Resolutions Adopted by the International Labour Conference at Its 69th Session

(Geneva, June 1983)

I

Resolution concerning Young People and the ILO's Contribution to International Youth Year

The General Conference of the International Labour Organisation,

Welcoming resolutions Nos. 34/151 of 17 December 1979 and 35/126 of 11 December 1980 of the General Assembly of the United Nations, whereby it decided to declare and observe 1985 as “International Youth Year: Participation, Development, Peace”; resolution No. 36/28 of 25 November 1981, whereby the General Assembly approved the specific Programme of Measures and Activities to be implemented before and during the International Youth Year and called on the specialised agencies to strengthen their activities in the field of youth, and resolution No. 37/48 of 3 December 1982, whereby the General Assembly approved the recommendations concerning the implementation of the Programme,

Recognising that throughout the world young people constitute a large part of the population,

Recognising that in many countries the young in particular have been severely affected by unemployment, underemployment and some inadequacy of vocational training, which to an increasing extent results for many of them in a lack of prospects and has negative effects on all aspects of their social position and development,

Noting the particular concern expressed by the 69th Session of the International Labour Conference with regard to the problem of child labour and recognising the need to strengthen ILO Conventions with a view to protecting children from the hardships of work,

Stressing the profound importance of the participation of youth in national development for the life and evolution of society, and also the valuable contribution that youth can make to the future of mankind and to the safeguarding of peace,

Recalling the ILO’s responsibility concerning the protection, training and employment of workers, as stated in its Constitution and the Declaration of Philadelphia,

Recalling the Conventions, Recommendations and resolutions already adopted by the International Labour Conference concerning the problems of youth, in particular the Human Resources Development Convention and Recommendation of 1975, and the resolution concerning youth employment adopted by the International Labour Conference at its 64th (1978) Session,

Recalling that the Programme of Action adopted in 1976 by the ILO World Employment Conference called for the development of employment programmes aimed specifically at the elimination of unemployment among young people, and noting with concern that in many countries the findings of that Conference have not been adequately taken into consideration,

Noting the importance of the relationship between a strong basic general education and vocational training and the future employability of youth in the world of work which demands constantly changing skills,

Recognising that it is the duty of all to offer young people a secure future, to respect the basic rights of youth, to guarantee equal opportunities and equal access to various forms of education and vocational training for all and to introduce a comprehensive system of vocational training with the aim of creating job opportunities for them which takes account of the interests of youth and of society,

1 Adopted on 22 June 1983.
Noting that the development of science and technology creates constantly changing requirements for the education and vocational training of young workers and that it is becoming increasingly necessary to prepare and implement appropriate education and employment programmes for young people if the right to work, to education and vocational training and the development of young people's personalities are to be ensured,

Deploring the increase in underemployment and unemployment wherever they exist, the distressing social, economic, technical and psychological effects of which are particularly felt by young people, as the Director-General particularly stressed in his Report to the 68th (1982) Session of the International Labour Conference,

Concerned that, despite the efforts that have been made, millions of untrained young people remain outside the production process, while others find the training they have received unsuitable for the work available,

Aware that educational and vocational training systems and measures against unemployment and underemployment, especially in the case of young people, do not always meet the requirements of economic, social and cultural development,

Considering that fundamental changes, wherever they are necessary, must be made quickly in the system of economic and social development, in such a way as to respond to the problems and aspirations of mankind, particularly young people, so that everyone can fully enjoy his rights to education and to work, and convinced of the urgent need to codify and implement the rights of youth stipulated in article 6 of the International Covenant on Economic, Social and Cultural Rights,

Recalling the ILO's leading role in the field of employment and vocational training within the United Nations system and its close co-operation with the other specialised agencies,

Stressing the urgent need for every member State to have a specific programme for young people and employment, but aware that short-term job creation programmes are no substitute for regular work;

1. Invites member States—

(a) to ratify the various ILO instruments concerning youth and to ensure the application of the 1978 resolution concerning youth employment, which called for the promotion of specific and effective measures against youth unemployment and for the establishment of adequate standards concerning the employment and training of young people, and to work towards allocating the armament expenditures to promote youth culturally, socially and vocationally;

(b) to take effective action in the legislative, economic and social fields that will guarantee a secure future for the young both in medium and long-term policy;

