Resolutions Adopted by the
International Labour Conference at Its 65th Session
(Geneva, June 1979)

I

Resolution concerning the Use of the Arabic Language in the ILO

The General Conference of the International Labour Organisation,
Considering the supreme role of the International Labour Conference in the establishment of international labour instruments and in supervising and orienting the activities of the International Labour Organisation,
Considering that the basic work of the Conference is carried out in its committees,
Considering that the technical regional conferences, regional advisory committees and industrial committees also play an important role in the general efforts of the International Labour Organisation to carry out successfully its objectives,
Considering that the principle of the universality of the Organisation would be best ensured if as large a number as possible of the members of any of the meetings mentioned above were at equally full advantage vis-à-vis the reading of documents, participation in the discussions and presentation of documents,
Considering that the Arabic language is used by more than 20 of the member States as the official language and is currently used in other member States also,
Considering that the Arab delegates to various ILO meetings will be able to participate in a much fuller way and contribute more to the success of the meetings they attend if they are able to read the documents, to speak in the meetings and to present their statements in their own mother tongue;

Invites the Governing Body and the Director-General of the International Labour Office to take, as soon as possible and at the latest in 1982, the measures necessary for—

(a) issuing in Arabic all the documents for the annual session of the International Labour Conference and any preparatory technical conferences;
(b) issuing in Arabic documents for any regional conference or any regional advisory committee in which more than two Arab-speaking States participate as full members;
(c) issuing in Arabic all other general documents which are regularly issued in either the German or Russian language;
(d) providing full facilities for the use of the Arabic language at—
   (i) the annual General Conference (plenary, committees, and group meetings);
   (ii) the Governing Body meetings;
   (iii) the regional conferences and regional advisory committee meetings in which more than two Arab-speaking States participate as full members;
   (iv) the meetings of the industrial committees in which more than two Arab-speaking States participate as full members.

II

Resolution concerning the International Year of the Child and the Progressive Elimination of Child Labour and Transitional Measures

The General Conference of the International Labour Organisation,
Recalling resolution 31/169 adopted by the United Nations General Assembly, proclaiming 1979 as the International Year of the Child, with the general

1 Adopted on 26 June 1979.
objectives of promoting the well-being of children, drawing attention to their special needs and encouraging national action on behalf of children, particularly for the least privileged and those who are at work.

Noting the activities that were undertaken at the national, regional and international levels in preparation for the International Year of the Child and the progress made since,

Convinced that the International Year of the Child provides for all member States an opportunity to review their economic and social policies concerning child welfare and to formulate guidelines in this sphere,

Considering that a new and fair international economic order would greatly contribute towards genuine economic and social development, primarily of benefit to children,

Recalling the endorsement by the ILO of the aims of the International Year of the Child and its pledge to make every effort and lend all support to member States for their earliest possible fulfilment,

Recalling the United Nations Declaration of the Rights of the Child, 1959, and particularly Principle 9, which stipulates that the child should be protected against all forms of neglect, cruelty and exploitation; that he should not be admitted to employment before an appropriate minimum age; and that he should in no case be caused or permitted to engage in any occupation or employment which would prejudice his health or education, or interfere with his physical, mental or moral development,

Considering that since its foundation the International Labour Organisation has sought to eliminate child labour and to provide protection for children,

Noting with approval the Director-General's declaration on the International Year of the Child,

Deeply concerned that child labour still remains widespread in many parts of the world and that working children frequently work under conditions including those of exploitation detrimental to their health and welfare,

Recognising the need to ensure that the health and strength and the tender age of children are not abused and that children are not permitted to enter avocations unsuited to their age or strength,

Considering that the International Year of the Child should be an occasion to reaffirm with practical measures and deeds that the well-being of today's children is the concern of all people everywhere,

Recalling the decision of the Governing Body of the International Labour Office, taken at its 208th Session (November 1978), to request the member States to supply a report in 1980 under article 19 of the Constitution on the extent to which effect has been given or is proposed to be given to the Minimum Age Convention (No. 138) and Recommendation (No. 146) of 1973;

1. Calls upon member States to strengthen their efforts for the elimination of child labour and for the protection of children, and in this context—

(a) to implement the provisions of the Minimum Age Convention, 1973 (No. 138), and, where they have not already done so, to ratify this Convention as early as practicable;

(b) to ensure in particular full recognition of the principle that any work undertaken by children who have not completed their compulsory education shall not be such as would prejudice their education or development;

(c) to apply the Minimum Age Recommendation, 1973 (No. 146), and the Minimum Age (Underground Work) Recommendation, 1965 (No. 124);

(d) to report in detail in 1980 under the procedure of article 19 of the Constitution on the progress reached in the implementation of the Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973;

(e) pending the elimination of child labour, to take all necessary social and legislative action for the progressive elimination of child labour and, during the transitional period until the elimination of child labour, to regulate and humanise it and to give particular attention to the implementation of special
standards for children relating to medical examination, night work, underground work, working hours, weekly rest, paid annual leave and certain types of hazardous and dangerous work embodied in a number of ILO instruments;

(f) to make every effort to extend the provision of appropriate educational facilities, in order fully to apply compulsory education and to introduce it where it does not exist;

(g) to ensure that appropriate protective labour legislation applies to all children at work in the sectors of activity in which they are employed;

(h) to ensure that special attention is given to the provision of fair remuneration and to its protection for the benefit of the child;

(i) to strengthen, where appropriate, labour inspection and to undertake all other measures conducive to the elimination of child labour;

(ii) to identify the special needs of children, to strengthen efforts to improve the general economic and social well-being of the family, and to launch a national campaign aimed at creating awareness among the general public of the adverse effects of child labour on his/her development;

(i) to develop international solidarity and co-operation with the developing countries and to activate efforts to establish a new and fair international economic order so as to respond more effectively to the basic measures undertaken by each State for better child protection.

2. Calls upon governments and employers’ and workers’ organisations to assess the situation of child work and to assist the competent bodies and the ILO to strengthen their action programme for children.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General to continue and reinforce the ILO’s action through such means as factual surveys of national situations and practices for the elimination of child labour and for the protection of children at work, and to make the necessary preparations for a global revision of the relevant ILO instruments.

III

Resolution concerning the Development of the ILO’s Programme for the Improvement of Industrial Relations

The General Conference of the International Labour Organisation,
Reaffirming the solemn obligation of the ILO, as contained in the Declaration of Philadelphia, to “further among nations of the world programmes which will achieve: (a) full employment and the raising of standards of living; ... (e) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency and the collaboration of workers and employers in the preparation and application of social and economic measures”,

Considering that the World Employment Programme (WEP) and its central objectives of implementing the Declaration of Principles and Programme of Action of the World Employment Conference provide well-defined objectives for ILO action in the future,

Considering that the International Programme for the Improvement of Working Conditions and Environment (PIACT), with its essential task of improving conditions of work and life and promoting occupational health and safety, likewise provides clear guidelines for future ILO activity,

Considering further that the existence of an effective system of industrial relations in each country is an indispensable instrument for reconciling different and often divergent interests, thereby creating conditions for increased productivity and improvement of working conditions and for full employment and economic and social justice,

1 Adopted on 26 June 1979 by 241 votes in favour, 50 against, with 16 abstentions.
Recognising that the aim of establishing and maintaining sound industrial relations is clearly within the competence of and is a long-standing mandate of the ILO,

Asserting that the participation of the three constituent groups of the ILO—viz. governments and employers' and workers' organisations—is an essential factor in drawing up effective programmes relating to the development and utilisation of human resources whose ultimate objective is human fulfilment,

