INTERNATIONAL LABOUR OFFICE

Resolutions
Adopted by the
International Labour Conference
at Its 59th Session

(Geneva, 1974)

GENEVA
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**CONTENTS**

<table>
<thead>
<tr>
<th>No.</th>
<th>Resolution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>Resolution on special arrangements (occupational cancer)</td>
<td>1</td>
</tr>
<tr>
<td>II.</td>
<td>Resolution on the social and economic consequences of preventive action</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>(occupational cancer)</td>
<td></td>
</tr>
<tr>
<td>III.</td>
<td>Resolution concerning paid educational leave</td>
<td>2</td>
</tr>
<tr>
<td>IV.</td>
<td>Resolution to place on the agenda of the next ordinary session of the</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Conference an item entitled “organisations of rural workers and their role</td>
<td></td>
</tr>
<tr>
<td></td>
<td>in economic and social development”</td>
<td></td>
</tr>
<tr>
<td>V.</td>
<td>Resolution concerning future ILO action in the field of migrant workers</td>
<td>4</td>
</tr>
<tr>
<td>VI.</td>
<td>Resolution concerning the drought-stricken Sahel region and other regions</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>and the role of the International Labour Organisation</td>
<td></td>
</tr>
<tr>
<td>VII.</td>
<td>Resolution to place on the agenda of the next ordinary session of the</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Conference an item entitled “migrant workers”</td>
<td></td>
</tr>
<tr>
<td>VIII.</td>
<td>Resolution to place on the agenda of the next ordinary session of the</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Conference an item entitled “human resources development: vocational</td>
<td></td>
</tr>
<tr>
<td></td>
<td>guidance and vocational training”</td>
<td></td>
</tr>
<tr>
<td>IX.</td>
<td>Resolution concerning the policy of discrimination, racism and violation</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>of trade union freedoms and rights practised by the Israeli authorities in</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Palestine and in the other occupied Arab territories</td>
<td></td>
</tr>
<tr>
<td>X.</td>
<td>Resolution concerning human and trade union rights in Chile</td>
<td>10</td>
</tr>
<tr>
<td>XI.</td>
<td>Resolution concerning the financing of expenses of delegations to the</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>XII.</td>
<td>Resolution concerning the convocation by the ILO of a tripartite world</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>conference on employment, income distribution, social progress and the</td>
<td></td>
</tr>
<tr>
<td></td>
<td>international division of labour</td>
<td></td>
</tr>
<tr>
<td>XIII.</td>
<td>Resolution concerning the working environment</td>
<td>13</td>
</tr>
<tr>
<td>XIV.</td>
<td>Resolution concerning the financing of the 1975 part of the programme and</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>budget for 1974-75</td>
<td></td>
</tr>
<tr>
<td>XV.</td>
<td>Resolution concerning the composition of the Administrative Tribunal of the</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>International Labour Organisation</td>
<td></td>
</tr>
<tr>
<td>XVI.</td>
<td>Resolution concerning the payment of an additional annuity into the ILO</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Staff Pensions Fund</td>
<td></td>
</tr>
<tr>
<td>XVII.</td>
<td>Resolution concerning appointments to the Administrative Board of the ILO</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Joint Staff Pension Fund)</td>
<td></td>
</tr>
</tbody>
</table>

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Resolutions Adopted
by the International Labour Conference
at Its 59th Session
(Geneva, 1974)

I

Resolution on Special Arrangements (Occupational Cancer) 1

The General Conference of the International Labour Organisation,
Having regard to the importance of the Occupational Cancer Convention and
Recommendation, 1974,
Appreciating the need for guidance in some instances in establishing lists of
substances and agents requiring different measures to be taken,
Recognising the role of the ILO in the co-ordination of information relating to
occupational hazards,
Recognising the complexity and difficulty of determining the presence and degree
of hazard of occupational cancer,
Bearing in mind the difficulty of relating experimental and epidemiological data
to the occupational situation,
Affirming the need for the most complete collection and rapid interchange
of information on this intricate matter, and
Desiring to facilitate the collation and dissemination of such information;
Calls on the Governing Body of the International Labour Office—
(a) to establish special arrangements including a Standing Committee of Experts
in collaboration with other expert bodies in the field including the World Health
Organisation, the International Agency for Research on Cancer, and the Inter­
national Union against Cancer, for the purpose of—
(i) providing advice to the International Labour Office for the preparation
of codes of practice and educational guides on the prevention of occupa­
tional cancer, including, where appropriate, information on the most
effective methods of environmental and biological monitoring, epidemi­
ological evaluation and methods of prevention and control;
(ii) providing for the benefit of governments, employers and workers up-to-
date information on carcinogenic hazards present, or likely to arise, in
particular occupations, and their prevention or control;
(iii) providing information about substances or agents where, although no
evidence of human cancer exists, there is a strong suspicion that industrial
use might entail such a risk;
(b) to provide a basis for further discussion between representatives of govern­
ments, employers and workers on the application of the principles established

