Resolutions
Adopted by the
International Labour Conference
at Its 60th Session

(Geneva, 1975)
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Resolutions Adopted
by the International Labour Conference
at Its 60th Session
(Geneva, 1975)

I

Resolution concerning Human and Trade Union Rights in Chile

The General Conference of the International Labour Organisation,

Deeply concerned at the continuing seriousness of the situation in Chile and by
the violations of civil and trade union rights of workers and trade union organisations,
and particularly of freedom of association and of the right to work,

Noting the report of the Fact-Finding and Conciliation Commission on Freedom
of Association, presented in May 1975, which reveals the serious breaches of freedom
of association which have taken place and which are continuing, with respect, particu­
larly, to the right to establish trade union organisations in full freedom, the latter’s
right to meet freely, to elect their representatives, to organise their activities, to
establish federations and confederations, and, more generally, to basic human rights
on which the effective exercise of freedom of association depends, especially the right
of security of the person and protection against arbitrary arrest and imprisonment,
and against torture and maltreatment, and the right to a fair trial before an independent
and impartial tribunal,

Noting the report submitted in May 1975 by the Commission of Inquiry estab­
lished pursuant to article 26 of the Constitution of the ILO in consequence of the
resolution concerning human and trade union rights in Chile, adopted by the Con­
ference at its 59th (1974) Session, which confirmed that tens of thousands of dismis­
sals of workers involved violations of the basic principle of non-discrimination on
the basis of political opinion and, more particularly, of the obligations undertaken
by Chile upon ratification of the Discrimination (Employment and Occupation)
Convention, 1958 (No. 111),

Finding that no real improvement has been accomplished since the Conference
adopted the above-mentioned resolution one year ago,

Taking into consideration the recommendations presented by both of these com­
missions regarding the steps to be taken by the Chilean Government to ensure that
freedom of association is respected and that discrimination on the basis of political
opinion is eliminated, as well as to keep the ILO informed of any developments in
the situation;

1. Urges the Chilean authorities—
(a) to implement as early as possible the recommendations of the above-mentioned
commissions with respect to human and trade union rights;
(b) to release the trade union leaders, and others still in custody on trade union
and political grounds, to put an end to torture and ill treatment, to do away
with the Special Courts and exceptional military jurisdictions and to decree a
general amnesty;

Adopted on 24 June 1975 by 236 votes in favour, 0 against, with 106 abstentions.
(c) to repeal all enactments that limit the free functioning of trade unions and their right to collective bargaining, to introduce legislation in conformity with the principles of freedom of association, to respect fully the rights of trade union organisations to hold meetings in full freedom, to elect their representatives and to establish federations and confederations of their own choosing;

(d) to repeal those enactments and to put an end to those practices which allow dismissal on grounds of political opinion, contrary to the provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and to review the dismissals which have already taken place on such grounds;

(e) to supply regularly to the Governing Body, pursuant to the provisions of articles 19 and 22 of the Constitution of the ILO, reports on the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

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

(a) to inform the Government of Chile of the position which the Conference has taken on this matter;

(b) to take the appropriate steps to request the Government of Chile to submit reports at regular intervals pursuant to articles 19 and 22 of the Constitution of the ILO on developments in the fields covered by 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 Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and in particular on the measures taken to give effect to the recommendations of the Fact-Finding and Conciliation Commission and the Commission of Inquiry in their reports of May 1975, as well as those of the present resolution;

(c) to follow the development of the trade union situation in Chile on a permanent basis and to submit reports to the Governing Body at its 198th (November 1975) Session and to the Conference at its 61st (1976) Session.

II

Resolution concerning Rural Development

The General Conference of the International Labour Organisation,

Recognising that a high proportion of the world's population lives in rural areas in conditions of poverty, undernourishment or starvation, without the opportunity of employment or of making any significant contribution to the development of society,

Concerned that much of the massive increase in the world's population predicted by the end of the century will be born into those countries and areas where poverty, hunger and unemployment are already most acute, and will thus intensify dramatically the extent of human suffering,

Conscious of the responsibilities of the International Labour Organisation in combating poverty and developing employment opportunities,

1 Adopted on 24 June 1975.
Welcoming the resolution of the Advisory Committee on Rural Development at its Eighth Session in October 1974,

Sharing the universal concern at the humanitarian problems of such widespread hunger and malnutrition expressed at the World Food Conference in November 1974,

Welcoming the establishment as a result of that Conference of the World Food Council which will now have a key role in furthering the concept of world food security,

Considering that the objectives of the World Employment Programme and the International Development Strategy need increasingly urgently to be achieved, and that the greatest scope for greater employment and development is in rural areas,

Convinced that the most urgent need of the rural poor is for food and worthwhile employment, and that a gigantic and sustained increase in food production is urgently required if world hunger on an unprecedented scale is to be averted over the next two decades,

Recognising that any significant expansion of food production cannot materialise unless adequate resources are made available and appropriate arrangements made for distribution at both national and international levels,

Believing that the development of agriculture can not only play a significant part in meeting the universal need for food, but, because of its need for so many other ancillary services such as fertilisers, machinery, transport, marketing, credit, consumer goods and services, can most rapidly generate other job opportunities and development in rural areas,