Recognising that the existence of fully effective organisations representing employers and workers is a prerequisite of tripartism in each country and recognising also that this should be an important objective in major programmes of industrial relations of the ILO,

Noting, therefore, that there is a need for the ILO to develop its programme for the improvement of industrial relations,

Noting, with approval, that the Governing Body of the International Labour Office has placed on the agenda of the 66th (1980) Session of the International Labour Conference an item on the promotion of collective bargaining;

1. Invites the Governing Body of the International Labour Office to instruct the Director-General to develop its programme for the improvement of industrial relations the principal aims of which will be—

(a) to ensure the growth of representative, free and independent national workers' and employers' organisations in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Rural Workers' Organisations Convention, 1975 (No. 141), and the Labour Relations (Public Service) Convention, 1978 (No. 151);

(b) to promote institutional structures which will enable employers' and workers' organisations to play an effective role in the establishment and implementation of development plans, for instance through tripartite committees specifically constituted for such purposes;

(c) to promote sound industrial relations systems, taking into account conditions prevailing in each country and in which the protection provided in the Workers' Representatives Convention, 1971 (No. 135), is fully assured;

(d) to strengthen ILO operational activities through training courses, seminars, workshops and study tours to improve labour management relations, and meetings with a view to an exchange of views and experience on the role of employers' and workers' organisations in the development process;

(e) to assist member States and employers' and workers' organisations according to their needs in the development of tripartite institutions and procedures in line with the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152);

(f) to implement fully the International Programme for the Improvement of Working Conditions and Environment (PIACT) and the World Employment Programme (WEP) as set out in the Declaration of Principles and Programme of Action of the World Employment Conference.

2. Calls upon governments and employers' and workers' organisations to cooperate fully in the development and implementation of such a comprehensive programme.

IV

Resolution concerning Disabled Persons

The General Conference of the International Labour Organisation,

Bearing in mind that the United Nations General Assembly has declared the year 1981 as the International Year for Disabled Persons, with its theme "full participation",

1 Adopted on 26 June 1979.
Bearing in mind also the two resolutions of the World Health Organisation at its 28th and 29th World Health Assemblies in 1975 and 1976, one concerning mental retardation and the other concerning disability prevention and rehabilitation,

Noting also the ECOSOC resolution concerning the prevention of disability and rehabilitation of disabled persons and the report on the implementation of this resolution adopted in the Commission for Social Development at its 26th Session in 1979,

Noting also certain particular recommendations adopted by the United Nations Conference on Human Settlements in 1976 and the follow-up of these recommendations in the ECOSOC meeting in 1978,

Noting further the UNESCO agreement on importation of educational, scientific and cultural materials, adopted by its General Conference in 1950,

Recalling the resolution concerning vocational rehabilitation and social reintegration of disabled or handicapped persons adopted by the 60th Session of the International Labour Conference in 1975, which urged member States to recognise that 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, and called 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,

Recognising that the ILO adopted in 1955 the Vocational Rehabilitation (Disabled) Recommendation (No. 99), in which have been further promoted the ideas existing also in the two earlier Recommendations, the Vocational Guidance Recommendation, 1949 (No. 87), and the Vocational Training (Adults) Recommendation, 1950 (No. 88),

Noting the view of the Director-General expressed at the 210th Session of the Governing Body that the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99), although reasonably in line with what was currently required, needed to be followed up in practical ways,

Noting that since 1955: (i) Recommendations Nos. 87 and 88 have been superseded by the Human Resources Development Recommendation, 1975 (No. 150); (ii) the vocational rehabilitation and social integration of an ever growing number of physically and mentally disabled and handicapped persons have been of the utmost importance for every member State, on both social and economic grounds; (iii) technical innovations have made it possible to improve the physical and mental conditions of the disabled and the handicapped and to give them new prospects of employment;

Invites the Governing Body of the International Labour Office—

(a) to instruct the Director-General to mark the International Year for Disabled Persons by laying stress on activities designed to contribute to the Year, for example—

(i) by publicising relevant ILO standards and by assisting member States, on their request, to implement them;

(ii) by gathering, as far as possible for 1981, documentation on legislation, experience and research in the area of social integration and vocational rehabilitation of the physically and mentally disabled and handicapped in member countries;

(iii) by making an appropriate contribution to the related activities of the United Nations, the World Health Organisation and other members of the United Nations family;

(b) to consider placing on the agenda of an early session of the International Labour Conference the question of revising the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99).
Resolution concerning ILO Technical Co-operation Programmes

The General Conference of the International Labour Organisation,
Recalling the Declaration of Philadelphia, which stated that "poverty anywhere constitutes a danger to prosperity everywhere", and called for international and national action "to promote the economic and social advancement of the less developed regions of the world";
Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference, which set down national and international policies for the eradication of poverty,
Noting the decisions of the United Nations Conference on Technical Co-operation among Developing Countries and also bearing in mind the successful experience in technical co-operation by the advanced countries, both between themselves and with developing countries,
Recognising that it is a basic objective of technical co-operation to accelerate the economic development of all countries through the transfer and exchange of appropriate superior technical know-how and the training of experts,
Considering that technical co-operation should create opportunities for employment, improve training facilities, working conditions and industrial relations and make it possible to extend social security coverage, thus contributing to the elimination of poverty,
Stressing that the capacity of the ILO to involve workers' and employers' organisations as well as governments in technical co-operation is one of its major strengths,
Reaffirming that the standard-setting and technical co-operation activities of the ILO are complementary and mutually reinforcing activities, which are strengthened by tripartite discussion and the dissemination of information and research;

1. Recommends that member States consider—
(a) increasing the investments and total resources flows for development assistance in accordance with United Nations targets, using, whenever feasible, multilateral or multi-bilateral channels;
(b) seeking, in both bilateral and multilateral technical co-operation, to place greater emphasis on areas which reflect a concern for social progress, while introducing social elements in all projects, and to this end—
   (i) to channel an important portion of their technical co-operation so that, with the technical assistance of the ILO, those countries which lack the means of adopting ILO standards are placed in a better position to do so;
   (ii) to earmark a larger portion of their UNDP Indicative Planning Figures, both national and regional, for social projects and, with this in view, to associate the ILO in the formulation of their country programmes, thus also facilitating the integration of other ILO projects into country programmes;
(c) strengthening tripartism in technical co-operation and to this end—
   (i) to ratify, where they have not already done so, and apply the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and to include, in both donor and receiving countries, technical co-operation in the procedures for consultation in accordance with the relevant provision in the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152);

Adopted on 26 June 1979.
(ii) to encourage the application of the agreement of 4 December 1974 between the ILO and the UNDP on tripartite participation in technical co-operation activities by informing national workers' and employers' organisations of its contents, and by taking the initiative of convening workers' and employers' representatives and the ILO to discuss and take decisions on UNDP-financed projects executed by the ILO;

(iii) to consult workers' and employers' organisations on the submission of all government projects which are likely to be carried out by the ILO, and to remove obstacles to requests submitted by workers' and employers' organisations, thus encouraging full use of the possibility of channelling resources directly to such organisations;

(iv) to remove all obstacles to technical co-operation between workers' organisations of different countries and employers' organisations of different countries at the regional and international levels.

