A new paragraph 4 has been added to article 2 in the following terms:

4. Requests from non-governmental international organisations for an invitation to be represented at the Conference shall be made in writing to the Director-General of the International Labour Office and shall reach him at least one month before the opening of the session of the Conference. Such requests shall be referred to the Governing Body for decision in accordance with criteria established by the Governing Body.

The previous paragraph 4 is renumbered 5.
ARTICLE 19

Methods of voting

Paragraph 7

This provision now reads as follows:

7. Record votes shall be taken by calling upon each delegation voting in turn in the French alphabetical order of the names of the Members of the International Labour Organisation. A further and final call shall immediately be made, in the same alphabetical order, of delegates who did not respond to the first call.

Paragraph 14

A new paragraph 14 has been added to article 19 in the following terms:

14. The President shall permit any delegate who so requests to explain his vote briefly immediately after the voting except where the vote is taken by secret ballot. The President may limit the time allowed for such explanations.

PART II

Standing Orders concerning special subjects

SECTION H

Committees of the Conference

ARTICLE 65

Method of voting

Paragraph 11

A new paragraph 11 has been added to article 65 in the following terms:

11. The Chairman shall permit any member of the Committee who so requests to explain his vote briefly immediately after the voting. The Chairman may limit the time allowed for such explanations.

A new Section J has been added to Part II of the Standing Orders in the following terms:

SECTION J

Suspension of a provision of the Standing Orders

ARTICLE 76

Subject to the provisions of the Constitution, the Conference, on the unanimous recommendation of the President and three Vice-Presidents, may exceptionally decide to suspend any provision of the Standing Orders for the purpose of dealing with a specific non-controversial question before it when this will contribute to the orderly and expeditious functioning of the Conference. A decision may not be taken until the sitting following that at which a proposal to suspend the Standing Orders has been submitted to the Conference.
Appointment of members of the Appeals Board Panel

On 7 June 1990 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 1992, Mr. Georges Abi-Saab (Egypt) and Mr. Luigi Cottafavi (Italy) and to appoint for a period of three years, expiring on 30 June 1993, Mr. Pierre Laroque (France) to the panel from which the members of the Conference Appeals Board are selected.
The 245th Session of the Governing Body of the International Labour Office was held from Monday 26 February to Friday 2 March 1990, under the chairmanship of Mr. D. Poulter (Government representative, Australia).

The agenda was as follows:

1. Approval of the minutes of the 244th Session. ¹
4. Proposal concerning the holding of a special sitting of the International Labour Conference at its 77th Session (1990) for the consideration of the Director-General’s report on the situation of workers of the occupied Arab territories.
5. Reports of the Committee on Freedom of Association.
6. Reports of the Programme, Financial and Administrative Committee.
7. Report of the Allocations Committee.²
11. Composition and agenda of standing bodies and meetings.
12. Symposia, seminars and similar meetings.³

¹ The Governing Body approved the minutes.
² No report was before the Governing Body under this item.
³ The Governing Body took note of the Office paper.

Supplementary reports:

— Participation of Hong Kong in the activities of the International Labour Organisation;¹

— Representation made by the National Confederation of Workers of Senegal under article 24 of the ILO Constitution, alleging non-observance by Mauritania of the Protection of Wages Convention, 1949 (No. 95), the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), and the Employment Policy Convention, 1964 (No. 122);

— Activities of the International Occupational Safety and Health Information Centre (CIS) in 1988–89;¹

— Incomplete delegations at tripartite meetings;¹

— Representation at the 77th Session (1990) of the International Labour Conference: non-metropolitan territories; non-member States; non-governmental international organisations.

14. Programme of meetings.

15. Appointment of Governing Body representative on various bodies.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.²

REPORT OF THE MEETING OF EXPERTS ON PROCEDURES FOR THE INSPECTION OF LABOUR CONDITIONS ON BOARD SHIPS

(Geneva, 19–26 October 1989)

The Governing Body, having taken note of the report and guide-lines adopted by the Meeting, authorised the Director-General to publish the guide-lines.

REPORT OF THE TRIPARTITE MEETING OF EXPERTS ON EMPLOYMENT AND TRAINING IMPLICATIONS OF ENVIRONMENTAL POLICIES IN EUROPE

(Geneva, 29 November–5 December 1989)

The Governing Body, having taken note of the report, authorised the Director-General to transmit it to the governments of member States and, through them, to the national employers' and workers' organisations, to the intergovernmental organisations concerned, to the non-governmental international organisations having consultative status, as well as to other non-governmental international organisations concerned; and to bear in mind the experts' conclusions in drawing up future programme proposals.

¹ The Governing Body took note of the Office paper.
² For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
Proposition concerning the holding of a special sitting of the International Labour Conference at its 77th session (1990) for the consideration of the Director-General's report on the situation of workers of the occupied Arab territories

In a vote by show of hands, the Governing Body decided, by 45 votes to 7, with 1 abstention, to invite the Director-General to submit—if the conditions set out in paragraph 11 of the Office paper on this subject were met—proposals for the holding of a special sitting of the 77th Session (1990) of the International Labour Conference for the consideration of the Director-General's Report on the situation of workers of the occupied Arab territories, which would cover the different aspects dealt with in the paper and take into account any solutions that might emerge from the Governing Body's discussion.

Reports of the Committee on Freedom of Association
(270th and 271st Reports)

The Governing Body considered and adopted the 270th and 271st Reports of its Committee on Freedom of Association. 2

Reports of the Programme, Financial and Administrative Committee

Programme and Budget for 1988–89

The Governing Body took note of the information provided concerning the regular budget account and Working Capital Fund as at 31 December 1989 (including transfers between budget items).

Programme and Budget for 1990–91

The Governing Body took note of the information provided concerning the collection of contributions from 1 January 1990 to date.

Report of the Building Subcommittee: Proposal with a view to acceptance of the gift by the Government of Côte d'Ivoire of a piece of land and structure for the purpose of housing the ILO Regional Office for Africa

The Governing Body decided that the cost of the Subcommittee's next meeting, in Abidjan, estimated at $18,000, should be financed through savings in Part I of the budget. It also decided, subject to approval of acceptance of the gift by the International Labour Conference, to give effect to the proposal to convert the premises intended for the ILO's Regional Office for Africa, and to authorise the renovation and conversion work at a cost not exceeding 430 million francs CFA.

1 Paragraph 11 reads as follows:
"In the light of the foregoing analysis, the Officers of the Governing Body have reached the conclusion that, while the decision of principle on the holding of the special sitting and the arrangements for it fall within the prerogative of the Selection Committee, it is already now abundantly clear that, bearing in mind the Standing Orders constraints described above, such a special sitting could not be envisaged and held unless there was a certain consensus. Such a consensus cannot be reached in the Selection Committee unless it is established beforehand that no discussion of the subject would take place outside that framework and if the Conference is at that time seized of a resolution on the subject submitted under article 17 of the Standing Orders of the Conference."

2 The texts of the reports are reproduced in Series B of the Official Bulletin.
**Personnel questions**

**Salaries and allowances for General Service category staff in Geneva**

The Governing Body authorised the Director-General to implement with effect from 1 April 1990 or earlier, as the case might be, the revised salary scale and any revised rates of family allowances to be established according to the methodology of the International Civil Service Commission, on the understanding that the Director-General would report to the Committee at a later stage in the biennium on the evolution of General Service salary costs in Geneva, with proposals for financing should it prove impossible to cover them within Part I of the Programme and Budget for 1990–91.

**Mandatory age of separation**

In a secret ballot on a recommendation of the Committee to amend article 11.3 of the Staff Regulations so as to give each official the possibility to “elect to retire at the end of the last day of the month in which he reaches the age of sixty or at the end of the last day of the month falling after his sixtieth birthday but before his sixty-second birthday” there were 28 votes in favour, and 28 votes against, with 0 abstentions. The recommendation was therefore not adopted.

**Decisions of the United Nations General Assembly on the recommendations of the International Civil Service Commission**

The Governing Body endorsed the decisions of the United Nations General Assembly on the recommendations of the International Civil Service Commission as described in the Office paper on this subject; authorised the Director-General to implement those decisions in the ILO with effect from 1 July 1990 (with the possible exception of the scale of separation payments as described in paragraph 14 of the Office paper); and decided that the additional cost of implementing those decisions in 1990–91, estimated at $5,900,000, should be financed to the extent possible from savings in Part I of the budget on the understanding that the Director-General would, if necessary, make further financing proposals at a later stage in the biennium.

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

**Standing Orders of the International Labour Conference**

**Manner of taking record votes**

The Governing Body decided to propose to the International Labour Conference at its 77th Session (1990) that it amend its Standing Orders by adding the following sentence (in italics) to article 19, paragraph 7:

Record votes shall be taken by calling upon each delegation voting in turn in French alphabetical order of the names of the Members of the International Labour Organisation. A further and final call shall immediately be made in the same alphabetical order of delegates who did not respond to the first call.

**Explanations of votes**

The Governing Body decided to propose to the International Labour Conference at its 77th Session (1990) that it amend its Standing Orders—
(a) by adding a new paragraph 14 to article 19, which would read as follows:

14. The President shall permit any delegate who so requests to explain his vote briefly immediately after the voting except where the vote is taken by secret ballot. The President may limit the time allowed for such explanations.

(b) by adding a new paragraph 11 to article 65, which would read as follows:

11. The Chairman shall permit any member of the Committee who so requests to explain his vote briefly immediately after the voting. The Chairman may limit the time allowed for such explanations.

Provision for suspension of the Conference Standing Orders

The Governing Body decided to propose to the International Labour Conference at its 77th Session (1990) that it amend its Standing Orders by adding a new provision which should take the form of a new Section J, entitled “Suspension of a provision of the Standing Orders”, and which would be in the following terms:

Article 76

Subject to the provisions of the Constitution, the Conference, on the unanimous recommendation of the President and three Vice-Presidents, may exceptionally decide to suspend any provision of the Standing Orders for the purpose of dealing with a specific non-controversial question before it when this will contribute to the smooth functioning of the Conference. A decision may not be taken until the sitting following that at which a proposal to suspend the Standing Orders has been submitted to the Conference.

Representation of non-governmental international organisations at the International Labour Conference

Criteria

The Governing Body adopted the following criteria for the invitation of non-governmental international organisations (NGOs) to be represented at the Conference:

A non-governmental international organisation (NGO) wishing to be invited to be represented at a session of the International Labour Conference—

(a) should demonstrate the international nature of its composition and activities; in this connection, it should be represented or have affiliates in a considerable number of countries;

(b) should have aims and objectives that are in harmony with the spirit, aims and principles of the Constitution of the ILO and the Declaration of Philadelphia;

(c) should have formally expressed an interest—clearly defined and supported by its Statutes and by explicit reference to its own activities—in at least one of the items on the agenda of the Conference session to which it requests to be invited; these details should be supplied with the request for an invitation;

(d) should have made its request for an invitation in accordance with the procedure set out in article 2, paragraph 4(1) (new), of the Standing Orders of the Conference (see paragraph below under “Procedures” concerning an amendment to the Standing Orders of the Conference).

It decided that, prior to their submission to the Governing Body through its Officers, the Director-General should verify that all the requests, without exception, satisfied these four criteria. For this purpose, organisations enjoying regional consultative status, non-governmental international organisations on the Special List and international employers' and workers' organisations with which the Office maintains regular contacts would be deemed to have already satisfied criteria (a) and (b) above,
which would have been verified when they were admitted to those categories, as would organisations enjoying consultative status with the United Nations Economic and Social Council in its categories I and II.

Procedures

The Governing Body decided to propose to the International Labour Conference at its 77th Session (1990) that it add the following provision to its Standing Orders which might be inserted as paragraph 4 of article 2 (the present paragraph 4 being renumbered as paragraph 5):

4. (1) Requests from non-governmental international organisations for an invitation to be represented at the Conference shall be made in writing to the Director-General of the International Labour Office and shall reach him at least one month before the opening of the session of the Conference. Such requests shall be referred to the Governing Body for decision in accordance with criteria established by the Governing Body.

(2) The President may, with the agreement of the three Vice-Presidents, decide to refer to the Conference for decision without discussion a request received less than one month before the opening of the session if in their opinion there is a valid explanation for the delay and the requesting organisation meets the criteria referred to above and is in a position to offer a major contribution to the consideration of an item on the agenda of the session.

REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

Preparations for the International Development Strategy for the Fourth United Nations Development Decade

The Governing Body, having taken note of the information contained in the Office paper on this subject and in its appendices, also noted with satisfaction the contribution prepared by the ILO for the Ad Hoc Committee of the Whole, and particularly the emphasis placed on human rights and minimum labour standards in that contribution; encouraged the Director-General to pursue his efforts to ensure that adequate attention was given to employment concerns in the International Development Strategy; and called upon member States to support the Director-General's efforts in this regard.