(c) to raise, without prejudicing the provisions of the Minimum Age Convention, 1973, the minimum age for employment and for school leaving in order that all young people will obtain an adequate level of education before entering the world of work;

(d) to take co-ordinated action without delay in order to combat youth unemployment, in the framework of a full employment policy;

(e) to support workers' and employers' organisations through appropriate initiatives and efforts in education, vocational training, and by improving conditions of work and investment, in order to give young people a guarantee of useful employment which enables them to participate in the economic, social and cultural development of their country;

(f) to apply fully to young people the principle of equal remuneration for work of equal value;

(g) to take specific action to raise the standard of living and to improve the quality of work as well as job opportunities for young people in rural areas;

(h) to take effective measures to ensure the application of the specific Programme of Measures and Activities to be implemented before and during the International Youth Year and of the recommendations concerning the Programme adopted by the General Assembly of the United Nations.
2. Invites the Governing Body of the International Labour Office to instruct the Director-General to take the necessary measures—

(a) to reflect to the greatest extent possible in the ILO's activities the specific Programme of Measures and Activities to be implemented before and during the International Youth Year, in particular those concerning the employment and training of young people for work and for life and to draw up reports on the ILO's contribution to the International Youth Year for submission to the Economic and Social Council when it evaluates the results of action undertaken to give effect to the above specific Programme of Measures and Activities in collaboration with the other agencies concerned within the United Nations system;

(b) to establish continuous and close co-operation with the other international governmental and non-governmental organisations and with regional organisations, in particular international youth organisations, in the preparation and co-ordination of the various studies and activities that are planned concerning the problems of young workers;

(c) to recognise the importance of a basic education to a successful working life and also to recognise that this topic should therefore have an important standing in ILO deliberations, as it now does in UNESCO;

(d) to undertake between now and 1985 a general survey of the needs and problems of young people in the field of work and of the experience of and measures undertaken by member States to resolve those problems;

(e) to include in the agenda of the 71st Session of the International Labour Conference in 1985 a further discussion on the problems of youth, including the elimination of child labour, the minimum age for work and preparation of young people for the world of work, in order to examine the application of existing standards and, if necessary, the adoption of new standards and of an ILO Programme of Action, taking account of the preparation within the United Nations of an international paper on the rights and responsibilities of young people.

II

Resolution concerning Employment

The General Conference of the International Labour Organisation,

Expressing grave concern over the growing and prolonged deterioration in the employment situation in the majority of countries around the world which is reflected in high rates of unemployment and underemployment and in certain countries especially among youth, women, elderly working people and among ethnic and national minorities and other marginal groups,

Noting the loss to national economies and the human hardship caused in member countries by unemployment and underemployment,

Emphasising that the prevention of unemployment is one of the ILO's constitutional tasks which calls for the Organisation's special attention,

Noting the tripartite approach of the ILO in the field of employment,

Reaffirming that the ILO adopted the Employment Policy Convention and Recommendation, 1964,


Recalling that the World Employment Conference considered that the right to work which includes full, productive and freely chosen employment is a basic right and freedom of mankind, and affirming the leading role that the ILO should play within the United Nations system in the promotion of that right,

1 Adopted on 21 June 1983 by 253 votes in favour, none against, with 71 abstentions.
Recalling the action by the ILO referred to in Part III of the resolution concerning follow-up to the World Employment Conference adopted in 1979 by the International Labour Conference at its 65th Session,

Confirming that the increase in productive employment is the most effective way of fair income distribution and improving the living standards of most of the population,

Noting the importance of employment policy for developing and achieving economic and social objectives in an interdependent international community,

Taking into consideration the relevant clauses of the United Nations Universal Declaration of Human Rights, the United Nations International Covenant on Economic, Social and Cultural Rights and the United Nations Declaration on Social Progress and Development,

Recalling United Nations resolutions No. 36/29 of 13 November 1981 and No. 37/49 of 3 December 1982 on the ways and means to secure the implementation of human rights and their enjoyment by youth, particularly the right to education and to work,

Bearing in mind that since the adoption of the World Employment Programme in 1969 the employment situation has deteriorated considerably and that international economic and financial policies have, especially in recent years, failed to create the conditions for the reduction of unemployment and underemployment,

Noting that in many developing countries progress towards long-standing objectives for the achievement of basic needs and the creation of employment opportunities is being retarded by severe balance-of-payments difficulties, high interest rates, unstable exchange rates and inadequate financial resources,