1 Adopted on 20 June 1974.
Resolution on the Social and Economic Consequences of Preventive Action
(Occupational Cancer) ¹

The General Conference of the International Labour Organisation,
Considering the instruments that have been adopted on the prevention and
control of occupational cancer,
Recognising that action taken under these instruments can have undesirable social
and economic consequences for employers and workers,
Noting the terms of the Social Security (Minimum Standards) Convention, 1952,
and other relevant ILO instruments,
Further realising that modern methods of environmental and biological monitor­
ing, epidemiological evaluation and early treatment make it possible to intervene
at an early stage,
Accepting that such methods apply not only to occupational cancer but also to
the effects of other harmful substances and agents,
Emphasing the desirability of preventive action at the earliest possible stage, and
Conscious of its duties in promoting social justice;
Calls on the Governing Body of the International Labour Office to give con­
sideration to the social and economic consequences of early preventive action
affecting workers and employers including—
(a) the effect on workers of transfer or termination of employment for the purposes
of their health protection as regards wages, salaries, pension rights, promotion
prospects and other privileges;
(b) the difficulties of providing alternative employment under the same conditions;
(c) the problems of covering the interim period between the preventive action and
the acceptance by the appropriate authorities of the country concerned of the
obligations of rehabilitation, resettlement, invalidity pension, retraining and
relocation;
(d) the effect on industries of decisions calling for prohibition, limitation of produc­
tion or stringent measures of control;
(e) the effect on industries of measures calling for control of the environment
external to the undertaking;
with the object of mitigating these effects, overcoming the difficulties and bridging
any gaps in national legislation and practice.

Resolution concerning Paid Educational Leave ²

The General Conference of the International Labour Organisation,
Noting that scientific and technological progress, uncertainties of economic con­
tingencies, changing economic and social relations and the extension of many fields
of human knowledge, call for the continuing extension and adaptation of the know­
ledge and skills of workers throughout their working life by the introduction and
development of education and training systems adapted to the needs of individuals
and undertakings,

¹ Adopted on 20 June 1974.
² Adopted on 21 June 1974.
Considering that paid educational leave can play in this respect a leading role within the framework of general policies concerning employment, education and training,

Noting the variety of experiences and developments relating to paid educational leave,

Considering that paid educational leave is a field in which it is highly desirable to have an exchange of experience and co-operation between the ILO, United Nations specialised agencies, in particular UNESCO, and other interested international and regional organisations, including employers’ and workers’ organisations, and

Having adopted in the course of its 59th Session (June 1974) the Convention and the Recommendation concerning paid educational leave;

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

(a) to collect and disseminate information relating to the experience gained by member States in respect of paid educational leave and undertake research which may include the conditions, methods and arrangements of granting paid educational leave, its financing, the costs and results achieved;

(b) to encourage the organisation of technical meetings, regional and international conferences and symposia to enable an exchange of views and experience between representatives of governments and employers’ and workers’ organisations;

(c) to provide member States at their request, in particular within the framework of technical co-operation projects in the fields of manpower planning, vocational training, management training and workers’ education, with the technical support required for conceiving and putting into effect programmes of paid educational leave.

Invites the Governing Body of the International Labour Office to instruct the Director-General to promote the closest co-operation possible between the ILO and other interested international organisations, in particular UNESCO, in the following fields:

(a) evaluation of the needs for workers’ education and training at any level that can be met by paid educational leave, and planning of the means to meet these needs;

(b) adaptation of educational and training programmes and teaching methods for the purposes of paid educational leave;

(c) creation of information and guidance systems and the implementation of any other measures that permit the best possible use to be made of paid educational leave;

(d) exploration of the possibilities for widening educational provision, both formal and informal, in member States which so wish, to meet the needs of paid educational leave.