Concerned at the inadequate emphasis placed by the ILO as regards the magnitude and urgency of the problems of the rural poor,

Considering that there is need for greater priority, urgency and co-ordination of ILO activities in the field of rural development,

Convinced that rural development cannot be satisfactorily carried out without the active involvement of the rural workers;

Invites the Governing Body of the International Labour Office—

(a) to ensure that the structural organisation of the ILO, taking full account of the principle of tripartism and providing for co-operation and direct contacts between the various components and sectors responsible for rural development, provides for specific responsibility for and adequate co-ordination of rural development activities; reflects an adequate appreciation of the scale and urgency of the human needs in rural areas; and is allocated a share of the resources of the ILO commensurate with the size and importance of the problems;

(b) to examine jointly with appropriate United Nations organisations, and particularly with the Food and Agriculture Organisation and the newly established World Food Council, as well as with the regional organisations concerned with development, the best ways and means of implementing urgently a co-ordinated strategy for rural development which includes provisions for vocational training and the establishment of independent rural workers’ organisations, such as trade unions, associations of campesinos, and co-operatives, a key element of which would be a major expansion in world food production, in order rapidly to reduce world hunger, to ensure appropriate arrangements for distribution and to generate employment both in industries and services associated with agriculture and in those industries and consumer services which workers in agriculture and ancillary industries would need;

(c) to call upon member States to undertake, in co-operation with the organisations representing rural workers and employers, programmes to expand food produc-
tion; to provide the resources without which expansion of food production is impracticable; where appropriate, to stimulate employment in rural areas; to provide the necessary vocational training; to remove any unreasonable constraints which prevent the establishment of organisations such as farmers’ associations, independent agricultural co-operatives, and trade unions which have a role to play in the economic development of rural areas; and to ensure adequate security of tenure to tenant farmers in order that they derive full benefit from their increased production.

III

Resolution concerning the Contribution of Small and Medium Undertakings to Economic and Social Progress and to the Creation of Employment, in Particular in Developing Countries

The General Conference of the International Labour Organisation,
Considering that small and medium undertakings can, and must, contribute, on a complementary footing with large units of production, to economic growth and social progress, particularly in developing countries,
Considering that they facilitate the mobilisation of national capital and that their flexibility and relatively modest capital needs permit the rapid creation of employment in underprivileged areas such as rural or only slightly urbanised regions,
Considering that in many countries the development of small and medium undertakings encounters such obstacles as lack of training of their managers in management and personnel policy and the difficulty for employees in this sector of securing access to existing facilities for vocational training,
Considering that the International Labour Organisation has acquired considerable experience in the field of training and support for the development of all types of undertakings with a view to improving the employment situation in developing countries,
Recalling, among other provisions, the resolution concerning small-scale industry in developing countries adopted at the 46th (1962) Session of the International Labour Conference;

1. Expresses the hope that the international standards adopted within the framework of the International Labour Organisation will meet the specific needs of small and medium undertakings and their workers.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General—
   (a) to draw the attention of governments to the need to bear in mind, when drawing up their plans for economic and social development, the contribution of small and medium undertakings;
   (b) to undertake studies, particularly within the framework of the World Employment Programme, of the role of small and medium undertakings in the creation of productive employment and of the obstacles they encounter;
   (c) to prepare a study covering the concepts of small and medium undertakings, taking into account the different levels of development in the countries concerned, and concerning labour relations with reference to workers’ participation in decision making, particularly the role of collective bargaining;

1 Adopted on 24 June 1975.
to offer member States coherent technical co-operation programmes in fields which correspond to the needs of small and medium undertakings;

to organise symposia or round-table discussions to enable the managers and workers of these undertakings to exchange experiences;

with this end in view, to keep in close touch with the international organisations of the United Nations family, the competent regional organisations and the organisations of employers and workers, in particular those which are specially representative in this sector.

IV

Resolution concerning Vocational Rehabilitation and Social Reintegration of Disabled or Handicapped Persons

The General Conference of the International Labour Organisation, 
Reaffirming its aim to advance the cause of social justice and its faith in the dignity of man, 
Considering that to provide help for vocational rehabilitation and social reintegration of disabled or handicapped persons is both a humanitarian duty and a requirement imposed by human solidarity and that, moreover, it follows from the right to work provided for in Article 23 of the Universal Declaration of Human Rights,
Recalling that the United Nations Declaration on Social Progress and Development stresses the need to protect the rights of disabled workers and to ensure their welfare and rehabilitation,
Recalling the principle laid down in the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99), that vocational rehabilitation services should be made available to all persons with disabilities, whatever the origin and nature of their disability and whatever their age, provided they can be prepared for, and have reasonable prospects of, securing and retaining suitable employment,
Referring also to Article 26 of the Employment Injury Benefits Convention, 1964 (No. 121), relating to measures for the prevention of industrial accidents and occupational diseases, rehabilitation services for disabled persons as well as their employment,
Referring to the resolutions of the International Labour Conference concerning vocational rehabilitation of disabled persons (1965) and disabled workers (1968),
Noting that it is desirable to rehabilitate for work and reintegrate into the community an ever greater number of physically or mentally disabled or handicapped persons, in the interests of every member State on both economic and social grounds,
Welcoming the fact that the need for special measures to integrate disabled or handicapped persons is steadily more clearly recognised by public opinion and by official authorities and referring in this connection to the fact that Rehabilitation International (ISRD) has declared the 1970s to be the Rehabilitation Decade,
Deploving the fact that too many disabled or handicapped persons, the majority of whom live in developing countries, have very limited opportunity for work,
Stressing that employment prospects for disabled or handicapped persons can be considerably improved through technological innovations;