REPORT OF THE COMMITTEE ON MULTINATIONAL ENTERPRISES

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

Report of the Working Group entrusted with analysing government reports

The Governing Body, having endorsed the report of the Working Group of the Committee entrusted with analysing government reports on the effect given to the Declaration, invited the Director-General to distribute it, with an indication that a full summary of government replies would be supplied on request, to all member States of the ILO and, through them, to employers' and workers' organisations; and requested the Office to submit a revised draft questionnaire for consideration by the Committee at the Governing Body's 248th Session (November 1990), incorporating the suggestions made, and to make suggestions regarding the interval between surveys (three or four years) and the deadline for receipt of replies (six or 12 months).
COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Meetings

Meeting of Experts on Statistics of Strikes and Lock-outs
(Geneva, 23–27 April 1990)

The Governing Body approved the nominations of seven participants and four substitutes, made after consultations with governments. It noted that the Director-General intended to invite four intergovernmental organisations to be represented at the meeting.

Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel
(Geneva, 9–17 May 1990)

The Governing Body approved the nominations of six participants and one substitute, made after consultations with the Workers' group of the Governing Body. It authorised the Director-General to invite one non-governmental international organisation to be represented at the meeting by an observer.

Meeting of Experts on Safety and Health in Open-cast Mines
(Geneva, 11–18 September 1990)

The Governing Body approved the nominations of four participants plus three substitutes, of seven participants, and of six participants plus one substitute, made after consultations with governments, the Employers' group and the Workers' group of the Governing Body respectively.

Joint ILO/IMO Committee on Training
(8th Session, Geneva, 17–21 September 1990)

The Governing Body approved the nominations of seven participants plus three substitutes and of six participants, made after consultations with the Shipowners' group and the Seafarers' group respectively of the Joint Maritime Commission. It authorised the Director-General to invite three non-governmental international organisations to be represented by observers at the meeting.

Meeting of Experts on the Prevention of Major Hazards
(Geneva, 8–17 October 1990)

The Governing Body approved the nominations of three participants and four substitutes, made after consultations with governments. It authorised the Director-General to invite one non-governmental international organisation to be represented by an observer at the meeting.

Advisory Committee on Rural Development
(Geneva, 22–30 October 1990)

The Governing Body approved the nominations of two participants and two substitutes, made after consultations with governments.

1 The names, titles and functions of the persons appointed by the Governing Body, as well as the names of the organisations invited to be represented at meetings, are given in the papers submitted to the Governing Body under item 11 of its agenda.
The Governing Body approved the following agenda for the symposium: Implementation of the ILO Plan of Action on equality of opportunity and treatment for men and women in employment in industrialised countries. It decided that the symposium should be attended by 30 participants: ten nominated after consultations with governments, ten after consultations with the Employers’ group and ten after consultations with the Workers’ group of the Governing Body. Furthermore, it noted that, in order to obtain the ten government nominations, the Director-General intended to consult the Governments of Canada, Czechoslovakia, Finland, France, Hungary, Japan, Norway, the USSR, the United Kingdom and the United States, and to invite the nomination of substitutes, if necessary, by the Governments of Australia, the German Democratic Republic and Italy.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body observed a minute’s silence in tribute to the memory of five persons who had been closely associated with the work of the ILO: The Hon. Robert J. Ouko, former representative of the Government of Kenya on the Governing Body and former Chairman of the Governing Body; Sir Philip Halford Cook, former representative of the Government of Australia on the Governing Body and former Chairman of the Governing Body; Mr. Glyn Lloyd and Mr. Vasily Ilyich Prokhorov, former Worker members of the Governing Body; and Mr. Henri Batiffol, former member of the Committee of Experts on the Application of Conventions and Recommendations. It asked the Director-General to convey its sympathy to the family of the Hon. Robert J. Ouko and to the Government of Kenya; to the family of Sir Philip Halford Cook and to the Government of Australia; to the family of Mr. Glyn Lloyd and to the Trades Union Congress of the United Kingdom; to the family of Mr. Vasily Ilyich Prokhorov and to the USSR All-Union Central Council of Trade Unions; and to the family of Mr. Henri Batiffol.

Composition of the Governing Body, Governing Body committees and various bodies

The Governing Body noted that, in accordance with article 5, paragraph 5, of the Standing Orders, the Workers’ group had, following the resignation of Mr. S. Crean (Australia), appointed Mr. M. Ferguson, President of the Australian Council of Trade Unions, to replace Mr. Crean as a member of the Governing Body and of the committees of which Mr. Crean had been a member.

Representation made by the National Confederation of Workers of Senegal under article 24 of the ILO Constitution alleging non-observance by Mauritania of the Protection of Wages Convention, 1949 (No. 95), the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), and the Employment Policy Convention, 1964 (No. 122)

The Governing Body decided that the representation was receivable, and set up a committee for the examination of the representation with the following composition:
Government member: Mr. G. Brinkmann (Federal Republic of Germany);
Employer member: Mrs. L. Sasso Mazzufferi;
Worker member: Mr. M. Blondel.

Representation at the 77th Session (1990) of the International Labour Conference

Non-metropolitan territories

The Governing Body authorised the Director-General to invite Bermuda, through the Government of the United Kingdom, to send a tripartite observer delegation to the 77th Session (1990) of the Conference.

Non-member States

The Governing Body authorised the Director-General to invite the Republic of Korea to be represented at the 77th Session (1990) of the Conference, in accordance with article 2, paragraph 3(e), of the Conference Standing Orders.

Non-governmental international organisations

The Governing Body authorised the Director-General to invite eight workers' and 23 other organisations to be represented at the 77th Session (1990) of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the Committees dealing with the agenda items in which they had stated a special interest; and to inform them 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.

Programme of Meetings

The Governing Body approved the following programme of meetings for the remainder of 1990 and for 1991:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>1990</td>
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<tr>
<td>8-21 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>Geneva</td>
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<td>28 March–5 April</td>
<td>Fifth Tripartite Technical Meeting for Mines Other than Coal Mines</td>
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<td>23-27 April</td>
<td>Meeting of Experts on Statistics of Strikes and Lock-outs</td>
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<td>9-17 May</td>
<td>Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel</td>
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<td>24 May–2 June</td>
<td>246th Session of the Governing Body and its Committees</td>
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<tr>
<td>6-27 June</td>
<td>77th Session of the International Labour Conference</td>
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<td>28 June</td>
<td>247th Session of the Governing Body</td>
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<tr>
<td>11-18 September</td>
<td>Meeting of Experts on Safety and Health in Open-cast Mines</td>
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<td>17-21 September</td>
<td>Joint ILO/IMO Committee on Training (Eighth Session)</td>
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<td>1–5 October</td>
<td>Meeting of Experts on the Social Protection of Homeworkers</td>
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<td>8-17 October</td>
<td>Meeting of Experts on the Prevention of Major Hazards</td>
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<td>9-17 October</td>
<td>Meeting of Experts on Civil Aviation</td>
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<td>22-30 October</td>
<td>Advisory Committee on Rural Development (Eleventh Session)</td>
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<tr>
<td>1–16 November</td>
<td>248th Session of the Governing Body and its Committees</td>
<td>Geneva</td>
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<td>248th Session of the Governing Body and its Committees</td>
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<td>Advisory Meeting of Governing Body members from the Americas</td>
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<td>19–23 November</td>
<td>Tripartite Symposium on Equality of Opportunity and Treatment for Men and Women</td>
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<td>Workers in Industrialised Countries</td>
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<td>21–29 November</td>
<td>Tripartite Meeting on Conditions of Employment and Work of Journalists</td>
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<tr>
<td>5–13 December</td>
<td>Third Tripartite Technical Meeting for the Printing and Allied Trades</td>
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<td>To be determined</td>
<td>Tripartite Symposium on Structural Adjustment, Employment and Training in Latin</td>
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<td>America and the Caribbean</td>
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<td>1991</td>
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<td>11 February–1 March</td>
<td>249th Session of the Governing Body and its Committees</td>
<td>Geneva</td>
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<td>7–20 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
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<td>12–19 March</td>
<td>Meeting of Experts on Safety and Health in Construction</td>
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<td>17–25 April</td>
<td>Forestry and Wood Industries Committee (Second Session)</td>
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<td>8–16 May</td>
<td>Joint Committee for Postal and Telecommunications Services (Second Session)</td>
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<td>23 May–1 June</td>
<td>250th Session of the Governing Body and its Committees</td>
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<td>5–26 June</td>
<td>78th Session of the International Labour Conference</td>
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<td>July</td>
<td>Intergovernmental Committee of the Rome Convention (ILO/UNESCO/WIPO) (Thirteenth</td>
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<td>Ordinary Session)</td>
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<td>July or September</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation</td>
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<td>concerning the Status of Teachers (CEART) (Special Session)</td>
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<td>September</td>
<td>Meeting of the Panel of Consultants on Workers’ Education</td>
<td>Geneva</td>
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<td>25 September–3</td>
<td>Textiles Committee (Twelfth Session)</td>
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<td>October</td>
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<td>10–15 October</td>
<td>Tripartite Subcommittee on Seafarers’ Welfare of the Joint Maritime Commission</td>
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<td>(Fifth Session)</td>
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<td>17–25 October</td>
<td>Joint Maritime Commission (Twenty-sixth Session)</td>
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<td>31 October–15 November</td>
<td>251st Session of the Governing Body and its Committees</td>
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<td>Advisory Meeting of Governing Body members from Africa</td>
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<td>20–28 November</td>
<td>Second Joint Meeting on Conditions of Work of Teachers</td>
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<td>4–12 December</td>
<td>Food and Drink Industries Committee (Second Session)</td>
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<td>Fourth quarter</td>
<td>Symposium on the Future of Social Security in Industrialised Countries</td>
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<td>Tripartite European Meeting on the Impact of Technological Change on Work and</td>
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<td>Training</td>
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<td>To be determined</td>
<td>Symposium on Labour Market Flexibility</td>
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<td>To be determined</td>
<td>Eleventh Asian Regional Conference</td>
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APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel

The Governing Body appointed the following of its members as its delegation to the meeting:

Government member and Chairman of the Meeting: Mr. G.-A. Vargas (Nicaragua);
Employer member: Mr. M. Nasr;
Worker member: Mr. Y. Maruyama.
246th Session of the Governing Body of the International Labour Office
(Geneva, 31 May–1 June 1990)

The 246th Session of the Governing Body of the International Labour Office was held from Thursday 31 May to Friday 1 June 1990, under the chairmanship of Mr. D. Poulter (Government representative, Australia).

The agenda was as follows:
1. Approval of the minutes of the 245th Session.¹
3. Annual report of the Governing Body to the Conference.²
8. Reports of the Programme, Financial and Administrative Committee.
12. Composition and agenda of standing bodies and meetings.
13. Symposia, seminars and similar meetings.⁴

Supplementary reports:
— Representation at the 77th Session (1990) of the International Labour Conference: non-member States; non-governmental international organisations.
— Procedure for the appointment of Conference committees.
15. Programme of meetings.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.⁵

AGENDA OF THE 79TH SESSION (1992) OF THE CONFERENCE

The Governing Body requested that law and practice reports or more detailed proposals be prepared on all the subjects proposed in the Office paper, namely:

¹ The Governing Body approved the minutes.
² The Governing Body approved the report.
³ The Governing Body took note of the report.
⁴ The Governing Body took note of the Office paper.
⁵ For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
Report of the Advisory Meeting of Governing Body Members from Asia

(Geneva, 5 March 1990)

The Governing Body decided that the two technical subjects to be covered in the Director-General’s Report to the Eleventh Asian Regional Conference should be—

1. Growth and structural adjustment in the Asian region: the challenge for employment and training in the 1990s, it being understood that the chapter devoted to this subject should also include a discussion on reorienting vocational training systems and on the promotion of small and medium-sized enterprises.

2. Improving occupational safety and health.

It requested the Director-General to prepare, for consideration at its 248th Session (November 1990), a paper on the composition of regional conferences of the ILO.

Report of the Meeting of Experts on Statistics of Strikes and Lock-outs

(Geneva, 23–27 April 1990)

The Governing Body decided that the meeting should be regarded as the Tripartite Meeting of Experts on Statistics of Strikes and Lock-outs, took note of its report 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, to the non-governmental international organisations having consultative status and to the other institutions and services concerned.

Reports of the Committee on Freedom of Association

(272nd, 273rd and 274th Reports)

The Governing Body considered and adopted the 272nd, 273rd and 274th Reports of its Committee on Freedom of Association.1

Reports of the Programme, Financial and Administrative Committee

Programme and Budget for 1988–89

The Governing Body took note of the information provided concerning the implementation of the Programme and Budget for the 1988–89 biennium.

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1 The texts of the reports are reproduced in Series B of the Official Bulletin.
It decided to submit the final accounts for the 61st financial period (1988–89) to the 77th Session (June 1990) of the International Labour Conference for consideration and adoption.