IV

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item entitled "Organisations of Rural Workers and their Role in Economic and Social Development" 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,

¹ Adopted on 22 June 1974.
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation concerning organisations of rural workers and their role in economic and social development;

Decides that an item entitled "organisations of rural workers and their role in economic and social development" shall be included in the agenda of its next ordinary session for a second discussion with a view to the adoption of a Recommendation.

V

Resolution concerning Future ILO Action in the Field of Migrant Workers

The General Conference of the International Labour Organisation,

Considering that the migration of workers is a world-wide phenomenon encompassing both developed and developing countries and calling for world-wide, regional and subregional action for the protection of migrant workers and their families,

Considering that the International Labour Organisation has a special responsibility regarding migrant workers and their families and has to consider and examine all international economic, social and financial questions and policies relating to migrant workers,

Considering that the problems of migrant workers are at the very heart of the International Labour Organisation because they concern workers in particular need of protection and because they require international co-operation,

Referring to measures previously taken by the International Labour Organisation to protect migrant workers, and, in particular, to the Conventions on the social security rights of migrant workers and to the Migration for Employment Convention (Revised) and Recommendation (Revised), 1949 (Nos. 97 and 86 respectively),

Bearing in mind the Employment Policy Convention and Recommendation, 1964 (No. 122), and the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), as well as the principle embodied in the ILO's World Employment Programme and the International Development Strategy for the Second Development Decade that each developing country should formulate its national employment objectives so as to absorb an increasing proportion of its working population in modern-type activities,

Noting the conclusion of the Fourth African Regional Conference of the International Labour Organisation that African countries should formulate and apply a concerted policy designed to facilitate free circulation of migrant workers at the continental level and complete equality of treatment with respect to employment, and that such policies should be taken into consideration in national planning of employment and should be an integral part of economic co-operation at regional and subregional levels,

Noting the conclusions of the Second European Regional Conference of the International Labour Organisation that the International Labour Organisation should pay special attention to the broader issue of the international division of labour by examining the possibilities of improving the arrangements for the transfer of industry and employment opportunities to the countries from which migrants come, in accordance with the needs and requirements of those countries, and study institutional arrangements for the return of migrants to their countries with a view to their reinsertion in economic and social life; noting also the wish in the resolution on free-

1 Adopted on 24 June 1974.
dom of association and industrial relations in Europe adopted by the same Regional Conference "that studies in the field of social policy in respect of the activities of multinational corporations, particularly those concerning trade union rights and industrial relations, should be completed as soon as feasible so that the Governing Body may be able to pronounce upon the conclusions drawn, and the action to be taken in respect of them.

Taking note of the Resolution 3201 on the establishment of a new international economic order adopted by the United Nations General Assembly on 1 May 1974 and the Programme of Action attached thereto,

Noting the resolution concerning the convocation by the ILO of a tripartite world conference on employment, income distribution, social progress and the international division of labour adopted by the 59th (1974) Session of the International Labour Conference, and recalling the interrelationships between migration, employment and income distribution,

Noting with interest the information provided by the representatives of the United Nations, UNESCO, OECD, the Council of Europe, ICEM and the European Communities,

Noting with satisfaction that, consequent upon the adoption of resolutions at the 56th (1971) and 57th (1972) Sessions of the International Labour Conference, the International Labour Office has commenced to undertake a comprehensive programme on migrant workers which includes in particular—

— elaboration and adoption of supplementary international labour Conventions and Recommendations,
— convening of a Committee of Experts in 1975 to advise the International Labour Office on the future programme of action,
— convening of tripartite meetings on the conditions of work and life of migrants in South America and West Africa,
— convening of a symposium in 1975 on equality of opportunity and treatment in Europe relating, inter alia, to migrant workers,
— convening of a symposium in 1974 on workers' education relating to migrant workers,
— studies on vocational training of migrants and on their insertion in the system of labour-management relations,
— publication of a study on reception services in Western Europe,
— joint projects with the World Health Organisation on questions concerning the health of migrants,
— joint projects with various regional or subregional organisations in Africa, the Americas, and Europe, especially in the area of social security of migrants,
— research-oriented activities and technical co-operation projects in the framework of the World Employment Programme, especially as regards the return of migrants,
— activities concerning migrant workers employed in certain industries, such as public works and construction, hotels and catering, in the framework of the International Labour Office Programme of Industrial Activities,