1. Urges member States—

1 Adopted on 24 June 1975.
(a) to recognise that—
   (i) all persons should have the right to benefit from vocational rehabilitation and training in order to be able to perform suitable work, if they so wish;
   (ii) a high proportion of disabled or handicapped persons in society is a serious drain on the national economy and could undermine the development of the prosperity of the country and therefore the welfare of the population, unless effective measures are taken;

(b) to provide for—
   (i) the integration of disabled or handicapped persons in general training and employment schemes;
   (ii) special services and support for the severely disabled or handicapped.

2. Calls on all public authorities and employers’ and workers’ organisations to promote maximum opportunities for disabled or handicapped persons to perform, secure and retain suitable employment.

3. Requests the Director-General of the International Labour Office—
   (a) to compile, according to a uniform pattern, documentation on technical experience, legislation and research in the field of social integration and vocational rehabilitation of the disabled or handicapped, with a view to informing all members States and all organisations concerned, in order to increase the effectiveness of services for disabled or handicapped persons;
   (b) to assist developing countries in their efforts to create vocational rehabilitation facilities and open or sheltered employment opportunities for their disabled or handicapped persons;
   (c) to take the necessary initiative, by studying all possibilities of launching, at the most suitable geographic level, a comprehensive campaign for vocational rehabilitation and social integration of the disabled or handicapped, in co-operation and co-ordination with the United Nations, its specialised agencies and international, regional and non-governmental organisations concerned, with a view to promoting the extension and development of rehabilitation services for the disabled or handicapped;
   (d) to accord the highest possible priority to programmes aimed at the vocational rehabilitation and social reintegration of the disabled or handicapped and to inform the Governing Body of the International Labour Office as soon as possible on the measures taken in the field of rehabilitation.

V

Resolution concerning Future Action of the International Labour Organisation in the Field of Working Conditions and Environment

The General Conference of the International Labour Organisation,

Considering that the improvement of working conditions and the protection of the physical and mental health of workers constitute an essential and permanent mission of the International Labour Organisation,

Considering the slow and uneven progress realised concerning hours of work and associated problems concerning work safety and health primarily because of the absence of a general strategy relating to an improvement of working conditions and environment,

1 Adopted on 24 June 1975.
Noting that the utilisation of scientific research and technology, without taking into account considerations of a social nature, could not only create dangers at the workplace but could also have an adverse effect on the human environment generally,

Considering that changes in techniques, production methods and the importance of transfers of technology and the evolution of human society and of social aspirations place the improvement of working conditions and environment in a new and sometimes different context according to the countries, branches, occupations and categories of workers,

Referring to the resolutions adopted by the International Labour Conference in 1972 and 1974 relating to the working environment,

Having noted the activities anticipated in the ILO’s Programme and Budget for 1976-77,

Having received with satisfaction the Report submitted by the Director-General of the International Labour Office to the 60th Session of the International Labour Conference and the determination indicated therein to reinforce and renew ILO action in the field of working conditions and environment,

Considering that ILO action concerning working conditions and environment should, in taking into account aspirations for a better quality of life, be closely joined with other activities relating to the protection of the human environment;

1. Solemnly reaffirms that the improvement of working conditions and environment and the well-being of workers remains the first and permanent mission of the ILO.

2. Earnestly invites member States—

(1) to promote the objectives of an improvement of working conditions and environment with all aspects of their economic, educational and social policy;

(2) to set periodically for themselves a number of definite objectives designed to reduce as far as possible certain industrial accidents and occupational diseases or the most unpleasant and tedious of jobs;

(3) to normalise the application of scientific research so that it is carried out for man, and not against him and against his environment.

3. Supports the world-wide action suggested by the Director-General of the International Labour Office in his Report with a view to reconsidering the current activities of the ILO and to launching an international programme for the improvement of working conditions and environment which is designed to promote or support activities of member States in this field.

4. Invites the Governing Body of the International Labour Office to instruct the Director-General, as soon as resources permit—

(1) to prepare and submit to it such a programme based on the general discussion of his Report to the 60th Session of the International Labour Conference and after consultation with the competent international organisations as well as with the national, regional and international bodies specialised in working conditions and environment, it being understood that, during the preparation of such a programme, the following should be taken into consideration:

(a) the intention announced by the Director-General during the 59th Session of the International Labour Conference of initiating a general inquiry into work whose purpose is to reinforce the effectiveness of action by the International Labour Organisation at all levels;
(b) the increase of ILO resources devoted to working conditions and environment and the improvement of its technical co-operation methods in this field, especially in rural areas and in small undertakings;