Programme and Budget for 1990–91


It decided that the estimated net unbudgeted additional costs for the 1990–91 biennium that it approved at its 244th (November 1989) and 245th (February–March 1990) Sessions relating to the rate of pension fund contributions, to salaries and allowances for General Service staff in Geneva and to decisions of the General Assembly on recommendations of the International Civil Service Commission, estimated at $4.1 million, should be financed in the first instance by savings in Part I of the Budget for 1990–91 or, failing that, charged to Part II (Unforeseen Expenditure) and, to the extent that this was not possible, financed by a withdrawal from the Working Capital Fund under article 19.1(b) of the Financial Regulations.

Working Capital Fund

The Governing Body decided to submit a draft resolution to the International Labour Conference at its 77th Session (June 1990) in the following terms:

The General Conference of the International Labour Organisation decides, as an exceptional measure and in derogation of article 21.2 of the Financial Regulations, not to add the amount of $2,161,224, representing the excess of budgetary expenditure over budgetary income in 1988–89 to Part III (Working Capital Fund) of the budget for 1990–91.¹

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 77th Session of the Conference, the authority to carry out its responsibilities under article 18 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 62nd financial period ending 31 December 1991.

Successor arrangements for support costs and related issues in respect of UNDP-financed technical co-operation activities

The Governing Body requested the Director-General to continue, within the framework of the United Nations system-wide efforts, to seek a consensus on successor arrangements for support costs on the basis of the basic principles referred to in paragraph 21 of the Office paper on this subject, without prejudice to the further discussion of the subject at future sessions of the Governing Body.

Treatment of increments under the new salary scale for the Professional and higher categories

The Governing Body adopted, with effect from 1 July 1990, the amendments to articles 3.4, 6.2 and 6.3 of the Staff Regulations, as set out in the Appendix to the Office paper on this subject; and decided that the additional cost for 1990–91, estimated at $220,000, should be financed in the first instance by savings in Part I of the Budget or,

¹ The resolution was adopted by the Conference at its 77th Session. See Official Bulletin, 1990, Series A, No. 2.
failing that, charged to Part II (Unforeseen Expenditure), and to the extent that this was not possible, financed by a withdrawal from the Working Capital Fund under article 19.1(b) of the Financial Regulations.

Pensionable remuneration—Article 3.1.1 of the Staff Regulations

The Governing Body postponed its decision on this question to its 248th Session (November 1990).

Matters relating to the Administrative Tribunal of the ILO

The Governing Body expressed its appreciation to Mr. H. Gros Espiell for his nine years of devoted service to the Administrative Tribunal, and decided to submit the following resolution to the International Labour Conference at its 77th Session:

The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organisation,

Extends the term of office of Mr. Jacques Ducoux (France) and the Honourable Miss Justice Carroll (Ireland) as Judges for further periods of three years;

Decides to appoint Mr. J. M. Ruda (Argentina) as Deputy Judge of the Administrative Tribunal for a term of three years from February 1991.1

REPORT OF THE ALLOCATIONS COMMITTEE

Assessment of the contribution of the Republic of Yemen for 1991

The Governing Body decided to propose to the International Labour Conference that the 1991 contribution of the Republic of Yemen to the 1990–91 budget of the ILO should be assessed at the rate of 0.02 per cent.

Procedure for the possible continuation of the work of the Allocations Committee during the Conference

The Governing Body authorised the Committee to continue its work, if necessary, after the Governing Body had finished its business on 2 June 1990 and to submit its report direct to the Finance Committee of Government Representatives of the Conference.

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Programme of industrial meetings, 1992–93

Major meetings

The Governing Body—

(a) decided that the programme of industrial meetings for the 1992–93 biennium should include the following major meetings in order of priority:
— Inland Transport Committee (Twelfth Session);
— Advisory Committee on Salaried Employees and Professional Workers (Tenth Session);

1 The resolution was adopted by the Conference at its 77th Session. See Official Bulletin, 1990, Series A, No. 2.
— Fourth Tripartite Technical Meeting for the Leather and Footwear Industry;
— Iron and Steel Committee (Twelfth Session);
— Building, Civil Engineering and Public Works Committee (Twelfth Session);
— Metal Trades Committee (Thirteenth Session);

\(b\) decided that the agenda of the first five meetings listed above should include the following technical items:

**Inland Transport Committee** (Twelfth Session)

The social and legal protection (including repatriation) of inland transport workers engaged in international transport during their temporary periods abroad.

**Advisory Committee on Salaried Employees and Professional Workers** (Tenth Session)

Skill requirements, training and retraining to match the new occupational profiles in commerce and offices.

**Fourth Tripartite Technical Meeting for the Leather and Footwear Industry**

Employment and working conditions and competitiveness in the leather and footwear industry.

**Iron and Steel Committee** (Twelfth Session)

Vocational training, retraining and skill development in the iron and steel industry, and the role of governments and employers' and workers' organisations.

**Building, Civil Engineering and Public Works Committee** (Twelfth Session)

Skill requirements, training and retraining in the building, civil engineering and public works industries;

\(c\) noted that a recommendation concerning the technical item for the Metal Trades Committee (Thirteenth Session) would be made by the Industrial Activities Committee at its November 1990 meeting.

**Standing technical and other smaller meetings**

The Governing Body decided that the following smaller meetings should be retained as a priority for the programme of industrial meetings in the 1992–93 biennium:
— Standing Technical Committee for Health and Medical Services (First Session);
— Joint Committee on the Public Services (Fifth Session);
— Tripartite Meeting on Social and Labour Issues in the Pulp and Paper Industry;
— Tripartite Meeting on Safety and Related Issues pertaining to Work on Offshore Petroleum Installations;
— Meeting of Experts on Accident Prevention on Board Ship;
— Tripartite Meeting on Conditions of Employment and Work of Performers;
— Tripartite Meeting on the Effects of Technological Changes in the Clothing Industry.

It also noted that the possibilities for two other smaller meetings would be left open.
It further adopted the following agendas for the first two of the above meetings:

_Standing Technical Committee for Health and Medical Services (First Session)_

Equality of men and women in health and medical services.

_Joint Committee on the Public Service (Fifth Session)_

Terms and conditions of employment of part-time and temporary workers in the public service.

_First Session of the Hotel, Catering and Tourism Committee: Effect to be given to the Conclusions and Resolutions of the Committee_¹

The Governing Body authorised the Director-General to communicate the texts adopted by the Hotel, Catering and Tourism Committee at its First Session to governments, informing them that the Governing Body had taken note of the texts and requesting them to communicate the texts to the employers’ and workers’ organisations concerned; and to the international organisations of employers and workers concerned.

It requested him 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 the report and conclusions (No. 1) concerning conditions of work in the hotel, catering and tourism sector, such as hours of work, methods of remuneration and security of employment, and to the report and conclusions (No. 2) concerning productivity and training in the hotel, catering and tourism sector; 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; and when planning the future programme 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.

With regard to conclusions No. 2 and resolutions Nos. 3 to 9 adopted by the Committee, it decided to bear in mind the wishes expressed by the Committee in the relevant paragraphs of its resolutions Nos. 3, 4, 5, 7, 8 and 9; and requested the Director-General to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Committee in the relevant paragraphs of its conclusions No. 2 and of its resolutions Nos. 3, 4, 5, 6 and 8.

*Periodic reports on the effect given to the requests of Industrial Committees and similar bodies*

The Governing Body took note of the information provided in connection with the periodic report on the effect given to the requests made by the Third Tripartite Technical Meeting for the Clothing Industry.

_Third Tripartite Technical Meeting for the Printing and Allied Trades_

The Governing Body authorised the Director-General to invite four non-governmental international organisations to be represented by observers at the Third Tripartite Technical Meeting for the Printing and Allied Trades.

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¹ For the texts of the Conclusions and resolutions adopted by the Committee see pp. 168–179 below.
Meeting of Experts on Civil Aviation

The Governing Body authorised the Director-General to invite the following persons to attend the Meeting of Experts on Civil Aviation:

Mr. J. P. Ayuga (Kenya), Deputy Director, Directorate of Civil Aviation, Ministry of Transport and Communications, Nairobi;
Mr. P. K. Banerjee (India), Joint Secretary, Ministry of Civil Aviation, New Delhi;
Mr. I. Canney (Australia), Assistant Secretary, Industry Development Division, Department of Industrial Relations, Canberra;
Mr. J. V. Craun (United States), Deputy Director, Office of Aviation Analysis, US Department of Transportation, Washington, DC;
Mrs. A. L. Barbosa Pimentel Salgado (Brazil), Legal Adviser to the Commission for Studies relating to International Civil Aviation (CERNAI), Department of Civil Aviation, Brasilia;
Mr. S. M. Saadia (France), Director, Social Affairs, General Directorate of Civil Aviation, Ministry of Equipment, Housing, Transport and the Sea, Paris;
Mr. K. K. O. Sagoe (Nigeria), Deputy Director, Accident Investigation, Federal Ministry of Aviation, Lagos;
Mr. N. M. Abdo Salem (Egypt), Deputy Chairman, Egyptian Public Authority for Civil Aviation, Cairo;
Mr. A. A. Vagarshakovich (USSR), Chief, Transport and Communications Branch, USSR State Committee for Labour and Social Affairs, Moscow.

It authorised its Officers to approve the remaining nominations on its behalf. It noted that the Director-General intended to invite seven intergovernmental international organisations to be represented at the meeting, and authorised him to invite 11 non-governmental international organisations to be represented by observers.

Tripartite Meeting on Conditions of Employment and Work of Journalists

The Governing Body authorised the Director-General to invite nine non-governmental international organisations to be represented by observers at the Tripartite Meeting on Conditions of Employment and Work of Journalists.

Report of the Committee on Discrimination

Resolution submitted by the Arab members of the Governing Body of the ILO

The Governing Body adopted, by 26 votes to 2, with 17 abstentions, the following resolution:

The Governing Body of the International Labour Office, meeting at its 246th Session (May–June 1990),

Deeply moved by the tragedy of Rishon-Le-Zion on 20 May 1990, which cost the lives of a considerable number of innocent Palestinian workers at their workplace,
Recalling the principles and aims of the ILO and the international labour standards concerning the protection of the life and work of workers;
Expresses its great consternation at the loss of the lives of innocent workers,
Appeals to the Israeli authorities to ensure the efficient and effective protection of Palestinian workers at their workplace and while they are travelling,
Requests the Director-General—
(a) to convey to the Israeli authorities how deeply the Governing Body was moved by this tragedy;
(b) to monitor closely the measures taken by the Israeli authorities to protect the movements, the lives and the physical security of Palestinian workers, and to submit a report on developments in the situation to its Committee on Discrimination at its November 1990 Session;
(c) to inform the Governing Body as a matter of urgency of all developments threatening the lives and physical security of Palestinian workers.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Standing Bodies

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

The Governing Body noted that the Committee was now composed of six members appointed by the Governing Body and six members appointed by the Executive Board of UNESCO.

Meetings


The Governing Body noted that its Officers had approved on its behalf the nomination of one member made after consulting the Workers’ group of the Governing Body.

Meeting of Experts on Safety and Health in Open-cast Mines (Geneva, 11–18 September 1990)

The Governing Body approved the additional nominations of three participants made after consultations with governments and the nomination of one participant to replace Mr. M. Cakir (Turkey), nominated at its 245th Session after consultations with the Employers’ group.

Joint ILO/IMO Committee on Training (Eighth Session, Geneva, 17–21 September 1990)

The Governing Body authorised the Director-General to invite one non-governmental international organisation to be represented by an observer at the meeting.

Meeting of Experts on the Social Protection of Homeworkers (Geneva, 1–5 October 1990)

The Governing Body approved the nominations of five participants made after consultations with governments. It noted that the Director-General intended to invite four intergovernmental organisations to be represented at the meeting. It also authorised him to invite three non-governmental international organisations to be so represented by an observer.

1 The names, titles and functions of the persons appointed by the Governing Body, as well as the names of the organisations and other entities invited to be represented at meetings, are given in the papers submitted to the Governing Body under item 12 of its agenda.
Meeting of Experts on the Prevention of Major Hazards  
(Geneva, 8–17 October 1990)

The Governing Body approved the nominations of four participants made after consultations with governments.

REPORT OF THE DIRECTOR-GENERAL

The Governing Body took note of the information provided concerning the progress of international labour legislation, internal administration, and publications and documents.

Requests by non-member States to be represented by a delegation of observers at the 77th Session (1990) of the International Labour Conference

The Governing Body authorised the Director-General to invite the Democratic People's Republic of Korea and the Gambia to be represented at the 77th Session (1990) of the Conference, in accordance with article 2, paragraph 3(e), of the Standing Orders of the Conference.

Procedure for the appointment of Conference committees

The Governing Body recommended that the Conference reappoint Mr. G. Abi-Saab (Egypt) and Mr. L. Cottafavi (Italy) to the panel from which members of the Appeals Board are selected for a period of three years expiring on 30 June 1992, and Mr. P. Laroque (France) for a further period of three years expiring on 30 June 1993.

It also appointed Mr. Abi-Saab, Mr. Cottafavi and Mr. Laroque to serve on the Appeals Board, should it be required to meet for the 77th Session (1990) of the Conference.

