Resolutions Adopted by the International Labour Conference at Its 70th Session

(Geneva, June 1984)

I

Resolution concerning Employment Policy

The General Conference of the International Labour Organisation,

Recalling the Declaration of Philadelphia and its solemn commitment to assessing all international economic and financial policies in the light of their contribution to the achievement of the fundamental objective that all human beings should have the right to pursue their material and spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,

Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference of the International Labour Organisation in 1976, which set out national and international policies for economic and social development, employment creation and the eradication of poverty,

Noting with satisfaction the adoption by the 67th Session of the General Conference (1981) of the resolution on the role of the ILO in the International Development Strategy for the Third United Nations Development Decade,

Recalling the resolution concerning employment of the 69th Session of the General Conference (1983) affirming commitment to raising employment levels as the most effective way of raising living standards, combating poverty and underdevelopment, and promoting fair income distribution,

Welcoming Volume 1 of the World Labour Report by the Director-General as a valuable assessment of current employment trends and policy issues conducive to constructive discussion on ways of combating unemployment and promoting productivity,

Considering the comments of the Committee of Experts on the Application of Conventions and Recommendations in 1983 concerning the high degree of interdependence of the nations' economies and their insistence on the need for tripartite consultation and co-operation in tackling unemployment,

Considering also the emphasis placed by the Committee of Experts in its 1984 report on the need for decisions of overall economic policy on such questions as public expenditure, and questions of trade or fiscal and monetary policies, to be taken giving full weight to the aims of the Employment Policy Convention, 1964 (No. 122), and its view that closer co-ordination may be appropriate between the various international organisations concerned, including the International Monetary Fund, the World Bank as well as the International Labour Organisation, in formulating advice and tendering assistance to governments on matters of economic and employment policy,

Noting the comments of the Committee of Experts about the difficulties they had experienced in supervising the application of Convention No. 122,

Deploring the continuing high and in many cases rising levels of unemployment and underemployment in the great majority of countries and the poor outlook for a sustained and substantial reduction in unemployment, and recognising the need for some governments to respond more constructively to ILO calls for priority to be given to employment creation particularly in a framework of international co-operation,

Recognising the important role that public, private and co-operative enterprises, as well as small and medium-sized undertakings, play in promoting employment,

Recognising the need for improving international co-operation which is necessary to maximise the positive impact of investment programmes on productive employment,

Considering that international monetary and trade agencies should take account of the important social and employment implications of the economic policies which they recommend to the countries in need of their aid;

1. Calls on the Governing Body of the International Labour Office to make effective arrangements or rearrangements of its working methods to enable it to assess at regular intervals the impact of international and national governmental economic, financial and trade policies on employment levels.

2. Calls on the Governing Body of the International Labour Organisation to request the Director-General:

(a) to invite international agencies responsible for economic and financial policies to take the views of the International Labour Organisation into account in regard to economic and financial problems affecting countries and leading them to seek assistance from such agencies; the agencies should also be reminded of the need for representative national employers' and workers' organisations to be consulted when they consider their response to countries' needs;

(b) in accordance with proposals in Volume 1 of the World Labour Report for a pooling of efforts to analyse the causes of, to combat unemployment and to promote higher levels of employment, to convene a meeting of government, employer and worker experts, to which should also be invited the international agencies concerned, such as the International Monetary Fund, the General Agreement on Tariffs and Trade, the United Nations Conference on Trade and Development and the Organisation for Economic Co-operation and Development. The conclusions of this meeting should be presented to the Governing Body which should consider the possibility of placing these conclusions before a larger meeting of policy-makers and representatives of employers and workers;

(c) to put forward proposals to the Governing Body for measures to enable the ILO to play fully its role and to enlarge its influence within its field of competence in international discussion and decision-making concerning economic, industrial, trade, co-operation and monetary policies.

II

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item entitled Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)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 Convention and a Recommendation concerning labour statistics;

Decides that an item entitled "Revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)" shall be included in the Agenda of its next Ordinary Session for a second discussion, with a view to the adoption of a Convention supplemented by a Recommendation.