(c) the continuing examination of international labour standards relating to working conditions and environment with a view to revising existing standards which are no longer up to date and the adoption of basic standards designed to guide national policies concerning work safety and health and the pollution of the human environment caused by industrial and agricultural techniques;

(d) the systematic use of meetings of Industrial Committees and analogous bodies to carry out an evaluation of situations concerning working conditions and environment in different countries and industries and the formulation of all appropriate recommendations for their improvement; the full utilisation of the services, in particular through the convening of meetings at regular intervals, of the Panel of Consultants on Safety in Mines;

(e) the preparation and publication of guides, statute books and teaching materials in the field of safety and health, hours of work, organisation of work, job content and ergonomics;

(f) the preparation of guides which allow the best use of the workers' free time with a view to promoting their self-fulfilment and facilitating their access to culture and vocational training;

(g) the placement, in different regions, of multidisciplinary teams made up of specialists in working conditions and environment whose job should be—

(i) to assist governments, employers’ and workers’ organisations and research and training institutions and bodies in the preparation and carrying out of programmes for the improvement of working conditions and environment which correspond to their needs and potential;

(ii) to undertake studies on national and regional situations, gather and disseminate information and examine progress made in the application of relevant international labour standards;

(iii) to organise and conduct symposia, seminars and other specialised meetings, especially within the framework of industries or particular branches of activity;

(iv) to participate in United Nations Development Programme national and regional programming;

(h) the in-depth study of—

(i) the costs of industrial accidents and problems related to the harmonisation of relevant statistics, and of the definition of criteria and limits for exposure to dangerous substances;

(ii) methods for determining the costs and economic and social advantages of various measures referring to the improvement of working conditions;

(iii) experiences relating to work organisation and the effects of transfers of technology on working conditions and environment;

(2) to study the possibility of organising an international tripartite meeting which would treat various aspects of working conditions and environment and whose results would later be submitted to the International Labour Conference in order to allow it to take stock of ILO action and to decide on a future programme of activities;

(3) to undertake, in collaboration with and with the support of the United Nations Environment Programme, a coherent programme of ILO action concerning the
environment which provides especially for educational and training activities in this field, as well as studies on the economic and social consequences of environmental policies.

VI

Resolution concerning Industrialisation, the Guarantee of Employment and the Protection of the Incomes of Workers

The General Conference of the International Labour Organisation,

Noting with concern that a growing number of industrialised and developing countries have failed to achieve the objectives of economic and social development declared by the United Nations,

Recalling that the Employment Policy Convention, 1964 (No. 122), provides that member States should declare, as a major goal, a policy aimed at ensuring that 

(a) there is work for all who are available for and seeking work;
(b) such work is as productive as possible;
(c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin

Recalling that the Declaration of Philadelphia concerning the aims and purposes of the International Labour Organisation, adopted on 10 May 1944, specifically refers—in Part IV—to the need to assure greater stability in world prices of primary products in order to achieve the purposes listed,

Noting the widespread phenomenon of inflation, which is diminishing the purchasing power of the workers in many countries and jeopardising the implementation of the World Employment Programme,

Stressing the solidarity of all peoples towards the establishment of international economic and commercial relations promoting the strengthening of peace and the economic and social progress of all mankind,

Convinced that the participation of the workers and the broad popular masses in the economic, social, political and cultural life of each country, with full enjoyment of democratic freedoms and trade union rights, constitutes an essential condition towards ensuring that relations between nations and, within nations, between individuals are free from any form of exploitation,

Solemnly declaring that industrialisation constitutes a dynamic instrument of growth essential to the economic and social development of the developing countries;

1. Stresses the interdependence of social progress and economic development, as well as the importance of an integrated strategy of industrial and agricultural development and the development of all the services ensuring the participation of the broad masses in the economic, social, political and cultural life of each country.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to ensure that the report to be submitted to the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour in 1976 covers the fundamental points in the social objectives of industrialisation strategies as defined by the International Labour Conference.

1 Adopted on 24 June 1975
3. Reaffirms the right of all persons to employment and to free choice of employment.

4. Reaffirms the right to a guaranteed income of all persons who are employed, are wholly or partly unemployed, are in need of vocational retraining or are retired.

5. Invites the Governing Body, in the light of a report to be prepared by the International Labour Office, to place on the agenda of an early session of the International Labour Conference an item entitled “Safeguarding of the right of employment, assistance to the unemployed and protection of the workers’ incomes”, with a view to the adoption of an international instrument to replace the Unemployment Provision Convention (No. 44) and Recommendation (No. 44) of 1934.

VII

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Establishment of Tripartite Machinery to Promote the Implementation of International Labour Standards”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 the establishment of tripartite machinery to promote the implementation of international labour standards,

Decides that an item entitled “Establishment of Tripartite Machinery to Promote the Implementation of International Labour Standards” 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 concerning a Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers²

The General Conference of the International Labour Organisation,

Noting the obstacles still opposing the achievement of equality of opportunity and treatment for women workers,

Considering that sustained efforts must be made at the national, regional and international levels to overcome these obstacles and to enable women to enjoy full equality with men, without any discrimination with regard to employment and occupation, vocational training and conditions of life and work,

Having adopted a Declaration on Equality of Opportunity and Treatment for Women Workers;

Adopts the following Plan of Action with a view to ensuring the implementation of the principles set forth in the Declaration on Equality of Opportunity and Treatment for Women Workers.