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

(a) to promote by all the means at his disposal technical co-operation, both within and outside the United Nations system, towards the eradication of poverty and towards social progress, and in this context—

(i) to allocate in the regular budget adequate resources to technical co-operation to ensure that the ILO is able to carry out essential projects which, while deriving from its mandate and tripartite structure, because of their nature are not likely to attract financing from the United Nations Development Programme or other sources;

(ii) to ensure that there is a proper balance between the different means of action at the disposal of the ILO in each major programme, programme and subprogramme and, in particular, to ensure that research and publications are linked to specific technical co-operation, standard-setting and tripartite decision-making activities;

(iii) to ensure a proper balance between project components, by making expert knowledge available in the form of advisory services and short-term missions and by encouraging States to make more use of fellowships, including those for the Turin Centre, and by furthering the exchange of information and experience through tripartite meetings;

(iv) to play a catalytic role in other multilateral and bilateral agencies by, for example, maintaining regular contacts with them, providing specific ILO resources for joint projects and preparing a pool of basic-needs projects for funding by other agencies;

(v) to continue his efforts to influence and to increase the consistency of the over-all United Nations development system through active ILO participation in the Administrative Committee on Co-ordination (ACC), the policy-making organs of the UNDP, other inter-agency bodies, and also by maintaining the ILO's technical capacity and by improving its statistical information in the employment and labour fields;

(b) to promote tripartite participation, especially in projects involving the ILO, and in particular—

(i) to give special priority in ILO technical co-operation to projects that strengthen labour administration and workers' and employers' organisations;

(ii) to instruct ILO field representatives to maintain regular contacts with workers' and employers' organisations and to keep them informed of all ILO projects;

(iii) to encourage workers' and employers' organisations to make full use of the opportunity to submit projects to the ILO by instructing ILO field representatives actively to identify possible projects;

(iv) to encourage tripartite influence in United Nations funding agencies;
(v) to strengthen tripartite programme evaluation by continuing the practice of country evaluation through tripartite Governing Body missions, by reporting to the Governing Body and regional advisory committees on general policy problems of technical co-operation provided at the national level and by considering the desirability of establishing periodic country visits on a tripartite basis;

(c) to encourage, in those areas which fall within the competence of the ILO, technical co-operation among developing countries (TCDC) and to this end—
   (i) to complete urgently the decentralisation process by, in particular, strengthening the technical capacity of the field structure and placing an adequate proportion of regular budget technical co-operation credits at the disposal of ILO Regional Directors;
   (ii) to encourage organisations for regional and sub-regional economic integration to establish joint programmes and projects in the social and labour fields concerning, for instance, migration for employment and joint manpower data-banks, and multilateral social security schemes;
   (iii) to strengthen the major regional projects in labour administration, vocational training and employment promotion, encouraging them to include more tripartite representation and to promote co-operation between the national research and training institutions of developing countries;
   (iv) to increase the ILO’s reliance on the human and material resources available in developing countries by increasing the share of experts recruited, fellowships placed, research carried out and equipment ordered in developing countries;
   (v) to encourage in developing and advanced countries co-operation between workers’ organisations, on the one hand, and employers’ organisations, on the other, so that those organisations may study projects carried out in other countries.

VI

Resolution concerning Training of Dockers in Occupational Safety and Health

The General Conference of the International Labour Organisation,
Convinced that observance of the Convention concerning occupational safety and health in dock work and the Recommendation on the same subject would improve the safety of those engaged in dock work,
Noting that in order to benefit fully from the provisions of these instruments, it is essential that dockworkers be informed of their contents and trained in the use of safe working methods,
Considering that, in order to achieve this aim, it is highly desirable that vocational training, including training in safety and health, be provided for dockworkers,
Noting the work already done by the International Labour Office in promoting dockworkers’ training centres throughout the world and providing technical assistance in this field to those countries which have so requested;
Asks the Governing Body of the International Labour Office to examine the question of making arrangements for further assistance to be given to those countries wishing to establish appropriate dockworkers’ training centres, with a view, inter alia, to providing the dockworkers with the necessary information and training to facilitate the practical application in the countries of the Convention and Recommendation concerning occupational safety and health in dock work.

1 Adopted on 22 June 1979.
VII

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Older Workers: Work and Retirement”¹

The General Conference of the International Labour Organisation,
Having adopted the report of the Committee appointed to consider the sixth item on the agenda,
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation concerning older workers: work and retirement;
Decides that an item entitled “Older workers: work and retirement” shall be included in the agenda of its next Ordinary Session for a second discussion according to the usual procedure established by the International Labour Organisation.

VIII

Resolution concerning Follow-up to the World Employment Conference²

PREAMBLE

Whereas the International Labour Organisation has affirmed in the Declaration of Philadelphia that “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”, and that “the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy”, and has further affirmed that it is the Organisation’s responsibility “to examine and consider all international economic and financial policies and measures in the light of this fundamental objective”,

Recalling that the Declaration of Principles and Programme of Action adopted by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, which were subsequently noted by the General Assembly of the United Nations, implied the adoption of a new approach to growth more oriented towards the satisfaction of basic needs and full employment as the first phase of a redistributive global growth process,

Considering the generally low economic growth rates achieved in recent years and the continuing and growing gap between developed and developing countries and between rich and poor people within countries,

Conscious of the fact that poverty has reached such intolerable levels in various regions of the world that it is appropriate to reiterate the decision taken by the World Employment Conference in 1976 to make the satisfaction of basic needs one of the highest priorities of development, it being understood that basic needs constitute an additional variable in the general equation of development with a reordering of priorities, and not an alternative strategy to that of growth,

Noting the deterioration of employment opportunities in various regions of the world and the worsening unemployment and underemployment in developing as well as in some developed countries,

Considering that poverty, unemployment and unequal opportunities are unacceptable in terms of humanity and social justice and constitute a danger for peace,

¹ Adopted unanimously on 25 June 1979.
² Adopted on 27 June 1979.
Considering that the insufficient progress achieved in building a new international economic order is an important factor limiting the satisfaction of basic needs,

Considering the difficulties encountered in the implementation of the 1976 Programme of Action during the period 1977-79, including the generally low level of awareness about all its implications and about the precise role of each country as regards its implementation, insufficiency of political will in some cases and the lack of concrete and up-to-date knowledge of the nature and extent of the problems of poverty, unemployment and inequalities wherever they exist,

Considering that speedy employment growth taken within the framework of accelerated economic development of individual countries and regions is the decisive element for the satisfaction of basic needs and must be given the highest priority, and noting the need to mobilise all human and material means and resources at the national and international levels, specifically for the growth of employment,

Convinced that the successful implementation of a full employment policy, while country-specific, largely depends upon factors influenced in part by other countries, including foreign trade, energy, international migration, capital movements, investment, technological transfers and the balance of payments,

Considering the urgent need for fundamental reforms as envisaged in the resolutions concerning the establishment of a new international economic order, especially as related to employment, social justice and a fair distribution of income and wealth in each nation,1,2,3

Concerned by the outcome of UNCTAD V, the interruption of the Lomé II negotiations and the difficulty in realising progress in international co-operation, which is one of the primordial conditions for the implementation of the new strategy,2,3,4

Noting that the International Development Strategy for the Second United Nations Development Decade has introduced the notion of social objectives into the development process,

Noting the resolution of the United Nations General Assembly at its XXXIIIrd Session concerning preparations for an international development strategy for the Third United Nations Development Decade which defines the final aim of development as "the constant increase of the well-being of the entire population on the basis of its full participation in the process of development and a fair distribution of the benefits therefrom", and noting that it appeals to the specialised agencies to contribute to the formulation of the strategy,

Considering that technical co-operation among developing countries is a factor in the new international economic order as stated by Resolution 3202 (S-VI) of the United Nations General Assembly, which reflects the aspirations of developing countries towards a more harmonious pattern of economic and social development, through better balance in international economic relations; that the Action Programme on Employment and Human Resources adopted by the Vth Summit of the Workers' members considered that this paragraph should have referred to the (not a) new international economic order.