Considering that the elaboration, planning and implementation of policies aimed at improving the position of migrant workers and the reduction of the need to emigrate call for the full participation of the employers' and workers' organisations;

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

(a) to give priority to the problem of migration and to prepare a co-ordinated programme of action to obviate the need for emigration;
(b) to give particular attention to the elimination of discrimination in respect of the employment of migrant workers, especially with a view to providing member States with information and technical assistance appropriate for the adoption of relevant measures;

(c) to strengthen the role of the International Labour Organisation in the field of technical support and co-ordination concerned with migrant workers with the United Nations and the specialised agencies and with other governmental and non-governmental organisations at the world-wide, interregional, regional and subregional levels;

(d) to enlarge and intensify the activities of the International Labour Organisation designed to establish a comprehensive system of collection and dissemination of information with particular respect to bibliographical facilities, national legislation, bilateral and multilateral agreements, and relevant statistics such as the stock of foreign workers, their composition, and their length of stay in the country of employment;

(e) to extend the services under the technical co-operation programme with a view to assisting governments in the formulation and implementation of migration policies designed to correspond to the economic and social needs of both countries of origin and countries of employment, taking account not only of short-term manpower needs and resources but also of the long-term social and economic consequences of migration for migrants as well as for the communities concerned;

(f) to expand the action-oriented research activities under the World Employment Programme, exploring the link between emigration on the one hand and development and employment on the other and thereby preparing the ground for technical assistance measures, with a view to assisting governments in deriving the greatest possible benefit from emigration for employment-oriented development and minimising detrimental effects associated with emigration, and to associate the regional offices of the International Labour Organisation as well as the International Institute for Labour Studies in the application of this programme;

(g) to give effect to the request of the Second European Regional Conference of the International Labour Organisation to undertake case studies of various possibilities of the transfer of industry and employment opportunities to the countries from which migrant workers come and to entrust the World Employment Programme with this task, given its new concern with the questions of international migration and employment and the international division of labour, whereby the link between emigration, foreign-based training and subsequent employment in transferred or newly established production facilities should be given particular attention as well as the link between variations in trade and employment creation;

(h) to undertake studies on the purposeful organisation of returning migrants and their reintegration in their countries of origin, including studies on co-operative methods;

(i) to undertake studies on the reinforcement and adaptation of the activities of labour administration with particular respect to the special needs of migrant workers to ensure, for instance, that account is taken of the language handicap of migrants and their high concentration in certain sectors;

(j) to make proposals for the inclusion in the agenda of the tripartite world conference on employment the convening of which has been called for of an item relating to migrant workers so that their special situation is given due consideration with a view to ensuring that the need for migration for employment is
obviated and to request the other competent international organisations to examine with the International Labour Organisation measures that might be taken to ensure that migrant workers and their families might no longer be subject to expulsions, forced residence and arbitrary refusal of entry at the frontier.

VI

Resolution concerning the Drought-Stricken Sahel Region and Other Regions and the Role of the International Labour Organisation

The General Conference of the International Labour Organisation,

Considering that, as stated in the Declaration of Philadelphia, “poverty anywhere constitutes a danger to prosperity everywhere” and that it is the International Labour Organisation’s world-wide vocation to fight against hardship and privation,

Recalling the resolutions of the Economic and Social Council of the United Nations adopted in 1973 and 1974 concerning aid to countries which are victims of the drought in regions of Africa,

Noting the resolution concerning aid to Sudano-Sahelian populations adopted by the Fourth African Regional Conference of the International Labour Organisation,

Considering that the drought which has afflicted the Sahel and other regions of Africa with the loss of thousands of lives and destruction of large stock herds is a natural catastrophe but that the unequal development of countries results in inequalities in their ability to protect themselves from climatic hazards and resulting economic and social problems,

Considering that the said drought has led to the migration of large numbers of people within their countries and beyond into other countries, seeking food, shelter and employment,

Deploring that economic refugees forced to keep migrating by natural disasters and to seek employment in foreign countries are not specifically covered by any international instrument,

Further noting that the countries concerned should benefit from technical guidance on how to cope with the social and economic problems posed by such migrations for both the people and the countries involved,