¹ Adopted on 21 June 1975.
² Adopted on 25 June 1975.
**FUNDAMENTAL PRINCIPLE**

Any action aimed at establishing equality of opportunity and treatment of women workers must be determined on the basis of the fundamental principle that all human beings (men and women) have the undeniable right to work.

**I. NATIONAL ACTION**

1. **General Policy**

Member States should undertake to take specific action within the framework of national development planning to promote equality of opportunity and treatment for women workers in education, training, employment and occupation and to set up effective machinery, on a tripartite basis, and with the participation of women, for planning, stimulating and evaluating such action and for applying the policy of equal opportunity and treatment at all levels.

2. **Women's Participation in the Workforce**

Measures should be taken to guarantee the right to work and to free choice of profession and occupation, and fully to integrate women on an equal basis and without discrimination in working life, including, specifically, measures appropriate in the national circumstances:

(a) to carry on a policy of economic and social development that will ensure full employment for women and men; and to open all employment opportunities for women by breaking down any barriers to women's employment in particular areas of work based on a sex-type division of labour or on the grounds of their marital status or age;

(b) to develop counselling, training and employment policies which take account of individual aptitudes, capacities and interests, irrespective of sex;

(c) to stimulate and create real opportunity for access of women to higher levels of skill and responsibility in the occupational structures;

(d) to analyse internal regional differences both in women's rate of activity and in the character of their participation in the workforce and take positive measures to provide equal work opportunities for both men and women in all regional development planning and action;

(e) to ensure adequate and appropriate attention to women's integration in work life in all national economic and social development planning and action;

(f) to ensure adequate and appropriate attention to all special categories of women who may encounter particular difficulties, such as migrant women who are frequently the victims of discrimination and exploitation and who also run social risks;

(g) to apply the same criteria to all workers in cases of redundancy or dismissal;

(h) to promote changes of attitudes towards the employment of women, irrespective of marital status or age (taking into account the provisions of Conventions and Recommendations dealing with minimum age of admission to employment), including the promotion of positive attitudes towards women's employment by employers and workers and their respective organisations, by men and women themselves and by society as a whole;
(i) to devote greater attention to women workers in the rural sector in order to promote fuller participation by such workers in the workforce and in national development.

3. Vocational Guidance and Training

Equality of opportunity and treatment for girls and women in respect of vocational guidance and training should be promoted to conform to the principles set forth in the relevant section of the Human Resources Development Recommendation, 1975, which reads as follows:

VIII. PROMOTION OF EQUALITY OF OPPORTUNITY OF WOMEN AND MEN IN TRAINING AND EMPLOYMENT

54. (1) Measures should be taken to promote equality of opportunity of women and men in employment and in society as a whole.

(2) These measures should form an integral part of all economic, social and cultural measures taken by governments for improving the employment situation of women and should include, as far as possible—

(a) educating the general public and in particular parents, teachers, vocational guidance and vocational training staff, the staff of employment and other social services, employers and workers, on the need for encouraging women and men to play an equal part in society and in the economy and for changing traditional attitudes regarding the work of women and men in the home and in working life;

(b) providing girls and women with vocational guidance on the same broad range of educational, vocational training and employment opportunities as boys and men, encouraging them to take full advantage of such opportunities and creating the conditions required for them to do so;

(c) promoting equality of access for girls and women to all streams of education and to vocational training for all types of occupations, including those which have been traditionally accessible only to boys and men, subject to the provisions of international labour Conventions and Recommendations;

(d) promoting further training for girls and women to ensure their personal development and advancement to skilled employment and posts of responsibility, and urging employers to provide them with the same opportunities of extending their work experience as offered to male workers with the same education and qualifications;

(e) providing day-care facilities and other services for children of different ages, in so far as possible, so that girls and women with family responsibilities have access to normal vocational training, as well as making special arrangements, for instance in the form of part-time or correspondence courses, vocational training programmes following a recurrent pattern or programmes using mass media;

(f) providing vocational training programmes for women above the normal age of entry into employment who wish to take up work for the first time or re-enter it after a period of absence.

55. Special vocational training arrangements and programmes, similar to those envisaged in clauses (e) and (f) of subparagraph (2) of Paragraph 54 of this Recommendation, should be available to men having analogous problems.

56. Account should be taken of the Employment Policy Convention and Recommendation, 1964, in the implementation of measures for the promotion of equality of opportunity of women and men in training and employment.

4. Promotion of Equality of Opportunity and Treatment in Employment and Occupation

All necessary measures should be taken:

(a) to ratify, as necessary, the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and all other relevant Conventions of the ILO, in so far as they are concerned with sex discrimination. Workers' and employers' organisations should, through collective agreements or in other ways, assist in realising full implementation of the provisions of these instruments;
(b) to eliminate all forms of discrimination against women in all sectors of social and economic activity and at all levels of skill and responsibility;
(c) to ensure women's access to qualified employment in all sectors of economic and social activity and their in-service training;
(d) to promote, in particular, through government action, equal opportunities for women, such action to include legislation relating to equality of opportunity for women workers, and effective machinery under public control, for its enforcement; and to ensure strict application of the principle of non-discrimination in all sectors and especially those under public control;
(e) to create inter alia through educational and promotional activities, conducted in particular through the mass media and schools, social attitudes that are favourable to the employment of women including, especially, married women and women with family responsibilities;
(f) to ensure that the right to work for women does not depend on the existing economic situation or on any other consideration and, therefore, that social measures for families are applied at all times without discrimination so that women are not discouraged from participation in economic life.

