INTERNATIONAL LABOUR OFFICE

Resolutions
Adopted by the
International Labour Conference
at Its 57th Session

(Geneva, 1972)

GENEVA 1972
CONTENTS

I. Resolution concerning the Admission of the People's Republic of Bangladesh to Membership of the International Labour Organisation 1
II. Resolution concerning the Contribution of the International Labour Organisation to the Protection and Enhancement of the Environment Related to Work 1
III. Resolution concerning the Programme of Industrial Activities of the International Labour Organisation 4
IV. Resolution concerning Conditions and Equality of Treatment of Migrant Workers 5
V. Resolution concerning Women Workers 6
VI. Resolution concerning the Policy of Colonial Oppression, Racial Discrimination and Violation of Trade Union Rights Pursued by Portugal in Angola, Mozambique and Guinea (Bissau) 7
VII. Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled "Minimum Age for Admission to Employment" 9
VIII. Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled "Social Repercussions of New Methods of Cargo Handling (Docks)" 9
IX. Resolution on Labour and Social Implications of Automation and Other Technological Developments 10
X. Resolution concerning the Arrears of Contributions of the Yemen Arab Republic 17
XI. Resolution concerning the Granting of Permission to Vote to the Republic of Bolivia 17
XII. Resolution concerning the Granting to the Yemen Arab Republic of Permission to Vote under Paragraph 4 of Article 13 of the Constitution of the International Labour Organisation 17
XIII. Resolution concerning the Assessment of Contributions of New Member States of the International Labour Organisation 18
XIV. Resolution concerning an Increase in the Loan to Finance the Construction of the New Headquarters Building 18
XV. Resolution concerning Provisions relating to External Audit 18
XVI. Resolution concerning Provisions relating to the Custody and Investment of Funds and Delegation of Authority 18
XVII. Resolution concerning Standardisation of Budgetary and Financial Nomenclature 19
XVIII. Resolution concerning the Composition of the Administrative Tribunal of the International Labour Organisation 19

PRINTED BY "LA TRIBUNE DE GENEVE", GENEVA, SWITZERLAND
Resolutions Adopted by the International Labour Conference at Its 57th Session (Geneva, 1972)

I

Resolution concerning the Admission of the People's Republic of Bangladesh to Membership of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having been seized of an application from the Government of the People's Republic of Bangladesh for admission to membership of the International Labour Organisation;

Decides to admit the People's Republic of Bangladesh to membership of the International Labour Organisation with the same rights and obligations as the other Members of the Organisation.

The Conference takes note of the fact that the Government of the People's Republic of Bangladesh recognises that the People's Republic of Bangladesh remains bound by the obligations of the international labour Conventions which were in effect for its territory at the time of its declaration of independence.

The Conference authorises the Governing Body of the International Labour Office to make the necessary arrangements with the Government of the People's Republic of Bangladesh with regard to its financial contributions.

The Conference takes note of the fact that the Government of the People's Republic of Bangladesh has already communicated to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organisation and that accordingly the admission of the People's Republic of Bangladesh to membership of the International Labour Organisation will take effect on the adoption of this resolution by the Conference.

II

Resolution concerning the Contribution of the International Labour Organisation to the Protection and Enhancement of the Environment Related to Work

The General Conference of the International Labour Organisation,

Considering the ILO's solemn obligation "to further among the nations of the world programmes which will achieve ... adequate protection for the life and health of workers in all occupations [and] the provision of adequate ... housing and facilities for recreation and culture ",

Noting with deep concern the increasing threat to the human environment and to the quality of human life, and aware of the specific problems to which this threat gives rise both in the advanced and in the developing countries,

1 Adopted on 22 June by 313 votes in favour, 0 against, with 53 abstentions.
2 Adopted on 27 June 1972.
Considering the harmful influence of nuclear weapons tests, especially those held in the atmosphere, upon the environment in which rural and urban workers conduct their activities,

Noting with concern occupational diseases and the large number of industrial accidents,

Recognising that economic and social development, vital to the achievement of the constitutional goals of the International Labour Organisation, and in particular to better working and living conditions, should not lead to a deterioration in the quality of human life, or in the environment in which human beings live and work,

Believing that the ILO has a special contribution to make to international, regional and national programmes for the protection and enhancement of the human environment, as the only organisation in which not only the governments, but also the employers and workers of the world are represented, and one with over half a century's experience in dealing with many of the problems raised by such programmes,

Believing, further, that the nature of that contribution is based on the ILO's constitutional responsibility for areas of social policy, and that the ILO's contribution will derive its usefulness from the influence which the concerted action of governments, employers and workers can exert for the protection of the human environment,

Considering that the working environment, in which countless men and women spend much of their daily lives, forms an important part of the human environment as a whole and that improvements in the working environment will consequently enhance the quality of the latter,

Considering that in many countries environmental pollution extends to residential areas and to areas for recreation and leisure activities.