2 The Employers members strongly opposed the inclusion of these paragraphs, reiterating the view they had expressed during the 1976 World Employment Conference that these specific economic matters clearly fell outside the competence of the ILO, and that therefore discussion of them in the ILO was inappropriate.

3 The Government members of the Group of 77 stated their conviction that, according to the provisions of Part II, clauses (c), (d) and (e) of the Declaration of Philadelphia, which formed part of the ILO Constitution, the examination and consideration of all international economic and financial policies were within the competence of the ILO and that the contrary view held by other groups was not tenable. They also noted and wished to place on record the fact that the Declaration of Principles and Programme of Action of the 1976 World Employment Conference should be viewed in a more general context of economic and social progress; that employment and basic-needs objectives formed part of numerous priority objectives of development policy and were not a substitute for comprehensive development, which included other priorities; and that at the international level an employment and basic-needs approach required fundamental changes in the world economic order.

4 The majority of the Government members of the IMEC countries considered the references to the outcome of UNCTAD V and to renegotiation of the Lomé Convention to be outside the competence of the ILO.
Conference of the Non-Aligned Countries at Colombo recommends “joint approaches to implementing the decisions and recommendations of the World Employment Conference and the proposals made by the developing countries at the Conference”; and that the objectives and Programme of Action adopted by the First Conference of Labour Ministers of Non-Aligned and Other Developing Countries (Tunis, 1978) called for such co-operation in the fields of employment, training and education, and appropriate technology.

Recalling that the Fifth Conference of Heads of State or Government of Non-Aligned Countries declared the armaments race incompatible with the establishment of a new economic order, and that the resolution adopted at the XXVIth Session of the United Nations General Assembly stated that a halt in the arms race and the significant reduction of military expenditure would promote the economic and social development of all countries and would increase the possibilities of providing additional resources to developing countries,

Recalling the statement of the Declaration of Principles and Programme of Action of the World Employment Conference that the achievement of established objectives in the field of employment and the satisfaction of basic needs “depends crucially upon strengthening world peace and disarmament and the establishment of a new international economic order”;¹

Condemning the waste of enormous material, intellectual and labour resources on the arms race which is endangering consistent economic and social development and being aware of the advantages of reconverting military production for the growth of employment and to ensure the satisfaction of basic needs and determined to participate actively, by all available means, and in co-operation with other specialised agencies and bodies of the United Nations, in the proposed Disarmament Decade to be considered by the United Nations General Assembly at its XXXIVth Session.;²

Recognising the need to ensure respect for the freedoms and rights of association and collective bargaining laid down in Conventions Nos. 87, 98, 135 and 141,

Recognising the responsibility of governments in matters of development policy, and considering that decisions concerning development plans and programmes ought to involve consultation with and active participation of employers' and workers' representatives, the proper functioning of tripartism being the best guarantee of success and the effectiveness of these plans and programmes,

Recording satisfaction that the Governing Body in February-March 1979 agreed on follow-up procedures for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,

Considering that in both rural and urban areas the promotion of self-employment, small enterprises and co-operatives in the close surroundings of the family play an important role in the implementation of an employment-oriented development strategy,

Noting that at more advanced stages the implementation of such a strategy involves not only small farms, handicrafts and simple services but also more complex enterprises,

Considering that apart from the lack of policies for utilising available labour in productive employment, the lack of educational and of vocational skills and qualifications constitute obstacles to the exercise of the right to work,

Recalling Resolution 33/135 of the United Nations General Assembly on the role of qualified national personnel in social and economic development of developing countries with a view to contributing to the implementation of the objectives to the resolution,

Conscious of the efforts undertaken by the ILO in order to contribute to the development of coherent means of training at the national, regional and international levels,

¹ The Employers' members strongly opposed the inclusion of these paragraphs, stating their conviction that disarmament matters fell clearly outside the competence of the ILO, and that discussion of them in the ILO was therefore inappropriate.

² See the footnotes on disarmament (Part III).
Noting in particular the need to create conditions which will allow governments, employers and workers of all member States to benefit from the services and experience which are available at the International Centre for Advanced Technical and Vocational Training in Turin;

The General Conference of the International Labour Organisation adopts the following resolution:

I. RENEWAL OF THE ENDORSEMENT OF THE WEC DECLARATION OF PRINCIPLES AND PROGRAMME OF ACTION

The Conference recognises that the promotion of employment and the satisfactory of basic needs are a primary responsibility of the government and people of each country.

The Conference reaffirms the urgency of the implementation of the 1976 Declaration of Principles and Programme of Action, in particular the fundamental criteria for development: full employment, accelerated and balanced growth, satisfaction of basic needs, and more socially just patterns of income distribution.

The Conference notes that, without important improvements in economic growth, the problems relating to unemployment, poverty and satisfaction of basic needs cannot be solved, and, therefore, a basic-needs approach requires energetic action to achieve rapid growth and the generation of productive employment. In the trilogy of growth, employment and needs satisfaction—that are not contradictory but complementary—employment provides an essential link: as stressed by the World Employment Conference, employment yields an output, it provides an income to the employed and it gives an individual a feeling of self-respect, of dignity and of being a working member of society.

In particular, a basic-needs approach emphasises the need to expand productive and remunerative employment, it being understood that such an approach needs to be integrated with but is no substitute for a comprehensive economic and social development strategy.

The achievement of this objective through the expansion of modern industry alone would require far greater resources than are likely to be available. As millions of people whose output and incomes need to be raised are, and will remain for many years, in the urban informal sector and in rural areas, their direct participation in the growth process is the key factor. Policies must, therefore, seek to provide the organisation, technology and access to know-how, credit, training facilities, land and other productive inputs necessary for this participation.

While the approach places stress on the employment and higher productivity of a mass of small producers and others at work in rural and urban informal activities, it also recognises the importance of industrialisation that must accompany any process of growth and is required to produce a number of basic goods, inputs for the development of agriculture and infrastructure, producer goods and goods manufactured for export in particular. The approach therefore calls for balance in development and the creation of linkages between industry and agriculture, large- and small-scale industry, and capital-intensive and labour-intensive technology in such a way as to pull forward the backward sectors and bring to an end economic and social dualism.

An employment-oriented basic-needs approach further emphasises the importance of the correct choice of technology, so as to contribute both to increased output and to fuller employment and higher living standards. Developing countries should arrive at a reasonable balance between labour-intensive and capital-intensive techniques. The exclusive use of labour-intensive techniques will neither solve their problems nor reduce their dependence on industrialised countries. Likewise, the exclusive use of capital-intensive techniques will present them with serious problems: financial difficulties, lack of managerial staff and supervisory personnel and delays in the solution to employment problems. The strategy of equilibrium between various types of technologies should also take account of the desire to adopt advanced techniques, with a view to reducing the existing
technological gap between countries. This means that decisions on technological choice should be made on the basis of each specific situation. But it also underlines the need to correct distortions due to fiscal and pricing policies which promote the indiscriminate choice of capital-intensive techniques, or a shift away from the production of labour-intensive goods, even when abundant surplus labour is available.