5. Social Security

Measures should be taken to eliminate all discriminatory treatment in social security schemes, in particular as concerns the payment of benefits, and to review the position of heads of families and single persons with regard to entitlement to social security benefits.

6. Review of Protective Legislation

Measures should be taken to review all protective legislation applying to women in the light of up-to-date scientific knowledge and technological advances and to revise, supplement, extend to all workers, retain, or repeal such legislation according to national circumstances, these measures being aimed at the improvement of the quality of life.

7. Right to Maternity Protection

All necessary measures should be adopted:

(a) in the light of scientific knowledge and technological advances, to extend the scope and to raise the standards of maternity protection, it being understood that the costs would be borne by social security or other public funds or by means of collective arrangements;
(b) to ensure that all couples and individuals have access to the necessary information, education and means to exercise their basic right to decide freely and responsibly on the number and spacing of their children;
(c) to make it possible for women workers to take leave for a reasonable time after the period of maternity leave without relinquishing their employment and all rights resulting from their employment being fully safeguarded.

8. Strengthening the Social Infrastructure

(1) In order to make women's right to work outside the home without discrimination fully effective in practice, measures should be taken along the lines laid down in the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), in particular:
(a) to adapt, as far as possible, working life to the needs of workers;
(b) to develop services and facilities meeting the needs of children of all ages and other dependants of workers, taking particular account of the migrant mother’s need not to be separated from her children, regardless of her place of origin;
(c) to provide to all workers (men and women) information, assistance, community services and social amenities, to facilitate the harmonious combination of home and work responsibilities;
(d) to reduce household drudgery.

(2) Educational and promotional measures should be taken as necessary and appropriate to encourage a more equitable sharing among family members of household tasks, including child-rearing.

(3) Special attention should be given to the question of flexible working hours and of shorter working days for all workers where national circumstances permit, with a view to facilitating the harmonious accomplishment of family and work tasks and to promoting practical equality of opportunity and treatment for women workers.

9. Administrative Arrangements to Promote Equality of Opportunity and Treatment for Women Workers

Measures should be taken as necessary and appropriate:
(a) to establish a national tripartite commission on the status of women workers to direct action aimed at promoting equality of opportunity and treatment for women in economic and social life;
(b) to set up a central unit or appropriate administrative machinery which might serve as the secretariat of the national commission on the status of women workers. Such unit or machinery should develop and co-ordinate research and statistics, planning, programming and action on equality of opportunity and treatment for women workers, and disseminate knowledge and information pertaining to women’s preparation for work life and their integration in the workforce, and provide a mechanism for systematic consultation with employers’ and workers’ organisations.

10. Women’s Effective Participation in National, Regional and International Bodies

(1) The effective participation of women should be ensured in all national decision-making bodies, government commissions, advisory boards, councils, conferences and in all appropriate national and internal regional and community bodies.

(2) Measures should be taken to ensure that women are considered for and appointed to delegations on the same basis and by the same standards as men, whether to the International Labour Conference, to regional conferences of the ILO or to other national, regional and international meetings convened under the auspices of the ILO and other intergovernmental organisations.

11. General Measures

In order to ensure full equality of opportunity and treatment for women workers, measures should be taken to:
(a) achieve equality of opportunity and treatment for all workers in education, training, employment and occupation;
(b) change the still widely prevailing traditional attitudes of men and women to their role at work, in the family and in society.
II. ILO Action

1. Regional Action

Measures should be taken or envisaged to strengthen ILO action at the regional level with a view to promoting equality of opportunity and treatment for women workers, in particular:

(a) by placing the question of equality of opportunity and treatment for women workers on the agenda of future sessions of regional advisory committees and regional conferences;

(b) by studying the possibility of creating regional commissions on the status of women workers which will initiate regional and national programmes of action for the advancement of women in economic, social and cultural life and the promotion of equality of opportunity and treatment for them and by strengthening the ILO’s regional field structure so that these programmes can be implemented effectively and so that the ILO can co-operate closely on questions of importance to women at the regional level with other organisations of the United Nations system and with non-governmental organisations, especially employers’ and workers’ organisations;

(c) by promoting, in co-ordination with other bodies, in-depth studies on constraints on women’s employment within different cultural and economic patterns and on possible means of relaxing or abolishing these constraints;

(d) by ensuring that ILO activities undertaken in the various regions, or its activities in co-operation with other United Nations agencies in connection with the World Employment Programme, or through technical co-operation projects, will promote the effective participation of women in development. Care should be taken to ensure that these activities do not lead to the perpetuation, maintenance or furthering of discrimination against women and to ensure the implementation of international labour standards, in particular Conventions Nos. 100, 103 and 111.