Noting with satisfaction the ILO's past contribution to, and continuing emphasis on, improvements in the working environment under its standard-setting, technical co-operation, research, educational and information programmes in the field of occupational safety and health, aimed at the general humanisation of work,

Considering that the causes of the deterioration in conditions in the working environment are also among the main causes of the pollution of nature and are leading to a deterioration in the human environment,

Recognising that, in selecting techniques for industrialisation and for the mechanisation of agriculture, it is in the long-term interests of the developing countries to take account, as far as possible, of those techniques which, while being the most favourable to development, do not harm the environment,

Noting that many States have not ratified the Conventions relating to the various aspects of protection of the working environment, and that several member States have not ratified the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129),

Considering that government, labour and management should engage in a broader and more intensive dialogue on many of the issues raised by the enhancement of the human environment as a whole, and in particular on the consequences of environment policies for the security of employment and income, vocational training and retraining, labour mobility and management development,

Considering that measures taken at the national, regional and international levels to give effect to ILO principles and to the relevant international instruments would strengthen efforts to protect and enhance both the working and general environments,
Stressing the fact that economic development is a necessity for ensuring well-being in the developing countries, bearing in mind that it should take place in the context of general policies for conserving and enhancing both the working environment and the human environment;


2. Calls upon member States to abstain from carrying out nuclear weapons tests, especially those which would be held in the atmosphere, in view of their harmful consequences in contaminating the rural and urban environments in which peasants and workers conduct their activities.

3. Pledges the full support and effective action of the International Labour Organisation to any concerted world campaign for the protection and enhancement of the human environment.

4. Emphasises the importance of the ILO's activities designed to enhance the environment related to work.

5. Calls upon governments and on employers’ and workers’ organisations—
   (a) to intensify their efforts to promote improvements in the working environment;
   (b) to co-operate closely in the formulation and implementation of comprehensive economic and social development policies which are designed to protect the human environment and to ensure the distribution and use of resources for the benefit of the community at large and the quality of life it enjoys; and
   (c) to engage in close and regular consultation on any problems which such policies may raise and which may hamper the achievement of higher living standards in the community.

6. Calls particular attention to the following measures which member States should take into account in formulating the comprehensive economic and social development policies referred to in paragraph 5(b) above:
   (a) strengthening the labour inspection system and the imposition of adequate sanctions for offences of pollution and for the violation of safety and health standards;
   (b) urban and industrial development which takes account of considerations relating to the development of the country and the environment as a whole;
   (c) establishment of permissible levels for exposure of workers to harmful substances and by-products and definition of those levels after consultation with the organisations of workers and employers;
   (d) vocational training and workers’ education programmes designed to make the individual worker more aware of the hazards of health which may arise in his working environment and instruct him in measures for his protection; and
   (e) management development programmes designed to inform management of ways and means of ensuring improvements in the working environment, and protecting the human environment as a whole.

7. Reaffirms the responsibility of government and employers for taking protective and preventive measures in regard to their employees, and their duty to assure those concerned a real influence on the most suitable forms and methods of protection.
8. Urges member States to ratify and apply the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and other Conventions and Recommendations designed to protect the worker from occupational hazards and diseases.

9. Invites the Governing Body of the International Labour Office to instruct the Director-General—

(a) to pursue and expand research into new methods of protection and enhancement of the working environment in the different branches of the economy, particularly with regard to gas and vapours, noise and vibration, and radiation;

(b) to ensure that in the Programme of Industrial Activities prominence is given to new problems of the working environment arising in the different branches of the economy; and

(c) to study the problems arising in the field of working conditions and occupational safety and any relationship between the industrial accident rate and a deterioration in the working environment, and to prepare reports on the law and practice in each of these fields.

10. Invites the Governing Body of the International Labour Office, taking into account the reports thus prepared by the Office, to place on the agenda of a forthcoming session of the International Labour Conference the questions of occupational safety and the prevention of industrial accidents, as well as other questions related to the working environment, with a view to the possible adoption of new international instruments.

III

Resolution concerning the Programme of Industrial Activities of the International Labour Organisation

The General Conference of the International Labour Organisation,

Recalling the resolution concerning the industrial activities of the International Labour Organisation, adopted by the International Labour Conference at its 49th (1965) Session,

Recalling the Governing Body's decision at its 174th (March 1969) Session that all ILO activities relating to particular economic sectors should form part of a comprehensive programme to be known as the “ILO Programme of Industrial Activities”;

Considering the conclusions contained in the first report of the Committee on Programme and Structure, adopted by the International Labour Conference at its 53rd (1969) Session, which states, among other things, that the ILO's industrial activities, which are directly related to problems of different economic sectors, “should play an increasingly important role within the ILO”,

Welcoming the high priority given to carrying out the new Programme of Industrial Activities in the Director-General’s programme and budget proposals submitted for 1972-73 and adopted by the International Labour Conference at its 56th (1971) Session;

1. Stresses the urgent need to make a systematic collection of, and carry out research into, the collective agreements and legislative texts or regulations in force in different industries and to publish periodic reports on the development of social conditions.

1 Adopted on 27 June 1972.
2. Reaffirms its full support for the general concepts underlying the Programme of Industrial Activities as approved by the Governing Body at its 181st (November 1970) Session, in particular with regard to its objectives, means of action and competence.

3. Invites the Governing Body of the International Labour Office—
   (a) to instruct the Director-General to continue to do his utmost to ensure that priority is given to the full implementation of the ILO Programme of Industrial Activities as formulated and determined by the Governing Body and the General Conference of the International Labour Organisation;
   (b) to take into consideration the necessary organisation of the services so that all industrial activities are properly co-ordinated within the ILO Programme of Industrial Activities, in accordance with the Programme and Budget for 1972-73.