III

Resolution concerning Standards on Labour Statistics¹

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the sixth item on the Agenda,

¹ Adopted on 25 June 1984.
Noting the need to keep up to date the standards and guide-lines established under the auspices of the International Labour Organisation with regard to the concepts, definitions and methodology used in the collection, compilation and publication of labour statistics;

Considers that the International Conference of Labour Statisticians should be—convened more frequently than in the past and, in particular, that its next meeting should be held no later than 1987.

IV

Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Occupational Health Services”:

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning occupational health services,

Decides that an item entitled “Occupational Health Services” shall be included in the agenda of its next Ordinary Session for a second discussion, with a view to the adoption of a Convention and a Recommendation.

V

Resolution concerning the Improvement of Working Conditions and Environment:

The General Conference of the International Labour Organisation,

Reaffirming that the improvement of working conditions and environment and the well-being of workers is the first and permanent mission of the International Labour Organisation,

Recalling that, in its resolution relating to working conditions and environment adopted in 1975, it called for the establishment of a new international programme in this field,

Having examined the report on evaluation of the International Programme for the Improvement of Working Conditions and Environment (PIACT),

Noting that this programme enjoys the full support of governments, employers and workers;

1. Invites member States to take appropriate measures to give effect to the conclusions concerning national action in the field of working conditions and environment which are appended to the present resolution.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to take into consideration the conclusions on future ILO action appended to this resolution when preparing programmes of work of the Office.

VI

Resolution proposed to the Conference by the Committee on Structure:

The General Conference of the International Labour Organisation,

After taking note of the reports of the Delegation of the Conference 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 69th Session not having been met as a result of questions outstanding concerning the government regional 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, 1982 (Provisional Record No. 34, page 14,) on the agenda of its 71st Session, it being understood that solutions to the outstanding questions would have to be actively pursued in a spirit of understanding and mutual agreement through the means proposed in the Conclusions¹ of the Committee and that the Delegation established at the 69th Session of the Conference would report on progress made.

2. Confirms that the conditions mentioned in paragraph III of the resolution² adopted by the Conference at its 68th Session and reiterated at its 69th Session continue to apply as understood at the latter session.

VII

Resolution concerning the Contribution of the ILO to Production and Productivity Improvement, with Special Reference to Developing Countries, Oriented towards Greater Social and Economic Development³

The General Conference of the International Labour Organisation,

Considering as a basic principle that production and productivity improvement must serve the well-being of the people,

Recalling that the Programme of Action adopted in 1976 by the World Employment Conference recommends, as an essential element to any national employment-centred development strategy, "an increase in the volume and productivity of work in order to increase the incomes of the lowest income groups",

Noting that the levels of production and productivity are among the main factors that determine the amount of goods and services available in an economy and are therefore a basis of economic and social progress in real terms,

Recalling the need to take account of the specific interests of different categories of workers, in particular women and young workers, within the framework of production and productivity improvement,

Noting that productivity improvement is necessary in order to assure economic growth and underlining the effect of the quantity and quality of employment, as well as the effect of rising standards of living, on productivity and on the quality of production socially necessary for the well-being of workers and their families,

Recalling the resolution on labour and social implications of automation and other technological developments adopted by the 57th Session of the International Labour Conference (1972),

Recognising that the levels of production and productivity can be greatly influenced by the development of science and technology, balanced social and economic policies as well as the implementation of programmes of initial and continuous training for workers, in particular young workers and women,

Considering it necessary for production and productivity improvement to be accompanied by an active employment policy directed towards the promotion of full productive and adequately remunerated and freely chosen employment,

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.

³ Adopted on 26 June 1984.
Stressing that production and productivity improvement should not have adverse effects on the life and health of the workers or on the working environment,

Emphasising that science and technology as well as their application should enrich the working life of the people,

Aware that in the majority of developing countries, especially the least developed countries, many of which are facing growing problems of overpopulation while lacking in resources, particularly in equipment, energy and skilled manpower, dynamic and socially justified management of these scarce resources is all the more essential as increased national income depends at least as much on progress achieved through the better use of existing capital and labour resources as on the use of new resources,

Considering that governments, employers and workers and their organisations have a leading role to play in production and productivity improvement and that there is a need to implement measures within the enterprise, such as management and organisation policies, appropriate personnel policies on human potential and on technical and financial investments which encourage innovation and the pooling of efforts for the purpose of increasing production and productivity,