Next to the participation of people in production through employment, the emphasis is placed on their participation in decisions that affect them. There are two ways in which such participation is of crucial concern. One is to enable people to influence the course of development in a way that will truly benefit them. Secondly, people, if given the opportunity to identify their own priorities, will be willing to volunteer their own labour and to raise their own funds. Self-help schemes and co-operatives, inter alia, have proved their worth for tapping resources that would otherwise remain unutilised despite their potential for contributing to growth and welfare.

Another major element concerns the provision, for the mass of the population, of basic education, health, housing, pure drinking water, i.e. those services and facilities usually provided by and for the community. In traditional approaches to growth, these have tended to be considered as "welfare" and some at least as a luxury that poor countries could afford only on a limited scale. Yet these are all elements of a decent life to which every human being should be entitled and which an employment and basic-needs-oriented development strategy is meant to help achieve. Beyond this there is an increasing realisation of the contribution which the satisfaction of basic needs can make to growth through the enhanced productivity of people who are literate and in good health. It is important, therefore, that policies for the provision of such services be fully integrated with other elements of development planning to form part of the core of development strategy.

Measures to accelerate the growth of productive employment, to develop the necessary physical and institutional infrastructure, to expand training at all levels and in all sectors of activity and to step up the delivery of essential services raise problems of resource mobilisation. Careful design of the necessary facilities and services can help to keep costs down, while popular participation at the local level may make it possible to tap resources that would otherwise remain underutilised. Nevertheless, resource mobilisation problems will remain and need to be tackled vigorously through national policies. Yet at the same time, development countries will only enjoy the necessary flexibility for coping with such problems if they can count on increased transfers of resources, know-how and relevant technology from the developed world and on secure markets for their exports so as to earn the foreign exchange they need. This underlines the close relationship that exists between the achievement of the objective of basic-needs satisfaction and the reforms to be introduced in the present world economic system.

II. RECOMMENDATIONS ADDRESSED TO THE ILO'S MEMBER STATES

A. Formulation of Employment and Basic-Needs Strategies

The Conference calls on member States—

(1) to express formally as a priority objective of economic and social policy the full satisfaction of the basic needs of the population in order to ensure a steady rise in material and cultural living standards, and to ensure both income security and growing equality in the distribution of income;

(2) to formulate, as appropriate and in close co-operation with employers' and workers' organisations, both quantitative and qualitative targets in order to implement an employment-generating basic-needs strategy. Such targets could have different time perspectives and could for instance specify the

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1 The Employers' members opposed the inclusion of the remainder of this paragraph, reiterating the view they had expressed during the World Employment Conference that specific economic matters clearly fell outside the competence of the ILO and were therefore inappropriate for discussion and elaboration in the ILO.
number of new entrants to the labour market which should be absorbed into
employment, the rate at which existing unemployment and underemployment
should be reduced and the rate at which the incomes of the poorest groups
should be increased in order to improve their relative position;

(3) to intensify their efforts, at the national and international levels, in order to
assure the implementation of the Programme of Action, in particular by the
adoption of macro-economic policies, employment policies, vocational training
policies, measures for the rural sector, social policies, participation of
organised groups and demographic policies, and taking account of the need
for balanced exploitation of natural resources, with due regard to environ-
mental aspects, mobilisation of investments, diversified industrialisation, price
and incomes policies, and fair fiscal policies. In doing so, they should—

(a) pay particular attention, in formulating development strategies, to ensur-
ing a better use of available human resources, inter alia through the
channelling of investment towards sectors that are both productive and
labour-intensive, without prejudice to technological development, and
keeping in mind the need to arrive at a reasonable balance between
labour-intensive and capital-intensive techniques, so as to achieve the
fundamental aim of maximising growth and employment and satisfying
basic needs;

(b) pursue and intensify efforts towards developing coherent training policies
and systems which meet not only the needs of industrial development but
also those of the large number of people in rural and urban areas who
have dropped out from the school system or who have had no access to
training; such efforts should aim at bringing training to people by using
broad-spectrum training methods and technologies properly adapted to
their needs, with a view to improving both their employment or self-
employment opportunities and their quality of life;

(c) raise the industrial potential of developing countries and considerably
increase the scope of local productive forces and employment through
increased production to meet needs of their own populations and for
exports;

(d) adopt a policy for the promotion of economic activities based on national
development criteria and in accordance with national policies concerning
public, private, co-operative and other forms of enterprise; these mea-
sures might include:

(i) credit and fiscal policies in favour of productive employment and
socially useful production;

(ii) appropriate safeguards for investments;

(iii) the elimination of obstacles to voluntary internal mobility, while
simultaneously avoiding all abuses prejudicial to workers and their
organisations;

(iv) the development of labour-absorptive enterprises in the formal and
small-scale agricultural, industrial and services sectors, by providing
legal opportunities, credit, technical support and marketing advice;

(v) the development, when appropriate, of co-operation between States
with regard to scientific and technical research, giving special
attention in developing countries to rural development and to the
informal urban sector, promoting initiative and the growth of
productive employment in small- and medium-sized enterprises.

(e) with a view to eradicating hunger and malnutrition and ensuring world
food security, implement, in conjunction with rural workers' and employ-
ers' organisations, national policies for agrarian reform to be pursued in
accordance with specific national situations and including the establish-
ment of appropriate supporting services;

(f) take their decisions concerning development plans and programmes in
consultation with employers' and workers' representatives;

(g) make a systematic effort to examine and describe the situation of all parts
of the population in terms of a basic-needs approach and, for this purpose,
in collaboration with employers' and workers' organisations, direct appropriate national programmes of research and statistics; information and data essential to this effect should be collected, in particular through the organisation of household surveys, and should be processed, made public and, as needed, published.

B. International Action/NIEO

1. The Conference recognises that underemployment, unemployment, and poverty in the world are caused by international as well as national factors.

2. The Conference therefore invites member States—\(^1,^2\)
(a) to assume their responsibilities with a view to eliminating these factors through action to expand the world economy and to rectify existing imbalances; and, to this end,
(b) to strive together to remove the obstacles to the establishment of the new international economic order and to establish a new system of relations which will permit, inter alia, the implementation of the Declaration of Principles and Programme of Action adopted by the WEC.

3. For this purpose, governments should endeavour in particular to—\(^1,^2\)
(a) promote long-term development of world trade based upon equitable terms of trade and trade liberalisation that would assure developing countries a fair share of international trade;
(b) see that the trade agreements concluded within the framework of appropriate institutions promote both the expansion of world trade and the local utilisation of the labour force available in various countries and make it possible to achieve a real improvement of the standard of living of the populations in accordance with the objectives of international labour standards in so far as they have been ratified;
(c) increase substantially resource transfers, in particular through an increase in untied official development assistance, with due regard to the resolutions adopted within the framework of the United Nations system;\(^3\)
(d) re-orient the policies of international financial institutions, so that they provide appropriate support and do not impose measures which are incompatible with national policies for sustained growth and social progress;\(^4\)
(e) increase mutual economic co-operation between countries at different levels of economic development and with different social and economic systems.

4. The Conference calls upon member States to ensure that measures and policies which they apply in fields falling within the competence of the ILO contribute fully to the implementation of resolutions of the United Nations

\(^1\) The Employers' members strongly opposed the inclusion of paragraphs 2 and 3, reiterating their view stated in the WEC that specific economic matters fell clearly outside the competence of the ILO, and therefore discussion of them in the ILO was inappropriate.