IV
Resolution concerning Conditions and Equality of Treatment of Migrant Workers

The General Conference of the International Labour Organisation,

Considering that the resolution adopted at the 56th (1971) Session of the Conference concerning ILO action for promoting the equality of migrant workers in all social and labour matters contains a number of useful recommendations and proposals,

Considering that the various problems that arise in connection with migrant workers should therefore be examined in an attempt to combat as soon as possible the existing serious imbalance, inequalities and discriminatory practices and the unlawful and semi-unlawful forms of recruitment and treatment of workers, in particular, certain specially unacceptable phenomena such as black marketing procedures and trading in migrant workers as well as speculation in regard to housing,

Noting, moreover, that during the past year the monetary and economic situation has affected certain countries and has led, among other things, to a deterioration in the employment situation and has thus made more urgent and immediate the various problems relating to migration of labour and to its supervision and regulation,

Considering the steps taken by certain countries to give migrant workers greater guarantees and better assistance in order to ensure that they enjoy effective equality of treatment and of rights,

Considering that in view of the difficult situation, in certain countries, of migrant workers, it is urgently necessary:

— to give migrant workers greater safeguards and assistance so as to ensure them effective equality in treatment and rights;
— to apply scrupulously collective agreements and labour legislation, bilateral and multilateral regulations and agreements on emigration and to observe the international Conventions;
— to improve the inadequate social benefits and services for migrant workers and their families;
— to revise, where necessary, the legislation and provisions relating to aliens so as to end the forms of discrimination practised against migrant workers;

1 Adopted on 27 June 1972.
— to create, by means of specific programmes, agreements between the countries concerned, and large public and private investment, the employment needed by these countries;
— to give priority to the creation of jobs in developing countries in order to reduce the number of forced migrations, and that in this context very special attention be paid to ILO's World Employment Programme;
— that the employers' and workers' organisations be associated with the work of the national, regional or international bodies concerned with questions affecting migrant workers;

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

(a) to take account of the difficult situation of migrant workers and hence to carry out, as soon as possible and in accordance with a suitable procedure, the recommendations contained in operative paragraph 1(a) to (g) of the 1971 resolution referred to above;
(b) to recommend to governments and to employers' organisations at different levels to co-ordinate their actions with the workers' organisations;
(c) to reinforce the ILO's action, in particular in the framework of its World Employment Programme.

2. Invites the Governing Body of the International Labour Office—

(a) to take action to complete as soon as possible the studies of the main and most pressing aspects of the situation of migrant workers, with the co-operation of other international and intergovernmental organisations undertaking research on or activities concerned with the problems of international migration;
(b) to request the Conference Committee on the Application of Conventions and Recommendations to carry out a study at an early date of the application of the Migration for Employment Convention (Revised), 1949 (No. 97), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118);
(c) to place the question of migrant workers on the agenda of an early session of the Conference, preferably the 59th (1974) Session;
(d) to urge all governments and employers' and workers' organisations to take every measure to ensure effective equality in treatment and rights for migrant workers, in particular with respect to social security and assistance so that agreements between States may offer better guarantees in this field;
(e) to recommend that, especially during a period of unfavourable monetary and economic conditions, they ensure the strict observance of measures of protection applicable to migrant workers so that they may receive benefits of all kinds and guarantees equal to those given to national workers particularly as regards dismissal, short-time working and eviction from their living accommodation.

V

Resolution concerning Women Workers 1

The General Conference of the International Labour Organisation,
Recalling the importance of the report Women Workers in a Changing World submitted to and discussed by the International Labour Conference at its 48th (1964) Session and its impact on subsequent developments in this domain,

1 Adopted on 27 June 1972.
Welcoming the progress made in the ratification of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111),

Regretting, on the other hand, that many difficulties continue to stand in the way of the full implementation of the principle of non-discrimination in respect of women workers,

Recalling the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123) and the resolution annexed to it,

Conscious of the need to co-ordinate the work of the ILO with that of the Commission of the United Nations on the Status of Women,

Considering that urgent problems have arisen in connection with the needs of women workers in modern society and the general need to utilise fully all human resources,

Stressing the importance of facilities to meet the family responsibilities of working parents;

Invites the Governing Body of the International Labour Office—

(1) to request the Director-General—

(a) to work out a coherent programme of activities designed to promote true equality of treatment and opportunity for women workers, with particular reference to discrimination in training and employment, the assurance of equal pay for work of equal value, and the provision of facilities to meet the family responsibilities of working parents; and

(b) to bring up to date the report on women workers in a changing world, and, in the light of the observations made and of the statistical data which it will be possible to collect on the various sectors of the economy and for the various countries, to identify the needs relating to equal opportunity and treatment, and to foresee what problems may arise from rapidly changing structures and conditions of work;

(2) to consider, on the basis of this report, placing the question of equality of treatment of women workers on the agenda of the session of the International Labour Conference to be held in 1975, which will be the International Year to combat discrimination against women.