It further authorised the Director-General, should the Board be required to meet at the 77th Session (1990) of the Conference and any of the persons appointed to it by the Governing Body be unable to serve, to convene Mr. C. Calero Rodrigues (Brazil) or Mr. P. Gottret (Switzerland) so as to ensure that the Appeals Board was duly constituted.

Requests from non-governmental international organisations wishing to be represented at the 77th Session (1990) of the Conference

The Governing Body authorised the Director-General to invite three employers', 28 workers' and 16 other organisations to be represented at the 77th Session of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they had stated a special interest; and to inform them 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.

PROGRAMME OF MEETINGS

Eleventh Asian Regional Conference

The Governing Body accepted with gratitude the invitation made by the Government of Thailand to hold the meeting in Bangkok at dates to be determined later, and
requested the Director-General to convey its thanks to the Government of Thailand for its generous offer.

* * *

The Governing Body approved the programme of meetings for the remainder of 1990 and for 1991.¹

¹ See below pp. 159–160 for the decisions taken by the Governing Body at its 247th Session concerning the second half of 1990 as well as 1991.
The 247th Session of the Governing Body of the International Labour Office was held on Thursday 28 June 1990, under the chairmanship of Mr. D. Poulter (Government representative, Australia) and subsequently of Mr. G. Muhr (Worker member, Federal Republic of Germany; Worker Vice-Chairman), elected Chairman for 1990–91.

The agenda was as follows:
2. Appointment of Governing Body committees and of various bodies.
5. Questions arising out of the 77th Session of the Conference.¹
6. Composition and agenda of standing bodies and meetings.
7. Programme of meetings.
8. Appointment of Governing Body representatives on various bodies.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.²

**ELECTION OF THE OFFICERS OF THE GOVERNING BODY FOR 1990–91**

**Election of the Chairman**

The Governing Body elected Mr. G. Muhr (Worker member, Federal Republic of Germany) as its Chairman for the year 1990–91.

**Election of the Vice-Chairmen**

The Governing Body elected Mr. A. Padilla (*Venezuela*) as Government Vice-Chairman and Mr. J.-J. Oechslin (Employer member, France) as Employer Vice-Chairman for the year 1990–91.

**APPOINTMENT OF GOVERNING BODY COMMITTEES AND OF VARIOUS BODIES**

**Appointment of Governing Body committees**

At the proposal of the groups, the Governing Body appointed its standing committees and other bodies as follows:

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¹ There was no paper before the Governing Body on this item on its agenda.
² For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
Programme, Financial and Administrative Committee

Chairman (ex officio): The Chairman of the Governing Body
(1990–91: Mr. G. Muhr (Worker member, Federal Republic of Germany))

Government members:

Argentina  Lesotho
Australia  Madagascar
Bangladesh  Malawi
Belgium  Malta
Brazil  Mexico
Belorussian SSR  Morocco
Cameroon  New Zealand
Canada  Niger
China  Nigeria
Czechoslovakia  Pakistan
Denmark  Peru
France  Togo
Germany, Federal Republic of  Tunisia
India  USSR
Indonesia  United Arab Emirates
Ireland  United Kingdom
Italy  United States
Japan  Uruguay
Kenya  Venezuela

Substitutes:

Philippines
Romania

Employer members:

Mr. Arbesser-Rastburg  Mr. Nasr
Mr. Durling  Mr. Noakes
Mr. Gazarin  Mr. Okogwu
Miss Hak  Mr. Owuor
Mr. von Holten  Mr. Pierides
Mr. Katz  Mr. Tabani
Mr. Lindner  Mr. Tsujino
Mr. Lounis Khodja  Mr. Villalobos
Miss Mackie

Substitutes:

Mr. Chanaiwa  Mr. Muyumbu
Mr. Eurnekian  Mr. Oechslin
Mr. Glele  Mr. Santos Neves
Mr. McVeigh  Mrs. Sasso-Mazzufteri
Mr. Moukoko Kingue  Mr. Seck
Worker members:

Mr. Baker
Mr. Gopal
Mr. Kebe
Mr. Kombo
Mr. Maruyama
Mr. Mercier
Mr. Morton

Mr. Mugalla
Mr. Muhr
Mr. Sánchez Madariaga
Mr. Svenningsen
Mr. Vanni
Sir Frank Walcott
Mr. Yanaev

Substitutes:

Mr. Ahmed
Mr. Blondel
Mr. Bonmati
Mr. Bustos
Mr. El-Ammawy
Mr. Ferguson

Mr. Kaczynski
Mr. Karambe
Mr. Rios
Mr. Sundaram
Mr. Tchinde
Mr. Zeidan

Allocations Committee

Government members:

Byelorussian SSR
China
France
Germany, Federal Republic of
India

Italy
Japan
Peru
USSR
Venezuela

Substitutes:

Australia
Brazil
Denmark
Mexico

Niger
Philippines
United Kingdom

Committee on Standing Orders and the Application of Conventions and Recommendations

Government members:

Argentina
Belgium
Bolivia
Canada
China
Czechoslovakia
France
Germany, Federal Republic of
India
Indonesia
Ireland

Japan
Lesotho
Madagascar
Malawi
Malta
Morocco
Tunisia
USSR
United Kingdom
United States
Uruguay
Substitutes:

Australia
Bangladesh
Brazil
Byelorussian SSR
Denmark
Italy

Mexico
Niger
Peru
Philippines
Romania

Employer members:

Miss Hak
Mr. Katz

Mr. Oechslin
Mr. Villalobos

Substitutes:

Mr. von Holten
Miss Mackie
Mr. Noakes

Mr. de Regil Gómez
Mr. Tarneja

Worker members:

Mr. Mercier
Mr. Mugalla

Mr. Svenningsen
Mr. Vanni

Substitutes:

Mr. Blondel
Mr. Bonmati

Mr. Kombo
Mr. Muhr

Industrial Activities Committee

Government members:

Argentina
Australia
Belgium
Brazil
Bulgaria
China
Denmark
France
Germany, Federal Republic of
India

Japan
Kenya
Mexico
Nigeria
Philippines
USSR
United Arab Emirates
United Kingdom
United States

Substitutes:

Byelorussian SSR
Cameroon
Canada
Czechoslovakia
Italy

Morocco
Niger
Peru
Romania
Venezuela
Employer members:
Mr. Arbesser-Rastburg
Mr. Chanaiwa
Mr. Eurnekian
Miss Hak
Mr. Katz
Mr. Lindner
Miss Mackie
Mr. McVeigh
Mr. Muyumbu
Mr. Noakes

Substitutes:
Mr. Al-Jassem
Mr. Arets
Mr. Gazarin
Mr. von Holten
Mr. Lacasa Aso

Worker members:
Mr. Ahmed
Mr. Baker
Mr. Gopal
Mr. Kaczynski
Mr. Karambe
Mr. Maruyama

Substitutes:
Mr. Bonmati
Mr. Bustos
Mr. El-Ammawy
Mr. Kebe
Mr. Mercier
Mr. Muhr

International Organisations Committee
Government members:
Argentina
Bolivia
Byelorussian SSR
China
India
Italy
Lesotho
Malawi
Mexico
Peru
Romania
USSR
United States

Substitutes:
Australia
Costa Rica
Denmark
France
Malta
Morocco
Niger
Venezuela
Employer members:

Mr. Al-Jassem  
Mr. Arbesser-Rastburg  
Mr. Eurnekian  
Mr. Katz  
Mr. Lacasa Aso  
Mr. Santos Neves

Substitutes:

Mr. Arets  
Mr. von Holten  
Mr. Oechslin  
Mr. Periquet  
Mrs. Sasso-Mazzufferi  
Mr. de Regil Gómez

Worker members:

Mr. Baker  
Mr. Blondel  
Mr. El-Ammawy  
Mr. Ferguson  
Mr. Rios  
Mr. Sundaram  
Mr. Tchinde  
Mr. Yanaev

Substitutes:

Mr. Gopal  
Mr. Kaczynski  
Mr. Kombo  
Mr. Mendoza  
Mr. Svenningsen  
Mr. Zeidan  
Mr. Zimba

Committee on Operational Programmes

Government members:

Argentina  
Belgium  
Brazil  
Cameroon  
China  
Denmark  
Germany, Federal Republic of  
India  
Italy  
Kenya  
Lesotho  
Madagascar  
Malawi  
Malta  
Mexico  
Morocco  
Niger  
Nigeria  
Pakistan  
Philippines  
Romania  
Togo  
USSR  
United Kingdom  
United States  
Uruguay  
Venezuela

Substitutes:

Bulgaria  
Byelorussian SSR  
Canada  
Czechoslovakia  
France  
Indonesia  
Japan  
Peru  
United Arab Emirates
Employer members:

Mr. Arbesser-Rastburg  
Mr. Gazarin  
Mr. Lounis Khodja  
Mr. Moukoko Kingue  
Mr. Nasr  
Mr. Oechslin  
Mr. Okogwu

Substitutes:

Mr. Chanaiwa  
Mr. Durling  
Mr. von Holten

Worker members:

Mr. Ahmed  
Mr. Bustos  
Mr. El-Ammaawy  
Mr. Kaczynski  
Mr. Kebe  
Mr. Kombo

Substitutes:

Mr. Baker  
Mr. Gopal  
Mr. Morton  
Mr. Mugalla

Committee on Freedom of Association

Chairman: Mr. R. Ago (Italy)¹

Government members:

France  
Substitute: Denmark

India  
Substitute: Australia

Argentina  
Substitute: Uruguay

Employer members:

Mr. Noakes  
Mr. Oechslin

Mr. Owuor  
Mrs. Sasso-Mazzifferi  
Mr. Seck  
Mr. Tabani  
Mr. Tarneja  
Mr. Williams

Mr. Muyumbu  
Mr. Tsujino

Mr. Mendoza  
Mr. Sundaram  
Mr. Svenningsen  
Sir Frank Walcott  
Mr. Zeidan

Mr. Tchinde  
Mr. Yanaev  
Mr. Zimba

¹ Reappointed as independent Chairman by the Governing Body at its 247th Session (June 1990).
Substitutes:

Mr. Durling
Miss Hak

Mr. Owuor
Mr. Villalobos

Worker members:

Mr. Morton
Mr. Sánchez Madariaga

Mr. Zimba

Substitutes:

Mr. Baker
Mr. Mugalla

Mr. Svenningsen

Committee on Discrimination

Government members:

Belgium
Canada
China
Costa Rica
Czechoslovakia
Denmark
France
Germany, Federal Republic of
India
Madagascar
Morocco
Peru
Tunisia
USSR
United Arab Emirates
United States
Venezuela

Substitutes:

Brazil
Lesotho
Mexico
New Zealand
Niger

Employer members:

Mr. Al-Jassem
Mr. Chanaiwa

Miss Hak
Miss Mackie

Substitutes:

Mr. Durling
Mr. Oechslin

Mr. Owuor
Mr. Williams

Worker members:

Mr. Blondel
Mr. El-Ammawy
Mr. Karambe

Mr. Mercier
Mr. Rios

Substitutes:

Mr. Ferguson
Mr. Kombo
Mr. Tchinde

Mr. Vanni
Mr. Yanaev

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Committee on Multinational Enterprises

Government members:

Australia
India
Italy
Peru
USSR
United States

Substitutes:

Canada
United Kingdom

Employer members:

Mr. Décosterd
Miss Hak
Mr. Katz
Miss Mackie
Mr. Okogwu
Mr. Tsujino

Substitutes:

Mr. Lindner
Mr. McVeigh
Mr. de Regil Gómez
Mr. Santos Neves
Mrs. Sasso-Mazzufferi
Mr. Tabani

Worker members:

Mr. Baker
Mr. Bonmati
Mr. Ferguson
Mr. Gopal
Mr. Mugalla
Mr. Sánchez Madariaga

Substitutes:

Mr. Blondel
Mr. Bustos
Mr. El-Ammawy
Mr. Mendoza
Mr. Mercier
Mr. Yanaev

Committee on Employment

Government members:

Argentina
Australia
Bangladesh
Belgium
Brazil
Bulgaria
Byelorussian SSR
Cameroon
China
Czechoslovakia
France
Germany, Federal Republic of
India
Indonesia
Ireland
Italy
Japan
Lesotho
Madagascar
Malawi
Malta
Morocco
New Zealand
Nigeria
Pakistan
Romania
Tunisia
USSR
United Kingdom
United States
Uruguay
Venezuela
Substitutes:

- Denmark
- Mexico
- Niger
- Peru
- Philippines
- Togo

Employer members:

- Mr. Arbesser-Rastburg
- Mr. Chanaiwa
- Mr. Katz
- Mr. Lindner
- Miss Mackie
- Mr. Okogwu
- Mr. Owuor
- Mr. Pierides
- Mr. Santos Neves
- Mrs. Sasso-Mazzufferi
- Mr. Tabani
- Mr. Tarneja

Substitutes:

- Mr. Durling
- Mr. Eurnekian
- Miss Hak
- Mr. Moukoko Kingue
- Mr. Noakes
- Mr. Oechslin
- Mr. Seck
- Mr. Villalobos
- Mr. Williams

Worker members:

- Mr. Ferguson
- Mr. Gopal
- Mr. Kombo
- Mr. Morton
- Mr. Rios
- Mr. Tchinde
- Mr. Yanaev
- Mr. Zeidan

Substitutes:

- Mr. Blondel
- Mr. Bonmati
- Mr. Kaczynski
- Mr. Kebe
- Mr. Mugalla

Composition of various bodies

Board of the International Institute for Labour Studies

Chairman (ex officio): The Director-General of the International Labour Office (Mr. M. Hansenne)

Secretary (ex officio): The Director of the International Institute for Labour Studies (Mr. P. Gopinath)

The Governing Body appointed the following 12 of its members, four from each of the three groups, as members of the Board of the Institute for a period of three years:

Government members:

- Bangladesh
- Brazil
- Italy
- Nigeria

Substitutes:

- Costa Rica
- Pakistan
- Romania
- Tunisia
Employer members:
Mr. Décosterd
Mr. Nasr
Mr. Oechslin
Mr. Tabani

Substitutes:
Mr. Arets
Mr. Lounis Khodja
Mr. Seck
Mr. Villalobos
Mr. Williams

Worker members:
Mr. Ahmed
Mr. Blondel
Mr. Kebe
Mr. Sundaram

Substitutes:
Mr. Bonmati
Mr. Bustos
Mr. Karambe
Mr. Mendoza
Mr. Tchinde
Sir Frank Walcott

Independent personalities appointed by the Governing Body:
Mr. P. Abell
Mr. C. Ake
Mr. Y. K. Alagh
Mr. E. C. Antosenkov
Mr. E. Jelin
Mr. J. Marcovitch
Mr. M. J. Piore
Mr. I. Sachs
Mr. H. Shimada
Mr. E. Wadensjö

Mr. D. Föllmi

Representative of the Secretary-General of the United Nations:
Mr. G. Hinteregger

A representative of the Director-General of UNESCO

Board of the International Centre for Advanced Technical and Vocational Training:
Chairman (ex officio): The Director General of the International Labour Office (Mr. M. Hansenne) or his representative
Secretary (ex officio): The Director of the Centre (Mr. F. Trémeaud)
Member appointed by the Italian Government: Mr. A. Cavaglieri
Member appointed by the City of Turin: The Mayor of Turin (or his substitute)
The Chairman of the Regional Council of Piedmont (or his substitute)
The Chairman of the Unione Industriale di Torino (or his substitute)

The Governing Body appointed the following 24 of its members—12 from the Government group (including six from among the representatives of the Members of
chief industrial importance) and six from each of the other two groups—as members of the Board of the Centre for a period of three years:

**Government members:**

- Brazil
- Cameroon
- France
- India
- Japan
- Niger
- Philippines
- Togo
- USSR
- United Arab Emirates
- United States
- Venezuela

**Substitutes:**

- Argentina
- Germany, Federal Republic of
- Indonesia
- Kenya
- Madagascar
- Malawi
- Romania

**Employer members:**

- Mr. Décosterd
- Mr. Lounis Khodja
- Mr. Moukoko Kingue
- Mrs. Sasso-Mazzufferi
- Mr. Tarneja
- Mr. Villalobos

**Substitutes:**

- Mr. Durling
- Mr. Gazarin
- Mr. von Holten
- Mr. Muyumbu
- Mr. Oechslin
- Mr. Owuor
- Mr. Seck
- Mr. Varela
- Mr. Williams

**Worker members:**

- Mr. Bustos
- Mr. Gopal
- Mr. Karambe
- Mr. Mendoza
- Mr. Vanni
- Mr. Zimba

**Substitutes:**

- Mr. Ahmed
- Mr. El-Ammawy
- Mr. Maruyama
- Mr. Morton
- Mr. Mugalla
- Mr. Zeidan

**International organisations:**

- United Nations
- UNESCO
- UNIDO
- UNDP

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1. Members appointed by the Governing Body from among its own members.
2. Members of chief industrial importance.
REPORT OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

The Governing Body noted that the Programme, Financial and Administrative Committee had reconstituted its ad hoc Building Subcommittee as follows:

**Government members:**
- France
- Togo

**Employer members:**
- Mr. Glele
- Mr. Lounis Khodja

**Worker members:**
- Mr. Kebe
- Mr. Mugalla

REPORT OF THE DIRECTOR-GENERAL

*Extension of the mandate of Professor Roberto Ago as Chairman of the Committee on Freedom of Association*

The Governing Body extended the mandate of Professor Roberto Ago as Chairman of the Committee on Freedom of Association until the expiry of the term of office of the Governing Body (1990–93).

*Appointment of non-Governing Body members of the Board of the International Institute for Labour Studies*

The Governing Body renewed the mandates of Professors C. Ake, Y. K. Alagh and E. Wadensjö for a further period of three years and of Professor E. G. Antosenkov for a further period of one year; and appointed Professor P. Abell, Dr. E. Jelin, Dr. J. Marcovitch, Professors M. J. Piore, I. Sachs and H. Shimada as members of the Board of the International Institute for Labour Studies for a period of three years.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

**Meetings**

*Meeting of Experts on Safety and Health in Open-cast Mines*  
(Geneva, 11–18 September 1990)

The Governing Body approved the nomination of one participant and one substitute made after consultations with the Workers’ group of the Governing Body.

*Joint ILO/IMO Committee on Training*  
(Eighth Session, Geneva, 17–21 September 1990)

The Governing Body approved the nomination of one member made after consultations with the Workers’ group. It authorised the Director-General to invite the government of a member State to be represented at the meeting by an observer.

*Meeting of Experts on the Social Protection of Homeworkers*  
(Geneva, 1–5 October 1990)

The Governing Body approved the nominations of one participant, of six participants, and of six participants plus five substitutes, made after consultations with governments, the Employers’ group and the Workers’ group respectively.

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1 The names, titles and functions of the persons appointed by the Governing Body, as well as the names of the organisations and other entities invited to be represented at meetings, are given in the papers submitted to the Governing Body under item 6 of its agenda.
Meeting of Experts on the Prevention of Major Hazards  
(Geneva, 8–17 October 1990)  

The Governing Body approved the nominations of seven participants and seven participants plus two substitutes, made after consultations with the Employers’ group and the Workers’ group respectively. It noted that, in addition to those previously mentioned, the Director-General also intended to invite one intergovernmental organisation to be represented at the meeting. It further authorised the Director-General to invite the government of a member State to be so represented by an observer.

Meeting of Experts on Civil Aviation  
(Geneva, 9–17 October 1990)  

The Governing Body approved the nominations of one participant, of ten participants plus 12 substitutes, and of ten participants plus one substitute, made after consultations with governments, the Employers’ group and the Workers’ group respectively.

Tripartite Symposium on Equality of Opportunity and Treatment for Men and Women Workers in Employment in Industrialised Countries  
(Geneva, 19–23 November 1990)  

The Governing Body approved the nominations of seven participants, ten participants, and nine participants plus three substitutes, made after consultations with governments, the Employers’ group and the Workers’ group respectively. It authorised its Officers to approve the remaining nominations on its behalf. It also noted that the Director-General intended to invite two intergovernmental organisations to be represented at the symposium. It further authorised him to invite one non-governmental international organisation to be so represented.

Tripartite Meeting on Conditions of Employment and Work of Journalists  
(Geneva, 21–29 November 1990)  

The Governing Body approved the nominations of 15 participants plus 12 substitutes, and of 15 participants plus five substitutes, made after consultations with the Employers’ group and the Workers’ group respectively. It authorised its Officers to approve the remaining nominations on its behalf.

PROGRAMME OF MEETINGS

The Governing Body approved the programme of meetings for the remainder of 1990 and for 1991:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>11–18 September</td>
<td>Meeting of Experts on Safety and Health in Open-cast Mines</td>
<td>Geneva</td>
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<tr>
<td>17–21 September</td>
<td>Joint ILO/IMO Committee on Training (Eighth Session)</td>
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<tr>
<td>1–5 October</td>
<td>Meeting of Experts on the Social Protection of Homeworkers</td>
<td>&quot;</td>
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<tr>
<td>8–17 October</td>
<td>Meeting of Experts on the Prevention of Major Hazards</td>
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<tr>
<td>9–17 October</td>
<td>Meeting of Experts on Civil Aviation</td>
<td>&quot;</td>
</tr>
<tr>
<td>22–30 October</td>
<td>Advisory Committee on Rural Development (Eleventh Session)</td>
<td>&quot;</td>
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<tr>
<td>1–16 November</td>
<td>248th Session of the Governing Body and its Committees</td>
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<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
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<tr>
<td><strong>1990 (cont.)</strong></td>
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</tr>
<tr>
<td>Immediately after the Governing Body session</td>
<td>Advisory Meeting of Governing Body Members from the Americas</td>
<td>Geneva</td>
</tr>
<tr>
<td>19–23 November</td>
<td>Tripartite Symposium on Equality of Opportunity and Treatment for Men and Women Workers in Employment in Industrialised Countries</td>
<td>&quot;</td>
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<tr>
<td>21–29 November</td>
<td>Tripartite Meeting on Conditions of Employment and Work of Journalists</td>
<td>&quot;</td>
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<tr>
<td>5–13 December</td>
<td>Third Tripartite Technical Meeting for the Printing and Allied Trades</td>
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<tr>
<td><strong>1991</strong></td>
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<tr>
<td>11 February–1 March</td>
<td>249th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>7–20 March</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
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<tr>
<td>12–19 March</td>
<td>Meeting of Experts on Safety and Health in Construction</td>
<td>&quot;</td>
</tr>
<tr>
<td>17–25 April</td>
<td>Forestry and Wood Industries Committee (Second Session)</td>
<td>&quot;</td>
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<tr>
<td>8–16 May</td>
<td>Joint Committee for Postal and Telecommunications Services (Second Session)</td>
<td>&quot;</td>
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<tr>
<td>23 May–1 June and immediately after the Conference</td>
<td>250th Session of the Governing Body and its Committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>5–26 June</td>
<td>78th Session of the International Labour Conference (ILO/UNESCO/WIPO) (Thirteenth Ordinary Session)</td>
<td>Paris</td>
</tr>
<tr>
<td>22–26 July</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART) (Special Session)</td>
<td>&quot;</td>
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<tr>
<td>September</td>
<td>Meeting of the Panel of Consultants on Workers’ Education</td>
<td>Geneva</td>
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<tr>
<td>25 September–3 October</td>
<td>Textiles Committee (Twelfth Session)</td>
<td>&quot;</td>
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<tr>
<td>10–15 October</td>
<td>Tripartite Subcommittee on Seafarers’ Welfare of the Joint Maritime Commission (Fifth Session)</td>
<td>&quot;</td>
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<tr>
<td>17–25 October</td>
<td>Joint Maritime Commission (Twenty-sixth Session)</td>
<td>&quot;</td>
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<tr>
<td>31 October–15 November</td>
<td>251st Session of the Governing Body and its Committees</td>
<td>&quot;</td>
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<tr>
<td>Immediately after the Governing Body session</td>
<td>Advisory Meeting of Governing Body Members from Africa</td>
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<tr>
<td>20–28 November</td>
<td>Second Joint Meeting on Conditions of Work of Teachers</td>
<td>&quot;</td>
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<tr>
<td>4–12 December</td>
<td>Food and Drink Industries Committee (Second Session)</td>
<td>&quot;</td>
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<tr>
<td>Fourth quarter</td>
<td>Symposium on the Future of Social Security in Industrialised Countries</td>
<td>&quot;</td>
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<tr>
<td>To be determined</td>
<td>Tripartite symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean</td>
<td>To be determined</td>
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<tr>
<td>To be determined</td>
<td>Tripartite European Meeting on the Impact of Technological Change on Work and Training</td>
<td>To be determined</td>
</tr>
<tr>
<td>To be determined</td>
<td>Symposium on Labour Market Flexibility</td>
<td>To be determined</td>
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<tr>
<td>To be determined</td>
<td>Eleventh Asian Regional Conference</td>
<td>Bangkok, Thailand</td>
</tr>
</tbody>
</table>

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APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Advisory Committee on Rural Development
(Eleventh Session, Geneva, 22–30 October 1990)

The Governing Body appointed the following of its members to represent it at the meeting:

*Government member:* Mr. A. A. Olumide (Nigeria)
*Employers' member:* Mr. M. Nasr
*Workers' member:* Mr. K. Ahmed
European Agreement concerning the Provision of Medical Care to Persons during Temporary Residence

COMMUNICATION FROM THE FEDERAL REPUBLIC OF GERMANY

The Government of the Federal Republic of Germany transmitted the following communication to the Director-General, further to the declaration that accompanied the ratification by Italy of the European Agreement concerning the Provision of Medical Care to Persons during Temporary Residence. This communication reads as follows:

Note verbale

(unofficial translation)

The Federal Foreign Office presents its compliments to the Director-General of the International Labour Office and has the honour to transmit the following declaration:

The Federal Republic of Germany rejects the reservation which the Italian Government made on the occasion of the ratification of the European Agreement of 17 October 1980 concerning the Provision of Medical Care to persons during Temporary Residence as being incompatible with the objective and purpose of the Agreement.