Noting that it is necessary for workers and employers and their organisations to exert influence on the application of scientific and technological innovations as well as on the use of the results achieved by production and productivity improvement,

Considering that the increase of productivity, in particular as a result of the introduction of new technologies, can affect the intensity of work and limit the growth of employment,

Considering the need for governments and for employers' and workers' organisations to participate in the planning of productivity improvement,

Stressing that the aim of improving productivity can be compatible with employment policy, the protection of workers' health and fair remuneration,

Convinced that productivity improvement should be accompanied by the setting up of improved conditions and appropriate social structures,

Considering that efforts made at the enterprise level may usefully be supported by institutions set up for this purpose by the public authorities, employers', workers' and other organisations,

Stressing the need for all enterprises, both national and multinational, to coordinate their activity concerning production and productivity improvement with the national development programmes;

Requests the Governing Body of the International Labour Office—

(1) to stress that the objective of full employment is possible and necessary and that this objective does not contradict productivity improvement, the main purpose of which is to ensure economic growth and, thus, a rising standard of living;

(2) to include in the ILO programmes studies on—

(a) the positive and negative effects of various measures that may be undertaken to improve productivity at the enterprise, sectoral and national levels, the organisation of productivity programmes and the role of governments, employers' and workers' organisations in this respect, as well as the estimated effects of these measures on the employment situation and working conditions;

(b) the sharing of the benefits obtained through production and productivity improvement, in particular—
   - at the level of wages and the humanisation of working conditions;
   - at the level of lowering prices;
   - at the level of employment development;
(c) the real growth of wages and the improvement of working conditions and their appropriate relation to productivity improvement;

(d) the effects of the application of science and technology on the security of jobs and through that on the life of the workers and their families;

(e) the role that information, consultation and workers' participation within the enterprise can play in this context;

(f) the need for improvements in health care, workers' protection, education, vocational training and retraining, particularly in connection with the introduction of new technologies, social services and physical infrastructures in the interest of workers and their families, as well as to produce an increase in overall economic productivity;

(3) to ensure a sufficient increase in the funds allocated from the ILO regular budget (RBTC) and to make available to member States, especially in the developing and first of all in the least developed countries, advisory services and technical co-operation programmes and other measures as well as other resources adequate in nature in the above-mentioned fields, and to help them to set up and strengthen tripartite machinery as well as to assist trade union and employers' organisations in order to raise the level of productivity and production and ensure full employment and thus a rising standard of living and the well-being of workers and their families;

(4) to take every possible measure in order to ensure the protection and safety of workers, continuous training and the retraining of managers.

VIII
Resolution concerning the Strengthening of Action for the Least Developed Countries

The General Conference of the International Labour Organisation,

Recalling the Declaration of Principles and Programme of Action adopted by the World Employment Conference of the International Labour Organisation in 1976, which put special emphasis on employment creation, satisfaction of basic needs, accelerated growth and equitable distribution of income and wealth, and which set out national and international policies for economic and social development and the eradication of poverty,

Recalling the resolution concerning the role of the International Labour Organisation in the International Development Strategy for the Third United Nations Development Decade adopted by the International Labour Conference in 1981,

Recalling the Substantial New Programme of Action for the 1980s for the Least Developed Countries adopted by the United Nations Conference on the Least Developed Countries in September 1981,

Noting with serious concern that the least developed countries as a group, and among them landlocked and island developing countries, are experiencing growing difficulties in their economic and social development exacerbated by the unfavourable international economic environment and by climatic and other disasters, and that in particular the least developed countries in Africa are confronted with a dramatic deterioration of their economies characterised especially by severe shortages in food and other basic needs and by massive unemployment and underemployment,

Stressing that there is an urgent need for increased action, including a major increase in the transfer of additional resources, to meet the critical needs of the least developed countries and to help them to attain more rapid economic and social development and to satisfy the basic needs of their populations,

Considering that the International Labour Organisation, in view of its tripartite structure and its field of competence, has an important contribution to make in

1 Adopted on 26 June 1984.
assisting the least developed countries in their development efforts and that its experience in the fields of employment, labour-intensive public works, rural development, including the co-operative movement, appropriate technology, training, the improvement of working conditions and industrial relations, as well as the extension of social security, should be fully utilised in implementing the Substantial New Programme of Action for the 1980s for the Least Developed Countries.