Considering the need for a co-ordinated preparation and implementation of an integrated United Nations programme of assistance which can best be assured through the fullest utilisation of government authorities, the competent subregional organisation, the Permanent Inter-State Committee on Drought Control in the Sahel, and inter-agency programme co-ordination in the context of periodical meetings of the inter-secretariat working group on the Sudano-Sahelian programme,

Emphasising the need for employers’ and workers’ organisations to be associated with the work of all national, regional or international bodies concerned with the drought;

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

\[(a)\] to consider the need for an extensive programme of technical assistance, in collaboration with employers’ and workers’ organisations, drawing upon the experience of other United Nations organisations and elaborated in conjunction with them, to be put at the disposal of the Sahel countries and other regions

1 Adopted on 24 June 1974.
of Africa, on the one hand, and national and international donors and aid agencies, on the other;

(b) to provide a coherent adequate contribution on human resources development, including employment, vocational training and institutional support, to enable the people involved to adapt themselves to obtaining suitable income-earning opportunities and to be able to avoid displacement, loss of employment and loss of life in any future drought which might occur in the region;

(c) to envisage the detachment of a senior regional adviser to work with national authorities and with the Permanent Inter-State Committee for Drought Control on “sectoral” development policy and to co-ordinate with other agencies to enable the mobilisation of the agency expertise required;

(d) to intensify as a matter of urgency the action-oriented research activities under the World Employment Programme concerned with Emergency Employment Schemes and, in particular, to include in these activities a project on special public work schemes in rural areas designed to provide income-earning opportunities for both national and foreign workers in areas of immigration of people displaced by the drought, and develop the World Employment Programme’s activities in the field of Emergency Employment Schemes in order to provide an inventory of projects ready for implementation at the right moment in similar cases of man-made or natural disaster;

(e) to undertake studies on the possibilities of an appropriate land reform to permit both efficient use of land and water resources and a more balanced distribution of work and this with the participation of employers’ and workers’ organisations.

VII

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Migrant Workers” 1

The General Conference of the International Labour Organisation,

Having adopted the report of the committee appointed to consider the seventh 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 migrant workers;

Decides that an item entitled “migrant workers” 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.

VIII

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Human Resources Development: Vocational Guidance and Vocational Training” 1

The General Conference of the International Labour Organisation,

Having adopted the report of the committee appointed to consider the eighth item on the agenda,

1 Adopted on 24 June 1974.
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning vocational guidance and vocational training;

Decides that an item entitled "human resources development: vocational guidance and vocational training" 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.

IX

Resolution concerning the Policy of Discrimination, Racism and Violation of Trade Union Freedoms and Rights Practised by the Israeli Authorities in Palestine and in the Other Occupied Arab Territories

The General Conference of the International Labour Organisation,

Considering that "universal and lasting peace can be established only if it is based upon social justice", as is proclaimed in the Constitution of the International Labour Organisation,

Considering that the Declaration of Philadelphia solemnly proclaims that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity",

Considering that the right to work, the right to freedom of movement and the right of association are inalienable rights recognised by the Universal Declaration of Human Rights and by the international community,

Considering that it is incumbent upon the International Labour Organisation to safeguard these rights and to seek to strengthen them,

Recalling the adoption by the International Labour Conference of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111),

Emphasising that the Israeli authorities have ratified those Conventions,

Recalling that the International Labour Conference, in its resolution concerning trade union rights and their relation to civil liberties, unanimously adopted at its 54th Session, clearly stated that without independence and political liberty no trade union right could be fully and genuinely exercised by the workers,

Recalling also that in the same resolution the International Labour Conference invited the Governing Body of the International Labour Office to extend and expand its efforts to eliminate the discriminatory practices on the basis of race, colour, sex, religion, nationality and political and trade union opinions which still exist in several countries, particularly in countries and territories under a colonial régime or foreign domination in any form,

Considering the resolutions adopted by the International Labour Conference at recent sessions concerning the racial discrimination being suffered by the indigenous populations of South Africa, Guinea-Bissau and other African territories subject to a colonial régime or foreign domination, in which the workers' conditions of life and work are similar to those of the Arab working peoples under Israeli occupation,

Recalling, moreover, Resolutions 9 (XXVII), 3 (XXVIII) and 4 (XXIX), adopted on 15 March 1971, 22 March 1972, and 14 March 1973 respectively by the Commis-

1 Adopted on 20 June 1974 by 224 votes in favour 0 against, with 122 abstentions.
sion on Human Rights at its 27th, 28th and 29th Sessions, which condemn Israel's persistent violations of human rights in the occupied territories,

Seriously concerned at the continuing violation, by the Israeli authorities, of human rights and workers' rights in the occupied Arab territories, and deeply disturbed at the dangerous consequences of this violation;

1. Declares that any occupation of territory following aggression constitutes in itself a permanent violation of basic human rights and in particular of trade union and social rights.