The Federal Foreign Office avails itself of this opportunity to reiterate to the Director-General of the International Labour Office the assurance of its highest consideration.

Bonn,
18 June 1990
Official Measures Taken regarding Decisions of the International Labour Conference

Ratifications of International Labour Conventions¹

Notice is hereby given that the Director-General of the International Labour Office has registered the under-mentioned ratifications of international labour Conventions. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications 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</th>
<th>Date on which ratification will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>7 August 1990</td>
<td>7 August 1991</td>
</tr>
<tr>
<td>Brazil</td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
<td>2 July 1990</td>
<td>2 July 1991</td>
</tr>
<tr>
<td></td>
<td>Acceptance of Articles 7–10, 12–13 and 15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</td>
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<tr>
<td></td>
<td>In pursuance of Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.</td>
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<tr>
<td>Iraq</td>
<td>Safety and Health in Construction Convention, 1988 (No. 167)</td>
<td>17 September 1990</td>
<td>17 September 1991</td>
</tr>
</tbody>
</table>

¹ Period covered: 1 July 1990 to 30 September 1990.
<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification</th>
<th>Date on which ratification will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><em>In pursuance of Article 3, paragraph 2, of the Convention, the length of the annual leave is 30 calendar days.</em></td>
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<tr>
<td></td>
<td><em>In pursuance of Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</em></td>
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<tr>
<td>Spain</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>2 August 1990</td>
<td>2 August 1991</td>
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<tr>
<td></td>
<td>Asbestos Convention, 1986 (No. 162)</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
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<tr>
<td></td>
<td><em>Acceptance of Articles 7–10 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</em></td>
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</tbody>
</table>
Notification of the coming into force of the Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)

Article 15 of the Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133), adopted by the International Labour Conference at its 55th Session on 14 October 1970, provides that the Convention shall come into force twelve months after the date on which there have been registered ratifications by twelve Members each of which has more than one million tons of shipping, including at least four Members each of which has at least two million tons of shipping.

The ratifications by:

<table>
<thead>
<tr>
<th>Country</th>
<th>Date</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Côte d’Ivoire</td>
<td>19. 6.72</td>
<td>8. 1.85</td>
</tr>
<tr>
<td>Finland¹</td>
<td>22.11.74</td>
<td>31. 5.77</td>
</tr>
<tr>
<td>France²</td>
<td>24. 3.72</td>
<td>12. 6.73</td>
</tr>
<tr>
<td>Federal Republic of Germany²</td>
<td>14. 8.74</td>
<td>14. 3.75</td>
</tr>
<tr>
<td>Greece²</td>
<td>24. 9.86</td>
<td>9.10.75</td>
</tr>
<tr>
<td>Guinea</td>
<td>26. 5.77</td>
<td>17. 2.72</td>
</tr>
<tr>
<td>Israel</td>
<td>21. 8.80</td>
<td>26. 3.81</td>
</tr>
<tr>
<td>Italy²</td>
<td>23. 6.81</td>
<td>27. 8.90</td>
</tr>
<tr>
<td>Liberia²</td>
<td>8. 5.78</td>
<td>2. 6.77</td>
</tr>
</tbody>
</table>

were registered by the Director-General of the International Labour Office. The Convention will accordingly come into force on 27 August 1991.

The present notification is made in accordance with the provisions of Article 15 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.

Notification of the coming into force of the Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)

Article 15 of the Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164), adopted by the International Labour Conference at its 74th Session on 8 October 1987, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

¹ Country which has more than one million gross register tons of shipping.
² Countries which have at least two million gross register tons of shipping.
The ratifications by Hungary and Czechoslovakia were registered by the Director-General of the International Labour Office on 14 March 1989 and 11 January 1990 respectively. The Convention will accordingly come into force on 11 January 1991.

The present notification is made in accordance with the provisions of Article 15 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.

Notification of the coming into force of the Safety and Health in Construction Convention, 1988 (No. 167)

Article 38 of the Safety and Health in Construction Convention, 1988 (No. 167), adopted by the International Labour Conference at its 75th Session on 20 June 1988, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

The ratifications by Hungary and Czechoslovakia were registered by the Director-General of the International Labour Office on 22 May 1989 and 11 January 1990 respectively. The Convention will accordingly come into force on 11 January 1991.

The present notification is made in accordance with the provisions of Article 38 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.

Notification of the coming into force of the Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Article 38 of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), adopted by the International Labour Conference at its 76th Session on 27 June 1989, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

The ratifications by Norway and Mexico were registered by the Director-General of the International Labour Office on 19 June 1990 and 5 September 1990 respectively. The Convention will accordingly come into force on 5 September 1991.
The present notification is made in accordance with the provisions of Article 38 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.
CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 1) concerning Conditions of Work in the Hotel, Catering and Tourism Sector, Such as Hours of Work, Methods of Remuneration, Security of Employment

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989, Adopts this fourteenth day of December 1989 the following conclusions:

General considerations

1. The hotel, catering and tourism sector is a growth sector in a number of industrialised and developing countries with regard to both the economy and employment. Working conditions are important and should be examined by the industry at the national level, taking into account the international labour Conventions.

2. This sector is characterised by wide variations in activities, regular or unforeseeable, by the preponderance of small establishments, by the high degree of mobility of workers and, in a significant number of countries, by a large participation of women workers, particularly in hotels and restaurants. The low level of unionisation is another characteristic to be noted in a number of countries.

3. Improvements in wages and in working conditions and in the quality of service provided to the clientele should be developed concurrently, since both contribute to a more favourable image of the sector and to the development and retention of skilled personnel.

4. The satisfaction of customers for services provided by the hotel, catering and tourism sector is an important consideration in the general context of the problem of improving wages and working conditions.

5. When fixing wages, hours of work, holidays with pay and other aspects of working conditions through legislative processes, collective agreements or any other officially recognised means, in keeping with national conditions and practices, the characteristics noted above as well as all other relevant factors should be taken into consideration.

6. Responsibility for working conditions in hotel, catering and tourism establishments rests on the employers, whether public or private. However; both governments and workers' organisations also have a role to play. Further, it is acknowledged that governments have an interest in these issues, apart from implementing and enforcing existing laws, particularly where they have the added responsibility of being employers in this sector.

Remuneration

7. In recent years significant progress has been made in the adoption of systems of fixed wages and the abandonment of wage systems based exclusively on tips voluntarily paid by

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1 Adopted unanimously.
8. Wage policies in the hotel, catering and tourism sector should take into account the following elements:

(a) the needs of workers and their families, taking into account the general level of wages in the country, the cost of living, social security benefits and the relative living standards of other social groups;

(b) economic factors, including the requirements of economic development, levels of productivity and the desirability of attaining and sustaining a high level of employment.

9. In accordance with the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and with the Minimum Wage Fixing Convention, 1970 (No. 131), steps should be taken to adopt or maintain methods of fixing minimum wages for workers in the hotel, catering and tourism sector. In addition, when applicable, collective agreements should also contribute to the setting of wages in the sector.

10. The principles of non-discrimination contained in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), should be applied at all times. The principle of "equal remuneration for work of equal value", in conformity with the Equal Remuneration Convention, 1951 (No. 100), should be applied in those countries which have ratified this Convention. Countries which have not ratified this Convention should be invited to do so as soon as possible.

11. The Committee considers that the conclusions (No. 1) concerning systems of remuneration in hotels, restaurants and similar establishments adopted by the First Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments (1965) provide useful guidelines concerning methods of fixing remuneration and the role of collective bargaining to determine wages.

Working time

12. The Committee noted that progress towards a reduction in working time in the hotel, catering and tourism sector has varied according to countries and sometimes within the same country according to branches and undertakings in this sector.

13. The Committee discussed the following points:

(a) appropriate measures should be taken to reduce progressively the normal weekly working time to 40 hours whenever the social objective of the 40-hour week laid down by the Reduction of Hours of Work Recommendation, 1962 (No. 116), has not been attained;

(b) the length of annual holidays with pay for one year of work should be increased as quickly as possible to three weeks, as laid down in the Holidays with Pay Convention (Revised), 1970 (No. 132), wherever that objective has not been reached; as well as two proposals of the Worker members to:

(1) fix the normal weekly hours of work at 40 hours spread over five days, with two consecutive days of rest per week;

(2) fix at four weeks annual holidays with pay after one year of work.

The Employer members of the Committee refused the Worker members' proposals.

14. Overtime and night work should be limited to cases where it is necessary to provide services to the clientele and should be appropriately compensated.

15. In view of the hotel, catering and tourism sector's need to have skilled personnel on hand, it is necessary to prevent unfair competition based on different wage levels and working conditions.

16. The Committee recognises that the conclusions on working time adopted by previous tripartite technical meetings for hotels, restaurants and similar establishments remain valid, in particular:

(a) many of the provisions contained in the conclusions (No. 2) concerning methods of organising working hours and holidays with pay in hotels, restaurants and similar establishments adopted by the First Meeting in 1965;

(b) the provisions for daily and weekly rest periods, overtime and progress to be made with regard to national regulations on working time, contained in the conclusions (No. 21)
concerning social problems and employment in hotels, restaurants and similar establish-
ments in developing countries adopted by the Third Meeting in 1983.

**Particular forms of employment**

17. Traditionally, certain enterprises in this sector respond to the needs arising from fluctuations in their activities by recourse to seasonal, temporary or casual work. Recourse to these forms of work may contribute to an increase in the number of jobs, but it may also, where such forms of work have not been adequately regulated, raise problems with regard to working conditions.

18. The Committee considers that the conclusions (No. 13) concerning conditions of work and life of migrant and seasonal workers employed in hotels, restaurants and similar establishments, adopted in 1974 by the Second Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments, continue to provide useful guide-lines as to the principles and methods to be followed to deal with questions relating to conditions of work of migrant and seasonal workers employed in the sector.

19. Recourse to temporary work should be had to meet service requirements of a temporary nature.

20. When they meet the necessary conditions, and the situation of an undertaking allows it, temporary workers previously employed by the undertaking should have priority for seasonal or cyclical employment.

21. The fact that wage earners work on a temporary or part-time basis should not deprive them of the rights and benefits awarded to other workers (normal working time, daily and weekly rest, annual holidays with pay, wages, appropriate social security entitlements, sick leave and other social benefits), and appropriate measures should be taken to guarantee them adequate protection in this respect, account being taken of the nature and duration of the work carried out.

**Conclusions (No. 2) concerning Productivity and Training in the Hotel, Catering and Tourism Sector**

The Hotel, Catering and Tourism Committee of the International Labour Organisation,

Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Having agreed to take into account the Paid Educational Leave Convention, 1974 (No. 140), and Recommendation, 1974 (No. 148), and the Human Resources Development Convention, 1975 (No. 142), and Recommendation, 1975 (No. 150), as they apply to the sector, and reaffirming resolution No. 11 concerning the future action of the International Labour Organisation concerning hotels, restaurants and similar establishments, 1965; resolution No. 12 concerning vocational training in hotels, restaurants and similar establishments, 1965; conclusions No. 14 concerning vocational training of managers and workers in hotels, restaurants and similar establishments, 1974; and conclusions No. 22 concerning the adaptation of the training of managerial staff and employees to structural and technological changes in hotels, restaurants and similar establishments, 1983,

Adopts this fourteenth day of December 1989 the following conclusions:

**General considerations**

1. The hotel, catering and tourism sector has experienced considerable growth in most regions of the world and the creation of small, medium and large enterprises has accelerated in this sector much more rapidly than in most other areas of economic activity. While employment in many other sectors has been decreasing, in tourism a great number of jobs have been created. However, a certain number of these have been of a precarious nature which have not resulted in firm opportunities for career advancement. As a result, since the sector is contributing to the growth of national economies, priority attention should be given to this sector by governments of industrialised and developing countries.

1 Adopted by consensus.
2. The hotel, catering and tourism sector is a labour-intensive and people-centred service industry, embracing a diversity of national conditions, levels of development and cultural and social environments and a broad range of enterprises, occupations and skills.

3. Technological changes are needed in the sector. The training of workers is vital to employment promotion, the effective functioning of enterprises and the development of the sector as a whole, especially when technological and structural changes occur.

4. The improvement of training and further training of workers and employers (which are important aspects of working conditions) and job security are indispensable prerequisites for improving the quality of service which can only be successful through better motivation and qualifications.

5. Basic training in this sector should be organised using both on-the-job training and public or private training institutions.

Characteristics to be taken into account when dealing with issues and problems of productivity and training at different levels in the sector

6. Productivity should be the result of: working more intelligently, not harder; improving the quality of work and the results achieved with less fatigue. Increased productivity should not be considered as a means of dispensing with jobs.

7. The provision of a high-quality service is an integral component of productivity. It enables the sector to grow, to create new enterprises and generate employment. Special attention should be paid to improving quality of services. This should be the subject of consultations between employers and workers and their representatives.