Noting also that development strategies have in many cases not tackled the deep-rooted structural problem of high unemployment and underemployment;

1. Invites member States–
   (a) to ratify and apply the Employment Policy Convention, 1964, and observe the Employment Policy Recommendation, 1964;
   (b) to give priority to measures for the creation of employment opportunities, including policies to, inter alia, stimulate productive investment in both the private and the public sectors, establish job creation programmes, increase access to jobs, facilitate structural adjustment and the reorganisation of working time;
   (c) to elaborate such measures within the framework of the ILO by co-ordinated international strategy in order to decrease and alleviate existing high levels of unemployment and underemployment, taking into account the International Development Strategy for the Third United Nations Development Decade;
   (d) to devise and implement, within the framework of the ILO, co-ordinated international policies aimed at–
      (i) raising public awareness and understanding of the consequences of unemployment and underemployment;
      (ii) strengthening the sense of international and national will amongst all sectors of society for solving the problems of the unemployed and underemployed.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General–
   (a) to consult with member States on the measures they are proposing to take to devise and implement the national policies and to elaborate the international strategy referred to in paragraph 1;
   (b) to report to the Conference on the results of his consultations with member States and of the examination of measures by the Governing Body;
   (c) to prepare a revised draft World Employment Programme in the light of recent adverse economic trends in order to ensure increased support to member States and a strengthening of the tripartite character of activities within the Programme; this revision should emphasise the fundamental right
of everyone of the opportunity to gain his or her living by work which he or she freely chooses or accepts and the safeguarding of that right;

(d) in drawing up the revised draft World Employment Programme, to draw particular attention to the following aspects:
- an analysis of the employment situation and its relationship to social structures as it exists in member countries;
- the implications for employment in all countries of the establishment of the New International Economic Order and the International Development Strategy for the Third United Nations Development Decade, especially regarding the transfer of technology;
- the role of education in general, and vocational training, for the development of employment;
- wider possibilities for creating employment in civilian sectors of the economy thus contributing to the best possible use of human resources;

(e) to prepare and publish on a regular basis a world employment report for discussion in the Governing Body and elsewhere; the report should set out in a comprehensive manner available information on trends in employment, unemployment and underemployment, assess the impact of national and international policies on employment, and examine the latest developments in the World Employment Programme and other aspects of employment such as the reorganisation of working time, the impact of new technologies, etc.

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

(a) to examine measures aimed at—
(i) encouraging and assisting member States to devise and implement the policies and the strategy referred to in paragraph 1;
(ii) adjusting programmes, set out in the Medium-Term Plan, 1982-87, to the implications of unemployment and underemployment;
(iii) intensifying the ILO’s role on employment issues, in international efforts to bring about sustained development of the world economy by such means as—
- inviting representatives of the international agencies responsible for economic and financial policies to discuss in the framework of the usual procedures the prospects for employment and the satisfaction of basic needs, and the necessity of creating a pattern of world-wide growth and development in which these objectives can be met;
- sending high-level tripartite delegations to meetings of other international organisations responsible for economic and financial policies in order to stress the priority that should be given to employment policy;

(b) to include the question of the adoption of the revised draft World Employment Programme on the agenda of an early session of the International Labour Conference.

III

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Employment Policy”

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 employment policy;
Decides that an item entitled “Employment policy” shall be included in the agenda of its next Ordinary Session for a second discussion with a view to the adoption of a Recommendation.

1 Adopted on 21 June 1983.
The General Conference of the International Labour Organisation,

After taking note of the reports of the Working Party on Structure submitted as item VIII of its agenda, and having taken note of the report and conclusions of the Committee on Structure,

Being unable to adopt the Constitutional and Standing Orders amendments placed on its agenda at the present session due to the conditions fixed at its 68th Session not having been met as a result of questions outstanding concerning the government protocols and the internal rules for the election of Employer members of the Governing Body;

1. Decides to place these questions, the texts of which were formulated by the Conference at its 68th Session (Provisional Record, No. 34, page 14, appended hereto) on the agenda of its 70th Session, it being understood that the delegation of the Conference established in accordance with the recommendation of the Committee on Structure would encourage, follow and co-ordinate discussions in the groups concerned, register development of the work on the protocols and internal rules still outstanding and report on them to the Conference.

2. Confirms that the conditions mentioned in the third paragraph of the resolution adopted by the Conference at its 68th Session continue to apply mutatis mutandis.