2. Condemns the policy of racial discrimination and violation of trade union freedoms, impairing basic human freedoms, which the Israeli authorities are pursuing against the Arab peoples.

3. Invites the Governing Body of the International Labour Office and the Director-General—
   (a) to use all the means at the disposal of the International Labour Organisation to put an immediate end to these violations and discriminatory practices;
   (b) to take all measures capable of guaranteeing the freedom and dignity of the Arab workers in the occupied territories.

4. Requests the Director-General to submit to an early session a special report on the implementation of this resolution.

 Resolution concerning Human and Trade Union Rights in Chile

The General Conference of the International Labour Organisation,

Expressing its deep concern at the gravity of the situation in Chile as regards the arrest, execution and deportation of trade unionists, violation of human and democratic rights, dissolutions of trade union organisations and restrictions of the right to organise and collective bargaining,

Referring to the reports and recommendations of the Committee on Freedom of Association submitted to and adopted by the Governing Body at its 191st (November 1973) and 192nd (February-March 1974) Sessions,

Noting that the military junta has increased the working week by four hours (Decree No. 35) and has at the same time frozen wages, which is contrary to all national and occupational agreements in Chile and a flagrant violation of the principles and standards laid down in the Constitution of the ILO and in the Hours of Work (Industry) Convention, 1919 (No. 1), which has been ratified by Chile,

Noting that the Chilean authorities have secured the dismissal (by Legislative Decree No. 32) of tens of thousands of workers in industry, agriculture, services, the public service and the universities and has prohibited any employment of those persons in violation of the most elementary principles of non-discrimination based on political or trade union views, and, more particularly, of the provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which has been ratified by Chile,

Stressing the fact that the military junta has suspended the operation of the conciliation committees and the labour arbitration courts (Order No. 36), thus establishing strict control by the military authorities over the labour courts,

1 Adopted on 24 June 1974 by 224 votes in favour, 1 against, with 124 abstentions.
Noting that the Governing Body decided to request the Chilean authorities to give their consent to the visit of the Fact-Finding and Conciliation Commission on Freedom of Association,

Noting that the Chilean authorities have now responded favourably to the request of the Governing Body;

1. Urges the Chilean authorities—
   (a) to cease violations of human and trade union rights and to lift all restrictions on the exercise of trade union activities;
   (b) to close down the concentration camps in which workers, militant workers and trade union leaders are interned for political reasons;
   (c) to guarantee within the framework of a general amnesty, the life and freedom of the workers, militant workers and trade union leaders and members of any political parties who have been arrested, deported, or imprisoned;
   (d) to repeal the repressive Acts, legislative decrees and orders issued since 11 September 1973, so that the Chilean workers can fully enjoy democratic liberties and trade union rights;
   (e) to repeal the dissolution of the Central Organisation of Workers (CUT) and guarantee its freedom of action;
   (f) to abolish the special tribunals and withdraw trade union activities from the jurisdiction of the military authorities;
   (g) to put an end to the torturing of trade union militants and leaders and punish those who were responsible for such inhuman activities;
   (h) to grant safe conducts to all trade union leaders and members of all parties and organisations who have taken refuge in embassies.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General—
   (a) to take with the utmost urgency the steps necessary to send immediately the Fact-Finding and Conciliation Commission to Chile;
   (b) to set up, in accordance with article 26, paragraphs 3 and 4, of the Constitution of the International Labour Organisation, a Commission of Inquiry to study the failure of Chile to apply the Hours of Work (Industry) Convention, 1919 (No. 1), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), both of which Chile has ratified, and to submit a report on the subject to the 195th Session of the Governing Body;
   (c) to follow continuously the development of the trade union situation in Chile and to submit reports to the 194th Session of the Governing Body and the 60th (1975) Session of the General Conference.