2. International Action

(1) The necessary measures should be taken with a view to furthering:

(a) the review and revision, if necessary, of ILO standards relating to the employment of women and other relevant instruments, including Conventions Nos. 100 and 111 and all protective instruments, in order to determine whether their provisions are still adequate in the light of experience acquired since their adoption and to keep them up to date in the light of scientific and technical knowledge and social progress;

(b) the development of new standards concerning discrimination on the basis of sex in areas not covered by existing standards and active promotion of equality de facto and de jure.

(2) Steps should be taken to initiate or strengthen research activities on problems of special interest to women, including those relating to the impact of technological progress on women’s employment and conditions and to family care and planning and other aspects of the social infrastructure. As concerns the rural sector of developing countries, research activities should be initiated on the problems of poverty, illiteracy and lack of technical skill that have a direct bearing on women’s employability and conditions of life and problems relating to family care and planning and other aspects of social infrastructure.
(3) Industrial Committees and analogous bodies should be invited to utilise a greater number of women experts, to give greater consideration to the position and problems of women within the industries concerned, and to promote further participation by more women's representatives, particularly from economic sectors where women are employed in the majority.

(4) Measures should be taken to review the contribution and status of women workers in a changing world at the end of the Second Development Decade and the beginning of the Third Decade, for example, by providing for a Conference discussion in 1980 to evaluate progress made towards greater equality of opportunity and treatment for women workers in practice and to plan further action to this end.

(5) Measures should be taken by the International Labour Office to set an example in its own organisation so that any discrimination against women may be avoided and women may have equal opportunity of access to all posts. In addition, a unit of the International Labour Office should have the responsibility to study more closely the problems of women workers, to promote equality of opportunity and treatment for them, and to ensure that the needs of working women receive due attention in all aspects and all areas of the work of the Office, including employment, training, industrial relations, labour legislation and administration, social security and other related problems. The International Labour Organisation should also restructure and activate its existing tripartite body to promote equality of opportunity and treatment for women workers in the above-mentioned and other fields.

(6) The ILO, in conjunction with other bodies and experts of the countries concerned, should collect and analyse statistical and other data on women and men, pertaining both to developed and developing countries, such as are necessary for reviewing the status of women workers and measuring their total contribution to economic and social life.

IX

Resolution concerning Equal Status and Equal Opportunity for Women and Men in Occupation and Employment

1

The General Conference of the International Labour Organisation,
Considering the need for continued ILO action after the expiry of International Women's Year with a view to achieving progress in the direction of equal status and equal opportunities for women and men in occupation and employment, and a better working environment both for women and men;

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

(a) to study the need for new international instruments concerning equal opportunities and equal treatment for women and men in occupation and employment with a view to supplementing the provisions of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);

(b) to carry out thorough and sufficiently extensive studies on matters relating to special protection for women and men as the case may be.

2. Invites the Governing Body—

1 Adopted on 25 June 1975.
(a) to call upon member States to supply reports under article 19 of the Constitution on the Maternity Protection Convention, 1919 (No. 3), the Maternity Protection Convention (Revised), 1952 (No. 103), and Part VIII (Maternity Benefits) of the Social Security (Minimum Standards) Convention, 1952 (No. 102), with a view to evaluating whether the provisions of these Conventions are adequate in the light of today's concept of the right to maternity protection;

(b) on the basis of the reports under article 19 of the Constitution to be supplied by member States in 1977 on the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), to place on the agenda of the earliest possible session of the International Labour Conference the question of workers with family responsibilities, with a view to the adoption of a new instrument.

X

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 and to the extent that Bolivia has made payments called for under this arrangement in spite of its continuing economic difficulties;

Decides that Bolivia shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XI

Resolution concerning the Granting of Permission to Vote to the Yemen Arab Republic

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its 57th (1972) Session for the settlement of the arrears of contributions of the Yemen Arab Republic and to the extent that Yemen has made payments called for under this arrangement in spite of its continuing economic difficulties;

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.

XII

Resolution concerning the Confidential Staff List

The General Conference of the International Labour Organisation;

Decides to delete article 6, paragraph 2 (b) of the Financial Regulations of the Organisation.

1 Adopted on 9 June 1975 by 223 votes in favour, 18 against, with 20 abstentions.
2 Adopted on 9 June 1975 by 233 votes in favour, 2 against, with 9 abstentions.
3 Adopted on 18 June 1975.
Resolution concerning the Establishment of a Publications Revolving Fund and the Use of Receipts from the Rental of ILO Premises

The General Conference of the International Labour Organisation;
Decides that the Director-General may pay out of revenue received in 1974-75 from the sale of publications an amount of up to $370,000, including the amount required to meet the cost in 1974-75 of reprints for sales purposes, into a Publications Revolving Fund to be established on 1 July 1975 and to be used in accordance with rules established for the Fund under article 40 of the Financial Regulations of the Organisation;
Notes the action taken by the Governing Body at its 194th Session under article 41 of the Financial Regulations to approve and put into temporary operation, with immediate effect, an amendment of article 11 of the Financial Regulations to provide for the payment of income from rentals into the Building and Accommodation Fund;
Decides to amend article 11 of the Financial Regulations with effect from 1 January 1976, the amended text to read as follows:
1. Except in so far as the Conference may decide otherwise, all income other than contributions payable by governments, such as income from the sale of publications and other miscellaneous sources and interest, shall be classed as miscellaneous income and, subject to the provisions in paragraphs 2 and 3 below, shall be paid into the part of the Working Capital Fund which stands to the credit of the Organisation.
2. The Director-General may pay up to 50 per cent of the income from the sale of publications, including related royalties and fees, into a Publications Revolving Fund in accordance with rules to be established for the Fund under article 40 of these Regulations.
3. The Director-General shall pay income from rentals into a Building and Accommodation Fund, which shall be used subject to the authorisation of the Governing Body for specific purposes relating to premises belonging to the Organisation, in particular to meet costs of construction, alterations, repairs and renewals.