\(^2\) The Government members of the Group of 77 reaffirmed that it was imperative to obtain a more equitable world order that would take into account to a greater extent the legitimate needs of developing countries and regulate in a more rational and equitable way economic relations between all countries; barriers against the establishment of the new international economic order should be eliminated. Bearing this in mind, they stated their conviction that, in view of the provisions of Part II, and particularly clauses (c), (d) and (e) of the Declaration of Philadelphia, which formed part of the ILO Constitution, the examination and consideration of all international economic and financial policies were within the competence of the ILO and the contrary view held by the Employers' members was not tenable. They also wished it to be recorded that in their view the World Employment Conference's Declaration of Principles and Programme of Action must be seen in the broad context of economic and social development; that employment and basic-needs satisfaction should be considered as one among numerous priority objectives of national policy and not a substitute for comprehensive development; and that at the international level this approach required fundamental changes in the world economic order.

\(^3\) The Government members of a number of the IMEC countries reserved their position, noting that the relevant conclusions of UNCTAD V as agreed without dissent, and particularly UNCTAD Resolution 129 (V), represented the present basis for future action on resource transfer.

\(^4\) The Government members of the majority of the IMEC countries reserved their position on this clause on the grounds that its content was outside the competence of the ILO.
General Assembly concerning development and international economic co-operation. This entails, in particular, that—

(a) developed countries pursue active manpower and employment policies to facilitate adaptation to structural change including those which result from expanding international trade, thereby supporting growth and increased employment in all countries;

(b) developing countries should develop human resources for industrialisation, primarily through training at all levels of industrial skills; promote a fuller utilisation of labour in industries; promote improved working and living conditions in industry (not only as an end in itself, but as a factor contributing to improved productivity); and develop sound industrial relations and good practices of personnel management in industry;

(c) each State concerned should promote, in accordance with its sovereign judgement, development plans and policies conducive to economic growth, employment and rural development and initiate necessary socio-economic reforms for achieving those ends;

(d) developed countries should increase substantially the proportion of their research and development devoted to specific problems of primary interest to developing countries, and seek to strengthen the capacity of the latter countries to carry out research for the creation of suitable indigenous technology;

(e) member States should promote the transfer of technology while stimulating the use of technologies which are adapted to development needs, employment targets and objectives of social justice; this strategy of equilibrium between the various types of technologies should also take account of the desire to adopt advanced techniques, with a view to reducing the existing technological gap between countries;

(f) member States should apply fully the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and submit according to the procedure adopted by the ILO Governing Body reports prepared by governments in consultation with employers' and workers' organisations;

(g) member States should promote the full participation of employers' and workers' organisations in national development planning where such planning takes place;

(h) in a general manner, member States, taking account of the close relationship that exists between the achievement of the objectives of full employment and basic-needs satisfaction and the reforms to be introduced in the present world economic system, should design measures implementing the Declaration of Principles and Programme of Action adopted by the WEC, after proper consultation with employers' and workers' organisations, and make the views of these organisations known to the appropriate international agencies;

(i) member States should promote self-reliance in developing countries and technical co-operation among them particularly through the exchange of experiences and the development of complementary capacities, in accordance with the Plan of Action adopted by the Buenos Aires Conference on Technical Co-operation among Developing Countries.

C. Population and Migration Policies

The Conference calls on member States—

(a) to adopt, where appropriate, national population policies and family welfare measures, which can be an important means for the largest possible

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1 The Workers' members wished it to be recorded that in their view this clause should have appeared in paragraph 3 above, reading as follows: "to monitor the activities of multinational enterprises in conformity with national economic and social development policies, and to that end to apply fully the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, to submit according to the procedure adopted by the Governing Body of the ILO reports prepared by governments in consultation with employers' and workers' organisations and to adopt before the end of 1980 a United Nations code of conduct for multinational enterprises accompanied by effective national and international implementation machinery, procedures for reporting and consultation on a global level between multinational enterprises, governments and workers' and employers' organisations."
attainment of basic needs for the mass of the population in as short a period as possible;

(b) to provide more attractive alternatives to migration in the country of origin, in particular through the creation of productive and remunerative employment opportunities to absorb would-be migrants;

(c) to ensure that migrant workers enjoy equality of opportunity and treatment, while avoiding abusive migration and, simultaneously, discouraging the brain drain that deprives countries of skills that have a crucial importance for their own development;

(d) to conclude multilateral and bilateral agreements for solving the problems of migrant workers in host and home countries; these could provide, where appropriate, for: adopting legislation and improving housing policies and social services with a view to eliminating discrimination against migrant workers in the host countries; bringing families together; safeguarding the acquired rights of the returning migrants, especially with regard to social security; instituting employment-creating schemes for returning migrants, involving also collective savings (accumulated within the social security system) and personal savings for productive and employment-creating investments; creating schemes for adult education and for the education of children of migrant workers and primary education in the mother tongue; strengthening the position of migrant workers in social and working life; and possible schemes to assist developing countries especially in the area of training, welfare services, taxation and re-employment.

D. Application of ILO Standards

The Conference invites 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), the Workers' Representatives Convention, 1971 (No. 135), the Discrimination (Employment and Occupation Convention), 1958 (No. 111), the Rural Workers' Organisations Convention, 1975 (No. 141), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Labour Administration Convention, 1978 (No. 150), and the Labour Relations (Public Service) Convention, 1978 (No. 151), and, pending ratification, to promote in practice to the extent possible the observance of the principles set forth in these Conventions.

III. ACTION BY THE ILO

General

The Conference invites the Governing Body of the ILO to instruct the Director-General--

(a) to encourage member States to increase the volume and productivity of employment and to take the necessary economic and social policy measures at the national and international level; to this effect, to provide advice on ways of meeting employment and basic-needs objectives;

(b) to monitor on a continuing basic progress made and problems in member States in promoting the growth of productive employment opportunities, more equitable income distribution and the satisfaction of basic needs, review the experience acquired with the implementation of policies to those ends and disseminate his findings with a view to promoting awareness of the situation, problems and relevant policy experience; and to present a report on these questions for an annual conference before the end of the 1980s;

(c) to study by geographical areas and in co-operation with other United Nations specialised agencies, all international economic and financial policies and measures that influence the realisation of full employment, particularly in developing countries, and to submit a report containing specific recommendations and observations to the Conference at an early date;
to update the World Employment Programme, taking into account the results of the World Employment Conference and the current session of the International Labour Conference, and to place a draft of the updated Programme on the agenda of an early session of the Conference with the aim of adopting it as an ILO contribution to the Third United Nations Development Decade and to the proposed Disarmament Decade to be considered by the United Nations General Assembly at its XXXIVth Session.

**Action regarding Specific Sectors and Groups**

The Conference invites the Governing Body of the ILO to instruct the Director-General—

(a) to continue the ILO's co-operation with other international organisations concerned with a view to promoting rural development policies and programmes designed to improve the conditions of the rural poor by giving them access to land, employment, training and basic services and by raising their productivity, so as to enable them to earn higher incomes while enhancing their contribution to national development; in this respect, the ILO should give particular attention to—

(i) the formulation of policy packages designed to increase labour absorption in rural areas while enhancing rural capital accumulation;
(ii) the preparation and implementation of large-scale public works programmes for the development of rural infrastructure and the mobilisation of concessional resource transfers from the bilateral or multilateral agencies concerned to provide financial support for such programmes;
(iii) studying and evaluating country-specific manpower needs with a view to expanding considerably its training and management development programmes for a wide range of activities, particularly in the rural areas;
(iv) improving working conditions and environment in rural areas, including plantations, and in particular developing housing and appropriate safety and health programmes to keep in check occupational risks resulting from the organisation and execution of work in rural pursuits and from the use of new tools and products;
(v) furthering the developing of rural workers' organisations in accordance with the Rural Workers' Organisations Convention (No. 141) and Recommendation (No. 149) of 1975 and of employers' organisations and their participation in the formulation and implementation of rural development policies and programmes;

(b) to address its attention also to the problems of poverty and low-productivity employment in urban areas, with particular reference to the policies and programmes required to further a healthy development of the urban informal sector and to promote the growth of viable small- and medium-scale enterprises;

(c) to study the possibilities for improving employment conditions of small- and medium-sized enterprises in developed and developing countries;

(d) to promote attention and stimulate action with a view to raising the status and improving the possibilities for women workers to be fully integrated, on the basis of equality of opportunity and treatment, in the development process along the lines of the resolution and plan of action adopted by the Conference in 1975; such efforts should be directed in particular to improving the condition and enhancing the contribution of rural women;

(e) to study, evaluate and disseminate information on special programmes and measures adopted with a view to furthering the absorption of young people in productive employment, including innovative training designed to facilitate the orientation of young people towards employment and self-employment.