VI

Resolution concerning the Policy of Colonial Oppression, Racial Discrimination and Violation of Trade Union Rights Pursued by Portugal in Angola, Mozambique and Guinea (Bissau) ¹

The General Conference of the International Labour Organisation,

Recalling the many resolutions of the General Assembly of the United Nations, and in particular Resolution 2795 (XXVI) of 10 December 1971, which reaffirms the right to self-determination of the peoples of Angola, Mozambique and Guinea (Bissau), calls upon Portugal to cease its acts of military repression against the peoples of these territories and invites all States, particularly the Members of the North Atlantic Treaty Organisation, to refrain from lending Portugal any form of aid in pursuing its colonial war,

Considering that colonialism and apartheid have been frequently condemned by the United Nations and its specialised agencies,

¹ Adopted on 27 June 1972 by 211 votes in favour, 0 against, with 84 abstentions.
Recalling the resolution concerning trade union rights and their relation to civil liberties, adopted by the International Labour Conference at its 54th (1970) Session, which states that "without national independence and political liberty full and genuine trade union rights could not exist ",

Considering that the basic principles of the ILO are being utterly disregarded in the African countries under Portuguese domination,

Recalling the resolution concerning apartheid and the contribution of the International Labour Organisation to the International Year for Action to Combat Racism and Racial Discrimination, adopted by the Conference at its 56th (1971) Session, which "condemns the continued suppression of fundamental human and trade union rights in several countries, including countries and territories under a colonial régime or foreign domination in any form ",

Considering that the situation created by Portugal in its colonies poses an extremely grave threat to international peace and security in Africa and so hampers the achievement of the ILO's aims of peace and social progress in that region,

Noting that in the areas of Angola, Mozambique and Guinea (Bissau) still under its rule the Government of Portugal is applying Portuguese trade union legislation which is in open and flagrant contradiction with the letter and spirit of ILO standards, in particular 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),

Considering that the workers of Angola, Mozambique and Guinea (Bissau) are thereby denied basic trade union rights including, above all, the right to set up free and democratic trade unions and to join them, the right of assembly, the right to elect their officers freely and the right to strike,

Considering that the Government of Portugal is systematically driving African workers off fertile land and replacing them with white settlers and that discriminatory measures are being taken against African workers with regard to taxation, employment, vocational training, social security and housing,

Considering that in the territories improperly administered by it Portugal is pursuing a policy which, like that of South Africa, consists of oppression by a racial minority of a majority of the population and that such oppression brings about death, shame, humiliation and the denial of basic human rights and the destruction of the cultural environment which form an essential part of human life;

1. Pledges the entire support and the effective action of the International Labour Organisation to the lawful struggle of the peoples of Angola, Mozambique and Guinea (Bissau) for self-determination and civil and trade union liberties.

2. Condemns the constant violation by the Government of Portugal of human rights, civil liberties and trade union rights in the areas still under its rule, and in particular of the Universal Declaration of Human Rights and international labour Conventions Nos. 87, 98 and 105.

3. Notes with satisfaction the decision taken by the General Assembly of the United Nations at its 26th Session approving the representation of Angola, Mozambique and Guinea (Bissau) as associate members of the Economic Commission for Africa.

4. Urges member States and employers' and workers' organisations to intensify their efforts to give effective aid to the peoples of Angola, Mozambique and Guinea
(Bissau) in their just struggle and to cease to lend any form of human or material aid to the Government of Portugal.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General—

(a) to ensure the widest possible dissemination, in the areas of Angola, Mozambique and Guinea (Bissau) still under Portuguese rule, of information and documentation on the exercise of civil liberties and trade union rights;

(b) to submit at a forthcoming session of the Conference proposals concerning a programme of ILO assistance in various fields to the peoples of Angola, Mozambique and Guinea (Bissau).

6. Invites the Governing Body of the International Labour Office to examine at its 188th Session the most appropriate ways of enabling representatives of Angola, Mozambique and Guinea (Bissau), which are associate members of the Economic Commission for Africa, to participate in ILO meetings and in particular in ILO African regional conferences.

VII
Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Minimum Age for Admission to Employment” 1

The General Conference of the International Labour Organisation,
Having adopted the report of the committee appointed to consider the fourth 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 minimum age for admission to employment;

Decides that an item entitled “Minimum Age for Admission to Employment” should 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.

VIII
Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Social Repercussions of New Methods of Cargo Handling (Docks)” 1

The General Conference of the International Labour Organisation,
Having adopted the report of the committee appointed to consider the fifth 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 social repercussions of new methods of cargo handling (docks);

Decides that an item entitled “Social Repercussions of New Methods of Cargo Handling (Docks)” 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.