ANNEX

Questions relating to Proposals for the Amendment of the Constitution of the ILO Placed by the Conference on the Agenda of Its 69th Session (Provisional Record, No. 34, 68th Session, p. 14)

1. Appointment of the Director-General
   (article 8 of the ILO Constitution)
   “Inclusion, in paragraph 1 of article 8 of the Constitution of the International Labour Organisation, of a provision requiring the Governing Body of the International Labour Office to submit the appointment of the Director-General of the International Labour Office to the International Labour Conference for approval.”

2. Quorum Rule of the International Labour Conference
   (article 17 of the ILO Constitution)
   “Amendment of article 17 of the ILO Constitution so as to take account of abstentions for the calculation of the quorum at the International Labour Conference, which would remain fixed at half the delegates attending the session of the Conference, while also maintaining their exclusion for the calculation of majorities and, to this end, to stipulate that to obtain the required simple or special majority there must be at least half the corresponding proportion of the delegates attending the session.”

3. Amendment of the ILO Constitution
   (article 36 of the ILO Constitution)
   “Deletion in article 36 of the Constitution of the International Labour Organisation of the provisions requiring the ratification or acceptance of amendments to the Constitution by Members of the Organisation of chief industrial importance; and inclusion in the same article of provisions stating that amendments to certain specified articles and provisions of the Constitution shall not be considered as adopted by the International Labour Conference unless they receive three-fourths of the votes cast, and shall not come into force until ratified or accepted by three-quarters of the member States.”

1 Adopted on 22 June 1983.
2 This text is reproduced below:
   III. It is also understood that failing agreement in the Working Party on Structure, no draft amendments will be submitted to the Conference. In that event, the Working Party shall submit a final report to the Conference indicating the various positions, and the Conference shall take the decision it considers appropriate on the whole question of the structure of the ILO.
4. Amendment of article 7 of the ILO Constitution—composition of the Governing Body of the ILO

"Amendment of article 7 of the ILO Constitution with a view to—

(a) replacing the figures "fifty-six", "twenty-eight", "fourteen" and "fourteen" specified in paragraph 1 of this article by the figures "one hundred and eight", "fifty-four", "twenty-seven" and "twenty-seven" respectively;

(b) deletion of paragraphs 2 and 3 of article 7, to replace them with a series of provisions to:

(i) introduce a general principle aiming at ensuring that in its composition the Governing Body shall be as representative as possible, taking into account the various geographical, economic and social interests within its three constituent groups, without in any way undermining the recognised autonomy of those groups;

(ii) insert after this principle a provision concerning the rules to be applied with respect to the composition of the Government group, with a view to:

- firstly, specifying certain objectives—representativity and continuity—to be met within the general framework of principles applicable to the Governing Body as a whole;

- secondly, indicating the criteria on the basis of which, in conformity with the Compromise Text of the Government group, the distribution of the 54 government seats shall be made between the four regions (Africa, America, Asia, Europe) and the five electoral colleges referred to in the above-mentioned Compromise Text, as well as the limits (upper and lower) to be applied, and specifying that for the implementation of this decision, it has been agreed to apply the following distribution of seats: 12 seats for America, 13 seats for Africa, 14 and 15 seats alternately for Asia and Europe;

- thirdly, stipulating the principles and criteria applicable for the distribution of seats within the regions, due account being taken of their special characteristics, in conformity with the Compromise Text, and stipulating further that these principles shall be embodied in formal protocols drawn up for each region."

V

Resolution concerning the Arrears of Contributions Assessed on China

The General Conference of the International Labour Organisation,

Recalling that the Governing Body of the ILO decided on 16 November 1971 to recognise the Government of the People's Republic of China as the representative Government of China,

Recalling further the decision taken at its 58th Session on 21 June 1973 to transfer to a special account the arrears of contributions recorded in the accounts of the International Labour Organisation as being due by China in respect of the period prior to 16 November 1971, amounting to US$1,624,059;

1. Decides, subject to the resumption by China of active participation in the International Labour Organisation during the 69th (June 1983) Session of the International Labour Conference, to cancel the contributions assessed on China during the period from 17 November 1971 up to the date preceding the date of resumption of active participation by China in the work of the International Labour Organisation.

2. Decides further to cancel the arrears of contributions due by China in respect of the period prior to 16 November 1971, amounting to US$1,624,059.