8. The improved quality of services generates customer satisfaction and a greater volume of business. Workers should share in the advantages achieved through better performance.

9. The development of appropriate knowledge, technical and attitudinal skills for the provision of a high-quality service, career development and employment generation should be the objectives of training policies and programmes at the international, national, sectoral and enterprise levels.

10. Workers’ motivation is improved when they are able to demonstrate the skills they have acquired, share in the advantages accruing from their level of performance and work in a quality environment, and when they are offered job security, career prospects and the possibility of high-quality training. Workers’ motivation should be a central concern when dealing with the issues and problems of productivity and training at all levels in the sector.

11. Training policies and programmes should recognise the diversity of enterprises and occupations in the sector and special attention should be given to the specific problems of small and medium-sized enterprises and the special requirements of seasonal, part-time, casual and migrant workers.

Measurement of productivity and effectiveness of training

12. Productivity in the hotel, catering and tourism sector is closely linked to the productivity of other sectors of national economies. The diversity of enterprises and occupations within the sector is well recognised. Existing systems of productivity evaluation, definition and measurement make it difficult to compare output between countries, enterprises, groups and individuals. Ways of measuring productivity should be identified at the international and national levels for all types of enterprise. Governments and employers’ and workers’ organisations should be involved in the development of instruments of productivity measurement.

13. Measurement of the effectiveness of training should be based upon joint tripartite predetermined objectives and standards. Examples of measurement of effectiveness include:

(a) the examination and assessment of trainees at the various stages of their training programmes. Formal national training programmes should preferably be validated by authorised examiners;

(b) an evaluation of the quality of the service provided by the individual, group, enterprise or sector in specific tourist destinations. The quality of the service provided can be measured in part by criteria such as the number of complaints by clients, labour turnover and client satisfaction in general;
the resulting job security, career and promotion prospects for the staff of the enterprise and their long-term commitment to the enterprise.

14. The movement of labour between enterprises within the hotel, catering and tourism sector provides scope for training on the job, especially at the international level, and contributes to improving standards of competence. However, an unacceptable rate of labour and management turnover both increases the cost of providing training in the sector and diminishes the value of the investment made in training. Appropriate measures therefore should be taken to reduce undesirable turnover of labour and management.

Roles and responsibilities of governments and employers' and workers' organisations

15. Governments and employers' and workers' organisations should be involved in the design and implementation of national training policies and programmes. At the national level, where appropriate, this should take place through an advisory training board in which educationalists also participate. At the level of the training institution, where appropriate, tripartite boards should be set up to provide guidance for the provision of effective and relevant training.

16. Sectoral manpower and training needs surveys should be undertaken in all countries by governments, in close co-operation with employers' and workers' organisations, with a view to matching training to employment needs. In countries where occupational bodies of employers and workers exist which decide upon and manage the matching of employment and training, these surveys may be carried out under their auspices.

17. The provision of training at the enterprise level is the responsibility of the employer, but should be planned and implemented in close co-operation with workers and their representatives.

18. The standards of the training provided in this sector in the various countries vary widely. In view of the international nature of the sector, comparable minimum vocational training standards should be established, based on the standards existing in countries with well-developed hotel, catering and tourist industries.

19. The provision of initial vocational training is primarily the responsibility of governments, which should ensure that the required standards are achieved and maintained by training institutions and schemes.

20. Governments should encourage management training institutions, whether public or private, to ensure that the courses provided cover human and industrial relations, social and training skills, as well as health, safety and welfare in occupations.

21. Special measures should be taken to make training available to the owners/managers and workers of small enterprises, who encounter particular difficulty regarding their access to training. Where appropriate, mobile training units for workers and group training facilities for managers should be made available with the support of governments and employers' organisations. Governments can make a particular contribution to the training of these categories through the provision of training materials and trainers.

22. Special measures should be taken to provide relevant training for seasonal, part-time, casual and migrant workers who do not have access to formal training, possibly during periods of unemployment.

23. There should be a commitment to the highest standards of professionalism in the training of trainers given their critical role. Trainers should have both theoretical and practical skills, and above all be able to teach effectively those they train. They should be able to function in the environment of on-the-job training as well as in institutions.

24. The capacity to provide good quality training should be strengthened, particularly in developing countries. The exchange of information, training materials and trainers on a regional and international basis should be encouraged, with a view to upgrading the capacity of the training institutions, harmonising their standards and broadening their outlook.

25. In this connection, governments, with the involvement of employers' and workers' organisations, should support the development of suitable curricula and materials, with reference to those already available in countries with developed training systems. There exists a wealth of expertise in instructional technologies (for example, simulation exercises and the use of audio-visual and participatory methods) which should be harnessed and exchanged within and amongst countries.
26. Multinational enterprises operating in developing countries need to be encouraged by governments to understand the opportunities available to them to raise the standards of the industry in those countries through the provision of appropriate training.

27. The funding of training is a major problem in many countries and especially in developing countries. It is the responsibility of governments in these countries to endeavour to find appropriate sources of financing for training, such as training levy.

28. It should be recognised that medium and small enterprises may have specific problems in engaging in appropriate training activities.

29. International or bilateral assistance to developing countries is particularly required at the development stages of training schemes.

The role of the ILO

30. The Governing Body of the ILO should endeavour to give increased recognition to the importance of the sector, particularly in view of its record in the field of employment creation, and should promote tripartite participation in all technical assistance projects and vocational training programmes.

31. The ILO should also expand its research and training activities and its programme development and information dissemination services, particularly through:

— increasing technical assistance to governments and employers' and workers' organisations in the development of policies and programmes aimed at improving training, productivity and the quality of the service provided in the sector;

— assisting in the establishment of self-sustaining financing systems for training;

— encouraging countries to establish systems of manpower development, particularly through schemes to increase the skills of trainers;

— conducting research and surveys on the training needs of individual countries;

— developing standard teaching materials and manuals;

— assisting in the development of maintenance skills in developing countries;

— attributing more funds from the budget of the International Labour Organisation to the Bureau for Employers' Activities, the Bureau for Workers' Activities and to the Hotel and Tourism Branch for vocational training and management training, above all in the developing countries, with the aim of raising the professional and cultural level of the workers and managers in the sector.

32. The ILO should assist governments and employers' and workers' organisations to undertake special studies, through means such as regional meetings of experts, to examine and identify methods of defining and measuring productivity.

33. The ILO should continue to promote the ratification of the Paid Educational Leave Convention, 1974 (No. 140), and the Human Resources Development Convention, 1975 (No. 142).

Resolution (No. 3) concerning Different Types of Employment in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Recalling the conclusions (No. 21) concerning social problems and employment in hotels, restaurants and similar establishments in developing countries adopted by the Third Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments and, in particular, paragraphs 1, 2, 8, 9, 18, and 24 of these conclusions,

Considering that studies conducted by different international bodies agree that tourism will develop in both the short and the medium term, and thus generate employment,

Considering the different types of employment existing in this sector, including seasonal, temporary, part-time, fixed-term, migrant, foreign workers, etc.,

1 Adopted unanimously.
Considering that governments should develop appropriate enforcement procedures; 
Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to:

(a) include in the ILO short-term programme a study on different types of employment in the hotel, catering and tourism sector, including seasonal, fixed-term, part-time, casual, auxiliary, etc., and to include in such a study the employment conditions and legal status of migrant and foreign workers;

(b) urge governments to provide public assistance, financial or otherwise, only to enterprises which conform to existing laws and regulations, especially with respect to freedom of association;

(c) suggest to governments the holding of tripartite consultations involving employers’ and workers’ organisations to discuss the different employment problems of the sector.

Resolution (No. 4) concerning Women’s Employment and Equality at the Workplace in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, 
Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Considering that women represent a considerable proportion of the workforce in the hotel, catering and tourism sector,

Considering that one of the aims of the ILO, enshrined in its Constitution and in the Declaration of Philadelphia and spelt out in the Declaration on Equality of Opportunity and Treatment for Women Workers adopted at the 60th Session of the International Labour Conference in 1975, and reiterated in the resolution on the subject adopted at the 71st Session of the International Labour Conference in 1985, is to promote equal opportunities and equal treatment for women and men in employment,

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 in too many countries continue to be disadvantaged in this sector,

Recalling the discussion on night work at the 76th Session of the International Labour Conference in June 1989, and noting that the discussion should be completed at the 77th Session of the International Labour Conference in June 1990;

Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to:

(a) continue and strengthen its efforts in urging governments to ratify and apply 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 provisions of the corresponding Recommendations;

(b) continue to monitor their application and to prepare regular reports on this subject;

(c) encourage the adoption of specific training programmes for women workers to allow them access to employment opportunities on an equal basis with men;

(d) encourage, where possible, a negotiated system of scheduling work for men and women which promotes a better quality of life;

(e) encourage member States to ratify and apply the Termination of Employment Convention, 1982 (No. 158), to ensure that there is no discrimination against women workers when workforce reductions have to take place;

(f) request the Director-General to undertake studies on the situation of women employed in the hotel, catering and tourism sector, and to include this matter in the reports to the next session of the Hotel, Catering and Tourism Committee.

Adopted unanimously.

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Resolution (No. 5) concerning Freedom of Association and Respect for Trade Union Rights in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Considering that, while freedom of association and the right of workers and employers to organise are recognised as basic human rights, some workers in hotels, catering and tourism do not yet enjoy these basic human rights,

Considering that a minority of ILO member States have 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 have not yet ratified the Workers' Representatives Convention, 1971 (No. 135),

Considering that the implementation of these Conventions is still too often unsatisfactory, as the instances of violation of these basic rights documented by the ILO Freedom of Association Committee show,

Considering also that the implementation of the Protection of Workers' Representatives Recommendation, 1971 (No. 143), remains unsatisfactory,

Recalling resolutions Nos. 19 and 25 unanimously adopted by the previous tripartite technical meetings for hotels, restaurants and similar establishments concerning the implementation of freedom of association in this sector, and noting that in some countries little or no progress has been made since their adoption,

Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to:
(a) continue and strengthen the action taken by the ILO to promote the principle of freedom of association and the ensuing rights of hotel, catering and tourism workers to be represented by trade unions of their own choosing, to elect their representatives freely and democratically, without influence or interference on the part of governments or employers;
(b) have a report published on possible obstacles which impede implementation of freedom of association in the hotel, catering and tourism sector, and to propose remedial measures;
(c) encourage member States which have not yet done so to ratify Conventions Nos. 87, 98 and 135;
(d) ensure that, in all ILO member States, Conventions Nos. 87, 98 and 135 are fully applied to all hotel, catering and tourism workers, regardless of whether they are employed in the public or private sector;
(e) affirm that the establishment of constructive industrial relations in hotels, catering and tourism and the effective application of the provisions of Conventions Nos. 87 and 98 require the practical implementation of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body in November 1977.

Resolution (No. 6) concerning Multinational Enterprises in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Taking note of the role played by the multinational enterprises and the large number of workers they employ in the hotel, catering and tourism sector,

Recalling resolution No. 28 unanimously adopted by the Third Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments,

Adopted unanimously.
Regretting that the study on multinational enterprises requested in this sector has not yet been undertaken,

Considering the need to maintain good industrial relations in these enterprises, especially in regard to trade union freedom and collective bargaining,

Taking into consideration the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the subsequent decisions of the Governing Body and the procedures established for their implementation;

Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to request the Director-General to:

(a) use every means to promote the full application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body in November 1977;

(b) continue and promote co-operation with the OECD and the United Nations in this field;

(c) include the hotel, catering and tourism sector among the ILO social and labour practice studies on multinational enterprises, and to report the results to the next session of the Hotel, Catering and Tourism Committee.

Resolution (No. 7) concerning the Discussion in the International Labour Conference on Working Conditions in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Recalling resolution No. 26 concerning the adoption of international labour standards for the hotel, catering and tourism sector unanimously adopted by the Third Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments, 1983;

Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to:

(a) continue and strengthen its efforts to ensure that the greatest possible number of member States participate in the discussion of this item on the agenda of the 77th Session of the International Labour Conference (1990) and participate in the preparatory work and debates in the second discussion in 1991;

(b) invite the employers' and the workers' organisations to include experts from the hotel, catering and tourism sector in their delegations to the International Labour Conference in 1990.