1 Adopted on 26 June 1972.
Resolution on Labour and Social Implications of Automation and Other Technological Developments

The General Conference of the International Labour Organisation,

Noting that automation and modern technology, and the resulting technological change, have often brought widespread social and economic gains to all strata of society in both developing and industrialised countries, and offer the promise of providing ever greater benefits and opportunities,

Concerned that the advantages of new technology should not be overshadowed by harmful effects which would arise from ill-planned introduction and application,

Convinced that the benefits of advanced technology should be widely shared by all members of society rather than accrue only to the workers and employers directly involved, and that hardships resulting from technological change should not affect a few heavily but should be shared by the community as a whole,

Considering that the Declaration of Philadelphia states that the ILO should promote, among other objectives, the adoption of national programmes which will achieve: full employment and the improvement of living conditions; work opportunities offering workers assurance of being able to make full use of their skills and knowledge; the provision for workers of a fair share of the fruits of progress as regards income and wages, working hours and other conditions of employment; co-operation between employers and workers with a view to the steady growth of productivity and the planning and implementation of social and economic action; and the expansion of social security protection,

Observing that technological developments may in some cases result in negative economic, social and individual consequences which may jeopardise the attainment of the principles set forth in the Declaration of Philadelphia,

Recognising that in view of the wide-ranging social and economic effects of advanced technology, decisions concerning its introduction may, depending on the magnitude of the change and national custom and practice, require the participation of government agencies,

Recalling that at previous sessions the International Labour Conference has considered the problem, in particular at the 39th (1956) Session, when it adopted a resolution concerning future ILO action on automation questions and at the 40th (1957) Session, to which the Director-General submitted a report on automation and other technological developments,

Noting with satisfaction that since that time the ILO has undertaken numerous activities involving consideration of the social problems associated with technological development and programmes to reduce the hardships arising from such problems,

Recalling in particular the conclusions and recommendations adopted in 1967 by the meeting of experts on programmes of adjustment to automation and advanced technological change, which should be consulted by governments, employers and workers when introducing technical innovations,

Recognising that these problems vary in importance as between countries, industries, and occupations and that the solutions appropriate to each case will not necessarily be the same in industrialised and in developing countries,

Noting that the special employment and social conditions prevailing in developing countries were taken into consideration in the conclusions concerning the World Employment Programme which were adopted by the International Labour Con-

1 Adopted on 26 June 1972 by 225 votes in favour, 0 against, with 10 abstentions.
At its 56th Session, and referring to information on the situation in developing countries presented in the Director-General’s Report to the 57th Session of the International Labour Conference,

Considering that the following international labour Conventions and Recommendations, although not specifically focused on technological change, nevertheless provide important principles and programmes which can serve to meet some aspects of the social problems arising from modern technology:

- Social Security (Minimum Standards) Convention, 1952 (No. 102);
- Employment Policy Convention, 1964 (No. 122);
- Employment Service Recommendation, 1948 (No. 83);
- Vocational Guidance Recommendation, 1949 (No. 87);
- Reduction of Hours of Work Recommendation, 1962 (No. 116);
- Vocational Training Recommendation, 1962 (No. 117);
- Termination of Employment Recommendation, 1963 (No. 119);
- Employment Policy Recommendation, 1964 (No. 122);
- Communications within the Undertaking Recommendation, 1967 (No. 129).

Considering furthermore that no comprehensive international instrument has hitherto been adopted which provides recommendations for effective protection to workers affected by the social effects of technological change;

A. Declares that the following principles and programmes should guide governments, employers and workers and their organisations, in dealing with the labour and social implications of automation and other technological developments:

I. LABOUR-MANAGEMENT RELATIONS

1. Governments, employers and workers should consult and co-operate, in the framework of appropriate bipartite or tripartite bodies, at the various levels of the economy, in examining the impact of new technology and in devising programmes which offer the most effective protection to workers against harmful social effects of technological change where they occur.

2. Labour-management consultation and negotiations on the complex problems of technological change require co-operative attitudes and effective communication between the parties; sufficient time for investigation; and structures of employers’ and workers’ organisations and consultative and negotiating machinery capable of rapidly solving issues and implementing decisions.

3. Appropriate machinery and procedures for consultation and collective bargaining between employers and workers should be developed or created where existing institutions are not adequate, at the level of industry or of industrial branches or of the undertaking, or at all these levels and, in relation to multinational firms, following methods compatible with the usage and principles in force in each country.

4. An effective policy of communication should ensure that information is given and that consultation takes place between the parties concerned before decisions on matters of major interest are taken by management, in so far as disclosure of the information will not cause damage to either party. At the level of the undertaking, representatives of workers and of their organisations should be effectively associated with modernisation or reorganisation schemes.

II. FULL EMPLOYMENT

5. Efforts to achieve and maintain full, productive and freely chosen employment—whether through planning, goal-setting or fiscal, monetary and manpower poli-
cies—are essential in order to provide a favourable economic climate for the satisfactory solution of displacement problems arising from the introduction of new technology.

6. When increases in productivity take place as the result of technological change, every effort should be made to ensure that economic growth is sufficient to absorb to the greatest possible extent both the manpower made available by such productivity gains and any expected expansion of the labour force. In implementing full employment goals, technological change is only one of a complex of factors which make up the total economic situation.

7. Consideration should be given to the possible effects on placement of available labour of reductions in total work time through, for example, earlier retirement, longer paid vacations, additional holidays with pay and shorter daily and weekly work schedules, having regard to the specific economic, industrial and social conditions and practices in different countries.

8. In situations of widespread unemployment, as found particularly in developing countries, the employment effects of using advanced technology must be considered together with its role in economic development. Special consideration should be given to the development and utilisation of technology appropriate to the labour and capital resources of such countries, taking into account the need to meet international competition, particularly in export industries. Whenever a choice of technology is available, developing countries should seek to raise the level of employment by ensuring that capital-intensive technology is confined to uses in which it is clearly cheaper in real terms and more efficient.