XI

Resolution concerning the Financing of Expenses of Delegations to the International Labour Conference

The General Conference of the International Labour Organisation,

Stressing the need for all member States of the International Labour Organisation to participate effectively and equally in the full range of the work of the Interna-

1 Adopted on 25 June 1974.
tional Labour Conference, which occupies a central position in the International Labour Organisation, thereby strengthening the tripartite basis of such work, notably in standard setting,

Considering that an increasingly heavy burden is placed on the scarce resources of developing countries in having to meet their constitutional obligations to send tripartite delegations to the International Labour Conference, which, in practice, is always held in Geneva,

Noting the request made to the Governing Body of the International Labour Office by the Fourth African Regional Conference (Nairobi, November-December 1973) to examine the possibilities of financing the expenses of Conference delegations;

Requests the Governing Body of the International Labour Office to expedite the examination of the possibilities of facilitating progressively the effective participation of tripartite delegations from member States through partial or full payment by the International Labour Organisation of travel costs and subsistence allowance.

XII

Resolution concerning the Convocation by the ILO of a Tripartite World Conference on Employment, Income Distribution, Social Progress and the International Division of Labour

The General Conference of the International Labour Organisation,

Considering that, according to the Declaration of Philadelphia, it is a responsibility of the International Labour Organisation to examine and consider the repercussions of economic and financial policies on employment policy, from the point of view of its fundamental objective,

Emphasising the interdependence of all nations in establishing international and commercial relationships which will tend to strengthen peace and the economic and social progress of all humanity,

Considering that the economic instability and particularly the current high rate of inflation are liable to have grave repercussions on employment and standards of living in both developing and industrialised countries,

Noting with concern that the present situation as regards sharply rising prices involves a serious threat to the economic and social progress of the people of all countries and that it would be desirable for the ILO to take effective steps to make its contribution to the establishment of equitable relationships between the different countries in the economic and social fields,

Considering the declaration and the debate of the Sixth Special Session of the General Assembly of the United Nations on Raw Materials and Development, and the recognition therein of the right of States to permanent sovereignty over their natural resources,

Convinced that the participation of workers in the economic, social, political and cultural life of each country and the full exercise of democratic liberties and full trade union rights are important elements in the efforts to seek social progress,

Noting that the Long-Term Plan 1976-81 established by the Director-General of the International Labour Office contemplates the convocation of a world conference on the international division of labour at the beginning of that period and that stress

1 Adopted on 25 June 1974.
should be laid in this regard on all social questions and in particular on the question of employment,

Recognising that the safeguarding and security of remuneration from work and an increase in the purchasing power of such income are dynamic factors of economic and social progress and contribute effectively to improvements in the general employment situation,

Stressing the interdependence of social progress and economic development,

Believing that the ILO must act effectively to make its contribution to world social progress;

1. Strongly urges member States to ratify and apply the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Workers' Representatives Convention, 1971 (No. 135), and, pending ratification, to guarantee strict observance of the principles set forth in these Conventions.

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

(a) to prepare a report on the repercussions of inflation on income security and redistribution, the protection of employment, and the basic objectives of the ILO;

(b) to intensify the co-operation of the ILO with the relevant organisations of the United Nations family with a view to ensuring that international economic, trade, investment, monetary and development co-operation policies are geared towards the realisation of full employment and the attainment of socially desirable goals throughout the world;

(c) to speed up the work concerning the research and study programme of the ILO on the social consequences of the activities of multinational enterprises, particularly in relation to employment;

(d) to develop appropriate procedures with a view to encouraging the ratification and effective implementation of ILO standards;

(e) to promote the full participation of workers' and employers' organisations in United Nations Development Programme country programming with a view to ensuring that matters which lie at the heart of the ILO's mandate be given a far more substantial share of technical co-operation activities.

3. Invites the Governing Body of the International Labour Office to study as a matter of urgency the possibility of convening as soon as possible a Tripartite World Conference on Employment, Income Distribution, Social Progress and the International Division of Labour as a specific contribution by the ILO towards assessing the progress of the Second United Nations Development Decade.