Resolution (No. 8) concerning Future Activities of the ILO in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,

Considering the rapid development of the hotel, catering and tourism sector and the need to examine the social and employment problems arising in that sector,

Considering the difficulties encountered by the ILO, the governments and specialised agencies in accurately identifying employment conditions, the number of people employed, their breakdown by occupational categories and the actual hours of work,

Considering that, in addition to the ILO, some governmental and non-governmental institutions have access to information, conduct research and deal with social problems in this sector,

Considering the large number of jobs created in the hotel, catering and tourism sector,

1 Adopted unanimously.
Considering also the great importance this sector has for employment creation and for the economy of many countries, particularly developing countries,
Stressing the specificity of this sector that calls for special measures and attention,
Stressing also the important work undertaken by the ILO in the past and wishing to strengthen it;
Adopts this fourteenth day of December 1989 the following resolution:
The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to:
(a) invite the member States to organise tripartite consultations as provided for under 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 examining the problems of the hotel, catering and tourism sector;
(b) call upon the governments of the member States, when they supply information to future sessions of the Committee and examine measures to be taken in respect of the resolutions and conclusions of this Committee, to consult the national employers' and workers' organisations, in conformity with the provisions of Recommendation No. 152;
(c) convene the Second Session of the Hotel, Catering and Tourism Committee within a reasonable time;
(d) place on the agenda of that session the following item:
— the effects of new technologies on employment and working conditions in the hotel, catering and tourism sector;
(e) allocate sufficient resources for the activities of the ILO commensurate with the importance of this sector;
(f) request the Director-General of the International Labour Office to:
(i) continue to co-operate with governmental and non-governmental organisations that deal with problems relating to this sector;
(ii) give priority to the following areas in ILO activities relating to the sector:
— training at all levels,
— employment creation and working conditions,
— occupational safety and health,
— studies, research and statistics;
(iii) undertake a study on employment creation and development opportunities in this sector and communicate the results in the General Report to the next session of the Committee;
(iv) initiate studies, in co-operation with governments, employers' and workers' organisations, with the aim of considering and discussing models for collective bargaining agreements for the hotel, catering and tourism sector, and, if possible, to include the results of such studies in the reports to the next session of the Hotel, Catering and Tourism Committee.

Resolution (No. 9) concerning Information on Personal Data in the Hotel, Catering and Tourism Sector

The Hotel, Catering and Tourism Committee of the International Labour Organisation, Having met in Geneva, in its First Session, from 6 to 14 December 1989,
Considering that new information and communication technologies create nearly unlimited possibilities for the compilation, accumulation and handling of data concerning workers and employees in the hotel, restaurant and tourism sector,
Considering that information processing systems available to enterprises are capable of obtaining information without the knowledge, consent or influence of the workers or employees and the potential dangers of misuse;

1 Adopted unanimously.
Adopts this fourteenth day of December 1989 the following resolution:

The Hotel, Catering and Tourism Committee invites the Governing Body of the International Labour Office to call on governments to require that personal data concerning employees in the hotel, catering and tourism sector are compiled and used in such a way as to respect the dignity and integrity of the person.

Classification of the Conclusions and Resolutions Adopted by the Three Previous Tripartite Technical Meetings for Hotels, Restaurants and Similar Establishments

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

No. 1. Conclusions concerning methods of remuneration in hotels, restaurants and similar establishments.
No. 2. Conclusions concerning the organisation of work schedules and paid holidays in hotels, restaurants and similar establishments.
No. 3. Resolution concerning the development of tourism and related industries.
No. 5. Resolution concerning discrimination.
No. 8. Resolution concerning young workers.
No. 9. Resolution concerning hygiene in hotels, restaurants and similar establishments.
No. 10. Resolution concerning invalidity, old-age and survivors' pensions.
No. 20. Resolution concerning safety, health and welfare.

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable:

No. 13. Conclusions concerning conditions of work and life of migrant and seasonal workers employed in hotels, restaurants and similar establishments.
No. 19. Resolution concerning the application of the provisions of Conventions Nos. 87 and 98.
No. 21. Conclusions concerning social problems and employment in hotels, restaurants and similar establishments in developing countries.
No. 22. Conclusions concerning the adaptation of the training of managerial staff and employees to structural and technological changes in hotels, restaurants and similar establishments.

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. 15. Resolution concerning technical co-operation activities in the tourist industry.
No. 16. Resolution concerning the tripartite structure and the programme of work of the ILO.

1 Adopted unanimously.
2 Conclusion and resolutions Nos. 4, 6, 7, 11, 12, 14, 17, 18, 23, 24 and 26 are superseded or implemented and have therefore been eliminated from the classification.
No. 25. Resolution concerning freedom of association.
No. 27. Resolution concerning minimum wages.
No. 28. Resolution concerning multinational enterprises.
No. 29. Resolution concerning the publication of the reports of the Hotel, Catering and Tourism Committee in Spanish.
Exchange of Letters between the International Labour Organisation and the Commission of the European Communities

LETTER FROM THE DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE TO THE PRESIDENT OF THE COMMISSION OF THE EUROPEAN COMMUNITIES

21 December 1989

Dear Mr. President,

In 1958 and 1961 the International Labour Organisation and the European Communities successively concluded agreements fixing the terms of their co-operation.

In their exchange of letters of 5 October 1961 and 2 November 1961, the President of the Commission and the Director-General of the ILO agreed on a system of direct consultation by means of which the liaison and collaboration arrangements laid down in the said agreement could be implemented more effectively. The importance of effective collaboration was reaffirmed in an exchange of letters in 1978.

The development of the social policy and the completion of the Single Market in 1992, the achievement of economic and social co-operation and the development of the social dimension of the Single Market are impelling the Community to assume a greater role in the economic and social field at world level.

The International Labour Organisation for its part has seen its activities grow considerably in the field of standards with the adoption of some 50 international labour Conventions and an even greater number of Recommendations. It has concentrated on priority fields, in particular that of employment, and has acquired substantially greater means for providing direct assistance towards the economic and social development of its member States in the form of technical co-operation projects.

There is no question that in this context the arrangements for co-operation between the two organisations could be expanded, particularly as regards:

— the programme of co-operation on development given the importance which the Commission attaches to the social aspects of development and the promotion of human resources;
— employment policies;
— working conditions;
— health and safety;
— industrial relations;
— social security and social protection;
— the promotion of equal opportunities and equal treatment;
— the social aspects of sectoral policies, particularly in the sphere of maritime transport and ports;
— freedom of movement and migration policies;
— vocational training.

In view of this widening of fields of interest and action, the two parties have arrived at the conclusion that the system of co-operation should be reaffirmed and brought up to date in order to make optimum use of opportunities for collaboration whilst respecting the specific institutional characteristics of the two parties and in a spirit of reciprocity.

To this end, it has therefore been agreed that the former arrangements should be refined and extended as follows:

— the Community, represented by the Commission, shall attend the meetings of the International Labour Conference and the Governing Body, to which it will continue to be regularly invited;
— the Commission, for its part, shall ensure that, where appropriate, the representatives of the ILO are invited to attend meetings of bodies depending on the Commission which deal with social and labour issues which by their nature are of interest to the ILO;
— the President of the Commission and the Director-General of the ILO or their representatives shall consult each other at the appropriate stage on any development within their organisation which may have a bearing on co-operation between the two parties;
— exchanges of information or assistance in fields of common interest may be agreed in the appropriate form in each case (documents, visits, working parties, financing of projects) between the officials responsible for the programmes concerned;
— a high-level meeting shall be held once a year, alternately in Brussels and Geneva, in order to review co-operation during the year and to determine the direction of future activities.

It is my belief that these arrangements will ensure the continuation of collaboration between our two institutions on the same harmonious basis as in the past.

Yours faithfully,

(Signed) Michel Hansenne.

LETTER FROM THE PRESIDENT OF THE COMMISSION OF THE EUROPEAN COMMUNITIES TO THE DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE

Dear Mr. Director-General,

I hereby acknowledge receipt of your letter of 21 December 1989, the terms of which are as follows:

(same text as the letter from the Director-General to the President of the Commission of the European Communities)

It is my belief that these arrangements will ensure the continuation of collaboration between our two institutions on the same harmonious basis as in the past.

Yours faithfully,

(Signed) Jacques Delors.
Agreement between the International Labour Organisation and the Government of Zimbabwe concerning the Establishment of a Subregional Office of the Organisation at Harare

Whereas the International Labour Organisation (hereinafter referred to as the ILO) has decided to establish an Office of the International Labour Organisation at Harare, and

Whereas the Government of Zimbabwe has informed the International Labour Organisation of its readiness to host that Office (hereinafter referred to as the “Harare Office”),

The Government of Zimbabwe and the International Labour Organisation have agreed as follows:

Article 1

The Government of Zimbabwe shall afford every assistance within its power in securing the necessary facilities for the Harare Office of the ILO.

Article 2

The Harare Office shall be the seat of the Southern Africa Team for Employment Promotion of the African Regional Department of the International Labour Office (hereinafter referred to as “SATEP”) and of such other units or staff of the African Regional Department as the Director-General may decide, with the agreement of the Government of Zimbabwe, to assign to Harare.

Article 3

1. The Government of Zimbabwe shall grant to the Harare Office, and to its property, funds and assets, the privileges, immunities and exemptions provided for in the Convention on the Privileges and Immunities of the Specialised Agencies.

2. The Director of SATEP and his deputy shall enjoy in the territory of the Republic of Zimbabwe, while exercising their functions and during their journeys to and from the Harare Office, the same privileges, immunities and exemptions as are accorded by the Government in conformity with international law to resident representatives of comparable rank of other international organisations.

Article 4

1. Officials, experts and consultants recruited by the ILO or on secondment to serve the Harare Office shall enjoy in the territory of the Republic of Zimbabwe the following immunities, exemptions and privileges:

   (a) immunity from legal process in respect of words spoken or written and acts performed by them in their official capacity;

   (b) where they are not nationals, immunity from personal arrest or detention;

   (c) immunity from seizure of their personal and official baggage;

   (d) exemption from tax on, or in respect of, salaries and emoluments paid by the ILO to the same extent that this exemption is granted to officials, experts and consultants of international organisations of comparable rank;

   (e) immunity, together with dependent members of their families and the personal employee of the Director of SATEP, from all immigration restrictions and alien registration;
the same privileges in respect of exchange facilities as are accorded by the Government to members of diplomatic missions of comparable rank;

exemption from any form of direct taxation on income derived from sources outside the Republic of Zimbabwe; the freedom to maintain within the Republic of Zimbabwe foreign accounts in local currency, and elsewhere foreign currency accounts; such freedom to own in the Republic of Zimbabwe foreign securities and other property as is accorded to staff and officers of diplomatic missions and international organisations of comparable rank; and, while employed in the service of the Harare Office and upon the termination of such employment, the right to transfer out of the Republic of Zimbabwe funds in any non-Zimbabwe currency without any restriction or limitation, provided that the officials concerned can show good cause for their lawful possession of such funds;

the same right to import their furniture and effects, including vehicles and spare parts therefor, on first taking up their permanent posts at the Harare Office, or thereafter, the same privileges and immunities as regards goods, including motor fuel, purchased in the Republic of Zimbabwe as are accorded in the Republic of Zimbabwe to the resident members of diplomatic missions and international organisations of comparable rank;

the same repatriation facilities for themselves, dependent members of their families and the personal employee of the Director, and the same right to protection by the authorities of the Republic of Zimbabwe, in time of international crisis or national emergency, as members of diplomatic missions; and

other privileges and exemptions which are or may be accorded by the Government to members of diplomatic missions of comparable rank or to officials, experts and consultants of comparable rank of other international organisations.

2. Officials, experts and consultants of the ILO, not serving in the Harare Office but having official business with that Office, shall enjoy in the territory of the Republic of Zimbabwe the immunities, exemptions and privileges specified in paragraphs (a), (b), (c), (e) and (f) above.

Article 5

All officials of the professional category and experts and consultants of the ILO serving at the Harare Office shall be provided by the Ministry of Foreign Affairs with an identity card certifying that they are officials of the ILO, experts or consultants—as the case may be—and that they are entitled to the immunities, exemptions and privileges provided in this Agreement.

Article 6

The Director shall with the consent of the President have the duty to waive the immunity of any such person in any case where, in his opinion, such immunity would impede the course of justice and can be waived without prejudice to the overriding interests of the ILO.

Article 7

The Director of SATEP and the officials of the ILO serving at the Harare Office shall cooperate at all times with the Government to facilitate the proper administration of justice, secure the observance of police regulations and prevent the occurrence of any abuse in connection with the immunities, exemptions and privileges accorded in this Agreement. Should the Government consider that an abuse has occurred, the Director of SATEP shall with the consent of the President consult the appropriate authorities of the Republic of Zimbabwe without delay.

Article 8

The Government of Zimbabwe shall facilitate the entry into, and stay in, Zimbabwe of the persons invited to the Harare Office for official purposes, and their departure from the country.

Article 9

The Government of Zimbabwe shall facilitate the securing of appropriate office accommodation and necessary telephone, water and electricity installations.
Article 10

1. This Agreement shall come into force on signature.
2. The Agreement shall remain in force while the Harare Office remains established at Harare.
3. The Agreement may be modified by mutual agreement between the two parties, and each party shall give full and sympathetic consideration to any request for such modification.

In witness whereof the undersigned duly authorised representatives of the International Labour Organisation and of the Government of Zimbabwe, respectively, have signed the present Agreement.

Done at Geneva, this eighth day of February 1990, in two originals in the English language, both texts being equally authentic.

For the International Labour Organisation:       For the Government of the Republic of Zimbabwe:

(Signed) Michel Hansenne,                        (Signed) A. T. Mugomba,
Director-General of the                         Ambassador,
International Labour Office.                   Permanent Representative of the Republic of Zimbabwe to
                                                the United Nations at Geneva.