III. PREVENTING OR MINIMISING JOB LOSS

9. When introducing new technology, employers should undertake a maximum effort to ensure that there be no resultant loss in employment for any member of the work force. If it is unavoidable that some workers lose their employment, management has the responsibility to give workers and their representatives and, when appropriate, government manpower authorities, advance indication as soon as possible. If the subsequent consultation and negotiation among the parties is to be effective, the period of notice must allow sufficient time to decide upon and implement the necessary manpower adjustments.

10. Joint efforts to avoid redundancies should utilise the process of normal manpower reduction, supplemented by the use of temporary hiring and incentives to induce voluntary separations, to the maximum extent possible. Whenever feasible, the gradual phasing-in of new technology should be adapted to permit such processes to operate more effectively. To meet special manpower adjustment problems, it may prove useful to make special benefits available for early retirement on a voluntary basis.

11. To assist in the redistribution of the work force, detailed data should be maintained on the work experience and qualifications of employees, and such records should be open to inspection by the employee concerned or the workers' representative in the plant.

12. Workers who are transferred to other jobs within an undertaking following structural or technological changes should receive their former pay during any retraining period, subject to national practice. To the greatest extent possible, the new job should be equivalent, involving no loss in pay or promotion opportunities.
13. If the introduction of technological change results in the displacement of a worker and he is transferred to another plant of the same undertaking, then he should be given certain fundamental assistance which should include, for example—

(a) provision for the reimbursement of reasonable expenses incurred where a change of residence is necessary;

(b) aid in ensuring the worker's assimilation and acceptance into the new community;

(c) assistance in solving the problem of housing;

(d) temporary allowance for additional costs at the new location either because of living away from the family, or the possible increase in the cost of daily travel to and from work;

(e) payment of an appropriate wage or salary and maintenance of acquired service benefits, so that the worker does not suffer a noticeable downgrading in his standard of living; and

(f) training as required, at the new location within the undertaking, without cost to the worker.

14. Where the reduction in the work force due to technological change is likely to be only temporary, the parties might consider the use of work-sharing arrangements, provided that the period envisaged in such arrangements is short. In such cases the workers should be compensated to an appropriate extent for their loss of earnings, either by the concern or by the public authorities.

15. Special efforts should be made to protect the jobs of older or disabled workers and other persons for whom re-employment is especially difficult.

16. Governments also have responsibilities in regard to the prevention of job loss. Depending on the specific circumstances, these should include assistance to employers and unions in planning for technological change, legal protection for handicapped workers, and other manpower services.

IV. ASSISTANCE FOR WORKERS WHO LOSE THEIR EMPLOYMENT

17. Unemployment benefit and social security schemes or other benefit systems should provide a range of adequate benefits for workers affected by technological change. These should not necessarily be limited to providing daily cash allowances to replace total or partial loss of earnings but should also meet, during the period of readjustment, additional expenses in connection with retraining, change of residence, rehabilitation, etc. Entitlement to other social security benefits (medical care, family allowances, etc.) and the accrual of rights under old age, disability and survivors' schemes should be maintained. The supplementary benefits for training or retraining should be designed so that the total of the benefits paid to workers during the training period is more than unemployment insurance benefits but less than the salary they might be expected to receive in their new employment. Where the economic situation does not permit the adoption of such income security measures, consideration should be given to measures of assistance and relief.

18. Governments should provide, in co-operation with employers' and workers' organisations, an employment service adequately organised and financed for the purpose of matching individual job applications and vacancies. In carrying out its work it should make efforts to collect and analyse data on current and prospective supply and demand of the various occupational categories of labour, and such data
should include information on employment opportunities and conditions of life and work in other areas.

19. Sufficient advance notice on the manpower effects of planned substantial technological changes should be supplied by employers to this service, and the workers concerned should be given every facility to avail themselves freely of its counsel and help in finding suitable alternative employment, including that involving a change of occupation or of residence.

20. The employment service, within the limits of its competence and in relation with the competent authorities, should make efforts to remove economic obstacles to geographical mobility by providing financial relocation assistance, and adequate housing and community facilities where there are job vacancies.

21. Training programmes, including selection and job counselling, should be established by the competent authorities for workers, in co-operation with the employment service and, if possible, with prospective employers. Such programmes should cover trades and occupations with good employment prospects. The main responsibility for retraining of workers to be transferred within the undertaking rests with the employer, but appropriate assistance should be provided by governments or other competent bodies.

V. PREPARATION FOR NEW OCCUPATIONAL REQUIREMENTS

22. Governments, employers, workers, and their organisations share responsibility for co-operating in the adaptation of the labour force to the rapidly changing skill requirements of modern technology, this co-operation being especially important with regard to all actions envisaged in this section.

23. In the light of these changes, governments should give serious consideration to the structure and content of their basic education system, the size and scope of their efforts in vocational guidance and training, and the adequacy of apprenticeship and other in-plant training schemes.

24. General education and training prior to entry into industry should be based on the concept of giving workers the greatest scope for advancement, of allowing them the greatest possible flexibility and of providing them with a wide range of interests to facilitate their psychological adaptation to modern production techniques. Technological change should also be used to grant adequate opportunity for promotion by pursuing sound policies of selection of workers for advancement and possible suitable training facilities.