XIII

Resolution concerning the Working Environment

The General Conference of the International Labour Organisation,

Considering the resolution concerning the contribution of the International Labour Organisation to the protection and enhancement of the environment related to work, adopted by the International Labour Conference at its 57th Session,

1 Adopted on 25 June 1974.
Considering that through its tripartite structure the International Labour Organisation has special competence to assume leadership and responsibility for international action relating to the working environment,

Considering that the improvement of the working environment should be considered a global problem in which the various factors affecting the physical and mental well-being of the worker are inter-related, such as—

— protection against physical conditions and dangers at the workplace and in its immediate environment (e.g. heat, radiation, dust, atmospheric pollutants, noise, air pressure, vibration, dangerous machines, chemical substances and explosives);
— adaptation of installations and work processes to the physical and mental aptitudes of the worker through the application of ergonomic principles;
— prevention of mental stress due to the pace and monotony of work, and promotion of the quality of working life through the amelioration of the conditions of work, including job design and job content and related questions of work organisation,

Considering that the elaboration, planning and implementation of new policies aimed at improving the working environment call for the full participation of the employers and the workers and their organisations,

Considering that the Governing Body at its 191st (November 1973) Session reached the firm understanding that an item entitled "working environment; atmospheric pollution (including dust, radiation and toxic substances) and noise and vibration" will be included in the agenda of the 61st (1976) Session of the International Labour Conference,

Considering that the ILO should work out a comprehensive and intensive approach to the problems of the working environment;

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

(a) to prepare as a matter of urgency, and in co-operation with other organisations concerned, a coherent and integrated programme of ILO action designed to contribute effectively to the improvement of the working environment under all its aspects;

(b) to stimulate and co-ordinate efforts aimed at improving the working environment through, inter alia, the organisation of appropriate meetings and the carrying out of adequate research and publication programmes;

(c) to include questions relating to the improvement of the working environment in workers’ educational activities.

2. Invites the Governing Body of the International Labour Office to establish a detailed programme which would enable the International Labour Conference at successive sessions, beginning in 1976, to deal with the various aspects of the working environment with a view to the adoption of appropriate standards.

XIV

Resolution concerning the Financing of the 1975 Part of the Programme and Budget for 1974-75

The General Conference of the International Labour Organisation,

1 Adopted on 14 June 1974 by 266 votes in favour, 12 against, with 32 abstentions.
Having considered the further action of the Governing Body concerning the financing of the programme and budget of the International Labour Organisation for the biennium 1974-75;

Decides that the total of assessed contributions for the year 1975 shall be maintained at the same level as for 1974 (i.e. US$45,134,500) and resolves that this amount shall be allocated among the Members in accordance with the percentage scale of assessments recommended by the Finance Committee;

Decides further that the balance of budgetary income required in 1975 to finance the 1974-75 programme and budget shall be found as follows:

US$
(a) by transfer from the Temporary Special Account established under the waiver of the Financial Regulations approved by it in 1971 1 112 744
(b) from arrears of contributions collected in 1974-75 2 187 256
3 300 000

XV

Resolution concerning the Composition of the Administrative Tribunal of the International Labour Organisation

The General Conference of the International Labour Organisation,
In accordance with article III of the Statute of the Administrative Tribunal;
Extends the term of office of Mr. Maxime Letourneur (France) and Mr. A. T. Markose (India), respectively, as judge and deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

XVI

Resolution concerning the Payment of an Additional Annuity into the ILO Staff Pensions Fund

The General Conference of the International Labour Organisation;
Decides that the amount required to cover the additional liabilities of the ILO Staff Pensions Fund arising out of the introduction of a revised pension adjustment system from 1 January 1974 and of the further increases in pensions on the basis of the movements in the weighted average of post adjustments which may occur in 1974 and 1975 shall, in accordance with the provisions concerning adjustment of pensions (paragraph (c) of article 34 of the Regulations of the Fund), be amortised by payment by the International Labour Organisation to the Fund of an annuity of $150,000 a year for the ten years commencing on 1 January 1976.

XVII

Resolution concerning Appointments to the Administrative Board of the ILO Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)

The General Conference of the International Labour Organisation;
Reappoints the present members and substitute members of the Administrative Board of the ILO Staff Pensions Fund and of the ILO Staff Pension Committee

1 Adopted on 14 June 1974.
(United Nations Joint Staff Pension Fund) for the three years from 9 October 1974 to 8 October 1977 so that it will be represented on those bodies until 8 October 1977 as follows:

**Members:**
- Mr. H. S. Kirkaldy *(United Kingdom).*
- Mr. P. Jühl-Christensen *(Denmark).*
- Mr. A. Heilbronner *(France).*

**Substitute members:**
- Mr. E. Kaiser *(Switzerland).*
- Mr. B. Hamdahl *(Sweden).*
- Mr. W. M. Yoffee *(United States).*