Welcoming the increasing volume of ILO assistance to the least developed countries, but stressing the imperative need for further strengthening of this action in the face of the dramatic situation in many least developed countries;

1. Calls upon all member States to fully implement the Substantial New Programme of Action for the 1980s for the Least Developed Countries and to take urgent measures to cope with the emergency situation in many least developed countries, in particular in Africa.

2. Appeals in particular to the industrialised countries, and also to those developing countries in a position to do so, to increase considerably their bilateral and multilateral aid on a concessional basis to the least developed countries and to implement the aid targets of the Substantial New Programme of Action as minimum requirements in this respect.

3. Invites the Governing Body of the International Labour Office to take all appropriate measures to strengthen ILO action in favour of the least developed countries, and to this end to instruct the Director-General–

(a) to give high priority to technical co-operation programmes and projects which benefit the least developed countries;

(b) to allocate more significant regular budget resources to these technical co-operation activities and to strengthen the existing implementation machinery and strengthen his efforts to attract an increasing volume of multilateral and bilateral extra-budgetary resources for ILO projects in the least developed countries;

(c) to encourage technical co-operation among developing countries, including the least developed countries, by strengthening the existing implementation machinery and through an appropriate decentralisation of ILO technical co-operation activities and the further strengthening of the regional and subregional programmes and institutions of the International Labour Organisation;

(d) to take full account of the relevant international labour standards in the implementation of technical co-operation activities in the least developed countries;

(e) to encourage popular participation in the development efforts of the least developed countries, in particular through increased assistance to workers' and employers' organisations, and to promote tripartite co-operation in technical co-operation activities;

(f) to urge the developed countries to transfer at least 0.15 per cent of their gross national product to the least developed countries before 1985;

(g) to ensure that the International Labour Organisation will play its full part in the mid-term global review of progress towards the implementation of the Substantial New Programme of Action for the 1980s for the Least Developed Countries to be held in 1985;

(h) to ensure that ILO activities concerning the least developed countries are fully reflected in the Director-General's annual Report in a separate section.

4. Appeals to member States of the ILO–

(a) to develop programmes for employment creation, vocational training and workers' education, as this would contribute to national progress and to the establishment, particularly in the least developed countries, of real economic sovereignty;

(b) to respect strictly the ILO Conventions guaranteeing freedom of association and to promote the direct participation of workers and employers and their organisations in the process of formulating and implementing programmes and plans for national development.
IX

Resolution concerning the arrears of contributions of the Islamic Federal Republic of the Comoros

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 Islamic Federal Republic of the Comoros for the settlement of the arrears of contributions due for the period 1980 to 1984 to the effect that—
(a) in 1985 the Islamic Federal Republic of the Comoros will pay in full its contribution for the year 1985, amounting to US$12,737;
(b) in subsequent years the Islamic Federal Republic of the Comoros will continue to pay its current contribution in full in the year for which it is due;
(c) the Islamic Federal Republic of the Comoros will settle the arrears that have accumulated up to and including 31 December 1984, amounting in total to US$56,739, by the payment of nine equal annual instalments of US$5,674 beginning in 1985 and a final instalment of US$5,673.

X

Resolution concerning the granting to the Islamic Federal Republic of the Comoros 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 Islamic Federal Republic of the Comoros;
Decides that the Islamic Federal Republic of the Comoros shall be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

XI

Resolution concerning the granting 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 69th (June 1983) Session for the settlement of the arrears of the Republic of Chad;
Having regard further to the undertaking given by the Government of the Republic of Chad to bring itself up to date within the terms of the said financial arrangement as soon as possible and in any case by 31 December 1984;
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 12 June 1984.
XII

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

The General Conference of the International Labour Organisation,

In accordance with article III of the Statute of the Administrative Tribunal,

Extends the terms of office of Mr. André Grisel (Switzerland) and Mr. Jacques Ducoux (France) as judges of the Administrative Tribunal of the International Labour Organisation, and that of Mr. Héctor Gros Espiell (Uruguay) as deputy judge of the Tribunal, for further periods of three years.

1 Adopted on 12 June 1984.
Price: 6 Swiss francs