**Technology**

The Conference invites the Governing Body of the ILO to instruct the Director-General—
in co-operation with other organisations concerned, especially UNIDO and UNCTAD, to continue the ILO's activities in the field of technology within its mandate, concentrating on:

(i) the identification, for products and processes offering scope for different technological options, of the most appropriate choices in terms of enhancing both productivity and labour absorption in priority areas of concern such as energy development, construction, food production and small- and medium-scale industries;¹

(ii) promoting, through its training programmes and by other appropriate means, the use of appropriate technologies and the effective transfer of technical know-how;

(iii) strengthening the capacity of developing countries to carry out technological research and development.

(b) to bring the contribution of the ILO to the next United Nations Conference on Science and Technology for Development and to emphasise in the final stage of the preparation of that Conference the social implications of scientific and technological policies.

Income Distribution

The Conference invites the Governing Body of the ILO to instruct the Director-General, with a view to promoting an equitable distribution of incomes and contributing to employment policy, to continue and strengthen the ILO's work on income, fiscal and other distributional policies, including the provision of basic government services, as they affect the satisfaction of the basic needs of the poorest groups in the population and the expansion of productive employment.

Vocational Training

The Conference invites the Governing Body of the International Labour Office--

(a) to do everything possible to provide the necessary financial means for the ILO's training programmes and to take necessary measures to strengthen regional training centres and to enlarge workers' education programmes;

(b) to instruct the Director-General to continue and strengthen these activities, in particular those of the Turin Centre and those undertaken at the regional level, and to ensure greater balance in these activities, which are crucial to the workers of developing countries.²³

Collection and Dissemination of Information

The Conference invites the Governing Body of the ILO to instruct the Director-General--

(a) to co-operate with other United Nations bodies and with interested national governments in efforts to strengthen the capacity of developing countries to carry out household surveys to map the nature, extent and causes of poverty and to measure progress towards the achievement of higher levels of productive and remunerative employment and the satisfaction of basic needs, and to assist in the execution of such surveys;

(b) to give full and balanced information on the inter-action between population size, growth and distribution, on the one hand, and employment and economic

¹ The Employers' members opposed the inclusion of this subclause, believing that detailed technological matters of this kind were outside the scope of the ILO and therefore discussion of them in the ILO was inappropriate.

² In the view of the Government members of the socialist countries, the Turin Centre and other regional centres should be financed through voluntary contributions from member States and from other international funds.

³ The Workers' member of Italy considered that this section was not logical since it requested the Turin Centre to improve its services without providing the necessary financial means, when it was well known that the Centre's budget was in deficit; instead, such funds were solicited for the creation of other centres.
development, on the other, as well as examples of results achieved by
countries which implement population and labour policies and programmes.

**Adjustment Policy**

The Conference invites the Governing Body of the ILO to instruct the
Director-General, with the aim of facilitating adjustment policies which create
alternative employment opportunities and in co-operation with UNIDO,
UNCTAD and other interested inter-regional organisations—

(a) to monitor progress on policies which facilitate progressive adjustment;

(b) to promote the use of national or regional readjustment funds for the purpose
of assisting in the adjustment of industries and workers affected by changes in
the international economic situation;

(c) to keep under continuing review the current and likely impact on employ­
ment, in general as well as for particular sectors and categories of workers, of
such factors as structural, technological and socio-economic changes, includ­
ing changes resulting from the restructuring of the world economy;

(d) to promote, in particular through the ILO’s Industrial Committees, the
examination of appropriate and effective policies to be adopted by industrial­
ised countries with a view to furthering adjustment to such changes while
avoiding hardships for workers and sectors of industry concerned, in particular
small- and medium-sized businesses; and the integration of these measures
into forward-looking programmes of economic restructuring designed to
ensure high and rising levels of productive employment.

**Migration**

The Conference invites the Governing Body of the ILO to instruct the
Director-General—

(a) to promote and, on request, to assist in consultations or negotiations between
emigration and immigration countries with a view to—

(i) furthering the development of more attractive alternatives to migrations
in countries of origin by investment, trade and other policies that make it
possible to take work to the workers rather than the reverse;

(ii) protecting the workers against migration in abusive conditions and against
possible discriminatory measures in matters of employment, welfare,
wages and social security in the countries of immigration;

(iii) ensuring that the interests of both sending and receiving countries are
safeguarded and, in particular, that migration does not deprive countries
of origin of scarce labour required for their development and, whenever
appropriate, undertaking assistance and co-operation schemes in such
areas as training, re-employment, taxation and welfare services;

(b) to co-operate with UNCTAD in dealing with development aspects of the
reverse transfer of technology, in accordance with Resolution 102(V) adopted
at UNCTAD V, which invites the Secretary-General of the United Nations to
take the necessary decisions on appropriate areas of competence with respect
to co-ordination of treatment of this issue within the United Nations system
and, in particular, invites the international community to consider examining,
in the light of an in-depth study by the Secretary-General, possible arrange­
ments whereby developing countries experiencing large-scale outflows of their
skilled professionals which cause economic disruptions could secure assistance
in dealing with adjustment problems arising therefrom.

**Multinational Enterprises**

The Conference invites the Governing Body of the ILO—

(a) to instruct the Director-General to urge the full utilisation of the follow-up
procedures for the Tripartite Declaration of Principles concerning Multina­
tional Enterprises and Social Policy agreed on by the Governing Body in
February-March 1979; to continue the ILO’s programme of research on the implications for employment of multinational enterprises; and to follow closely the work of the United Nations concerning the adoption of a code of conduct;

(b) to place on the agenda of an early session of the Conference the question of multinational enterprises.¹

Disarmament

The Conference invites the Governing Body of the ILO to instruct the Director-General to examine the possibility of undertaking research activities and holding special consultations and seminars, in co-operation with the United Nations and other competent organisations and in the light of prospective disarmament measures, on:

(a) ways and means of reconverting armaments production to peaceful purposes, while maintaining and increasing the level of employment in the industries concerned through appropriate measures such as retraining and placement;

(b) social and economic aspects of disarmament;

(c) effective utilisation of resources released by disarmament measures;

with a view to promoting productive employment and raising the standards of living of workers, and to report thereon to the Governing Body at an early date.²,³,⁴

Co-operation with Other Organisations

The Conference invites the Governing body of the ILO to instruct the Director-General, in pursuit of solutions to the problems of providing for employment and basic needs, to co-operate fully with other organisations, such co-operation being directed toward the exchange of information arising from research, analysis and experiences pertaining to employment and basic needs and towards enabling the ILO, while concentrating on its areas of competence, to keep itself informed of progress in resolving these issues.