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. 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.

Adopted on 18 June 1975.
XV

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 adoption for 1975 and 1976 of the measure whereby pensioners have the possibility of opting for a pension adjustments system based on the determination of an initial pension in the currency of the country of residence and subsequent adjustments of that amount from time to time so as to maintain the same purchasing power in the country of residence shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of $180,000 a year for ten years commencing on 1 January 1976.

XVI

Resolution concerning the Reimbursement to the Working Capital Fund of Part of the Withdrawals Made in 1974-75 under Supplementary Credits

The General Conference of the International Labour Organisation;

Decides that, notwithstanding article 21, paragraph 3 (a) of the Financial Regulations, an amount of US $8 million shall be added to the contributions assessed on member States in 1976 for the purpose of partially restoring the amounts withdrawn from the Working Capital Fund in the financial period 1974-75 to meet contingencies and emergencies under supplementary credits approved by the Governing Body;

Decides further that this amount of US $8 million shall be added to Part III, Working Capital Fund (Refund of Withdrawals) of the Programme and Budget for 1976-77;

Notes that the balance of the amounts withdrawn from the Working Capital Fund in 1974-75 to meet contingencies and emergencies under supplementary credits approved by the Governing Body will be reimbursed to the Fund in 1977 in accordance with the provisions of article 21, paragraph 3 (a) of the Financial Regulations.

XVII

Resolution concerning the Adoption of the Programme and Budget for the 55th Financial Period (1976-77) and the Allocation of Expenses among Member States

The General Conference of the International Labour Organisation;

In virtue of the Financial Regulations, passes for the 55th financial period, ending 31 December 1977, the budget of expenditure of the International Labour Organisation amounting to US $143,982,000 and the budget of income amounting to US $143,982,000;

Notes that Part I (Ordinary Budget) amounts to US $125,607,000;

1 Adopted on 18 June 1975.
2 Adopted on 19 June 1975 by 307 votes in favour, 36 against, with 22 abstentions.
Notes further that Part II (Unforeseen Expenditure) amounts to US $275,000;

Notes further that, notwithstanding article 21, paragraph 3 (a) of the Financial Regulations, Part III (Working Capital Fund) provides an amount of US $8 million for the purpose of restoring in part the amounts withdrawn from the Working Capital Fund in the financial period 1974-75 to meet contingencies and emergencies under supplementary credits approved by the Governing Body;

Notes further that Part IV (Partial Provision for Effects of Exchange Rate Adjustments) provides an amount of US $10.1 million exclusively for the purpose of meeting additional costs arising in 1976 from the effects of exchange rate adjustments;

Notes further that no provision has been made at this stage in respect of any further costs that may arise during the biennium 1976-77 from the exchange rate position;

Decides that, notwithstanding article 10, paragraph 1 of the Financial Regulations, the amounts to be assessed on member States shall be US $81,041,000 for the calendar year 1976 (i.e. the equivalent of one-half of Parts I and II and the whole of Parts III and IV of the expenditure budget) and US $62,941,000 for the calendar year 1977, and resolves that these amounts shall be assessed on member States in accordance with the scales of contributions recommended for each of these years by the Finance Committee of Government Representatives;

Requests the Governing Body to make recommendations to the Conference at its session in 1976 on the extent of the additional financing in Part IV that may be required to meet additional costs expected to arise during the biennium from the exchange rate position, and on any supplementary budget for 1977 which may be required to provide such financing.

XVIII

Resolution concerning the Redistribution of the Proposed Expenditure Budget according to the Revised Programme Structure

The General Conference of the International Labour Organisation;

Through its adoption of the budgets of expenditure and income of the International Labour Organisation for the 55th financial period (1976-77), endorses the distribution of estimated expenditures approved by its Finance Committee of Government Representatives for that financial period in accordance with the revised programme structure resulting from the reorganisation of the International Labour Office on 1 January 1975;

Notes that the document containing the programme and budget for the biennium 1976-77 will be drawn up in such a manner as to reflect the revised programme structure and the resulting distribution of estimated expenditures;

Decides as an exceptional measure, affecting the accounts of the Organisation for the 54th financial period (1974-75) only, to waive the application of article 23 of the Financial Regulations of the Organisation in so far as it relates to the presentation of the accounts according to the appropriations appearing in the budget as adopted, in order to permit the final accounts for that period to be submitted on the basis of the revised programme structure.

1 Adopted on 18 June 1975.
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