25. Public authorities have the responsibility to provide vocational counselling in the framework of the public education system and employment services; to disseminate information required for training and education planning, including forecasts on the manpower impact of technological change; and to encourage and assist training schemes set up by employers, workers and their organisations and other competent bodies. Public authorities, in co-operation with employers' and workers' organisations, should set standards of training, subject to national practice.

26. With respect to in-school vocational training, which is a principal form of modern vocational training, the subjects taught, the teaching methods used and the duration of the programmes should be geared to the needs of modern industry, due account being taken of the special situation existing in developing countries. The inclusion of fundamental theory in such courses and their organisation according
to training units are two approaches which can assist students to adapt more easily to future skill changes and to pursue advanced technical studies.

27. In-plant training remains one of the most important methods of vocational training. Whether conducted entirely within industry or combined with classes of related instruction in educational institutions, as in the case of many apprenticeship systems, such training should be carefully and systematically planned to build logically upon a progression of skills and to adapt to changing technological requirements.

28. During the period of employment, workers should be provided with opportunities for further training with a view to providing them with career prospects up to their age of retirement, taking full account of the physical and mental requirements of different jobs and of the age and ability of the workers.

29. Technical advances also create adjustment problems for managerial and supervisory staff. Systematic training courses should be provided on a cyclical schedule, with government and employer support, to assist such personnel in keeping up to date on technical matters and their social impact and to provide guidance on management's role in initiating and introducing new technology, and on its increasing social responsibilities.

30. Further training should be made available to teaching personnel on a continuing basis to keep them abreast of teaching and technical developments. It is necessary that teachers of technical subjects periodically be given an opportunity to undertake practical work or to take part in courses, so as to keep up to date on recent technical developments and to keep in touch with the reality of industrial work. Industry should co-operate with governments in making such opportunities available to vocational teachers not actually employed in industry.

VI. HEALTH AND SAFETY AND SOME OTHER CONDITIONS OF WORK

31. One objective of the use of modern technology should be an improvement of the safety and health of workers. To deal with those aspects of technical change which may be harmful to safety and health, the following measures are recommended:

(a) testing of new technological equipment by a competent service or body where it is necessary to evaluate potential risks;

(b) periodic revisions of safety and health regulations and inspection systems in order to adapt them to the conditions of technological change;

(c) providing detailed instruction on the use of new machinery or methods to affected workers when technological changes are introduced, or if possible prior to such introduction, in order to avoid endangering the health or safety of the operators and their fellow workers;

(d) including safety and health issues arising from technical change in the curriculum of vocational training courses.

32. The rising costs of modern machinery and the spread of continuous processes may lead to an increasing use of shift work; any disadvantages should be limited whenever possible. Determination of an appropriate compensation for shift work and of methods to share its burden equitably are matters for collective bargaining, or other methods of negotiation according to national practice. The importance of shift rotation, where possible, should be carefully considered.

33. When necessary to compensate for special strain resulting from new technology, consideration should be given to reduced hours (for example, more frequent
breaks or a shortened workday) with no loss in pay. Modern technology should lead, among other advantages, to a gradual reduction of hours of work to the extent that economic conditions permit.

34. The characteristics of the new jobs are likely to involve shifts in the importance of such job evaluation factors as responsibility for equipment, skill, initiative, working conditions and attentiveness. To the extent that this takes place, job evaluation plans will have to be reviewed and adjusted to account for these factors. If this process results in a downgrading for any jobs, workers performing those jobs should not suffer a reduction from their previous wage level as long as they remain in the job. The setting of the wages for new jobs should be the subject of negotiation in accordance with appropriate methods.

35. It should be an accepted principle to give all employees of the undertaking a fair share of the benefits resulting from the increased productivity which accompanies technological change. The extent to which benefits resulting from the increased productivity which accompanies technological change accrue to the plant's employees should be the subject of negotiations, bearing in mind the conditions prevailing in the economy and governmental policies.

B. Calls on member States, who have not yet done so, to consider urgently the ratification of the Conventions and the application of the Recommendations listed in the preamble of this resolution.

C. Urges governments, together with employers' and workers' organisations, to adopt and implement, by legislative action or otherwise according to national custom and practice, programmes to implement the principles and programmes set forth in the preceding section A.

D. Invites the Governing Body of the International Labour Office to request the Director-General—

(a) to carry out studies on the social problems of technological development, in so far as possible with other international organisations, in particular with regard to—

(i) development trends, especially the scale and rate of technological change;
(ii) the probable demand for labour in specific areas and industries;
(iii) over-all studies on the kind of action taken in this field in countries having comparable socio-economic systems, and on the way such action works;
(iv) the development of internationally comparable occupational descriptions in key occupations;
(v) use which the developing countries might make of the experience acquired in the industrialised world; and
(vi) the evolution of new types of technology suitable to the special needs and conditions of developing countries;

(b) to provide developing countries, at their request, with suitable technical and research assistance to ensure that the introduction of technological innovation is accomplished with positive results and not accompanied by social disadvantages;

(c) to include the social problems of technological development and the ways and means whereby such problems might be solved in the training programmes of the ILO and associated institutions; and
(d) to include the social problems of technological development in the agenda of future sessions of Industrial Committees and regional conferences.