IV. REVISION OF THE EMPLOYMENT POLICY CONVENTION, 1964 (No. 122)

Taking into consideration the structural problems which have been aggravated in several industrialised as well as developing countries since the adoption of the Employment Policy Convention (No. 122) and Recommendation (No. 122) of 1964, and in the light of the serious imbalances which have been experienced in the world economy during the 1970s and the necessity to ensure that the conclusions of the World Employment Conference of 1976, as well as of this Conference, are implemented, the Conference requests the Governing Body of the ILO—

(a) to place the question of the revision of the instruments concerning employment policy on the agenda of the earliest possible session of the International Labour Conference; and

(b) to instruct the Director-General—

(i) to institute studies on the implications for employment policy of changing conditions such as trade flows and technological innovations, with a view

¹ The Employers’ members opposed clause (b) on the grounds that it anticipated current ILO action and was therefore inappropriate.

² The Employers’ members strongly opposed the inclusion of the section on disarmament on the grounds that it was a matter which clearly fell outside the competence of the ILO, and therefore discussion of disarmament matters in the ILO was inappropriate.

³ The Government members of the majority of the IMEC countries considered that other fora within the United Nations system had been given the main responsibility for preparing studies on disarmament but that, on request, the ILO could co-operate and contribute to such work within the proper realms of its competence.

⁴ The Workers’ members wanted to record that, considering that the ILO had adopted in 1944 the Employment (Transition from War to Peace) Recommendation (No. 71), they regarded the ILO as an appropriate body for dealing with disarmament, the satisfaction of basic needs and employment.
to taking into account their findings in the revision of the employment policy instruments;

(ii) while preparing the revision of the instruments, to bear in mind the United Nations Universal Declaration of Human Rights, in particular article 23, the United Nations International Covenant on Economic, Social and Cultural Rights, in particular article 6, and the United Nations Declaration on Social Progress and Development, in particular article 6, to the extent that they have been ratified, taking account of reservations if any.

V. SUGGESTIONS FOR THE NEXT INTERNATIONAL DEVELOPMENT STRATEGY

Noting that the ILO has an important role to play in the social aspects of the new International Development Strategy (IDS) with particular reference to employment and basic-needs objectives and the relief of poverty throughout the world, that the tripartite nature of the ILO's approach has a sound record of achievement and gives it a unique capacity to contribute to the social content of the IDS, the Conference invites the Governing Body of the ILO to instruct the Director-General to bring the 1976 Declaration of Principles and Programme of Action and the essence of this resolution to the attention of the Preparatory Committee of the United Nations General Assembly, with a view to assigning them a prominent position in and making them a priority component of the new IDS. These should also be brought to the attention of the World Conference on Agrarian Reform and Rural Development.

IX

Resolution concerning Migrant Workers

The General Conference of the International Labour Organisation,

Considering the principles set forth in the Constitution of the ILO and the Declaration of Philadelphia,

Considering the contents of Conventions Nos. 97 and 143, relating to migration problems, and that of Convention No. 111, relating to discrimination in respect of employment,

Considering the Declaration of Principles and Programme of Action adopted by the World Employment Conference, and in particular Part II thereof, on the subject of international manpower movements and employment,

Considering certain practices introduced in some countries, which prejudice fundamental human rights while at the same time adding to the insecurity of the condition of migrants, without offering any solution to employment problems either in the host countries or in the countries of origin;

1. Requests the Governing Body of the ILO to instruct the Director-General to carry out a comparative study of the laws and regulations and the practices brought into effect in countries employing immigrant labour.

2. Urges governments to give full effect to the Declaration of Principles and Programme of Action adopted by the World Employment Conference, in the field of migration as well as in other fields.

3. Invites governments to consider ratifying and applying Conventions Nos. 97 and 143 and, pending their ratification, ensuring that the principles laid down in those Conventions are observed.

X

Resolution concerning the Adoption of the Budget for the 57th Financial Period (1980-81) and for the Allocation of Expenses among Member States for 1980-81

The General Conference of the International Labour Organisation,

1 Adopted on 27 June 1979.

2 Adopted on 19 June 1979 by 348 votes in favour, 31 against, with 14 abstentions.
In virtue of the Financial Regulations;

Passes for the 57th financial period, ending 31 December 1981, the budget of expenditure for the International Labour Organisation amounting to US$203,779,154 and the budget of income amounting to US$203,779,154 and resolves that the budget of income from member States shall be allocated among them in accordance with the scales of assessment of contributions recommended for 1980 and to be recommended for 1981 by the Finance Committee of Government Representatives.

XI

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;

Appoints Mr. Mohammed Bedjaoui (Algeria) as a deputy judge of the Administrative Tribunal of the International Labour Organisation, for a period of three years, until 20 June 1982;

Extends the term of office of Lord Devlin (United Kingdom) as judge and Mr. Hubert Armbruster (Federal Republic of Germany) as deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years, until 20 June 1982.

XII

Resolution concerning an Appointment 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;

Appoints Mr. R. M. Schibli (Switzerland) as a substitute member of the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) until 8 October 1980.

XIII

Resolution concerning the Payment of Additional Annuities into the ILO Staff Pensions Fund

The General Conference of the International Labour Organisation;

Decides that the deficit of the ILO Staff Pensions Fund as at 30 June 1978 shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of US$270,000 a year for ten years commencing on 1 January 1980;

Further decides that the amount required to cover the additional liabilities of the ILO Staff Pensions Fund arising out of the adoption with effect from 1 January 1979 of pension adjustment measures parallel to those adopted in December 1978 by the United Nations General Assembly for the United Nations Joint Staff Pension Fund shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of US$200,000 a year for ten years commencing on 1 January 1980.

1 Adopted on 18 June 1979.
XIV

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

The General Conference of the International Labour Organisation,
Having regard to the terms of the financial arrangement adopted by the Conference at its 63rd (1977) Session for the settlement of the arrears of contributions of the Dominican Republic and to the extent that the Dominican Republic has made payments called for under this arrangement in spite of its continuing economic difficulties;
Decides that the Dominican Republic be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XV

Resolution concerning the Contribution of Haiti

The General Conference of the International Labour Organisation,
Having regard to paragraph 6 of article 10 of the Financial Regulations,
Noting that the Government of Haiti wishes to replace the arrangement approved by the Conference in 1970 for the settlement of Haiti's arrears of contributions then due by a new arrangement;
Accepts the arrangement now proposed by the Government of Haiti for the settlement of the arrears of contributions remaining due to the effect that:
(i) in 1979 Haiti will pay its contribution due for the year 1979 in full, amounting to US$12,062;
(ii) in subsequent years, Haiti will pay its current contribution in full during the year for which it is due;
(iii) Haiti will settle the arrears of contributions which have accumulated up to 31 December 1978 inclusive, and which amount to a total of US$304,215, in ten equal annuities of US$27,656 beginning in 1979, plus a final annuity of US$27,655.

XVI

Resolution concerning the Granting of Permission to Vote to Haiti

The General Conference of the International Labour Organisation,
Having regard to the terms of the financial arrangement proposed for the settlement of the arrears of contributions of Haiti and to the extent that Haiti has made payments called for under this arrangement in spite of its continuing economic difficulties;
Decides that Haiti be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

1 Adopted on 20 June 1979 by 360 votes in favour, 0 against, with 1 abstention.
3 Adopted on 20 June 1979 by 284 votes in favour, 8 against, with 41 abstentions.