VI

Resolution concerning the Adjustment of the Programme and Budget for 1982-83

The General Conference of the International Labour Organisation,

1 Adopted on 6 June 1983 by 393 votes in favour, 3 against, with 32 abstentions.
2 Adopted on 6 June 1983.
In the light of the intention expressed by the Government of China to resume participation in the activities of the Organisation and by analogy with the 1984-85 programme and budget estimates;

Decides to adjust the 1982-83 expenditure budget by decreasing Part V (Undistributed reserve) by an amount of $927,000 and by increasing Part I (Ordinary budget) by an amount of $927,000 under budget item 35 (Chinese language services).

VII

Resolution concerning the Proposed Exception to the Financial Regulations in Relation to the Financing of the Programme and Budget for 1984-85

The General Conference of the International Labour Organisation;

Decides, as an exception to the Organisation's financial practice, that the provisions of article 21.2 of the Financial Regulations be waived in respect of the calendar year 1982 and that they be applied to the 1982-83 biennial period as a whole.

VIII

Resolution concerning the Adoption of the Programme and Budget for the 59th Financial Period (1984-85) 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 59th financial period, ending 31 December 1985, the budget of expenditure of the International Labour Organisation amounting to $254,744,000 and the budget of income amounting to $254,744,000 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

IX

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

The General Conference of the International Labour Organisation;

Decides that, in order to restore the overall financial equilibrium of the ILO Staff Pensions Fund, an additional annuity of $200,000 shall be paid by the International Labour Organisation to the Fund for eight years beginning in January 1984.

X

Resolution concerning the Amendment of the Regulations of the ILO Staff Pensions Fund

The General Conference of the International Labour Organisation;

Decides to amend with immediate effect articles 3.1, 3.2 and 3.3 of the Regulations of the ILO Staff Pensions Fund to read as follows:

Article 3.1

Subject to the provisions of article 3ter, the execution of the present Regulations and the management of the Pensions Fund shall be effected by an Administrative Board consisting of three members elected by the International

---

1 Adopted on 14 June 1983.
2 Adopted on 15 June 1983 by 390 votes in favour, 28 against, with 13 abstentions.
Labour Conference on the nomination of the Governing Body, three representatives of the Director-General of the International Labour Office and three members who shall be co-opted by the Board on the recommendation of the representatives of the persons entitled to a pension under the present Regulations.

Article 3.2

The Conference shall elect three substitute members and the Board shall co-opt three substitute members on the recommendation of the representatives of the persons entitled to a pension.

Article 3.3

The elected members and their substitutes shall be appointed for three years and be eligible for re-election. The co-opted members and their substitutes shall be appointed for three years and may be reappointed. The Director-General of the International Labour Office shall, if necessary, be entitled at any time to change his representatives on the Board.

XI

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

The General Conference of the International Labour Organisation;

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) for a period of three years until 8 October 1986 the following members and substitute members of these bodies, namely:

Members: Mr. J. Mainwaring (Canada)
          Mr. H. M. Murerwa (Zimbabwe)
          Mr. R. M. Schibli (Switzerland)

Substitute members: Mr. W. M. Yoffee (United States)
                   Mr. W. M. Rogers (Barbados)
                   Mr. M. V. Sohonie (India)

XII

Resolution concerning the Arrears of Contributions of the Republic of Chad

The General Conference of the International Labour Organisation,

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

Accepts the arrangement proposed by the Government of the Republic of Chad for the settlement of the arrears of contributions due for the period 1975 to 1982 to the effect that—

(a) in 1983 the Republic of Chad will pay in full its contribution for the year 1983, amounting to $12,338;
(b) in subsequent years the Republic of Chad will continue to pay its current contribution in full in the year for which it is due;
(c) the Republic of Chad will settle the arrears that have accumulated up to and including 31 December 1982, amounting in total to $122,107, by the payment of 19 equal annual instalments of $6,105 beginning in 1984 and a final instalment of $6,112.

1 Adopted on 14 June 1983.
2 Adopted on 21 June 1983.
XIII

Resolution concerning the Granting to the Republic of Chad of Permission to Vote under Paragraph 4 of Article 13 of the Constitution of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its present session for the settlement of the arrears of the Republic of Chad;

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

1 Adopted on 21 June 1983 by 396 votes in favour, none against, with no abstentions.