E. Requests the Governing Body, in the light of the conclusions of this session of the Conference, to put the question of the social effects of technological change on the agenda of a future session of the International Labour Conference, with a view to the adoption of international instruments.

X

Resolution concerning the Arrears of Contributions of the Yemen Arab Republic

The General Conference of the International Labour Organisation,

Having regard to paragraph 6 of article 10 of the Financial Regulations;

Accepts the arrangement proposed by the Government of the Yemen Arab Republic for the settlement of the arrears of contributions due for the period 1965 to 1971 to the effect that—

(a) in 1972 the Yemen Arab Republic will pay its current contribution for the year 1972 in full, together with its contribution to the Working Capital Fund of the Organisation;

(b) in subsequent years the Yemen Arab Republic will continue to pay its current contribution in full in the year for which it is due; and

(c) the Yemen Arab Republic will settle the arrears that have accumulated up to and including 31 December 1971, amounting in total to $171,052, by the payment of nineteen equal annual instalments of $8,552 beginning in 1973 and a final instalment of $8,564.

XI

Resolution concerning the Granting of Permission to Vote to the Republic of Bolivia

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its 54th (1970) Session for the settlement of the arrears of contributions of Bolivia;

Decides that Bolivia shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation with effect from the date at which Bolivia pays an amount which will bring its financial position in the Organisation up to date within the terms of the above arrangement and as long as Bolivia is up to date within these terms, this decision to remain valid, in accordance with article 32 of the Standing Orders of the Conference, until the opening of the next general session of the Conference.

XII

Resolution concerning the Granting to the Yemen Arab 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 Yemen Arab Republic;

1 Adopted on 26 June 1972.
2 Adopted on 27 June 1972 by 256 votes in favour, 1 against, with 68 abstentions.
3 Adopted on 26 June 1972 by 275 votes in favour, 0 against, with 31 abstentions.
Decides that the Yemen Arab Republic shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation with effect from the date at which the Yemen Arab Republic pays an amount which will bring its financial position in the Organisation up to date within the terms of the arrangement and as long as the Yemen Arab Republic is up to date within these terms, this decision to remain valid, in accordance with article 32 of the Standing Orders of the Conference, until the opening of the next general session of the Conference.

XIII
Resolution concerning the Assessment of Contributions of New Member States of the International Labour Organisation

The General Conference of the International Labour Organisation;
Decides that the financial contribution of Qatar and the United Arab Emirates to the budget of expenses of the International Labour Organisation shall be assessed in each case at the minimum rate in the ILO scale of contributions.

XIV
Resolution concerning an Increase in the Loan to Finance the Construction of the New Headquarters Building

The General Conference of the International Labour Organisation,
Recalling the resolution concerning the proposed loan to finance the construction of the new headquarters building, adopted by the Conference at its 50th Session, on 14 June 1966,
Noting the decision of the Governing Body at its 183rd Session authorising the Director-General to complete at the earliest practicable date the letting of contracts for the remaining work lots on the building, with the understanding that total costs shall not exceed 135 million Swiss francs;
Decides that, subject to approval by the Governing Body of the terms of an appropriate supplementary agreement, the Director-General be authorised to contract with the Property Foundation for International Organisations for an increase of not more than 27 million Swiss francs in its loan for the financing of the construction of the building required for the headquarters of the ILO.

XV
Resolution concerning Provisions relating to External Audit

The General Conference of the International Labour Organisation;
Decides to amend the provisions relating to external audit in the Financial Regulations of the Organisation, the amended text of these provisions to consist of the new version of Chapter IX and the new Appendix which are appended.

XVI
Resolution concerning Provisions relating to the Custody and Investment of Funds and Delegation of Authority

The General Conference of the International Labour Organisation;
Decides to amend the Financial Regulations of the Organisation by substituting for the existing Chapter VI revised provisions relating to the custody and investment

1 Adopted on 26 June 1972.
2 Not appended hereto. The provisions concerned will be found in the amended version of the Financial Regulations.
of funds and by adding a new provision relating to the delegation of authority in Chapter X, the amended version of these chapters to be as indicated in the text appended.\textsuperscript{1}

XVII

\textbf{Resolution concerning Standardisation of Budgetary and Financial Nomenclature}\textsuperscript{2}

The General Conference of the International Labour Organisation;

Decides to amend the Financial Regulations of the Organisation as indicated in the presentation appended\textsuperscript{1} to reflect the standard budgetary and financial nomenclature approved by the Administrative Committee on Co-ordination;

Further decides to authorise the Director-General to make consequential editorial changes in the Financial Regulations as required.

XVIII

\textbf{Resolution concerning the Composition of the Administrative Tribunal of the International Labour Organisation}\textsuperscript{2}

The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal;

Extends the term of office of Mr. André Grisel (Switzerland) and Mr. William Henry Hastie (United States) respectively as judge and deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

\textsuperscript{1}Not appended hereto. The provisions concerned will be found in the amended version of the Financial Regulations.

\textsuperscript{2}Adopted on 26 June 1972.
Price (Europe only): 4 Swiss francs